

Perspectives on Fall 2001 Law Student Recruiting

Introduction

Fall recruiting experiences are a topic of great importance both to law schools and to legal employers, particularly as activity in the employment market for entry-level and summer associates is affected by the weakening economy of 2001 and the disruptions caused by September 11. As a service to members and the legal profession, NALP reports on:

- the level of employer activity on campus,
- employer and school participation in job fairs, and
- outcomes of summer programs and of fall recruiting.

The first part of this report details recruitment activity on campus and at job fairs, providing comparisons with fall 2000 from the perspective of both schools and employers. This information was gathered in surveys entitled “What’s Happening This Fall” and “Three Quick Questions” sent to employers and schools, respectively. The second part of the report provides information on the outcomes of 2001 summer programs and of fall recruiting for both second-year summer associates and entry-level associates, based on the “Snapshot Survey of the 2001 Recruiting Season.” As in prior years, therefore, this report does not document every aspect of recruiting nor include every category of hires. Hiring of first-year (Class of 2004) students and third-year (Class of 2002) students for summer associate positions is not included. Documentation of hires from the Class of 2001 includes only those who participated in a summer program after graduation. Results of survey questions on lateral hiring were reported in the March 2002 *NALP Bulletin*.

Fall 2001 Recruiting Activity

■ Law School Perspective

A total of 138 law schools, about 70% of NALP's law school members, provided information on the number of employers participating in on-campus interviewing (OCI), the number of employers for whom they bundled resumes, and on the number of job fairs or consortia in which the school participated. Most were also able to provide comparable figures for fall 2000.

Because schools do not count employers on a uniform basis, only changes in employer counts were measured, and not absolute levels of activity. Job fair participation is measured both in terms of change and absolute levels.

- The economic realities of 2001 are clearly reflected in the employer numbers reported by schools. Just one-quarter of schools — 26.1% — reported an increase of 5% or more in the number of employers on campus in fall 2001 compared with fall 2000. One-quarter reported a change of less than 5%, and the remainder reported a decrease of 5% or more. With respect to bundling of resumes, about half of schools reported an increase of 10% or more; the remaining schools were evenly split between those reporting a change of less than 10% and a decrease of more than 10%.
- Schools in the West were most likely to report a decrease in employer numbers and least likely to report an increase of 5% or more. Schools in the Northeast, Southeast, and Midwest were most likely to report an increase of 5% or more, while schools in the Mid-Atlantic region were least likely to have experienced declines of more than 12%. At the same time, schools in the Midwest and West were most likely to have increased bundling activity by 10% or more, while schools in the Northeast were most likely to have changed it by less than 10% or decreased the number.
- Analysis by enrollment size shows that the smallest and largest schools were somewhat more likely to report an increase of 5% or more in the number of employers on campus. Schools of more than 750 students were least likely by far to report fewer employers — about one in six reported a decrease of more than 12% compared with about one-third among smaller schools. The smallest schools were also somewhat more likely to report decreased bundling activity, but they were also most likely to report increases of more than 35%.
- Overall, the volume of employers on campus exceeded the volume of employers for whom resumes were bundled by 2 to 1. This figure was higher in the Southeast and lower in the Northeast, but varied little by school size. Analyses of how individual schools are distributed on this measure show that for two-thirds of the Northeast schools, the ratio was less than 1.5. In contrast, the percentage of schools falling into this category was half that or less in the Southeast and Midwest.
- About 70% of schools participated in four or more job fairs and almost one-third participated in eight or more. Regional contrasts are notable. Most schools reporting from the Northeast and Mid-Atlantic region participated in four or more job fairs, and almost half participated in eight or more. Among schools in the West, in contrast, almost half participated in less than four job fairs. As was the case last year, only a few schools reported no job fair participation.
- Somewhat more than half of schools reported no change in job fair participation. In the West and among smaller schools, this was true of most schools. Schools in the Mid-Atlantic region were most likely to have increased job fair participation.

Comparison of Fall 2001 and Fall 2000 On-Campus Recruitment Activity, As Reported by Schools (percent or number of schools in each category)

	Total	NALP REGION					FALL 2001 JD ENROLLMENT		
		Northeast	Mid-Atlantic	Southeast	Midwest	West/RM	Fewer than 550	550-750	More than 750
# of employers on campus:									
Increase of 5% or more.....	26.1	29.4	21.1	28.1	31.6	15.4	28.8	22.2	26.1
Change of less than 5%.....	25.4	23.5	26.3	31.3	23.7	23.1	17.3	30.6	30.4
Decrease of 5-12%.....	23.9	23.5	47.4	12.5	23.7	19.2	21.2	25.0	26.1
Decrease of more than 12%.....	24.6	23.5	5.3	28.1	21.1	42.3	32.7	22.2	17.4
Number of schools reporting.....	134	17	19	32	38	26	52	36	46
# of employers for whom resumes were bundled:									
Increase of more than 35%.....	26.0	23.5	16.7	31.0	24.3	33.3	30.6	25.7	20.9
Increase of 10-35%.....	22.8	11.8	33.3	13.8	29.7	16.7	24.5	14.3	27.9
Change of less than 10%.....	26.0	47.1	27.8	20.7	21.6	25.0	16.3	37.1	27.9
Decrease of more than 10%.....	25.2	17.6	22.2	34.5	24.3	25.0	28.6	22.9	23.3
Number of schools reporting.....	127	17	18	29	37	24	49	35	43

Note: On-campus employer counts reported by schools may include firms conducting video interviews.

Comparison of Employers on Campus and Resume Bundling Activity

	Total	NALP REGION					FALL 2001 JD ENROLLMENT		
		Northeast	Mid-Atlantic	Southeast	Midwest	West/RM	Fewer than 550	550-750	More than 750
Ratio of volume of employers on campus to volume of employers for whom resumes were bundled*.....	2.0	1.2	1.8	2.7	2.1	2.2	1.9	1.9	2.1
Distribution of schools on ratio of employers on campus to employers for whom resumes were bundled									
Less than 1.5.....	39.6	66.7	52.6	25.8	30.8	44.0	33.3	43.2	43.5
1.5 - 3.0.....	26.1	11.1	36.8	29.0	30.8	16.0	27.5	29.7	21.7
More than 3.0.....	34.3	22.2	10.5	45.2	38.5	40.0	39.2	27.0	34.8
Median ratio.....	2.1	0.8	1.5	2.8	2.3	1.7	2.3	1.6	2.1
Number of schools reporting.....	134	18	19	31	39	25	51	37	46

* Note: These 134 schools collectively reported 11,901 employers on campus and 4,764 employers for whom resumes were bundled.

