



## REPORT APPENDIX

### HIRING THE WHOLE LAWYER: EXPERIENCE MATTERS

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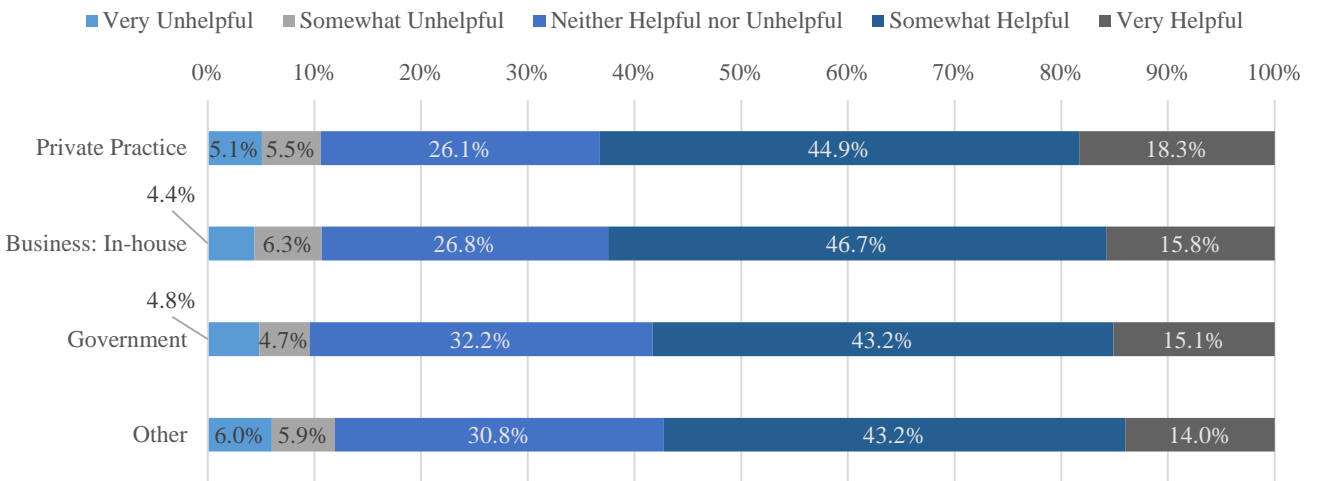
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# PART I: RESULTS FOR ALL HIRING CRITERIA

## PRACTICE SETTING

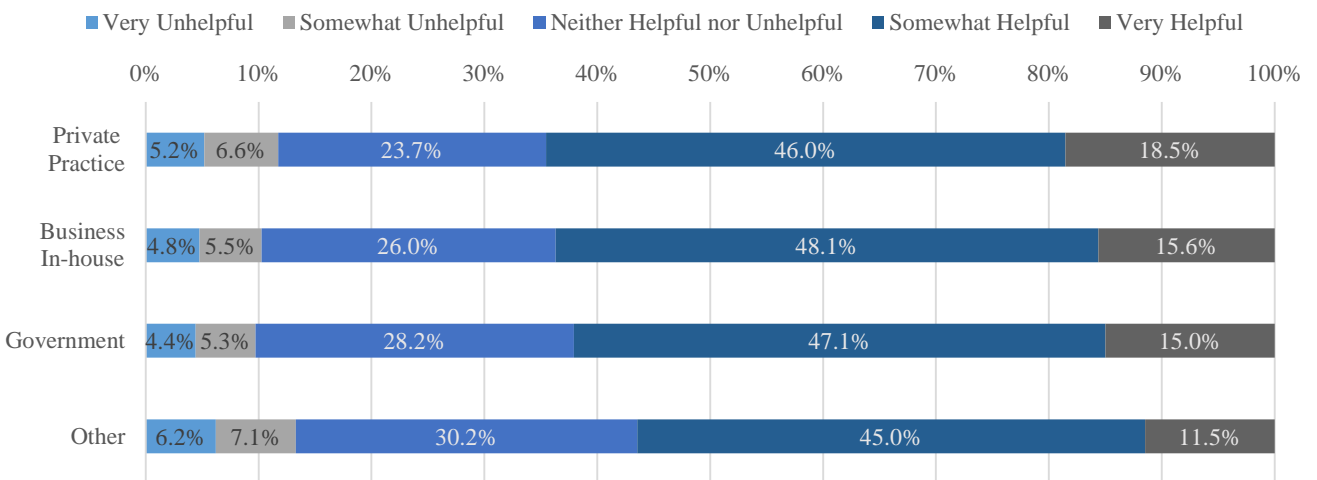
### LAW SCHOOL ATTENDED

Figure IA-1: Helpfulness of Law School Attended in Hiring New Lawyers, Practice Setting (n = 17589)<sup>1</sup>



## CLASS RANK

Figure IA-2: Helpfulness of Class Rank in Hiring New Lawyers, Practice Setting (n = 17508)<sup>2</sup>

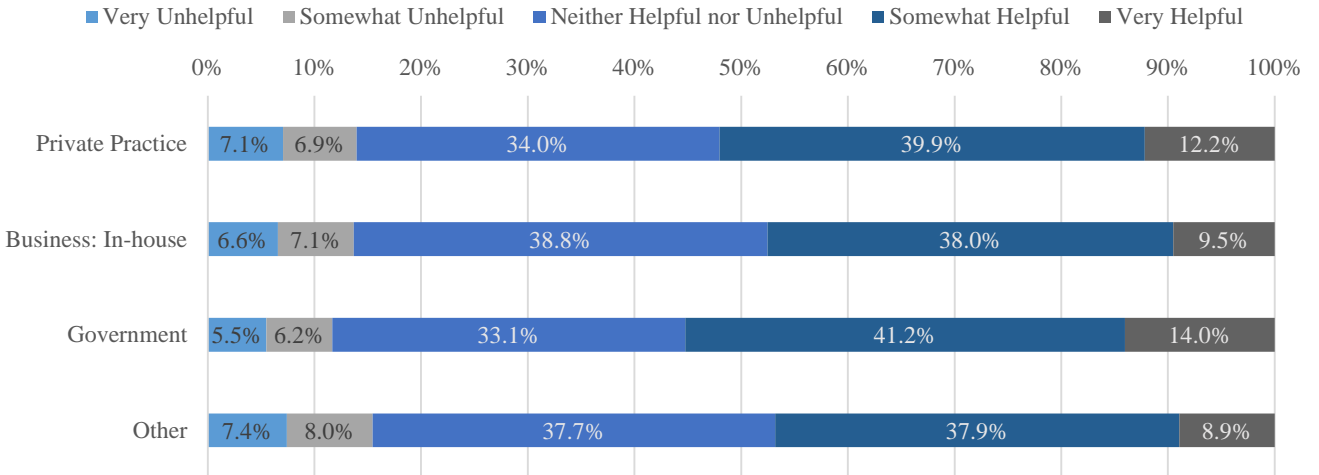


<sup>1</sup> p < 0.001

<sup>2</sup> p < 0.001

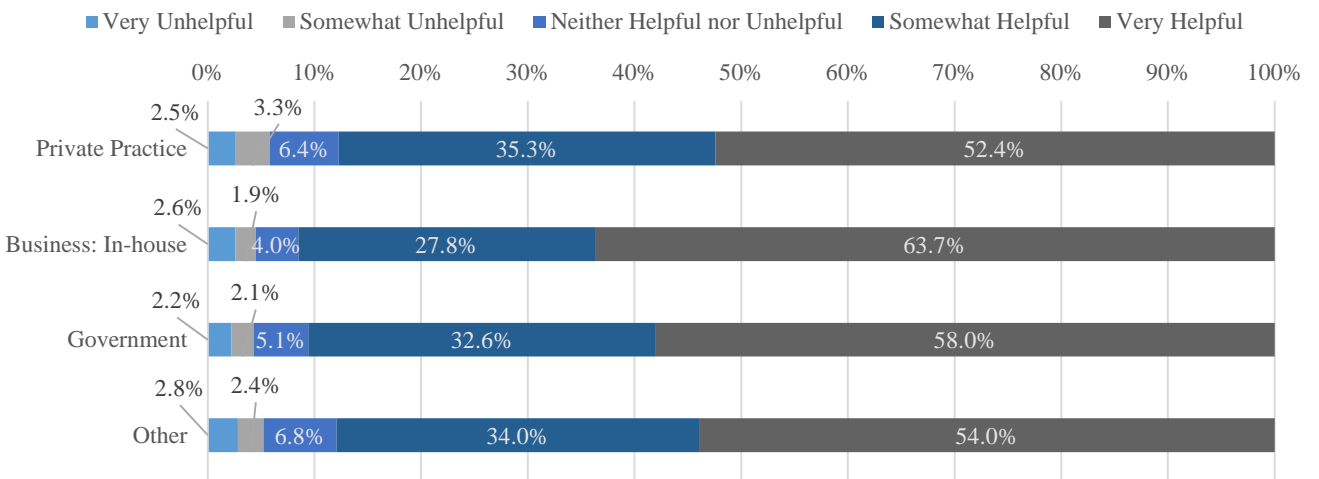
## LAW REVIEW EXPERIENCE

*Figure IA-3: Helpfulness of Law Review Experience in Hiring New Lawyers, Practice Setting (n = 17398)<sup>3</sup>*



## LEGAL EMPLOYMENT

*Figure IA-4: Helpfulness of Legal Employment in Hiring New Lawyers, Practice Setting (n = 17623)<sup>4</sup>*

