

The American Lawyer Student Edition - Summer Associates Survey

This survey is anonymous--you don't have to include your name, and we will make every effort not to identify you by any revealing characteristic. Please note that your firm might purchase a survey report that itemizes the statistics for each of the firm's offices; such reports include comments made in response to open-ended questions.

However, under no circumstances will a firm have access to individual surveys, nor will The American Lawyer include any details, other than the firm's name and city, that connect a respondent's comments to any other responses on the survey.

If any of the questions on the survey are not applicable to you, please leave them blank.

***indicates a required field**

Firm Information

1. Please confirm the name of your firm.*

2. Please confirm the city in which you work.*

The Summer Experience

3. Which of the following were the most important factors in selecting your firm for a summer associateship? (Check no more than three.)

- Likelihood of getting an offer
- Desire to live in a particular city
- Diversity of the firm
- Family, social, or school connections
- High pay
- Persuasiveness of the interview
- Relaxed office atmosphere
- Social events at the firm
- Strength in your practice area
- Strength of the pro bono program
- The firm's reputation
- The possibility of finding a mentor
- Other General Counsel
- Other: (please specify) _____

4. Are you doing more than one internship this summer? If so, where is the other internship?

- Yes (where) _____
- No

5. How much are you paid, per week (gross pay), as a summer associate?
\$ _____
6. How many hours do you work (not bill) in a typical week?

7. How many hours do you work on billable matters each week?

8. What percentage of each workweek are you free or between assignments?

9. There is a high level of collegiality in my summer class.
5= Strongly Agree 4 3 2 1 =Strongly Disagree
10. There is a high level of competitiveness in my summer class.
5= Strongly Agree 4 3 2 1 =Strongly Disagree
11. The summer associates are a diverse group.
5= Strongly Agree 4 3 2 1 =Strongly Disagree
12. The quantity and quality of social events has been just right.
5= Strongly Agree 4 3 2 1 =Strongly Disagree
13. How worried are you about the changing hiring patterns of the large law firms?
5= Not at all Worried 4 3 2 1 =Very Worried
14. How would you describe the mood of the majority of your summer classmates?
5= Not at all Worried 4 3 2 1 = Very Worried
15. How would you describe the mood of the midlevel associates you worked with or met at the firm?
5= Not at all Worried 4 3 2 1 = Very Worried

The Work

16. The amount of work
5= Highly Satisfactory 4 3 2 1 = Highly Unsatisfactory
17. The level of responsibility
5= Highly Satisfactory 4 3 2 1 = Highly Unsatisfactory
18. The amount of client contact
5= Highly Satisfactory 4 3 2 1 = Highly Unsatisfactory

19. The amount of feedback you get about your work

5= Highly Satisfactory 4 3 2 1 = Highly Unsatisfactory

20. The opportunities to be mentored

5= Highly Satisfactory 4 3 2 1 = Highly Unsatisfactory

21. The opportunities to work on pro bono projects

5= Highly Satisfactory 4 3 2 1 = Highly Unsatisfactory

22. Do you feel that you are getting more substantive work because of the thinner associate ranks at firms?

- Yes
- No

Firm Culture

23. The firm is very family-friendly.

5= Strongly Agree 4 3 2 1 = Strongly Disagree

24. The firm's dress code is very informal.

5= Strongly Agree 4 3 2 1 = Strongly Disagree

25. The firm's space and decor make it a pleasant place to work.

5= Strongly Agree 4 3 2 1 = Strongly Disagree

26. The firm seems to make a sincere effort to diversify in terms of race, gender, and ethnicity.

5= Strongly Agree 4 3 2 1 = Strongly Disagree

27. The firm's attorneys are people I would enjoy working with.

5= Strongly Agree 4 3 2 1 = Strongly Disagree

28. The firm's attorneys seem to enjoy working with each other.

5= Strongly Agree 4 3 2 1 = Strongly Disagree

29. The firm's attorneys seem to have a manageable amount of stress.

5= Strongly Agree 4 3 2 1 = Strongly Disagree

30. Financial information about the firm is made available to us.

5= Strongly Agree 4 3 2 1 = Strongly Disagree

31. I feel comfortable asking in-depth financial questions.

5= Strongly Agree 4 3 2 1 = Strongly Disagree

32. I have a good sense of the firm's mission.

5= Strongly Agree 4 3 2 1 = Strongly Disagree

33. The firm is about the right size for me.

5= Strongly Agree 4 3 2 1 = Strongly Disagree

34. The firm seems to have a humane approach to billable hours.

5= Strongly Agree 4 3 2 1 = Strongly Disagree

35. The firm did a good job of communicating about job prospects.

5= Strongly Agree 4 3 2 1 = Strongly Disagree

Career Prospects

36. In evaluating offers for full-time employment, what will you give the most weight to? (Check no more than three.)

- A firm's benefits package
- A firm's prestige
- A firm's national reputation
- A firm's international reputation
- Desire to live in a particular city
- High pay
- Job security/likelihood the firm will not lay off associates
- Relaxed office atmosphere
- Strength in your practice area
- The diversity in a firm's partnership
- The progressive nature of a firm's employment policies
- The prominence of a firm's clients
- The strength of a firm's pro bono program
- Whether a firm has an above-average proportion of female partners
- Whether a firm's partners are well connected politically
- Whether well-known lawyers are among the partners at a firm
- Work/life balance at a firm
- Other