Job Fair Participation, Fall 2001, as Reported by Schools

(percent or number of schools in each category)

	Total	NALP REGION					FALL 2001 JD ENROLLMENT		
		Northeast	Mid-Atlantic	Southeast	Midwest	West/RM	Fewer than 550	550-750	More than 750
# of Job Fairs or Consortia									
Fewer than 4	29.4	21.1	15.8	28.1	25.6	48.0	56.9	13.5	12.5
4-7	40.4	31.6	36.8	46.9	51.3	28.0	35.3	45.9	41.7
8 or more.....	30.1	47.4	47.4	25.0	23.1	24.0	7.8	40.5	45.8
Number of schools reporting	136	19	19	32	39	25	51	37	48
Change in # of Job Fairs Compared with Fall 2000									
Decrease.....	16.7	16.7	27.8	25.8	12.8	4.2	6.1	32.4	15.2
No change.....	56.1	50.0	27.8	54.8	56.4	79.2	73.5	35.1	54.3
Increase	27.3	33.3	44.4	19.4	30.8	16.7	20.4	32.4	30.4
Number of schools reporting	132	18	18	31	39	24	49	37	46

■ Employer Perspective

A total of 564 employers provided information on their school visits and job fair participation. Most of these, about 94%, were law offices. Although these findings represent for the most part the experiences of larger firms, with almost two-thirds of firm responses from firms of more than 100 attorneys, firms of 50 or fewer attorneys represented a substantial minority of respondents, about 20%.

Nationwide, the median number of schools at which employers recruited was 6. Somewhat more than one-quarter of respondents visited more schools in 2001 compared to 2000; the remainder were evenly split between those visiting fewer schools and those visiting the same number of schools.

- For firms of 50 or fewer attorneys and 51-100 attorneys, the medians were 3 and 5, respectively, compared to 9 to 10 at larger firms. It is also the case that for small offices, regardless of overall firm size, the median was 4 or fewer schools.
 - Firms of more than 100 attorneys were most likely to increase the number of schools at which they interviewed, with about one-third reporting an increase. In contrast, firms of 100 or fewer attorneys were most likely to have not changed the number of schools visited.
- Although they were least likely to have visited more schools, firms of 50 or fewer attorneys were also least likely to have visited fewer schools.
- On a regional basis, the median number of schools ranged from 5 in the Southeast and Midwest to 10 in the Northeast. Employers in the Northeast were also most likely to interview at 11 or more schools. Almost half did so, a frequency about twice that of employers in the Southeast, Midwest, and West. Employers in the Northeast were also most likely to have interviewed at more schools in 2001 compared with 2000. Employers in the Mid-Atlantic region and West were most likely to have interviewed at fewer schools.
 - Regional averages are not necessarily indicative of activity on the part of employers in a given city within that region. For example, employers in Kansas City and Milwaukee visited far more schools than average and were more likely to have increased that number. Atlanta similarly contrasts the Southeast as a whole. Firms in Orange County and the San Jose area, while visiting more schools than average, were also most likely, along with firms in Phoenix and Portland, to have decreased the number of schools visited.

Fall 2001 On-Campus Interviewing Activity and Comparison with Fall 2000, As Reported by Employers — By Type and Size

(in percentages except for medians)

	Number of Offices	NUMBER OF SCHOOLS VISITED					# OF SCHOOLS VISITED COMPARED TO 2000		
		2 or Fewer	3-5	6-10	11 or More	Median	Increase	Decrease	No Change
Total — All Employers	564	21.1	25.7	25.0	28.2	6	27.7	36.0	36.3
Firms of 50 or fewer attorneys	105	47.6	38.1	13.3	1.0	3	17.6	30.4	52.0
Offices of 25 or fewer attorneys	29	58.6	34.5	6.9	0.0	2	14.8	18.5	66.7
Offices of 26-50 attorneys	48	45.8	37.5	16.7	0.0	3	16.7	37.5	45.8
Firms of 51-100 attorneys	87	17.2	44.8	31.0	6.9	5	19.8	39.5	40.7
Offices of 26-50 attorneys	9	33.3	66.7	0.0	0.0	3	12.5	62.5	25.0
Offices of 51-100 attorneys	41	19.5	41.5	29.3	9.8	5	21.1	34.2	44.7
Firms of 101-250 attorneys	106	7.5	17.9	34.0	40.6	9	31.4	38.1	30.5
Offices of 25 or fewer attorneys	9	44.4	33.3	11.1	11.1	4	22.2	33.3	44.4
Offices of 51-100 attorneys	23	13.0	30.4	26.1	30.4	7	17.4	39.1	43.5
Offices of 101 or more attorneys	34	0.0	8.8	44.1	47.1	10	35.3	38.2	26.5
Firms of 251-500 attorneys	97	12.4	15.5	22.7	49.5	10	35.1	36.1	28.9
Offices of 25 or fewer attorneys	9	77.8	22.2	0.0	0.0	1	33.3	11.1	55.6
Offices of 26-50 attorneys	12	16.7	50.0	33.3	0.0	4.5	41.7	25.0	33.3
Offices of 51-100 attorneys	19	5.3	26.3	52.6	15.8	6	26.3	42.1	31.6
Offices of 101 or more attorneys	34	5.9	0.0	14.7	79.4	14	32.4	44.1	23.5
Firms of 501 or more attorneys	130	8.5	20.0	27.7	43.8	9	32.8	41.0	26.2
Offices of 25 or fewer attorneys	16	37.5	31.3	25.0	6.3	3.5	33.3	26.7	40.0
Offices of 26-50 attorneys	24	12.5	41.7	41.7	4.2	5	34.8	26.1	39.1
Offices of 51-100 attorneys	34	2.9	23.5	38.2	35.3	8.5	19.4	41.9	38.7
Offices of 101 or more attorneys	40	2.5	0.0	20.0	77.5	17	43.6	43.6	12.8
Government/Public Interest Employers	35	54.3	17.1	17.1	11.4	2	29.0	16.1	54.8

Note: Only law firms are included in the size analysis. Counts by office size within firm size do not add to the total count for the firm size because: (a) not all surveys included office size information, or (b) offices which indicated that they recruit for multiple offices are not included in analyses by office size. The number of offices reporting both 2000 and 2001 information for the comparative analyses is somewhat smaller than the number shown in the first column. Employers may have included in their school count schools with which they conducted video interviews.