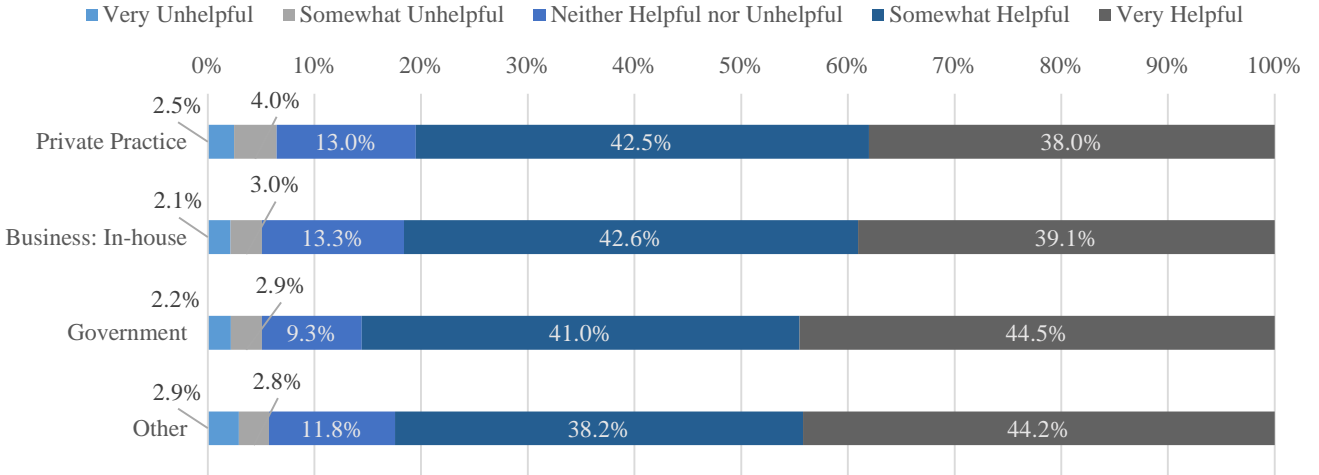


<sup>3</sup>  $p < 0.001$

<sup>4</sup>  $p < 0.001$

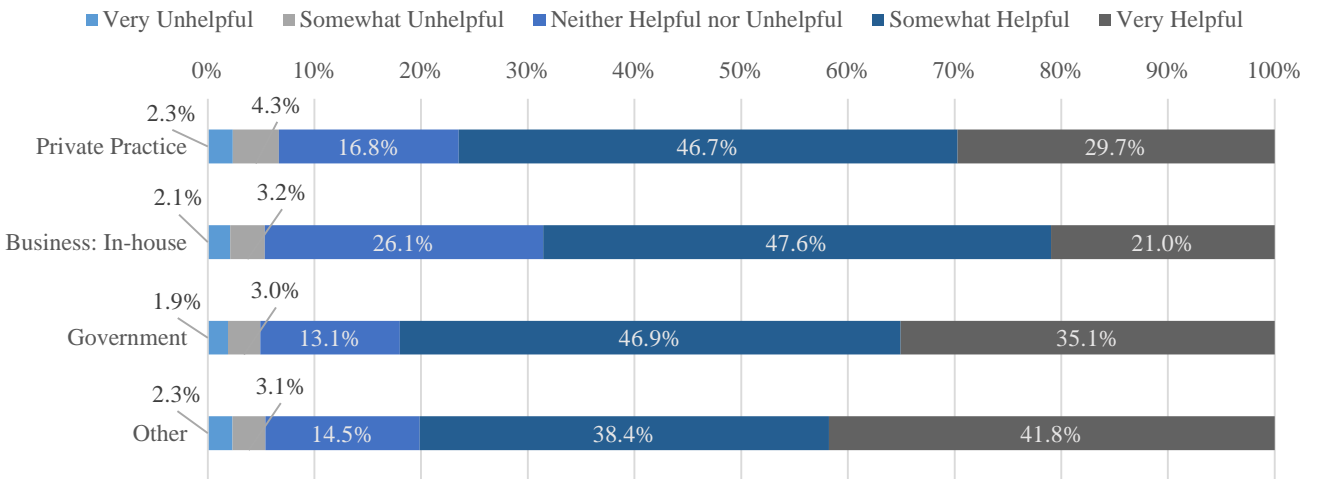
## LEGAL EXTERNSHIP

*Figure IA-5: Helpfulness of Legal Externship in Hiring New Lawyers, Practice Setting (n = 17245)<sup>5</sup>*



## PARTICIPATION IN LAW SCHOOL CLINIC

*Figure IA-6: Helpfulness of Participation in Law School Clinic in Hiring New Lawyers, Practice Setting (n = 17343)<sup>6</sup>*

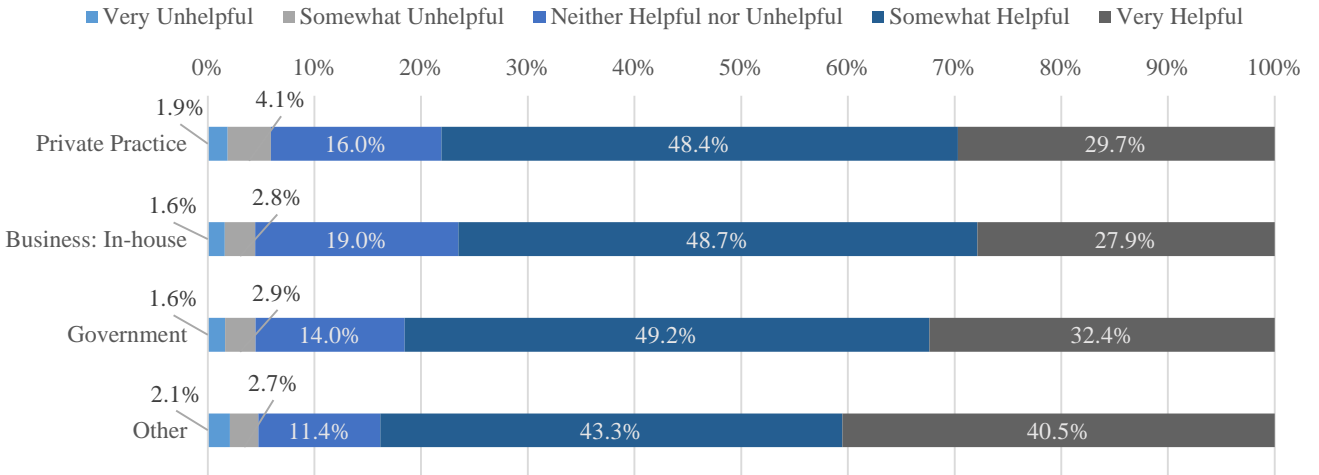


<sup>5</sup>  $p < 0.001$

<sup>6</sup>  $p < 0.001$

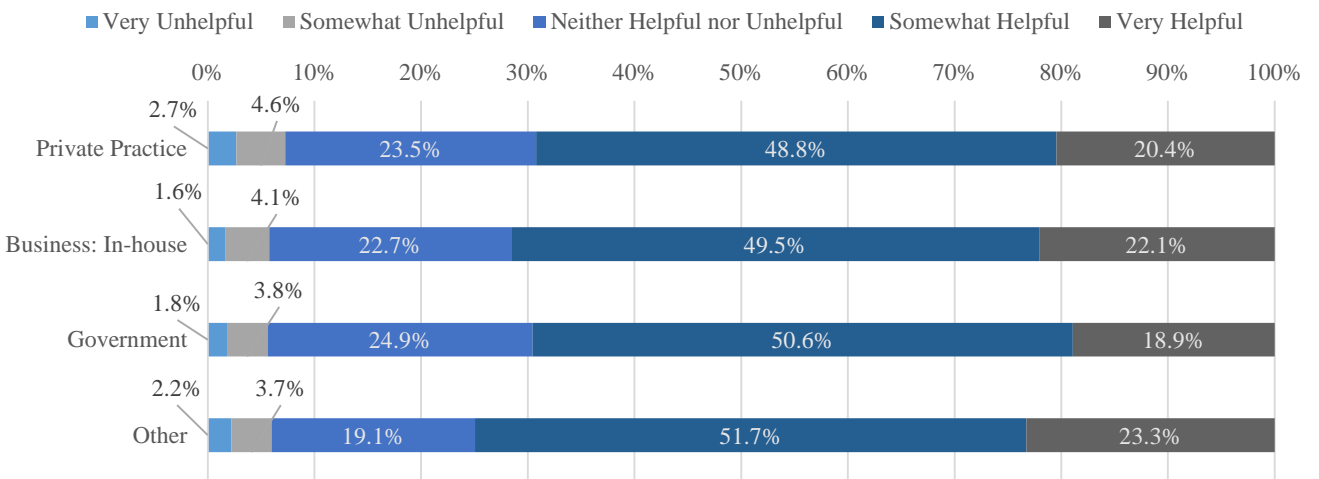
## OTHER EXPERIENTIAL EDUCATION

*Figure IA-7: Helpfulness of Other Experiential Education in Hiring New Lawyers, Practice Setting (n = 16922)<sup>7</sup>*



## LAW SCHOOL COURSES IN A PARTICULAR SPECIALTY

*Figure IA-8: Helpfulness of Law School Courses in a Particular Specialty in Hiring New Lawyers, Practice Setting (n = 17517)<sup>8</sup>*

