

# FALL 2007 THE AMERICAN LAWYER

## Student Edition

### 2007 The Summer Associate Survey National Rankings

## Summer Love

**JUDGING FROM THE SCORES** that summer associates gave their firms, most had a good time. Some had a great time. The rankings below are based on feedback from more than 7,300 law students, each of whom worked at least three weeks at one of these 169 law firms. Scores are based on nine key areas, including the interest level of the work and how much of it was “real,” the training and guidance, interactions with partners and full-time associates, how well the firm communicated its goals, how accurately it portrayed itself in interviews, how it rated overall as a place to work, and the respondents’ inclination to accept a job if one were offered. All responses were scored on a 5-point scale, with 5 being the highest score. For more information, see Methodology.

2007 Rank	2006 Rank	Firm, Location	Average Score	Respondents and Response Rate
1	2	Nutter McClennen, <i>Boston</i>	4.989	10 (91%)
2	110	Fox Rothschild, <i>Philadelphia</i>	4.960	17 (100%)
3	11	Buchanan Ingersoll, <i>Pittsburgh</i>	4.924	25 (100%)
<b>4</b>	<b>7</b>	<b>Morgan, Lewis, National</b>	<b>4.879</b>	<b>117 (98%)</b>
5	70	Mintz, Levin, <i>Boston</i>	4.870	25 (78%)
6	17	Ballard Spahr, <i>Philadelphia</i>	4.848	30 (73%)
6	41	Blank Rome, <i>Philadelphia</i>	4.848	44 (98%)
8	-	Vedder, Price, <i>Chicago</i>	4.831	10 (77%)
8	113	Willkie Farr, <i>New York</i>	4.831	60 (78%)
10	16	Milbank, Tweed, <i>New York</i>	4.830	73 (75%)
11	1	Arnall Golden, <i>Atlanta</i>	4.822	10 (100%)
12	32	Choate, Hall, <i>Boston</i>	4.809	14 (78%)
12	20	McKenna Long, <i>National</i>	4.809	35 (97%)
14	4	Chapman and Cutler, <i>Chicago</i>	4.798	12 (100%)
15	10	Pillsbury Winthrop, <i>National</i>	4.787	93 (83%)

### Firms with the best partner–summer associate interaction

Firm	Score
Fox Rothschild	5.00
Nutter McClennen	5.00
Buchanan Ingersoll	4.92
Mintz, Levin	4.92
Kasowitz, Benson	4.91
Arnall Golden	4.90
Lewis and Roca	4.90
McKenna Long	4.88
<b>Morgan, Lewis</b>	<b>4.88</b>
Kelley Drye	4.85

### Firms that offered the most “real” work

Firm	Score
Nutter McClennen	5.00
Fox Rothschild	4.94
Buchanan Ingersoll	4.92
Kelley Drye	4.92
<b>Morgan, Lewis</b>	<b>4.91</b>
Blank Rome	4.89
Mintz, Levin	4.88
Cozen O’Connor	4.82
Arnall Golden	4.80
Ballard Spahr	4.80
Vedder, Price	4.80
Young Conaway	4.80

## Urban Planning

**AS IN REAL ESTATE**, location, location, location is key for law students weighing job offers. This chart ranks firms by city. Only offices with at least five respondents are included. Some firms listed here are not on the national charts, which required ten responses from each firm. The scores, rankings, and number of respondents on this chart pertain only to the firm's office in the indicated city. All responses were scored on a 5-point scale, with 5 being the highest score. For more details, see Methodology..

	Rank in city	Score for office/city	Respondents
<b>California</b>			
<b>Los Angeles</b>			
CITY AVERAGE		4.541	
<b>Morgan, Lewis</b>	<b>1</b>	<b>5.000</b>	<b>9</b>
Winston & Strawn	2	4.969	7
Heller Ehrman	3	4.933	5
Sidley Austin	4	4.857	18
O'Melveny & Myers (Century City)	5	4.840	16
Pillsbury Winthrop	6	4.833	10
DLA Piper	7	4.822	5
Bingham McCutchen	8	4.772	12
Gibson, Dunn	9	4.766	29
Thelen Reid	10	4.756	5
Paul, Hastings	11	4.714	20
McDermott Will	12	4.703	12
Morrison & Foerster	13	4.676	12
Akin Gump	14	4.628	8
Milbank, Tweed	15	4.556	9