Fall 2001 On-Campus Interviewing Activity and Comparison with Fall 2000, As Reported by Law Firms — By NALP Region and City

(in percentages except for medians)

	Number of Offices	NUMBER OF SCHOOLS VISITED					# OF SCHOOLS VISITED COMPARED TO 2000		
		2 or Fewer	3-5	6-10	11 or More	Median	Increase	Decrease	No Change
All Firms	525	18.3	26.5	25.7	29.5	6	27.8	37.1	35.1
Northeast.....	76	9.2	19.7	23.7	47.4	10	35.6	34.2	30.1
Boston.....	11	9.1	0.0	27.3	63.6	16	36.4	36.4	27.3
Hartford.....	7	28.6	28.6	42.9	0.0	5	0.0	42.9	57.1
New York City.....	36	0.0	11.1	16.7	72.2	17	48.5	27.3	24.2
Mid-Atlantic.....	100	9.0	23.0	28.0	40.0	7	28.7	43.6	27.7
Baltimore.....	5	20.0	40.0	40.0	0.0	3	20.0	40.0	40.0
Philadelphia.....	13	0.0	7.7	30.8	61.5	13	30.8	46.2	23.1
Pittsburgh.....	5	20.0	20.0	0.0	60.0	12	20.0	60.0	20.0
Richmond.....	6	0.0	16.7	83.3	0.0	6	0.0	50.0	50.0
Washington, D.C.....	45	8.9	22.2	17.8	51.1	11	35.0	40.0	25.0
Southeast.....	103	24.3	35.0	20.4	20.4	5	26.5	31.4	42.2
Atlanta.....	11	18.2	27.3	9.1	45.5	10	45.5	45.5	9.1
Austin.....	5	40.0	40.0	0.0	20.0	5	20.0	20.0	60.0
Dallas.....	19	5.3	31.6	31.6	31.6	9	26.3	36.8	36.8
Houston.....	13	30.8	23.1	23.1	23.1	5	23.1	23.1	53.8
Miami.....	5	40.0	20.0	40.0	0.0	5	0.0	0.0	100.0
Midwest.....	105	27.6	23.8	23.8	24.8	5	28.7	30.7	40.6
Chicago.....	23	21.7	17.4	26.1	34.8	9	18.2	36.4	45.5
Cleveland.....	9	11.1	44.4	11.1	33.3	5	22.2	44.4	33.3
Columbus.....	9	55.6	11.1	22.2	11.1	2	25.0	37.5	37.5
Detroit.....	5	0.0	40.0	20.0	40.0	6	80.0	0.0	20.0
Kansas City, MO.....	5	0.0	0.0	40.0	60.0	11	40.0	40.0	20.0
Milwaukee.....	7	28.6	14.3	0.0	57.1	12	57.1	14.3	28.6
Minneapolis.....	11	18.2	9.1	54.5	18.2	8	45.5	27.3	27.3
St. Louis.....	6	0.0	66.7	16.7	16.7	5	33.3	16.7	50.0
West/Rocky Mtn.....	141	18.4	28.4	30.5	22.7	6	23.4	43.1	33.6
Denver.....	11	63.6	9.1	18.2	9.1	2	45.5	18.2	36.4
Los Angeles.....	32	6.3	28.1	34.4	31.3	7	22.6	45.2	32.3
Orange County, CA.....	9	0.0	44.4	33.3	22.2	8	11.1	55.6	33.3
Phoenix.....	5	20.0	20.0	60.0	0.0	6	0.0	60.0	40.0
Portland.....	9	0.0	33.3	44.4	22.2	6	11.1	66.7	22.2
San Francisco.....	17	0.0	29.4	47.1	23.5	7	37.5	31.3	31.3
San Jose area.....	15	0.0	26.7	40.0	33.3	9	20.0	66.7	13.3
Seattle.....	15	66.7	6.7	6.7	20.0	2	6.7	40.0	53.3

The number of offices reporting both 2000 and 2001 information for the comparative analysis is somewhat smaller than the number shown. Specific city information may include firms which recruit for additional offices in other cities. The San Jose area includes offices in Palo Alto, Menlo Park, San Jose, and Sunnyvale. Detroit includes one office in Southfield. St Louis includes one office in Belleville, IL. Employers may have included in their school count schools with which they conducted video interviews.

A plurality of responding employers participated in no job fairs. Just under two-thirds of employers participated in the same number of job fairs in 2000 and 2001.

- About three-quarters of firms of 50 or fewer attorneys and over half of firms of 51-100 attorneys participated in no job fairs. Likewise, the majority of small offices, regardless of firm size, participated in no job fairs.
- The majority of small firms and small offices participated in the same number of job fairs in 2000 and 2001. Over half of the largest firms of 251 or more attorneys likewise par-

ticipated in the same number of job fairs, and about one-quarter participated in more.

- On a regional basis, firms in the Northeast and Mid-Atlantic region were most likely to participate in job fairs. Firms in the Northeast were most likely to participate in two or more job fairs. The Northeast also had the highest percentage by far of firms reporting an increase in the number of job fairs in which they participated.
- Again, regional norms are not necessarily indicative of activity within a given city. For example, nearly all firms reporting from Bos-

ton participated in two or more job fairs, as did about 60% of firms in Austin, Dallas, Milwaukee and San Jose. In contrast, most or all offices in Columbus, St. Louis, and Phoenix participated in no job fairs.

- Firms in Boston and Pittsburgh were most likely to participate in more job fairs in 2001 compared with 2000. All, or nearly all, of firms reporting from Hartford, Houston, Miami, Columbus, Minneapolis, and St. Louis did not change their level of participation.

Fall 2001 Job Fair Participation and Comparison with Fall 2000, As Reported by Employers — By Type and Size (in percentages)

	Number of Offices	NUMBER OF JOB FAIRS/CONSORTIA FALL 2001			COMPARED TO 2000 JOB FAIR PARTICIPATION		
		None	One	Two or More	Increased	Decreased	Stayed the Same
Total — All Employers	564	41.5	24.6	34.0	21.1	14.6	64.3
Firms of 50 or fewer attorneys	105	76.0	19.2	4.8	9.7	4.9	85.4
Offices of 25 or fewer attorneys	29	89.7	10.3	0.0	3.4	0.0	96.6
Offices of 26-50 attorneys	48	66.7	27.1	6.3	10.4	6.3	83.3
Firms of 51-100 attorneys	87	55.2	21.8	23.0	9.8	14.6	75.6
Offices of 26-50 attorneys	9	66.7	22.2	11.1	11.1	0.0	88.9
Offices of 51-100 attorneys	41	51.2	26.8	22.0	10.5	18.4	71.1
Firms of 101-250 attorneys	106	25.5	32.1	42.5	29.1	20.4	50.5
Offices of 25 or fewer attorneys	9	88.9	11.1	0.0	0.0	11.1	88.9
Offices of 51-100 attorneys	23	17.4	56.5	26.1	31.8	36.4	31.8
Offices of 101 or more attorneys	34	17.6	23.5	58.8	47.1	14.7	38.2
Firms of 251-500 attorneys	97	23.7	25.8	50.5	29.2	15.6	55.2
Offices of 25 or fewer attorneys	9	66.7	11.1	22.2	11.1	0.0	88.9
Offices of 26-50 attorneys	12	58.3	25.0	16.7	16.7	8.3	75.0
Offices of 51-100 attorneys	19	36.8	31.6	31.6	5.6	5.6	88.9
Offices of 101 or more attorneys	34	5.9	32.4	61.8	38.2	23.5	38.2
Firms of 501 or more attorneys	130	37.7	19.2	43.1	23.6	18.7	57.7
Offices of 25 or fewer attorneys	16	62.5	12.5	25.0	20.0	6.7	73.3
Offices of 26-50 attorneys	24	62.5	16.7	20.8	21.7	8.7	69.6
Offices of 51-100 attorneys	34	44.1	17.6	38.2	12.9	12.9	74.2
Offices of 101 or more attorneys	40	17.5	30.0	52.5	33.3	28.2	38.5
Government/Public Interest Employers	35	17.6	35.3	47.1	27.6	10.3	62.1