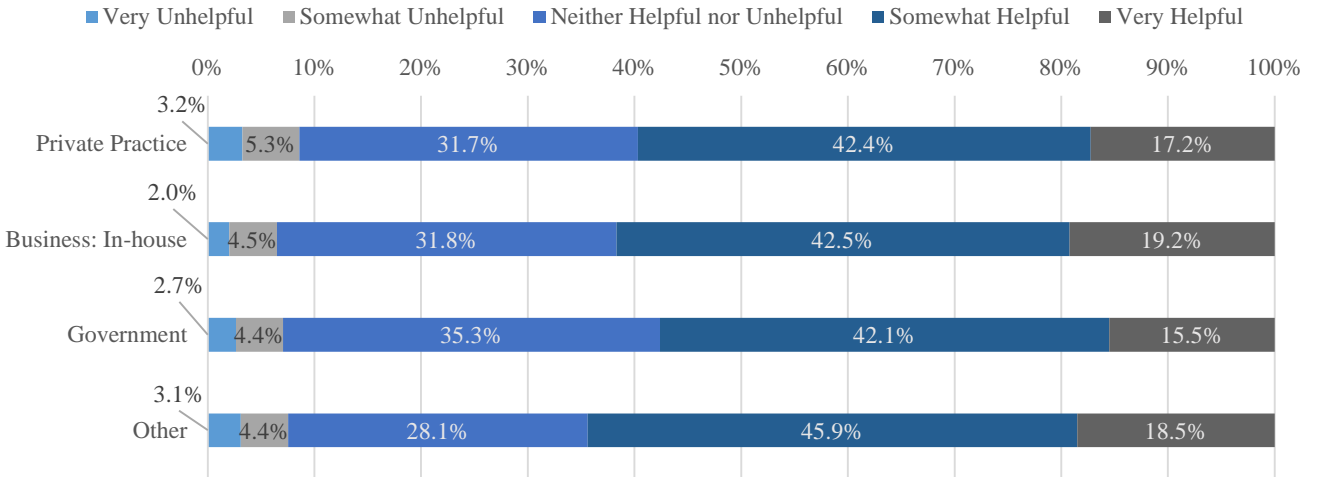


<sup>7</sup>  $p < 0.001$

<sup>8</sup>  $p < 0.001$

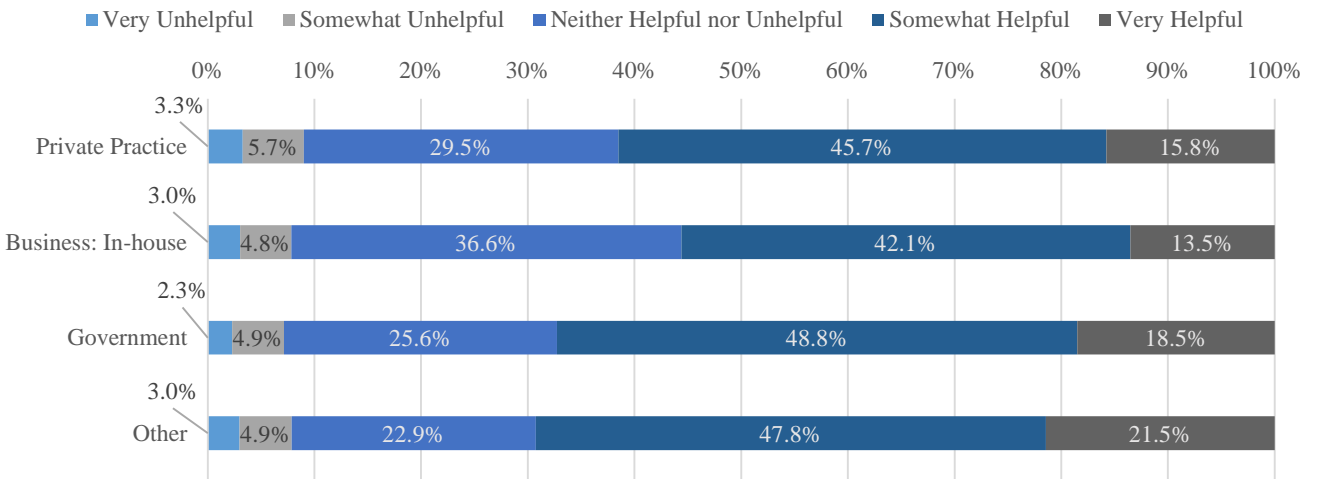
## LAW SCHOOL CERTIFICATION IN A PARTICULAR SPECIALTY

Figure IA-9: Helpfulness of Law School Certification in a Particular Specialty in Hiring New Lawyers, Practice Setting (n = 16496)<sup>9</sup>



## RECOMMENDATIONS FROM PROFESSORS

Figure IA-10: Helpfulness of Recommendations from Professors in Hiring New Lawyers, Practice Setting (n = 17247)<sup>10</sup>

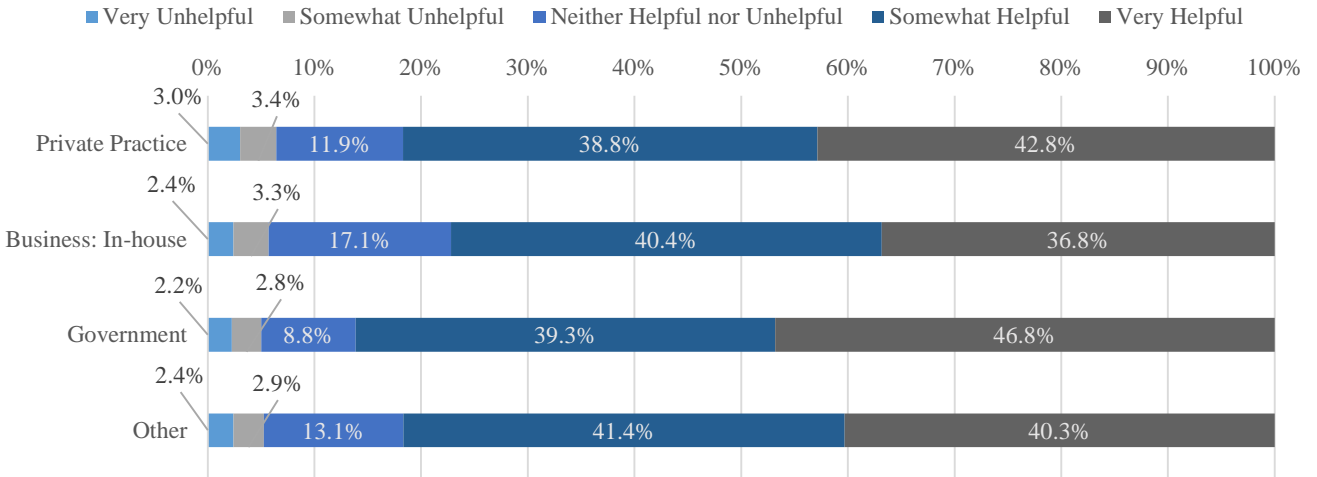


<sup>9</sup>  $p < 0.001$   
<sup>10</sup>  $p < 0.001$



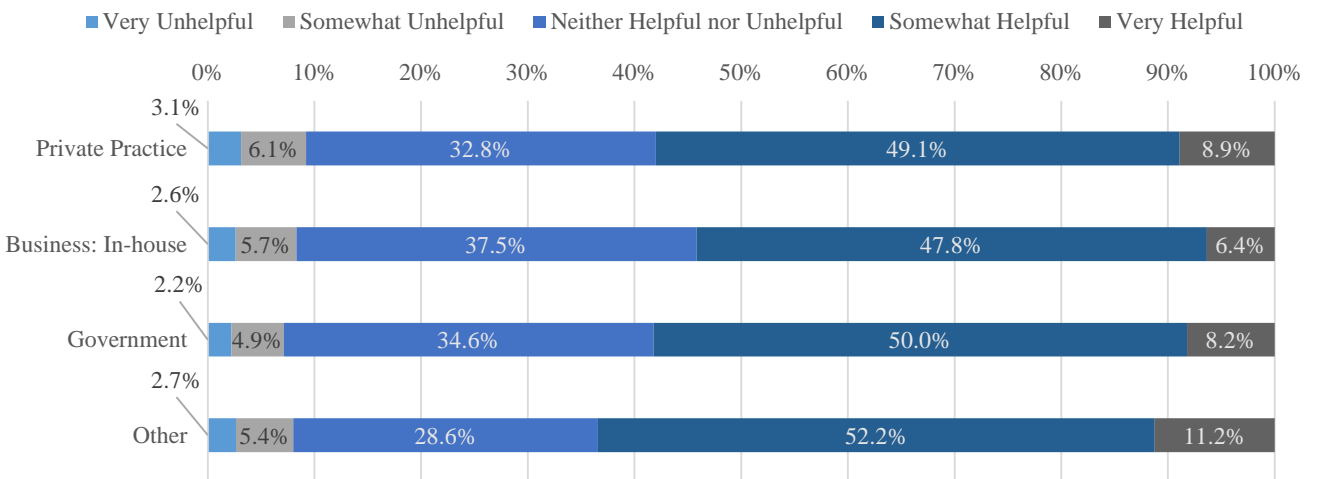
## RECOMMENDATIONS FROM PRACTITIONERS OR JUDGES

Figure IA-11: Helpfulness of Recommendations from Practitioners or Judges in Hiring New Lawyers, Practice Setting (n = 17370)<sup>11</sup>



## EXTRACURRICULAR ACTIVITIES

Figure IA-12: Helpfulness of Extracurricular Activities in Hiring New Lawyers, Practice Setting (n = 17340)<sup>12</sup>

