

FALL 2008 THE AMERICAN LAWYER

Student Edition

2008 The Summer Associate Survey National Rankings

Happy Campers

LAW FIRMS TRY HARD to make sure their interns have a great summer, and the chart below shows how well they did this year. Rankings are based on feedback from 7,459 law students at 162 law firms. Scores are based on nine key areas, including the interest level of the work, how much of it was “real,” training and guidance, interactions with partners and full-time associates, how well the firm communicated its goals, how accurately the firm 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.

2008 Rank	2007 Rank	Firm, Location	Average Score	Respondents (Response Rate)
1	1	Nutter McClennen, <i>Boston</i>	5.000	10 (100%)
2	18	Cozen O’Connor, <i>Philadelphia</i>	4.970	11 (100%)
3	55	Crowell & Moring, <i>Washington, D.C.</i>	4.918	22 (96%)
4	119	Young Conaway, <i>Wilmington</i>	4.917	12 (100%)
5	23	Gibson, Dunn, <i>National</i>	4.908	120 (71%)
6	8	Willkie Farr, <i>New York</i>	4.901	65 (80%)
7	3	Buchanan Ingersoll, <i>Pittsburgh</i>	4.862	23 (100%)
8	4	Morgan, Lewis, <i>National</i>	4.859	84 (93%)
9	5	Mintz, Levin, <i>Boston</i>	4.844	28 (80%)
10	27	Bingham McCutchen, <i>National</i>	4.842	59 (91%)
11	-	Holland & Hart, <i>Denver</i>	4.838	20 (91%)
12	45	Bell, Boyd, <i>Chicago</i>	4.833	12 (100%)
13	16	Gunderson Dettmer, <i>Menlo Park, California</i>	4.832	20 (87%)
14	50	Ropes & Gray, <i>Boston</i>	4.826	130 (74%)
15	98	Dykema Gossett, <i>Detroit</i>	4.824	19 (90%)

FIRMS THAT OFFERED THE MOST “REAL” WORK

Firm	Score
Buchanan Ingersoll	5.00
Nutter McClennen	5.00
Young Conaway.....	5.00
Cozen O’Connor	4.91
Bingham McCutchen	4.90

Firm	Score
Kelley Drye.....	4.90
Gibson, Dunn.....	4.88
Dykema Gossett.....	4.84
Morgan, Lewis.....	4.83
Wildman, Harrold	4.83

Summer in the City

WHETHER YOU'RE IN a New York, San Diego, or St. Louis state of mind, here's how summer associates ranked firms in your town. 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 information on this chart pertains 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.

	Rank in city	Score for office/city	Respondents
California			
San Francisco Bay Area			
CITY AVERAGE		4.581	
Morgan, Lewis (Palo Alto)	1	5.000	8
Goodwin Procter	2	4.956	5
Gibson, Dunn	3	4.944	10
Reed Smith	3	4.944	8
Gunderson Dettmer (Menlo Park)	5	4.862	12
Morgan, Lewis	6	4.853	13
Gibson, Dunn (Palo Alto)	7	4.822	5
Orrick (Menlo Park)	8	4.814	21
Jones Day (Palo Alto)	9	4.796	6
Orrick	10	4.792	28
Townsend and Townsend	11	4.756	5
O'Melveny & Myers	12	4.723	14
Kirkland & Ellis	13	4.711	21
Pillsbury Winthrop	13	4.711	17
McDermott Will (Palo Alto)	15	4.706	6

District of Columbia			
Washington, D.C.			
CITY AVERAGE		4.548	
Ropes & Gray	1	4.943	6
Blank Rome	2	4.924	6
Bingham McCutchen	3	4.921	10
Crowell & Moring	4	4.881	14
Akin Gump	5	4.862	26
Morgan, Lewis	6	4.858	19

(Washington, D.C. Cont.)			
	Rank in city	Score for office/city	Respondents
Reed Smith	7	4.857	7
Dechert	8	4.853	9
McDermott Will	9	4.850	24
Alston & Bird	10	4.829	9
Gibson, Dunn	10	4.829	21
Venable	12	4.822	16
Goodwin Procter	13	4.800	5
King & Spalding	13	4.800	14
Willkie Farr	15	4.790	11