Note: Only law firms are included in the size analysis. Counts by office size within firm size do not add to the total count for the firm size because: (a) not all surveys included office size information, or (b) offices which indicated that they recruit for multiple offices are not included in analyses by office size. The number of offices reporting both 2000 and 2001 information for the comparative analyses is somewhat smaller than the number shown in the first column.

**Fall 2001 Job Fair Participation and Comparison with Fall 2000,
As Reported by Law Firms — By NALP Region and City**
(in percentages)

	Number of Offices	NUMBER OF JOB FAIRS/CONSORTIA FALL 2001			COMPARED TO 2000 JOB FAIR PARTICIPATION		
		None	One	Two or More	Increased	Decreased	Stayed the Same
All Firms	525	43.1	23.5	33.4	20.7	15.0	64.3
Northeast.....	76	29.3	21.3	49.3	37.5	1.4	61.1
Boston.....	11	9.1	0.0	90.9	72.7	0.0	27.3
Hartford.....	7	71.4	14.3	14.3	0.0	0.0	100.0
New York City.....	36	16.7	27.8	55.6	45.5	3.0	51.5
Mid-Atlantic.....	100	36.0	24.0	40.0	26.0	18.8	55.2
Baltimore.....	5	60.0	40.0	0.0	20.0	20.0	60.0
Philadelphia.....	13	0.0	46.2	53.8	30.8	15.4	53.8
Pittsburgh.....	5	40.0	40.0	20.0	60.0	0.0	40.0
Richmond.....	6	50.0	33.3	16.7	33.3	0.0	66.7
Washington, D.C.....	45	37.8	17.8	44.4	23.8	26.2	50.0
Southeast.....	103	48.5	23.3	28.2	13.0	19.0	68.0
Atlanta.....	11	36.4	27.3	36.4	18.2	27.3	54.5
Austin.....	5	40.0	0.0	60.0	20.0	40.0	40.0
Dallas.....	19	21.1	21.1	57.9	10.5	31.6	57.9
Houston.....	13	38.5	30.8	30.8	0.0	16.7	83.3
Miami.....	5	40.0	40.0	20.0	0.0	0.0	100.0
Midwest.....	105	47.6	21.0	31.4	16.7	8.8	74.5
Chicago.....	23	21.7	21.7	56.5	30.4	8.7	60.9
Cleveland.....	9	44.4	33.3	22.2	22.2	11.1	66.7
Columbus.....	9	77.8	22.2	0.0	0.0	0.0	100.0
Detroit.....	5	20.0	40.0	40.0	40.0	0.0	60.0
Kansas City, MO.....	5	20.0	40.0	40.0	0.0	40.0	60.0
Milwaukee.....	7	42.9	0.0	57.1	14.3	14.3	71.4
Minneapolis.....	11	27.3	36.4	36.4	18.2	0.0	81.8
St. Louis.....	6	83.3	16.7	0.0	16.7	0.0	83.3
West/Rocky Mtn.....	141	48.2	26.2	25.5	16.8	21.2	62.0
Denver.....	11	63.6	18.2	18.2	9.1	18.2	72.7
Los Angeles.....	32	43.8	31.3	25.0	9.7	29.0	61.3
Orange County, CA.....	9	55.6	33.3	11.1	22.2	11.1	66.7
Phoenix.....	5	80.0	0.0	20.0	20.0	20.0	60.0
Portland.....	9	33.3	33.3	33.3	22.2	11.1	66.7
San Francisco.....	17	41.2	29.4	29.4	25.0	25.0	50.0
San Jose area.....	15	33.3	6.7	60.0	26.7	33.3	40.0
Seattle.....	15	33.3	53.3	13.3	21.4	14.3	64.3

Note: The number of offices reporting both 2000 and 2001 information for the comparative analysis is somewhat smaller than the number shown. Specific city information may include firms which recruit for additional offices in other cities. The San Jose area includes offices in Palo Alto, Menlo Park, San Jose, and Sunnyvale. Detroit includes one office in Southfield. St Louis includes one office in Belleville, IL.

Outcomes of Summer Programs and Fall Recruiting

A total of 635 employers reported detailed information on the outcomes of their 2001 summer programs and of fall recruiting. This response volume represents about a 70% increase over the prior year, and by far the largest response ever to NALP's annual request for recruiting outcomes. All but a few responses were from law firms; of these law firm responses, almost three-quarters were firms of more than 100 attorneys, and 27% of respondents represented firms of 501 or more attorneys. Again, however, a substantial minority of respondents, about 15%, were firms of 50 or fewer attorneys. About 16% of respondents were from the Northeast and the Midwest; the Mid-Atlantic region and the Southeast each accounted for one in five respondents, and the remaining one-quarter of respondents were from the West.

■ Outcomes of Summer 2001 Programs

Responding employers reported a total of 7,128 individuals from the Classes of 2001 and 2002 participating in their most recent summer program, with an average class size of 12. The median class size was 6. The fact that the average is considerably above the median, especially in the larger firms, indicates the presence of some relatively large programs. About 84% of participants received an offer for an associate position and 73% of these offers were accepted. The number of summer associates reported is an increase over the prior year corresponding with the increased volume of survey respondents; the average program size also compares with the 14 for the prior year. However, the offer rate of 84% is a decline from a figure of about 90% in recent years, while the acceptance rate of 73% is an increase from about 66% in recent years.