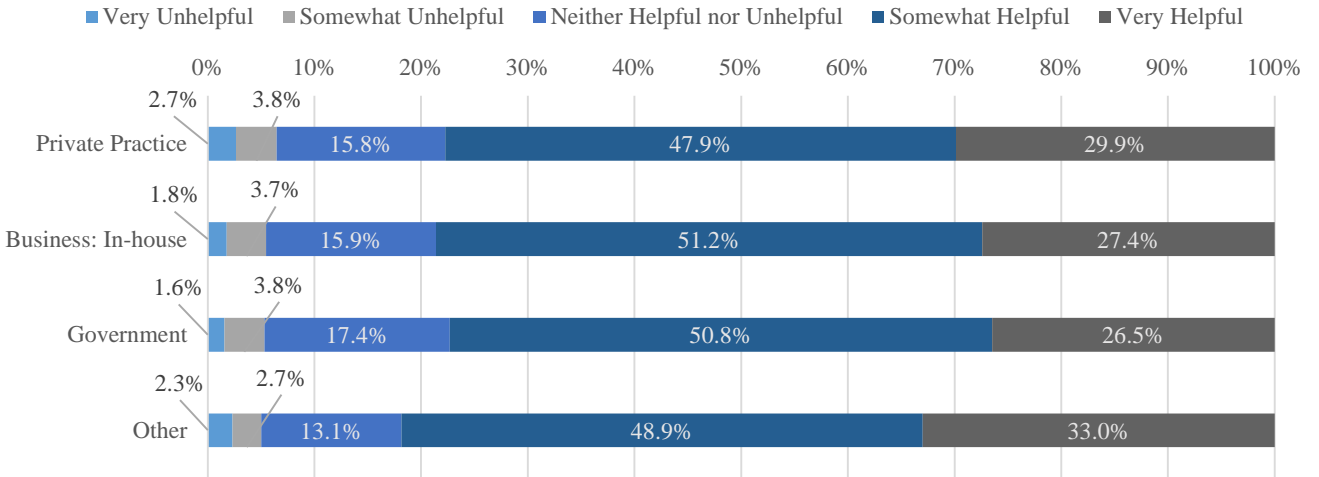


<sup>11</sup>  $p < 0.001$

<sup>12</sup>  $p < 0.001$

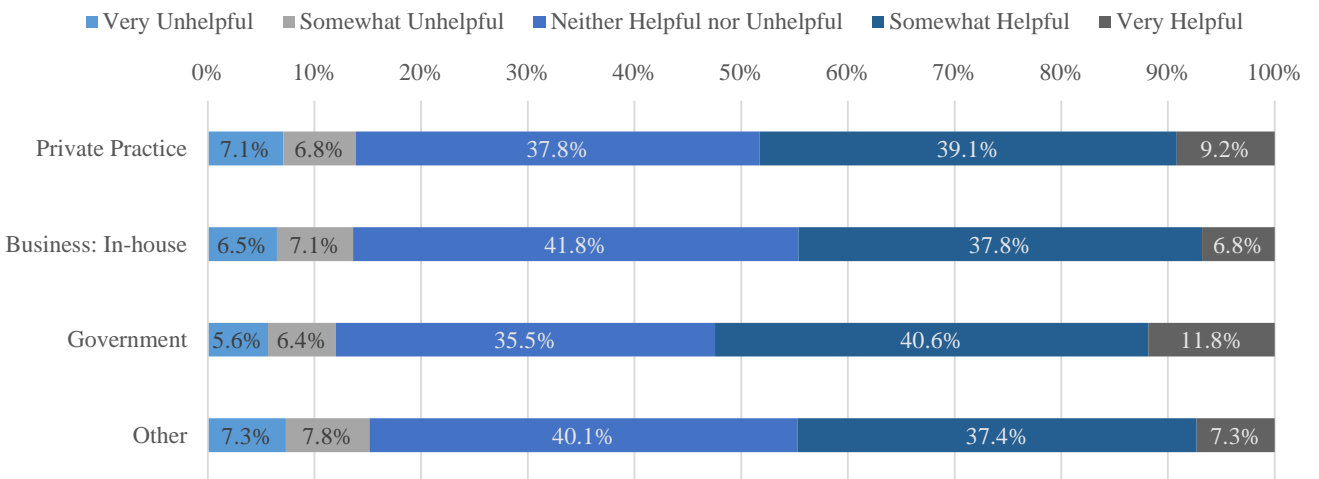
## LIFE EXPERIENCE BETWEEN COLLEGE AND LAW SCHOOL

Figure IA-13: Helpfulness of Life Experience Between College and Law School in Hiring New Lawyers, Practice Setting (n = 17426)<sup>13</sup>



## JOURNAL EXPERIENCE

Figure IA-14: Helpfulness of Journal Experience in Hiring New Lawyers, Practice Setting (n = 17181)<sup>14</sup>

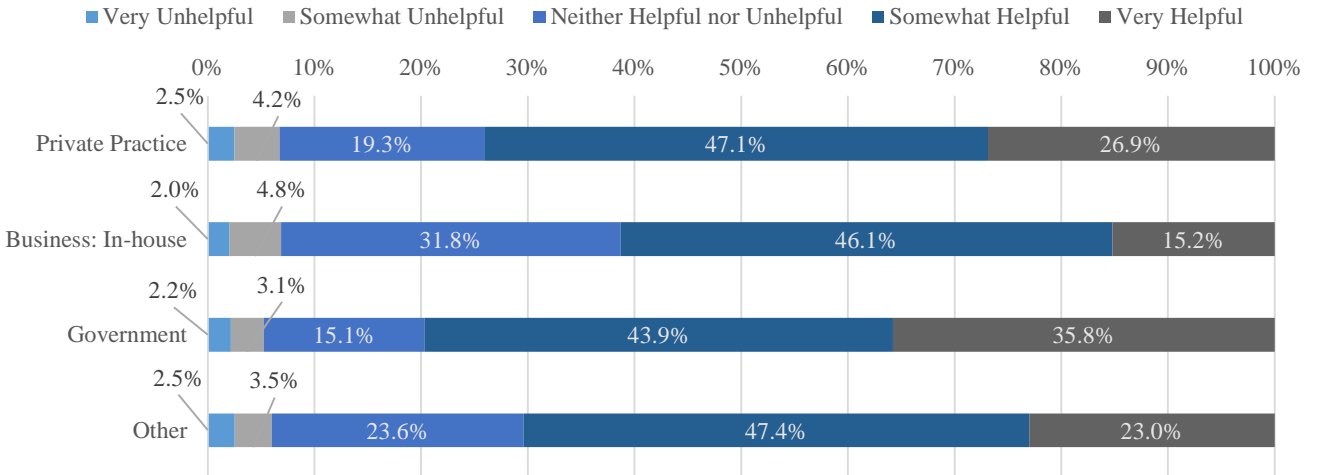


<sup>13</sup>  $p < 0.001$

<sup>14</sup>  $p < 0.001$

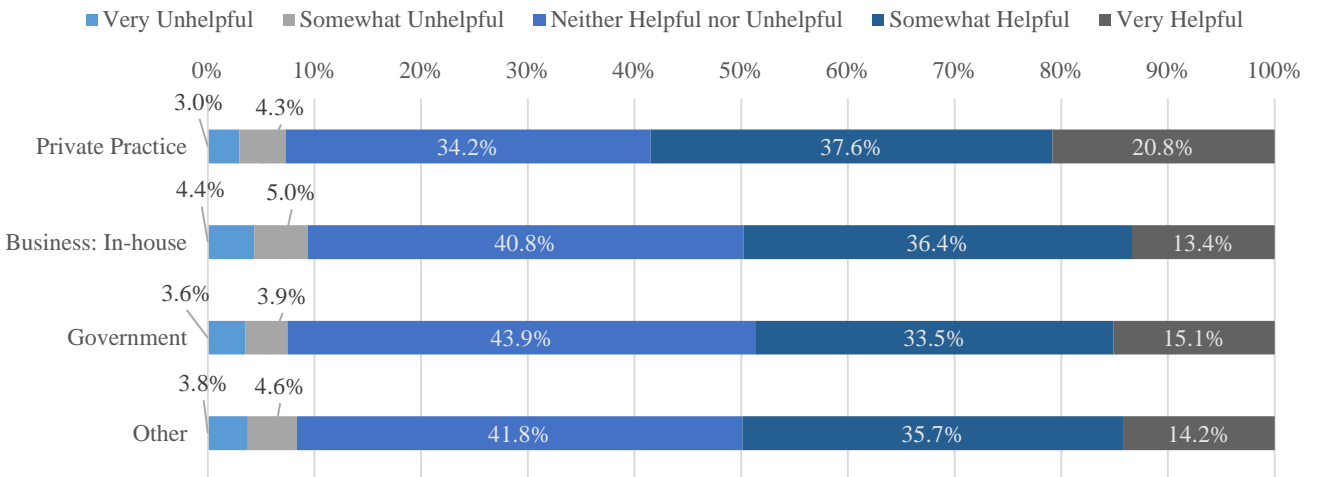
## STATE COURT CLERKSHIP

*Figure IA-15: Helpfulness of State Court Clerkship in Hiring New Lawyers, Practice Setting (n = 17211)<sup>15</sup>*



## TIES TO A PARTICULAR GEOGRAPHIC LOCATION

*Figure IA-16: Helpfulness of Ties to a Particular Geographic Location in Hiring New Lawyers, Practice Setting (n = 17193)<sup>16</sup>*