Illinois			
Chicago			
CITY AVERAGE		4.631	
Baker & McKenzie	1	4.978	20
Hinshaw & Culbertson	1	4.978	5
Bryan Cave	3	4.956	5
Morgan, Lewis	3	4.956	5
Reed Smith	5	4.927	9
Bell, Boyd	6	4.833	12
Kirkland & Ellis	7	4.816	45
Chapman and Cutler	8	4.811	10
Wildman, Harrold	9	4.807	12
Dykema Gossett	10	4.778	5
Greenberg Traurig	11	4.647	6
McDermott Will	12	4.628	12
Katten Muchin	13	4.613	28
Jones Day	14	4.586	16
Locke Lord	15	4.581	9

2008 The Summer Associates Survey
Results By City

	Rank in city	Score for office/city	Respondents
New York			
New York			
CITY AVERAGE		4.560	
Akin Gump	1	4.993	16
Willkie Farr	2	4.922	54
Gibson, Dunn	3	4.921	36
Morgan, Lewis	4	4.902	9
Ropes & Gray	5	4.882	33
Blank Rome	6	4.873	7
Kelley Drye	6	4.873	15
Baker & McKenzie	8	4.839	25
Proskauer Rose	9	4.832	56
Dickstein Shapiro	10	4.823	8
Dechert	11	4.801	17
Mayer Brown	12	4.797	29
Hunton & Williams	13	4.793	8
Goodwin Procter	14	4.782	25
BakerBotts	15	4.778	5

Pennsylvania

Philadelphia

CITY AVERAGE		4.745	
Cozen O'Connor	1	4.970	11
Morgan, Lewis	2	4.956	15
Buchanan Ingersoll	3	4.883	6
Reed Smith	4	4.868	14
Drinker Biddle	5	4.864	19
Ballard Spahr	6	4.821	20
White and Williams	7	4.791	6
Dechert	8	4.774	23
Saul Ewing	9	4.699	7
Pepper Hamilton	10	4.697	27
Stradley Ronon	11	4.657	9
Blank Rome	12	4.651	27
Wolf, Block	13	4.556	10
Montgomery, McCracken	14	4.500	6
Duane Morris	15	4.482	12

Morgan, Lewis & Bockius
National

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

Number of Respondents: 84 (93% response rate)

Firmwide Score: 4.859 (rank: 8)

Scores are based on a 1-to-5 scale, with 1 being the lowest, and 5 the highest. Rank is based on 162 firms.

(Scores in parentheses are national averages)

How the firm rated on key scoring questions:

How interesting the work was: 4.88 (4.45)

How much "real" work was assigned: 4.83 (4.39)

Training and guidance: 4.76 (4.37)

Partner-summer associate interactions: 4.8 (4.45)

Full-time associate-summer associate interactions: 4.95 (4.78)

How well firm communicates its goal and expectations: 4.83 (4.43)

How accurately firm portrayed itself during interviews: 4.92 (4.65)

Inclination to accept a full-time associateship: 4.86 (4.67)

Overall rating as a place to work: 4.9 (4.69)

More about the work:

Amount of work: 4.83 (4.45)

Level of responsibility: 4.9 (4.43)

Amount of client contact: 4.56 (3.61)

Amount of feedback: 4.71 (4.01)

Opportunities for mentoring: 4.89 (4.42)

Opportunities for pro bono work: 4.88 (4.48)

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: 4.81 (4.39)

Makes efforts toward diversity: 4.9 (4.50)

Attorneys would be enjoyable to work with: 4.94 (4.75)

Attorneys seem to enjoy working with each other: 4.98 (4.74)

Financial information is made available: 4.91 (4.05)

Felt comfortable asking in-depth financial questions: 4.81 (3.89)

Got a sense of the firm's mission: 4.9 (4.49)

Felt confidence in the firm's leadership: 4.93 (4.68)

Firm seemed the right size: 4.85 (4.59)

Humane approach to billable hours: 4.76 (4.47)

Firm did a good job of communicating about job prospects: 4.81 (4.33)

Dress code (1=formal; 5=informal): 4.23 (3.57)

Pleasant space and décor: 4.9 (4.58)

BY TOM BROUCKSOU

How We Rank the Firms

More than 7,600 law students rated the law firms where they spent the summer of 2008.

THIS YEAR'S SUMMER Associates Survey drew responses from 7,633 interns at 190 firms, 162 of which qualified for the National Rankings chart. 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 2009 and 2010) clerking at firms for at least three weeks during the summer. Respondents are guaranteed anonymity.

Firms included in the National Rankings chart [see page 28] are those from which we received at least ten completed surveys. Individual offices listed on the Results by City chart [see page 30] 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 americanlawyerase.com. Firms that wish to be included in next year's survey should contact us at associates@incisivemedia.com. Many thanks to all the firms and summer associates who participated in the survey.

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