- Measured in terms of both the average and the median, summer class sizes were smaller in the West. Some cities with relatively large firms such as Boston, New York, Dallas, and Houston, are notable for having summer programs which on average were far larger than for their respective region

Outcome of Summer Programs

	SIZE OF PROGRAM		% of Participants Receiving Offers	% of Offers Accepted	# of Offices
	Median	Average			
Nationwide	6.0	12	84.2	72.8	590
By Number of Attorneys Firmwide					
50 or fewer.....	2.0	3	63.3	72.6	85
51-100.....	5.0	5	83.0	75.4	73
101-250.....	8.5	10	81.8	73.2	150
251-500.....	11.0	17	82.8	73.3	115
501+.....	8.0	18	89.1	71.8	164
By Number of Attorneys in Office					
25 or fewer.....	2.0	2	71.1	79.7	71
26-50.....	3.5	4	73.2	68.3	94
51-100.....	6.0	7	84.1	72.1	119
101+.....	16.0	22	88.1	73.0	162
By NALP Region and City					
Northeast.....	9.0	17	91.5	79.7	95
Boston.....	21.0	22	88.2	82.5	15
Hartford.....	6.0	6	81.8	91.7	7
New York.....	12.0	21	95.0	78.5	55
Mid-Atlantic.....	6.5	11	84.8	72.1	114
Baltimore.....	5.0	5	75.9	95.5	6
Philadelphia area.....	11.0	12	73.8	87.2	19
Richmond.....	11.0	13	75.3	58.6	6
Washington, D.C. area.....	7.0	13	88.9	66.0	56
Southeast.....	6.0	12	75.7	62.8	132
Atlanta.....	9.0	19	85.2	70.8	17
Austin.....	7.0	8	64.8	57.6	11
Dallas.....	17.0	26	79.5	55.1	16
Houston.....	10.5	19	79.2	60.7	16
Miami.....	3.5	3	81.5	86.4	8
Tampa/St. Petersburg.....	3.0	4	75.0	62.5	9
W. Palm Beach area.....	2.0	2	63.6	71.4	5
Midwest.....	6.5	12	84.6	75.2	108
Chicago.....	9.0	16	86.4	71.9	26
Cleveland.....	8.0	32	89.9	75.5	7
Columbus.....	3.0	8	73.2	73.3	5
Indianapolis.....	10.0	10	82.7	83.7	5
Kansas City.....	12.5	14	86.9	72.6	6
Milwaukee.....	6.0	18	79.4	74.8	9
Minneapolis.....	11.0	15	90.4	76.5	10
St. Louis.....	4.5	8	81.0	88.2	8
West/Rocky Mountain.....	5.0	10	84.7	72.6	139
Denver area.....	5.5	6	69.2	85.2	14
Los Angeles area.....	6.0	14	88.3	69.9	30
Orange County, CA.....	4.5	7	92.6	77.8	10
Phoenix.....	9.0	8	86.0	83.7	6
Portland area.....	4.0	4	75.8	72.0	9
San Diego.....	13.0	17	78.3	75.4	5
San Francisco.....	7.0	11	85.1	67.2	20
Seattle area.....	3.0	8	80.2	76.3	16

Note: Figures reflect participation by students in the Classes of 2001 and 2002 during the summer of 2001. Some Class of 2002 students may have participated during the prior summer and received a permanent offer at that time. The number of employers reporting a summer program is shown in the last column. Information by size of firm reflects law firms only. Firms that reported recruiting results for multiple offices are excluded from analyses by office size. Average figures are rounded to the nearest whole number. The Philadelphia area includes Bala Cynwyd and Haddonfield, NJ. The Washington, DC area includes Reston, Vienna, and Tysons Corner. The Los Angeles area includes Pasadena and Long Beach. Orange County includes Costa Mesa, Irvine, and Newport Beach. The Seattle area includes Bellevue and Kirkland. The San Jose area includes Menlo Park, Palo Alto, San Jose, and Sunnyvale. The Denver area includes Broomfield. The Portland area includes Lake Oswego.

as whole. This was not true of Washington, D.C., however.

- Average class sizes increased with firm size, as did offer rates. By comparison, acceptance rates varied little by firm size. Offer rates were highest in the Northeast, and in New York specifically, and lowest in the Southeast, particularly in Austin, San Antonio, and the West Palm Beach area.

A different perspective on summer outcomes is provided by examining the distribution of acceptance rates for each of the offices reporting this information. This procedure, unlike that of the previous analysis which is based on volumes, gives equal weight to each office. For example, the acceptance rate for a small firm has equal weight with that of a very large firm. About one-third each of offices reported acceptance rates of less than 67%, acceptance rates between 67% and 99.9%, and acceptance rates of 100%. The median acceptance rate was 80%, but in smaller firms it was higher.

- On a regional basis, about 40% of offices in all regions but the Southeast reported acceptance rates of 100%. Firms in the Southeast were also most likely by far to have reported acceptance rates of less than 67%. The median acceptance rate was also lower, about 67% in the Southeast. 60% or more of the offices in Richmond, Austin, Dallas, Houston, and Tampa/St. Petersburg reported acceptance rates of less than 67%. Offices in Hartford, Baltimore, and Orange County are among those that contrast with their region as a whole and with other cities in their region.

Acceptance Rates from Summer 2001 Program

(percent of offices in each range of acceptance rates)

	ACCEPTANCE RATES			Median Acceptance Rate	# of Offices
	Less than 67%	67-99.9%	100%		
Nationwide	32.9	29.7	37.5	80.0	566
By Number of Attorneys Firmwide					
50 or fewer	34.3	8.6	57.1	100.0	70
51-100	31.5	20.5	47.9	87.5	73
101-250	35.4	33.3	31.3	80.0	147
251-500	33.6	34.5	31.9	80.9	113
501+	30.6	36.3	33.1	77.8	160
By Number of Attorneys in Office					
25 or fewer	25.0	1.7	73.3	100.0	60
26-50	43.0	11.6	45.3	80.0	86
51-100	30.3	27.7	42.0	80.0	119
101+	32.7	49.4	17.9	75.0	162
By NALP Region and City					
Northeast	16.3	42.4	41.3	88.9	92
Boston	13.3	53.3	33.3	90.0	15
Hartford	0.0	42.9	57.1	100.0	7
New York	20.0	45.5	34.5	86.4	55
Mid-Atlantic	35.5	25.5	39.1	83.3	110
Baltimore	0.0	16.7	83.3	100.0	6
Philadelphia area	23.5	35.3	41.2	90.9	17
Richmond	66.7	33.3	0.0	60.6	6
Washington, DC area	46.4	25.0	28.6	71.4	56
Southeast	54.4	18.4	27.2	66.7	125
Atlanta	50.0	37.5	12.5	68.7	16
Austin	63.6	18.2	18.2	55.6	11
Dallas	62.5	18.8	18.8	60.0	16
Houston	80.0	13.3	6.7	58.8	15
Miami	25.0	12.5	62.5	100.0	8
Tampa/St. Petersburg	62.5	12.5	25.0	50.0	8
Midwest	24.0	34.6	41.3	81.8	104
Chicago	32.0	40.0	28.0	74.2	25
Cleveland	28.6	42.9	28.6	80.0	7
Columbus	20.0	20.0	60.0	100.0	5
Indianapolis	40.0	20.0	40.0	82.4	5
Kansas City	33.3	50.0	16.7	73.3	6
Milwaukee	11.1	55.6	33.3	84.6	9
Minneapolis	11.1	66.7	22.2	77.8	9
St. Louis	25.0	25.0	50.0	93.3	8
West/Rocky Mountain	27.8	31.6	40.6	80.0	133
Denver area	16.7	25.0	58.3	100.0	12
Los Angeles area	27.6	34.5	37.9	80.0	29
Orange County, CA	0.0	30.0	70.0	100.0	10
Phoenix	20.0	60.0	20.0	90.0	5
Portland area	42.9	14.3	42.9	75.0	7
San Diego	20.0	60.0	20.0	86.7	5
San Francisco	40.0	20.0	40.0	76.0	20
Seattle area	37.5	25.0	37.5	77.0	16