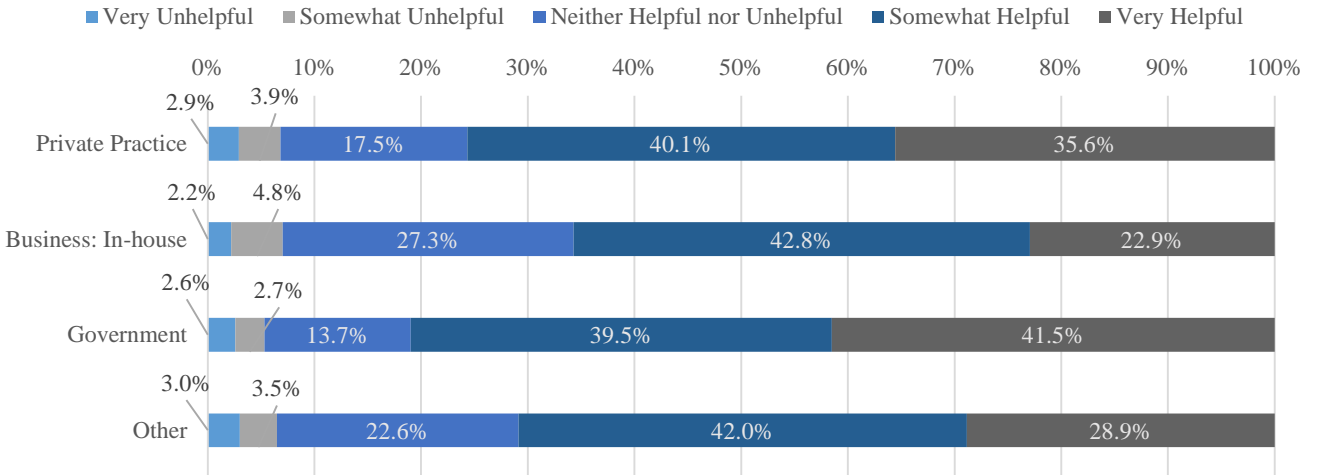


<sup>15</sup>  $p < 0.001$

<sup>16</sup>  $p < 0.001$

## FEDERAL COURT CLERKSHIP

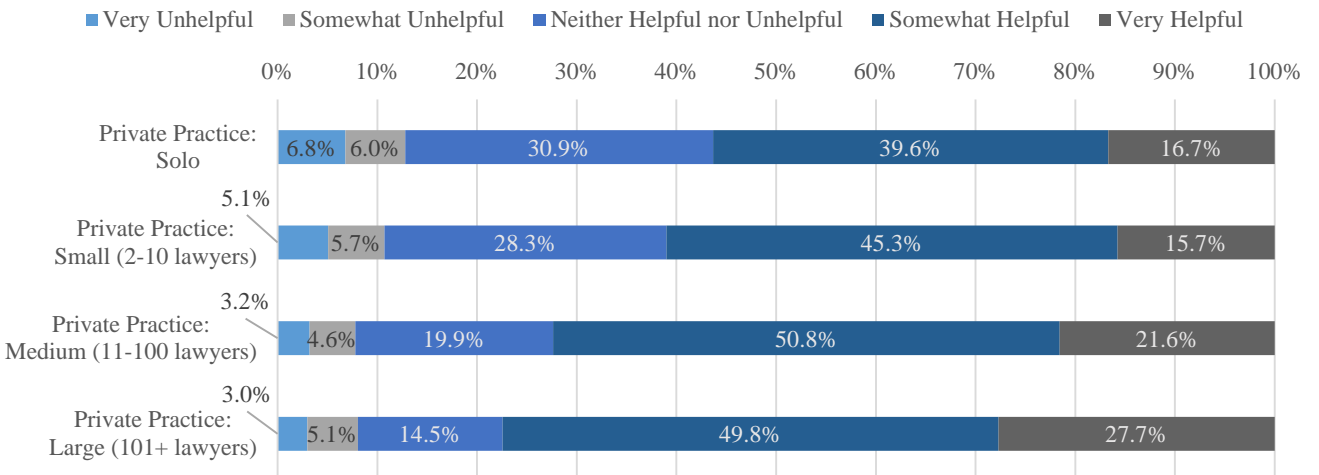
*Figure IA-17: Helpfulness of State Court Clerkship in Hiring New Lawyers, Practice Setting (n = 17138)<sup>17</sup>*



## PRIVATE PRACTICE: FIRM SIZE

### LAW SCHOOL ATTENDED

*Figure IB-1: Helpfulness of Law School Attended in Hiring New Lawyers, Private Practice: Firm Size (n = 9979)<sup>18</sup>*

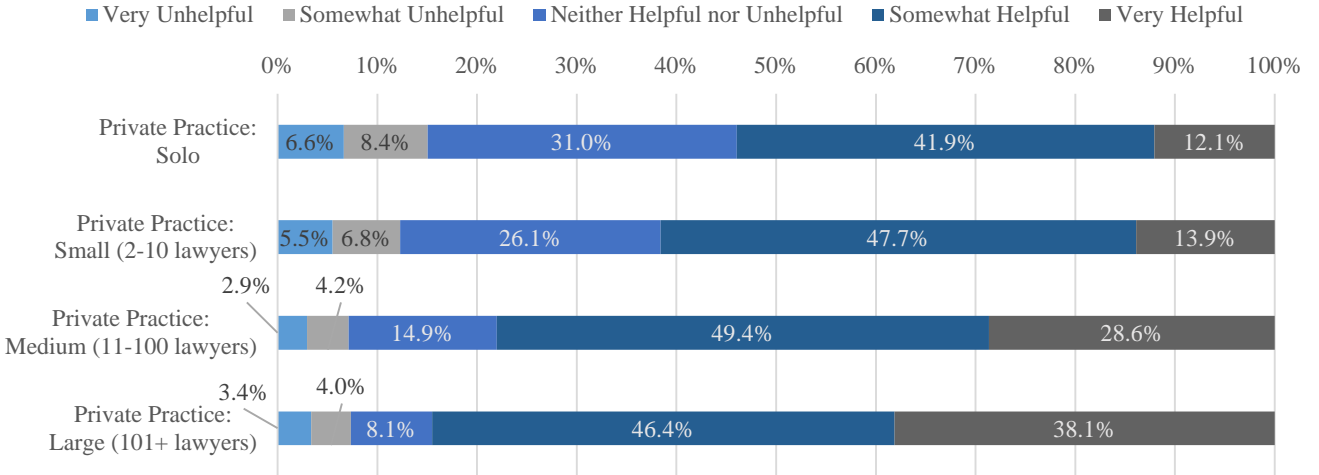


<sup>17</sup>  $p < 0.001$

<sup>18</sup>  $p < 0.001$

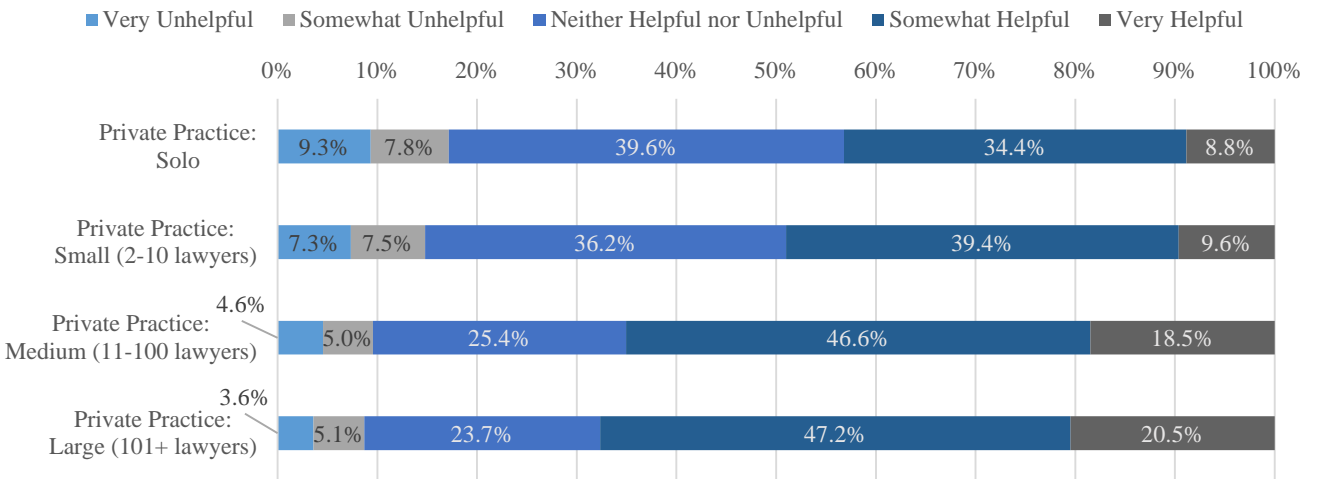
## CLASS RANK

*Figure IB-2: Helpfulness of Class Rank in Hiring New Lawyers, Private Practice: Firm Size (n = 9941)<sup>19</sup>*



## LAW REVIEW EXPERIENCE

*Figure IB-3: Helpfulness of Law Review Experience in Hiring New Lawyers, Private Practice: Firm Size (n = 9865)<sup>20</sup>*