### San Francisco Bay Area

	Rank in city	Score for office/city	Respondents
CITY AVERAGE		4.498	
<b>Morgan, Lewis</b>	<b>1</b>	<b>4.907</b>	<b>14</b>
<b>Morgan, Lewis (Palo Alto)</b>	<b>2</b>	<b>4.878</b>	<b>9</b>
Gibson, Dunn	3	4.856	10
Pillsbury Winthrop (Palo Alto)	4	4.841	7
Orrick (Menlo Park)	5	4.760	14
Gunderson Dettmer (Menlo Park)	6	4.757	11
Bingham McCutchen	7	4.750	16

	Rank in city	Score for office/city	Respondents
O'Melveny & Myers (Menlo Park)	8	4.741	6
Jones Day (Palo Alto)	9	4.712	8
Gibson, Dunn (Palo Alto)	10	4.684	8
Ropes & Gray	11	4.683	6
Jones Day	12	4.638	12
Sedgwick, Detert	13	4.594	5
Fish & Richardson (Redwood City)	14	4.587	7
Sidley Austin	15	4.578	5

### District of Columbia

#### Washington, D.C.

	Rank in city	Score for office/city	Respondents
CITY AVERAGE		4.460	
Mayer Brown	1	4.988	9
<b>Morgan, Lewis</b>	<b>2</b>	<b>4.929</b>	<b>23</b>
Willkie Farr	3	4.906	5
Thelen Reid	4	4.876	8
Blank Rome	5	4.844	10
Dickstein Shapiro	6	4.812	19
McKenna Long	7	4.764	9
Morrison & Foerster	8	4.738	8
Sidley Austin	9	4.700	15
Ropes & Gray	10	4.696	8
McDermott Will	11	4.691	22
Alston & Bird	12	4.684	13
Heller Ehrman	13	4.679	9
Pillsbury Winthrop	14	4.674	14
Dechert	15	4.669	9

## Morgan, Lewis & Bockius National

**Participating Offices:** Chicago; Dallas; Los Angeles; Miami; New York; Palo Alto; Philadelphia; Pittsburgh; Princeton; San Francisco; Washington, D.C.

**Number of Respondents:** 117 (98%)

**Firmwide Score:** 4.879 (rank: 4)

Scores are based on a 1-to-5 scale, with 1 being the lowest, and 5 the highest. Rank is based on 169 firms.

### How the firm rated on key scoring questions:

How interesting the work was: 4.89

How much "real" work was assigned: 4.91

Training and guidance: 4.78

Partner-summer associate interactions: 4.88

Full-time associate-summer associate interactions: 4.95

How well firm communicates its goal and expectations: 4.84

How accurately firm portrayed itself during interviews: 4.90

Inclination to accept a full-time associateship: 4.87

Overall rating as a place to work: 4.89

### More about the work:

Amount of work: 4.88

Level of responsibility: 4.95

Amount of client contact: 4.46

Amount of feedback: 4.57

Opportunities for mentoring: 4.82

Opportunities for pro bono work: 4.91

Average pay per week: \$3,160

Average hours worked per week: 43.1

### What the firm's culture is like:

(Respondents were asked to indicate if the following traits described their firms or their experiences, on a scale of 1 to 5, with 1 being "strongly disagree" and 5 being "strongly agree")

Family-friendly: 4.80

Makes efforts toward diversity: 4.79

Attorneys would be enjoyable to work with: 4.91

Attorneys seem to enjoy working with each other: 4.92

Financial information is made available: 4.76

Felt comfortable asking in-depth financial questions: 4.67

Got a sense of the firm's mission: 4.83

Felt confidence in the firm's leadership: 4.93

Firm seemed the right size: 4.88

Humane approach to billable hours: 4.74

Firm did a good job of communicating about job prospects: 4.87

Dress code (1=formal; 5=informal): 4.11

Pleasant space and décor: 4.85

	Rank in city	Score for office/city	Respondents
<b>New York</b>			
<b>New York</b>			
CITY AVERAGE		4.549	
Bingham McCutchen	1	4.990	11
Hunton & Williams	2	4.950	11
<b>Morgan, Lewis</b>	<b>3</b>	<b>4.941</b>	<b>24</b>
Pillsbury Winthrop	4	4.931	24
Blank Rome	5	4.919	8
Gibson, Dunn	6	4.917	22
Milbank, Tweed	7	4.866	63
Dechert	8	4.859	12
Mintz, Levin	9	4.844	5
DLA Piper	10	4.834	19
Brown Rudnick	11	4.822	5
Willkie Farr	11	4.822	55
Kelley Drye	13	4.802	16
Dorsey & Whitney	14	4.800	5
Arent Fox	15	4.794	6