■ Hiring for Summer 2002

A total of 567 employers reported issuing an average of 66 callback invitations each to second-year students, or a total of 37,422 callback invitations. The median figure was smaller, 36, again indicating that some employers issued a large number of callback invitations. The average number of invitations was highest in the Northeast — and twice the average for the Mid-Atlantic region and over three times the average in the Southeast and West. Nationwide, about three-quarters of these callback invitations were accepted. Acceptance rates were somewhat lower in the Northeast compared with other regions. These figures are in contrast to an average of 95 and a median of 55 last year, suggesting considerable moderation in recruiting in fall 2001. In fact, the far larger number of employers reporting this year (up about 70% over the prior year) collectively reported only about 17% more callbacks, and virtually the same number of offers.

- About half of callback interviews resulted in an offer, with employers averaging 26 offers each. The median number of offers was 11. The percentage of callback interviews resulting in an offer was considerably lower in firms of 100 attorneys or less, and somewhat higher in the largest firms. These percentages were also somewhat lower in the Mid-Atlantic region and somewhat higher in the Southeast. Employers in the Southeast and West made the fewest offers, with medians of 8 and 9, respectively, and averages of 19 and 18, respectively. This compares with figures about three times higher in the Northeast. It is also worth noting that the offer rate of 51% is a decline from about 63% the prior year.
- Some cities departed from their regional norm with respect to offers

made. For example, firms in Atlanta, Dallas, San Antonio, and Los Angeles reported relatively high offer rates compared to their regions as a whole, whereas the opposite was true of Hartford, Baltimore, Miami, Columbus, and St. Louis. Offer rates were highest in Dallas and San Antonio — at 65.6% and 68.6%, respectively — compared with rates of less than 30% in Hartford, Baltimore, and Portland.

- Overall, about one-third of offers were accepted, a figure that trends with recent years. A larger percentage of offers from firms in the Southeast were accepted — 46.1% — while acceptance rates were somewhat lower in the Northeast — 28.3%. Acceptance rates were highest at firms of 50 or fewer attorneys and at offices of 25 or fewer attorneys.
- At the city level, acceptance rates were lowest at firms in New York and Boston, where less than 30% of offers were accepted. Acceptance rates were highest in the West Palm Beach and Portland areas, where about two-thirds of offers were accepted, followed by Austin, Miami, and Kansas City, where about half of offers were accepted.
- Comparing the ratio of callback interviews and offer accepted reveals that employers conducted about 5 callback interviews for each offers ultimately accepted. As a point of comparison, NACE (National Association of Colleges and Employers) reported in its *Year 2000 Employer Benchmark Survey* that employers had to interview 4.5 college candidates for each one they hired during the 1999-2000 recruiting season.

Outcomes of Callback Invitations to and Interviews of Class of 2003 Students for Summer 2002 Positions

	NUMBER OF CALLBACK INVITATIONS		% of Callback Invitations Accepted	% of Callback Invitations Resulting in Offer	NUMBER OF OFFERS EXTENDED		% of Offers Accepted	# of Offices
	Median	Average			Median	Average		
Nationwide	36.0	66	77.0	51.4	11.0	26	34.9	583
By Number of Attorneys Firmwide								
50 or fewer	10.0	12	82.3	39.8	4.0	4	52.5	79
51-100	22.0	34	77.3	36.6	7.0	10	42.6	74
101-250	48.0	55	79.1	44.4	15.0	20	37.2	148
251-500	51.0	92	78.3	52.4	18.0	38	33.1	114
501+	55.0	97	74.8	57.8	17.0	41	33.3	166
By Number of Attorneys in Office								
25 or fewer	7.5	10	80.7	40.8	2.0	3	44.7	74
26-50	18.0	21	82.6	36.3	5.0	6	41.9	90
51-100	39.0	46	77.1	42.2	11.0	15	34.2	119
101+	95.0	126	75.9	57.1	36.5	54	31.6	162
By NALP Region and City								
Northeast	82.0	140	71.0	53.4	27.5	53	28.3	92
Boston	177.0	160	77.4	44.9	59.0	56	28.1	15
Hartford	56.0	53	79.4	26.9	11.0	11	45.0	7
New York	130.0	182	68.8	57.9	41.0	73	27.3	53
Mid-Atlantic	51.0	69	78.9	46.0	15.0	24	32.0	114
Baltimore	35.5	34	91.2	29.0	7.5	9	46.3	6
Philadelphia area	100.0	97	77.3	36.8	22.5	28	33.5	20
Richmond	30.5	30	89.4	49.7	16.0	13	30.0	6
Washington, D.C. area	60.0	78	77.7	54.0	17.5	31	30.0	58
Southeast	20.0	40	80.2	58.6	8.0	19	46.1	129
Atlanta	49.5	77	82.5	64.9	23.5	41	39.2	16
Austin	15.0	24	83.1	46.9	6.0	9	54.3	10
Dallas	78.0	95	71.6	65.6	45.0	45	44.7	16
Houston	34.0	48	80.9	63.6	16.0	25	44.9	15
Miami	27.0	27	78.1	32.3	7.0	7	50.8	9
San Antonio	6.0	8	83.3	68.6	3.0	5	45.8	5
Tampa/St. Petersburg	11.0	15	89.0	41.5	3.5	5	46.3	10
W. Palm Beach area	5.5	10	96.5	41.8	2.5	4	65.2	6
Midwest	31.0	61	80.4	50.4	10.0	25	37.0	103
Chicago	69.0	91	79.2	54.4	19.0	39	31.7	24
Cleveland	46.5	230	76.7	58.7	11.0	104	33.1	6
Columbus	6.0	29	82.6	36.1	2.0	9	43.3	7
Indianapolis	31.0	30	86.8	48.5	11.0	13	48.4	5
Kansas City	61.0	54	85.1	42.3	20.0	19	53.4	6
Milwaukee	37.0	77	77.2	44.1	17.0	26	38.4	9
Minneapolis	46.0	51	84.6	53.3	22.0	24	39.7	10
St. Louis	28.5	42	89.7	37.2	7.0	14	40.7	8
West/Rocky Mountain	27.0	43	80.9	49.3	9.0	18	37.8	143
Denver area	20.0	21	90.3	33.7	5.0	6	48.9	14
Los Angeles area	35.0	63	76.2	55.2	12.0	29	34.2	31
Orange County, CA	27.5	31	80.8	54.2	8.0	14	46.7	10
Phoenix	29.0	29	85.5	46.3	15.0	13	39.6	7
Portland area	23.5	35	63.4	24.0	5.5	5	66.7	8
San Diego	42.0	55	86.6	52.7	18.0	25	44.4	5
San Francisco	48.0	53	81.6	44.9	13.0	20	34.8	21
Seattle area	19.0	27	87.4	46.7	5.0	11	40.8	17