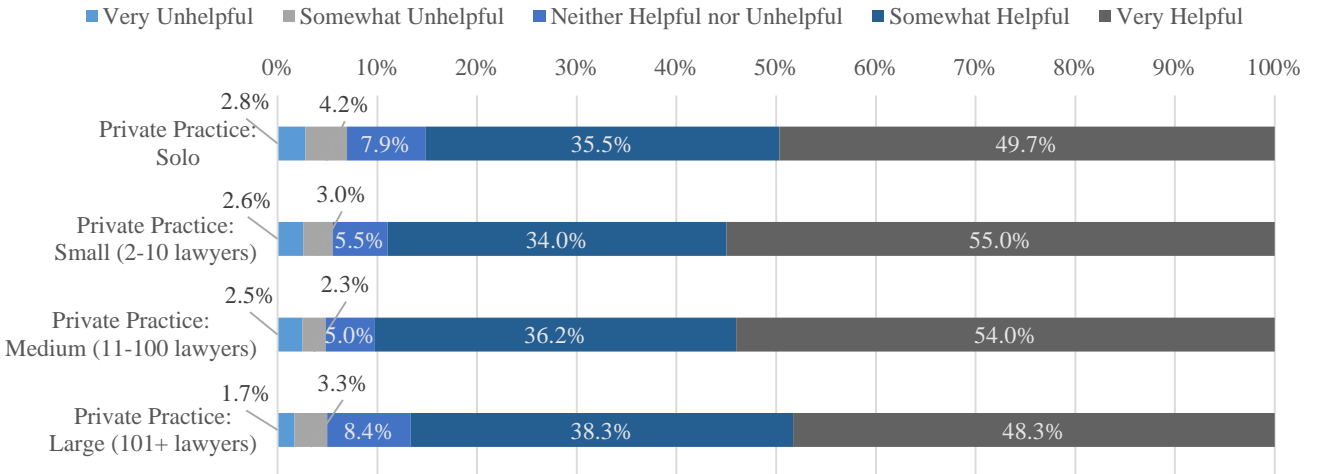


<sup>19</sup>  $p < 0.001$

<sup>20</sup>  $p < 0.001$

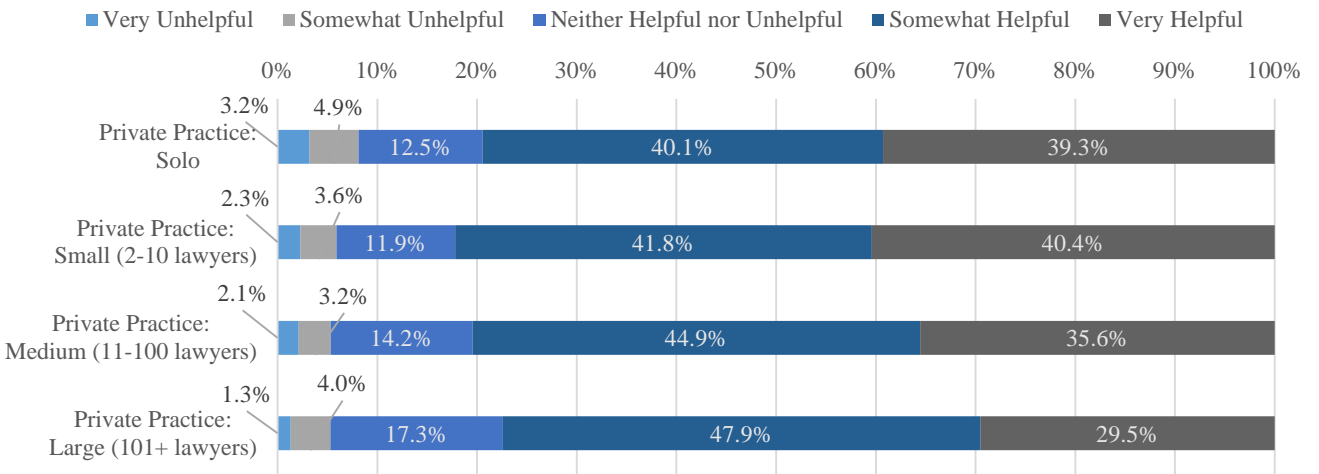
## LEGAL EMPLOYMENT

*Figure IB-4: Helpfulness of Legal Employment in Hiring New Lawyers, Private Practice: Firm Size (n = 9991)<sup>21</sup>*



## LEGAL EXTERNSHIP

*Figure IB-5: Helpfulness of Legal Externship in Hiring New Lawyers, Private Practice: Firm Size (n = 9747)<sup>22</sup>*

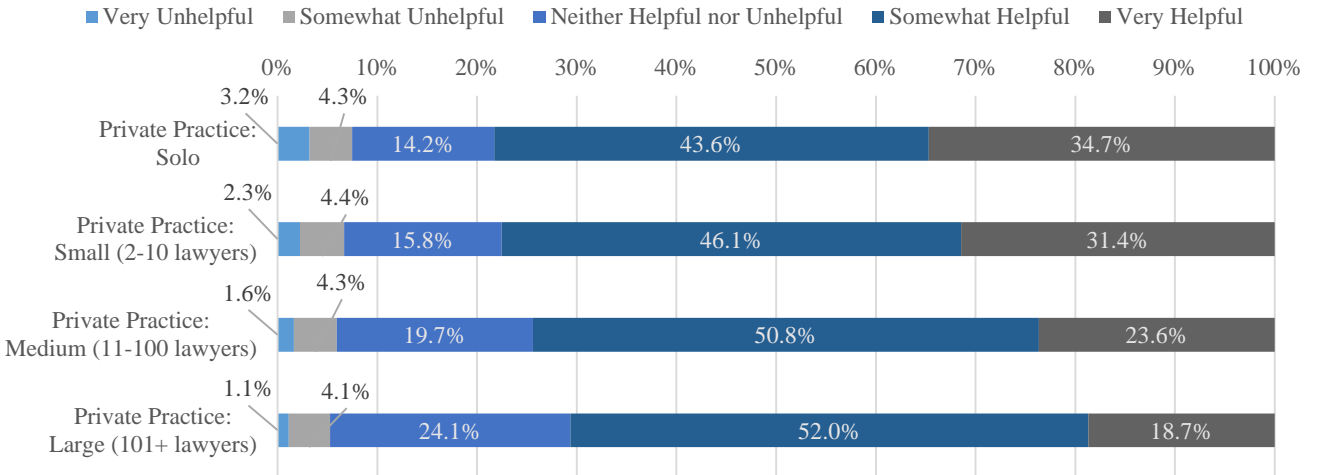


<sup>21</sup>  $p < 0.001$

<sup>22</sup>  $p < 0.001$

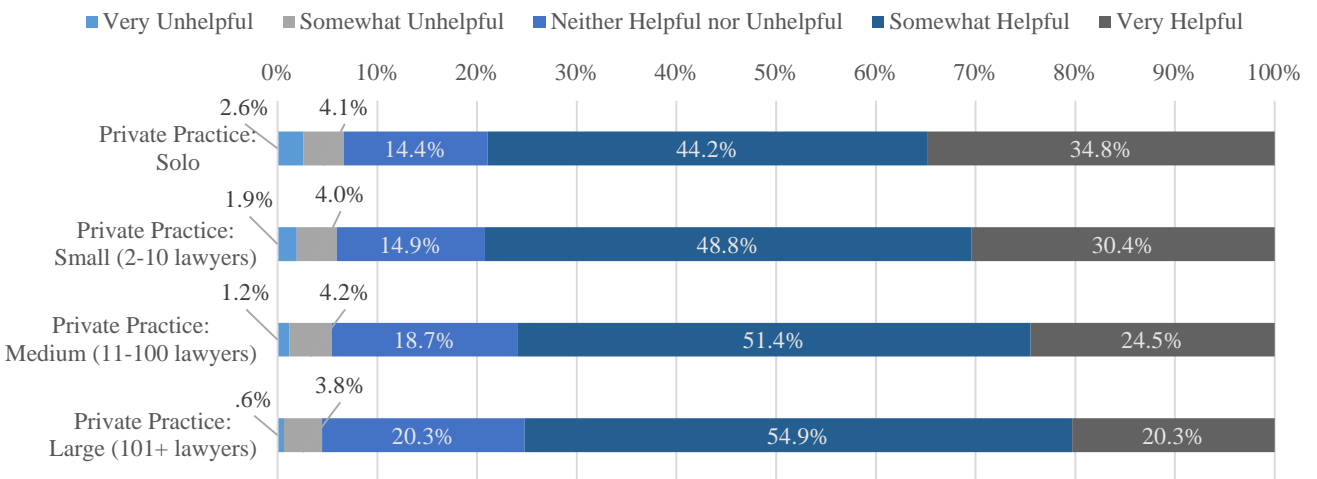
## PARTICIPATION IN LAW SCHOOL CLINIC

*Figure IB-6: Helpfulness of Participation in Law School Clinic in Hiring New Lawyers, Private Practice: Firm Size (n = 9809)<sup>23</sup>*



## OTHER EXPERIENTIAL EDUCATION

*Figure IB-7: Helpfulness of Other Experiential Education in Hiring New Lawyers, Private Practice: Firm Size (n = 9531)<sup>24</sup>*

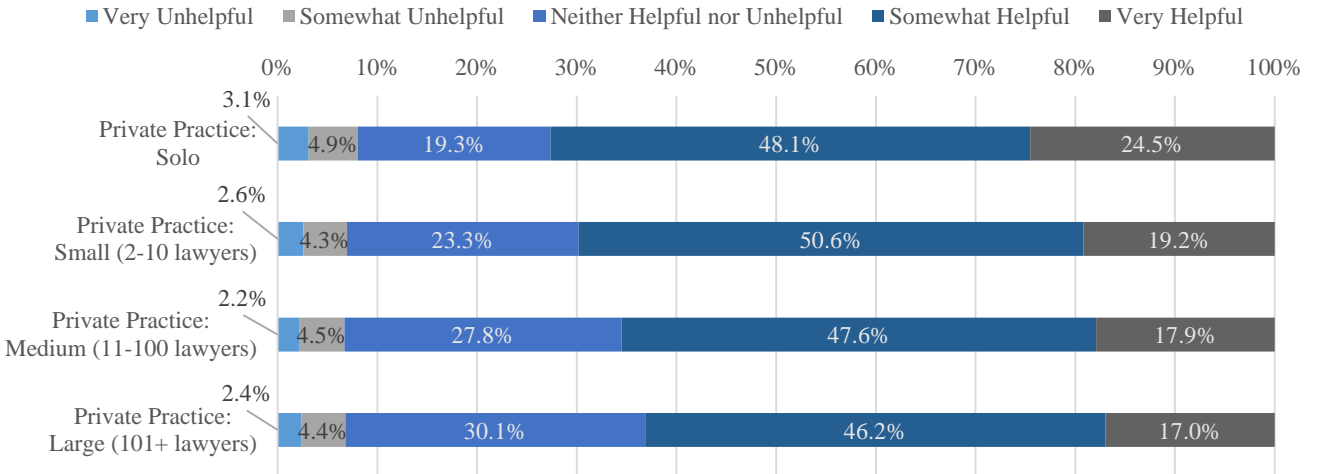


<sup>23</sup>  $p < 0.001$

<sup>24</sup>  $p < 0.001$

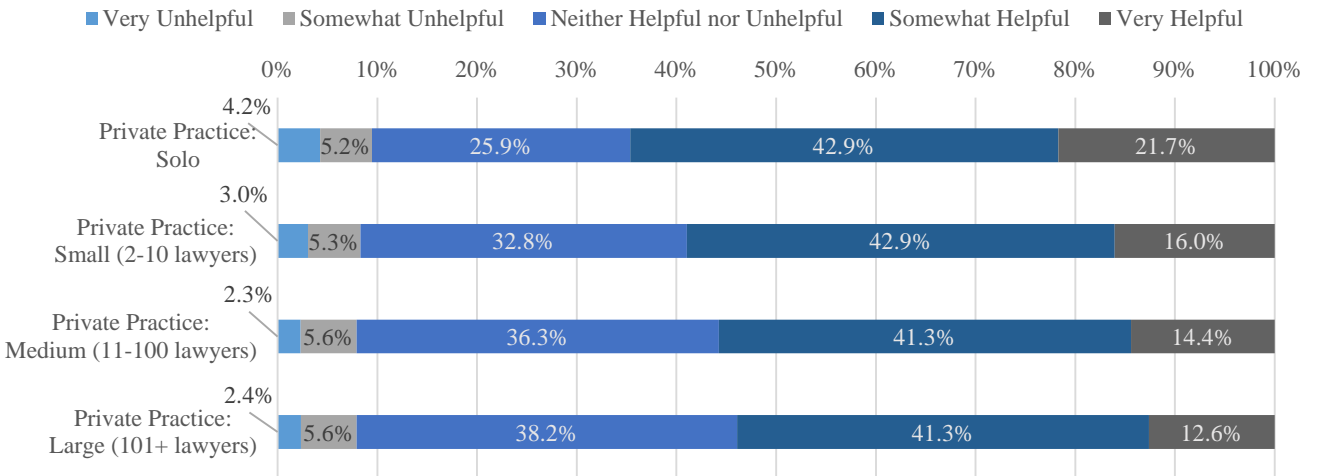
## LAW SCHOOL COURSES IN A PARTICULAR SPECIALTY

Figure IB-8: Helpfulness of Law School Courses in a Particular Specialty in Hiring New Lawyers, Private Practice: Firm Size (n = 9929)<sup>25</sup>