### Pennsylvania Philadelphia

	Rank in city	Score for office/city	Respondents
<b>Philadelphia</b>			
CITY AVERAGE		4.680	
Buchanan Ingersoll	1	5.000	5
Fox Rothschild	2	4.883	5
Blank Rome	3	4.822	25
Ballard Spahr	4	4.821	23
White and Williams	5	4.800	5
<b>Morgan, Lewis</b>	<b>6</b>	<b>4.799</b>	<b>28</b>
Drinker Biddle	7	4.794	19
Cozen O'Connor	8	4.773	11
Dechert	9	4.724	36
Wolf, Block	10	4.642	10
Reed Smith	11	4.631	9
Stradley Ronon	12	4.581	9
Pepper Hamilton	13	4.529	12
Duane Morris	14	4.510	11
Saul Ewing	15	4.468	11

BY TOM BROUCKSOU

## How We Rank the Firms

*Interns weighed in on summer programs at almost 200 law firms.*

**THIS YEAR'S SUMMER** Associates Survey drew responses from 7,392 interns at 195 firms, 169 of which qualified for the national rankings. The survey was conducted from early June to mid-August. Surveys were distributed through the firms' recruiting coordinators, whom we contact in the spring about participation. Eligible summer associates are first- and second-year law students (classes of 2008 and 2009) clerking at firms for at least three weeks during the summer. Respondents are guaranteed anonymity.

Firms included in the National Rankings are those from which we received at least ten completed surveys. Individual offices listed on the Results by City chart are those from which we received at least five surveys.

To determine scores for individual questions, we average respondents' answers on a firmwide basis for the National Rankings chart and on a citywide basis for the Results by City chart. All question averages are rounded to two decimal places. Scores for firms are calculated from those rounded question averages, then rounded to three decimal places.

The average of nine job satisfaction questions is used to determine a firm's overall score on both charts. Scoring questions asked how interesting the work was, how much "real" work was assigned, how the training and guidance measured up, how positive interactions with partners and associates were, how well the firm communicated its goals and expectations, how accurately the firm portrayed itself in interviews, and the respondents' inclination to accept a position if one were offered. The respondents were also asked to rate the firm overall as a place to work.

Firms designated as "national" have no more than 45 percent of their lawyers in any single region of their home country. Firms designated as "international" have at least 40 percent of their lawyers working outside their home country.

For detailed reports on each firm that qualified for the national rankings, please see [americanlawyerse.com](http://americanlawyerse.com). Firms that wish to be included in next year's survey should contact us at [associates@alm.com](mailto:associates@alm.com). Many thanks to all the firms and summer associates who participated in the survey.

Excerpted from

**SIZE**  
Does Matter

*Summer associates of 2007 craved real work and lots of attention. They found it at small to midsize firms.*

BY PAUL JASKUNAS

“One of the few big programs at the top of the chart, Morgan, Lewis & Bockius maintained its strong ranking—fourth this year, seventh last year—by making sure that its 120 clerks had plenty of real work. “I was amazed at how quickly I was given access to clients,” wrote one summer associate. “On my second day (before we even completed training), a partner grabbed me to attend a client meeting. Subsequently, I worked along with that client for multiple assignments throughout my summer to the point where the client knew me personally.” For many, another winning aspect of the Morgan summer was its plethora of pro bono opportunities. One-third of the class took part in a Public Interest Community Service (PICS) program, through which students split their time between the firm and a nonprofit, like The John F. Kennedy Center for the Performing Arts and National Public Radio in Washington, D.C., and the AIDS Law Project of Pennsylvania in Philadelphia.”

Reprinted with permission from the Fall 2007 edition of THE AMERICAN LAWYER STUDENT EDITION. © 2007 ALM Properties, Inc. All rights reserved. Further duplication without permission is prohibited. For information, contact 212.545.6111. #008-10-07-0002

# Morgan Lewis

Philadelphia Washington New York Los Angeles San Francisco  
Miami Pittsburgh Princeton Chicago Minneapolis  
Palo Alto Dallas Houston Harrisburg Irvine Boston London  
Paris Brussels Frankfurt Beijing Tokyo

[www.morganlewis.com](http://www.morganlewis.com)