37. How worried are you about receiving a job offer?

5= Not at all Worried 4 3 2 1 = Very Worried

38. What is your job offer situation? (Check all that apply.)

- I have already received an offer from this firm.
- I expect to receive an offer from this firm.
- I have already received or expect an offer from another firm.
- I have received more than one offer.
- I don't know if I will receive any offers.
- I'm not planning to work in a law firm.
- Other

39. If you get an offer of permanent employment, do you expect to be deferred for six months to a year?

- Yes
- No
- Not sure

40. Would you prefer to start full-time employment immediately even if the firm offers deferment with a monthly subsidy?

- Yes
- No

41. If you are deferred, what would you like to do with your time?

- Work for a legal services group
- Work for the government
- Travel
- Take a year off
- Other

42. If you receive an offer at the end of the summer, do you plan to interview with other firms?

- Yes
- No

43. What do you want to be doing in five years? (Check only one.)

- Working as an associate at this firm
- Working as an associate at another firm
- Working as an in-house corporate counsel
- Working as a lawyer at a nonprofit agency
- Working in government (e.g., as a district attorney, public defender, assistant attorney general, clerk, etc.)
- Working in politics
- Working at an investment bank
- Working at an accounting firm
- Working in a consulting firm
- Not practicing law
- Honestly don't know
- Other (specify) _____

Your Firm (A Summary)

44. How interesting your work has been

5=Highest Score 4 3 2 1 = Lowest Score

45. How much "real" work you were assigned

5=Highest Score 4 3 2 1 = Lowest Score

46. The training and guidance

5=Highest Score 4 3 2 1 = Lowest Score

47. Partners' interactions with summer associates

5=Highest Score 4 3 2 1 = Lowest Score

48. Full-time associates' interactions with summer associates

5=Highest Score 4 3 2 1 = Lowest Score

49. How well the firm communicates its goals and expectations

5=Highest Score 4 3 2 1 = Lowest Score

50. How accurately the firm portrayed itself during the interviewing process

5=Highest Score 4 3 2 1 = Lowest Score

51. Your inclination to accept a full-time associateship if one were offered. (If you have decided not to work in any law firm, do not answer this question.)

5=Highest Score 4 3 2 1 = Lowest Score

52. Taking all things into consideration, how would you rate this firm as a place to work?

5=Highest Score 4 3 2 1 = Lowest Score

Your Law School (A Summary)

53. Which law school do you attend? (Please write the formal name of your school)

54. Why do you want to get a law degree? (Please check all that apply.)

- I enjoy legal research and writing.
- I like detail work.
- I like to argue.
- I want to earn an advanced degree.
- I want to help people.
- I want to right social wrongs.
- I want to be famous.
- I was influenced by friends who are lawyers.
- I'm interested in business.
- I'm interested in the criminal justice system.
- I'm interested in politics.
- I'm not sure what I want to do, and law gives me a lot of options.
- It pays well.
- It's a way to come into contact with powerful people.
- My family wants me to.
- The work is interesting and intellectually challenging.
- Other

55. If you could go back in time, you would...

- Attend the same law school
- Attend a different law school
- Not attend law school
- Enroll in a joint JD/MBA program
- Enroll in an MBA program
- Do something else (please specify):

56. How helpful has the placement office at your law school been?

5=Very Helpful 4 3 2 1 = Not Very Helpful

57. How confident are you that your school is in touch with how current economic conditions are changing the legal industry?

5=Very Confident 4 3 2 1 = Not Very Confident

58. Rate your school on how well it prepared you for law firm practice.

5=Very Well 4 3 2 1 = Not Very Well

59. When you graduate, what do you anticipate your loan balance will be?

\$ _____

60. If you borrowed money to pay for law school tuition and expenses, are you counting on a big-firm job to pay your debts?

- Yes
- No

61. If you could nominate one course as being the most useful to your career in law, which would it be?

Personal Information

62. What is your sex?

- Male
- Female

63. In what year were you born? _____

64. What is your class year?

- 1L (class of 2012)
- 2L (class of 2011)
- Other

65. What is your ethnicity?

- African American
- Asian American
- Caucasian American
- Hispanic American
- Native American
- Other minority group

66. Additional demographic information (Please check all that apply)

- Gay/lesbian
- Not a U.S. citizen
- Disabled
- Married/significant other
- Have children

**67. Which of the following best describes the area in which you hope to practice?
(Choose no more than two.)**

- Bankruptcy
- Corporate/transactions
- Employee benefits & ERISA
- Environmental
- Health care
- Insurance
- Intellectual property
- International
- Labor and employment
- Litigation
- Real estate
- Tax
- Telecommunications
- Other

Final Questions

68. What surprised you the most about working at this firm this summer?

69. How would you describe this firm to other law school students?

70. What was the most memorable experience you had at the firm this summer?

71. If you could tell the firm to change just one thing, it would be:

72. Describe any pro bono projects you had a chance to work on during your summer work period.

73. Are you aware of any billing problems due to clients not wanting their work done by summer associates?