## LAW SCHOOL CERTIFICATION IN A PARTICULAR SPECIALTY

Figure IB-9: Helpfulness of Law School Certification in a Particular Specialty in Hiring New Lawyers, Private Practice: Firm Size (n = 9313)<sup>26</sup>



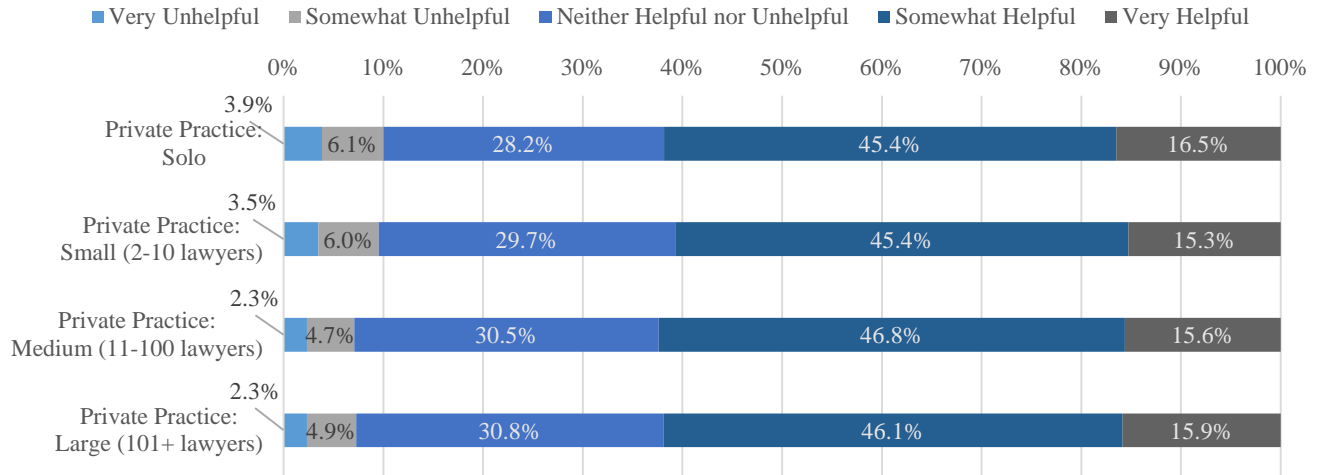
<sup>25</sup>  $p < 0.001$

<sup>26</sup>  $p < 0.001$



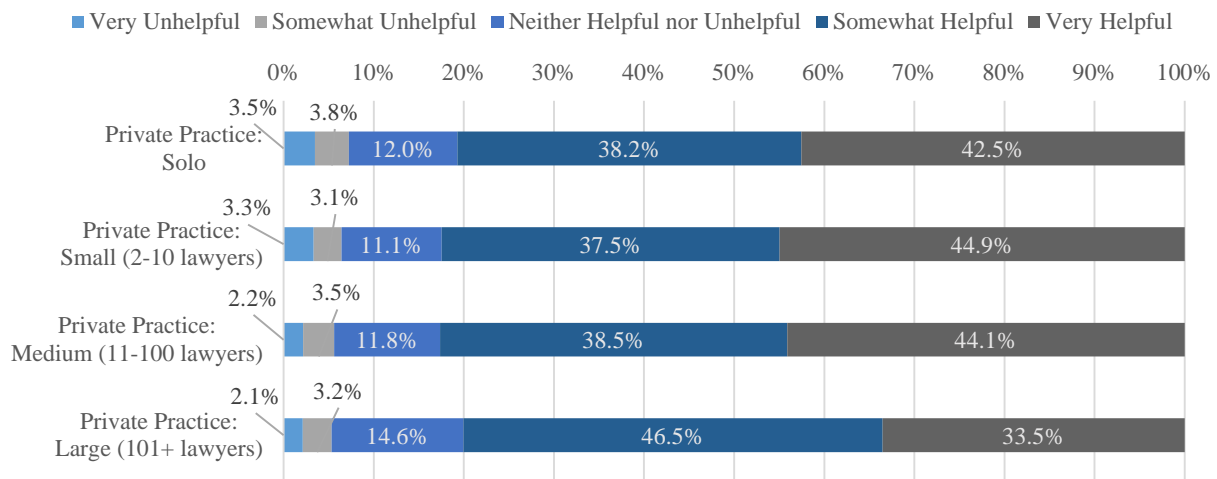
## RECOMMENDATIONS FROM PROFESSORS

Figure IB-10: Helpfulness of Recommendations from Professors in Hiring New Lawyers, Private Practice: Firm Size (n = 9783)<sup>27</sup>



## RECOMMENDATIONS FROM PRACTITIONERS OR JUDGES

Figure IB-11: Helpfulness of Recommendations from Practitioners or Judges in Hiring New Lawyers, Private Practice: Firm Size (n = 9860)<sup>28</sup>

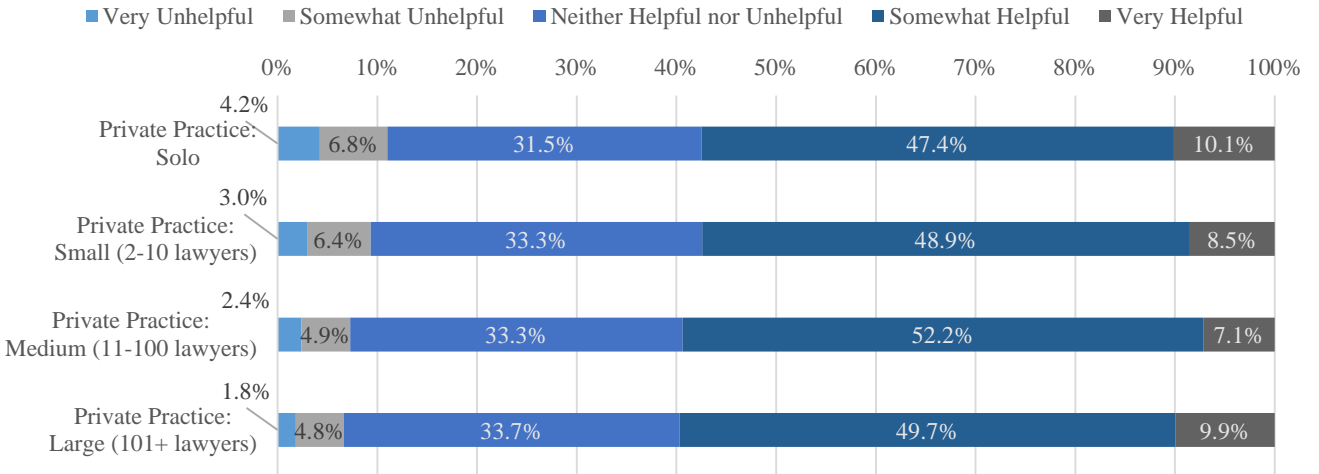


<sup>27</sup>  $p = 0.032$

<sup>28</sup>  $p < 0.001$

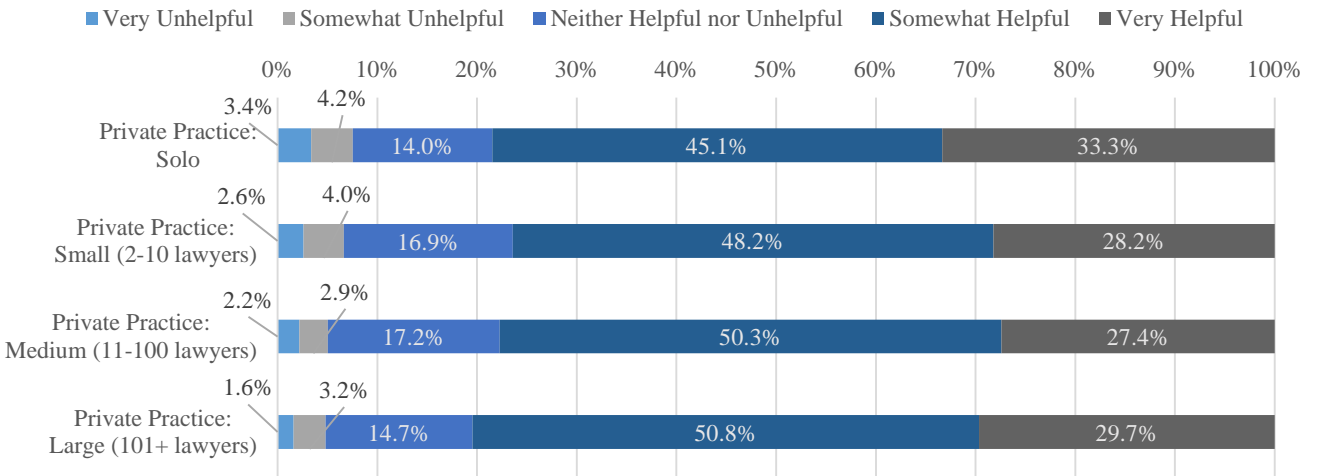
## EXTRACURRICULAR ACTIVITIES

*Figure IB-12: Helpfulness of Extracurricular Activities in Hiring New Lawyers, Private Practice: Firm Size (n = 9824)<sup>29</sup>*