Note: Figures for callback invitations and outcomes are based on 567 employers issuing a total of 37,422 callback invitations and do not include 16 offices which did not report the number of callbacks and interviews. Figures for offers and offer outcomes are based on 583 employers making a total of 15,122 offers. An additional 43 offices, or about 7% of all survey respondents, reported that they did not recruit second-year students. Median and average offer figures are based on all 583 employers who recruited second-year students, even though a few ultimately made no offers as a result of callback invitations. The number of offices reporting interviewing second-year students is shown in the last column. Information by size of firm reflects law firms only. Averages are rounded to the nearest whole number. The Philadelphia area includes Bala Cynwyd and Haddonfield, NJ. The Washington, D.C. area

Acceptance Rates for Summer 2002 Program

(percent of offices in each range of acceptance rates)

Grouping offices according to their individual acceptance rates, about one-third each of offices reported acceptance rates of less than 33%, acceptance rates between 33% and 49.9%, and acceptance rates of 50% or more. The median acceptance rate was about 40%.

- Small offices and firms more frequently reported acceptance rates in excess of 50%, as did offices in the Southeast. At the city level, median acceptance rates and the percent of offices reporting acceptance rates of more than 50% were highest in West Palm Beach, Austin and Portland. In contrast, between half and two-thirds of offices in Boston, New York, Richmond, Washington, D.C., Chicago, and Columbus reported acceptance rates of less than 33%.

	ACCEPTANCE RATES			Median Acceptance Rate	# of Offices
	Less than 33%	33-49.9%	50% or More		
Nationwide	33.2	28.6	38.2	40.0	573
By Number of Attorneys Firmwide					
50 or fewer	21.6	12.2	66.2	50.0	74
51-100	18.1	27.8	54.2	50.0	72
101-250	32.9	29.5	37.7	39.6	146
251-500	40.4	35.1	24.6	33.3	114
501+	40.6	31.5	27.9	35.7	165
By Number of Attorneys in Office					
25 or fewer	26.5	17.6	55.9	50.0	68
26-50	28.7	21.8	49.4	47.4	87
51-100	37.0	29.4	33.6	37.5	119
101+	46.9	37.0	16.0	33.3	162
By NALP Region and City					
Northeast	46.7	28.3	25.0	33.3	92
Boston	60.0	33.3	6.7	26.5	15
Hartford	0.0	85.7	14.3	45.5	7
New York	62.3	20.8	17.0	27.2	53
Mid-Atlantic	46.0	25.7	28.3	33.3	113
Baltimore	16.7	33.3	50.0	47.2	6
Philadelphia area	47.4	31.6	21.1	33.3	19
Richmond	50.0	16.7	33.3	30.6	6
Washington, D.C. area	56.9	20.7	22.4	29.5	58
Southeast	18.3	29.4	52.4	50.0	126
Atlanta	50.0	31.3	18.8	32.2	16
Austin	20.0	10.0	70.0	58.7	10
Dallas	6.7	53.3	40.0	44.9	15
Houston	20.0	46.7	33.3	44.1	15
Miami	12.5	37.5	50.0	48.6	8
San Antonio	40.0	0.0	60.0	62.5	5
Tampa/St. Petersburg	20.0	20.0	60.0	50.0	10
W. Palm Beach area	0.0	20.0	80.0	64.3	5
Midwest	32.0	29.0	39.0	40.0	100
Chicago	54.2	37.5	8.3	28.6	24
Cleveland	33.3	33.3	33.3	39.3	6
Columbus	66.7	0.0	33.3	15.4	6
Indianapolis	0.0	60.0	40.0	47.4	5
Kansas City	0.0	33.3	66.7	50.9	6
Milwaukee	22.2	55.6	22.2	35.3	9
Minneapolis	20.0	50.0	30.0	40.8	10
St. Louis	37.5	25.0	37.5	40.0	8
West/Rocky Mountain	28.6	30.7	40.7	42.1	140
Denver area	15.4	15.4	69.2	50.0	13
Los Angeles area	45.2	32.3	22.6	33.3	31
Orange County, CA	20.0	40.0	40.0	41.4	10
Phoenix	16.7	33.3	50.0	48.9	6
Portland area	0.0	12.5	87.5	65.0	8
San Diego	20.0	20.0	60.0	50.0	5
San Francisco	38.1	33.3	28.6	37.5	21
Seattle area	25.0	37.5	37.5	41.3	16

■ Third-Year Hiring

Outcomes of Callback Invitations to and Interviews of Class of 2002 Students for Associate Positions

Recruiting of third-year students not previously employed by the employer was reported by 267 employers, or less than half — 43% — of survey respondents. The median number of callback invitations was 4, and the average was 9. Compared with fall 2000, this level of activity is greatly diminished. For fall 2000, about one-third of respondents reported no third-year recruiting, and among those that did recruit, the level of activity was much higher, with the median and average number of callbacks about twice as high — 8 and 17 respectively.

By either measure, the level of activity was highest by far in the Northeast — 8.5 and 16, respectively — and lowest in the Southeast — 2 and 4, respectively. Among cities, New York, not surprisingly, and Boston reported the greatest volume. About three-quarters of these callback invitations were accepted, a figure which was notably lower in firms of 251-500 attorneys. Acceptance rates were highest in the Southeast, lowest by far in the Northeast.

- About 30% of interviews resulted in an offer, with a median of 1 and an average of 2 offers made. By comparison, the median and average number of offers was about three times greater for fall 2000, at 3 and 7, respectively. Offer rates were highest in the largest firms and in the Southeast and West. For example, about 41% of interviews conducted by firms of 251-500 attorneys resulted in an offer, compared with a figure of 23.7% in firms of 51-250 attorneys. The figure of about 40% in the Southeast and West contrasts with a low of 20% in the Mid-Atlantic region. Offer rates were highest by far in Seattle, followed by Atlanta and Los Angeles, and lowest in Hartford and Portland.

- Just over half of offers made to third-year students were accepted. On a regional basis, the acceptance rate was a little higher than average in the Southeast and somewhat lower in the Northeast. For individual cities, acceptance rates ranged from about 33% in Portland to all, or nearly all, in Hartford and Seattle.

	NUMBER OF CALLBACK INVITATIONS		% of Callback Invitations Accepted	% of Callback Invitations Resulting in Offer	NUMBER OF OFFERS EXTENDED		% of Offers Accepted	# of Offices
	Median	Average			Median	Average		
Nationwide	4.0	9	75.2	30.3	1.0	2	55.5	267
By Number of Attorneys Firmwide								
50 or fewer.....	3.0	5	90.9	34.6	1.0	1	65.4	35
51-100.....	3.0	8	75.7	23.7	1.0	1	48.6	27
101-250.....	7.0	9	85.0	23.7	1.0	2	57.3	71
251-500.....	3.0	12	50.6	40.6	1.0	3	59.2	52
501+.....	4.0	7	85.5	35.8	1.0	2	49.4	80
By Number of Attorneys in Office								
25 or fewer.....	2.0	3	82.7	32.6	1.0	1	60.0	18
26-50.....	2.0	3	92.6	29.2	1.0	1	48.6	39
51-100.....	2.5	5	89.4	26.9	1.0	1	52.0	46
101+.....	6.0	12	65.7	36.6	1.0	3	55.1	89
By NALP Region and City								
Northeast.....	8.5	16	62.4	29.4	1.0	3	50.3	60
Boston.....	8.0	18	45.2	34.8	2.0	3	51.6	11
Hartford.....	9.0	7	87.5	11.9	1.0	1	80.0	7
New York.....	10.0	20	62.4	32.7	2.0	4	48.0	32
Mid-Atlantic.....	3.0	9	83.9	20.0	1.0	1	56.5	62
Philadelphia area.....	5.0	18	83.6	14.9	1.0	2	60.0	11
Washington, DC area.....	3.0	5	83.8	27.1	1.0	1	46.5	35
Southeast.....	2.0	4	89.0	40.7	1.0	1	65.3	36
Atlanta.....	3.0	4	92.3	55.6	2.0	2	55.0	9
Miami.....	2.0	3	93.3	21.4	1.0	1	66.7	5
Midwest.....	4.0	8	85.4	34.6	1.0	2	59.1	50
Chicago.....	3.0	8	86.0	37.5	1.0	3	60.0	11
Cleveland.....	6.0	10	86.3	29.5	1.0	3	61.5	5
Minneapolis.....	3.0	6	87.5	48.6	1.5	2	50.0	8
St. Louis.....	3.0	4	90.5	47.4	1.0	2	77.8	5
West/Rocky Mountain.....	3.0	6	80.9	38.5	1.0	2	55.0	58
Los Angeles area.....	4.5	7	83.0	53.4	1.0	5	53.7	13
Portland area.....	2.0	11	43.6	8.3	0.5	1	33.3	6
San Francisco.....	4.0	5	95.7	24.4	1.0	1	72.7	9
Seattle area.....	1.0	2	87.5	85.7	1.0	1	100.0	5

Note: Figures for callback invitations and outcomes are based on 256 employers issuing a total of 2,273 callback invitations and do not include 11 offices which did not report the number of callbacks and interviews. Figures for offers and offer outcomes are based on 267 employers making a total of 560 offers. An additional 361 offices, or about 57% of all survey respondents, reported that they did not recruit third-year students. Median and average offer figures are based on all 267 employers who recruited third-year students, even though some ultimately made no offers as a result of callback invitations. The number of offices reporting interviewing third-year students is shown in the last column. Information by size of firm reflects law firms only. Averages are rounded to the nearest whole number. The Philadelphia area includes Bala Cynwyd and Haddonfield, NJ. The Washington, D.C. area includes Reston, Vienna, and Tysons Corner. The Los Angeles area includes Pasadena and Long Beach.

About one-quarter of offices reported acceptance rates of less than 25%, but over 40% reported that their acceptance rate was 100%. Small firms were least likely to report acceptance rates of less than 25%, while firms of 251-500 attorneys were most likely to report 100% acceptance rates. The median rate was 67%.

- On a regional basis, the percentage of offices in which the acceptance rate was 100% ranged from about 35% in the Northeast and Mid-Atlantic region, to over half in the Southeast and Midwest. Of the cities reported here, over half of respondents in Chicago and San Francisco reported 100% acceptance rates. In contrast, almost half of offices in Washington, D.C. reported acceptance rates of less than 25%, and the median rate was 33%.

Acceptance Rates for Third-Year Hiring

(percent of offices in each range of acceptance rates)

	ACCEPTANCE RATES			Median Acceptance Rate	# of Offices
	Less than 25%	25-99.9%	100%		
Nationwide	24.7	33.2	42.1	66.7	190
By Number of Attorneys Firmwide					
50 or fewer	17.4	39.1	43.5	66.7	23
51-100	31.3	25.0	43.8	45.0	16
101-250	24.1	35.2	40.7	66.7	54
251-500	22.0	29.3	48.8	80.0	41
501+	29.6	33.3	37.0	50.0	54
By Number of Attorneys in Office					
25 or fewer	36.4	9.1	54.5	100.0	11
26-50	36.4	22.7	40.9	50.0	22
51-100	25.0	20.8	54.2	100.0	24
101+	18.1	40.3	41.7	66.7	72
By NALP Region and City					
Northeast	22.7	40.9	36.4	57.3	44
Boston	25.0	37.5	37.5	57.3	8
New York	16.0	52.0	32.0	50.0	25
Mid-Atlantic	32.5	32.5	35.0	57.3	40
Philadelphia area	12.5	50.0	37.5	63.3	8
Washington, D.C. area	47.6	23.8	28.6	33.3	21
Southeast	29.2	16.7	54.2	100.0	24
Atlanta	14.3	42.9	42.9	66.7	7
Midwest	18.4	39.5	42.1	70.8	38
Chicago	11.1	33.3	55.6	100.0	9
Minneapolis	28.6	42.9	28.6	50.0	7
West/Rocky Mountain	23.3	27.9	48.8	75.0	43
Los Angeles area	27.3	45.5	27.3	43.8	11
San Francisco	0.0	40.0	60.0	100.0	5