## LIFE EXPERIENCE BETWEEN COLLEGE AND LAW SCHOOL

*Figure IB-13: Helpfulness of Life Experience Between College and Law School in Hiring New Lawyers, Private Practice: Firm Size (n = 9882)<sup>30</sup>*

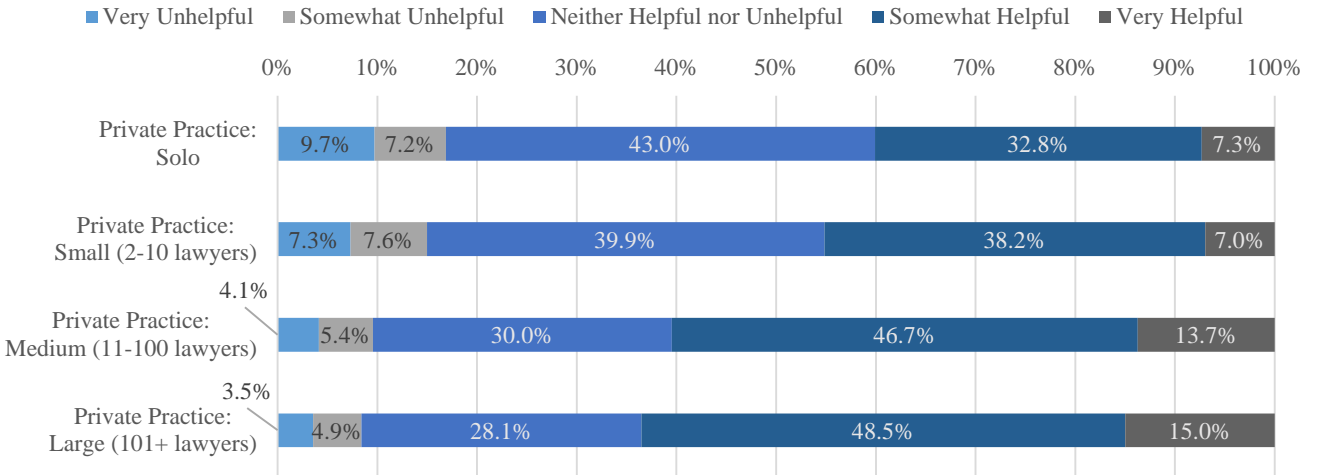


<sup>29</sup>  $p < 0.001$

<sup>30</sup>  $p < 0.001$

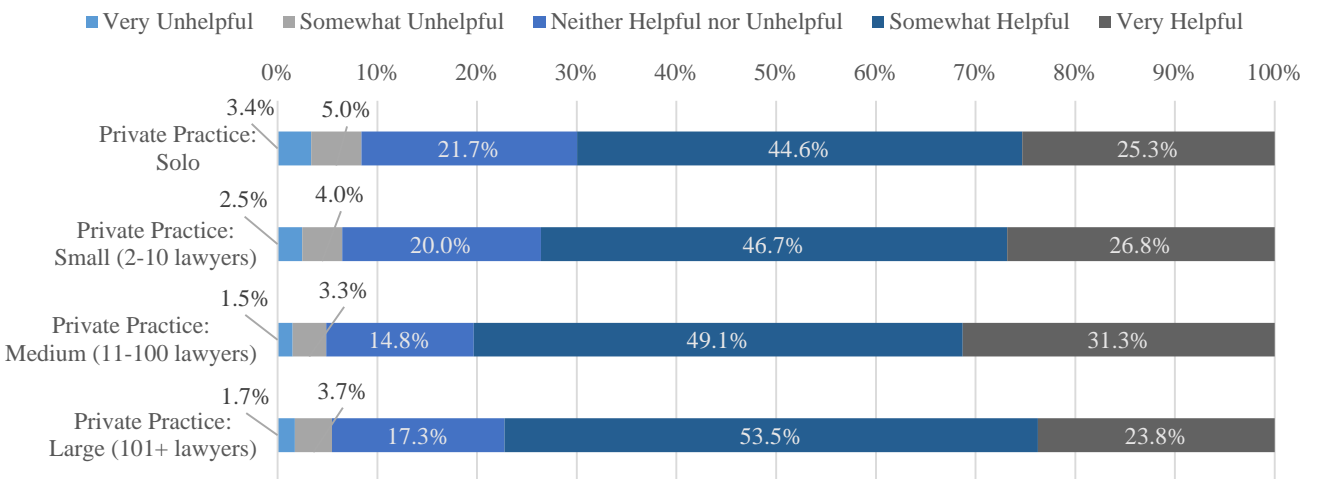
## JOURNAL EXPERIENCE

*Figure IB-14: Helpfulness of Journal Experience in Hiring New Lawyers, Private Practice: Firm Size (n = 9740)<sup>31</sup>*



## STATE COURT CLERKSHIP

*Figure IB-15: Helpfulness of State Court Clerkship in Hiring New Lawyers, Private Practice: Firm Size (n = 9759)<sup>32</sup>*

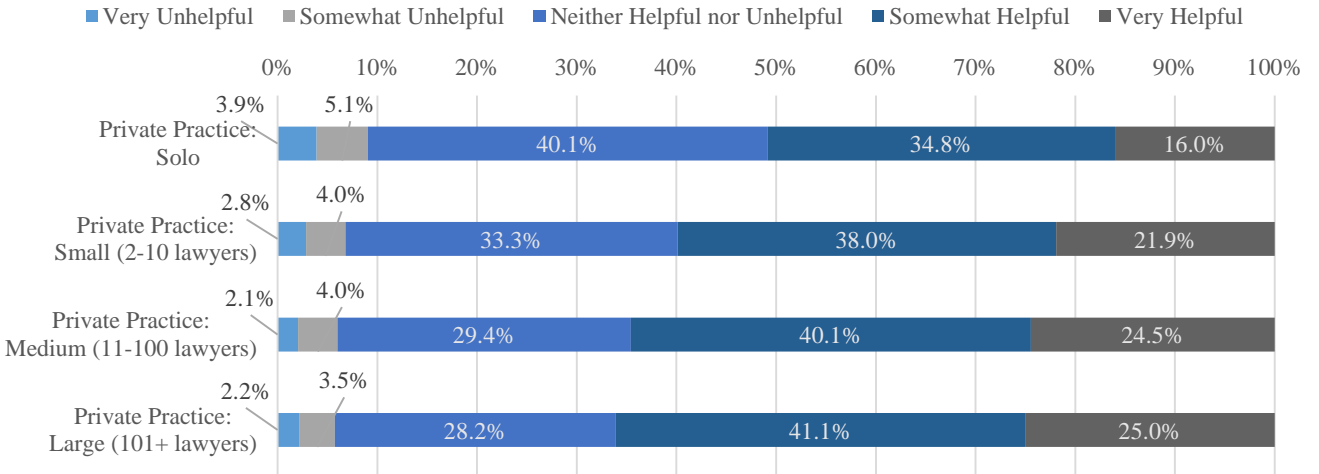


<sup>31</sup>  $p < 0.001$

<sup>32</sup>  $p < 0.001$

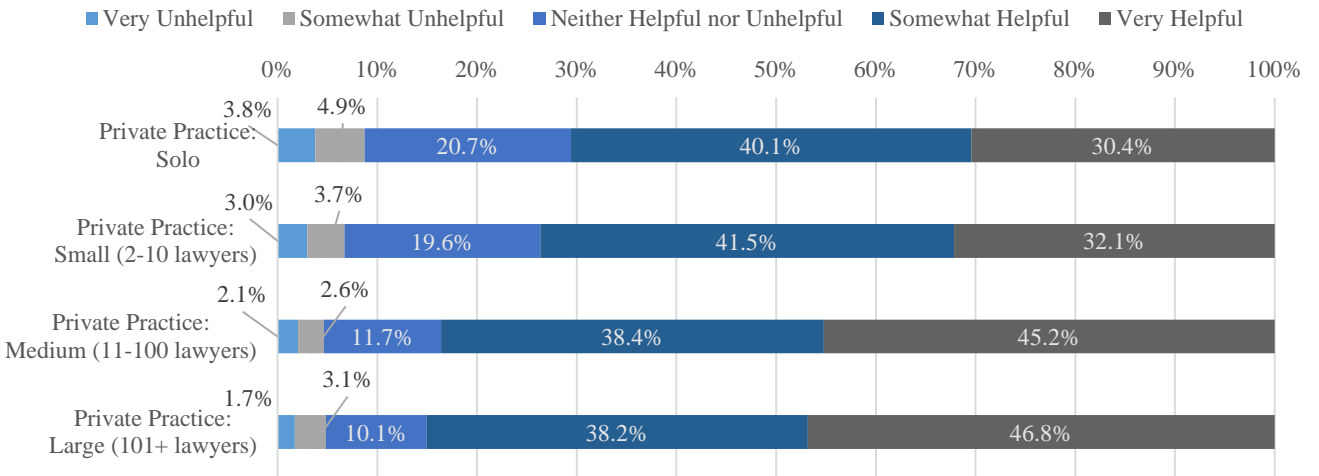
## TIES TO A PARTICULAR GEOGRAPHIC LOCATION

Figure IB-16: Helpfulness of Ties to a Particular Geographic Location in Hiring New Lawyers, Private Practice: Firm Size (n = 9740)<sup>33</sup>



## FEDERAL COURT CLERKSHIP

Figure IB-17: Helpfulness of Federal Court Clerkship in Hiring New Lawyers, Private Practice: Firm Size (n = 9710)<sup>34</sup>



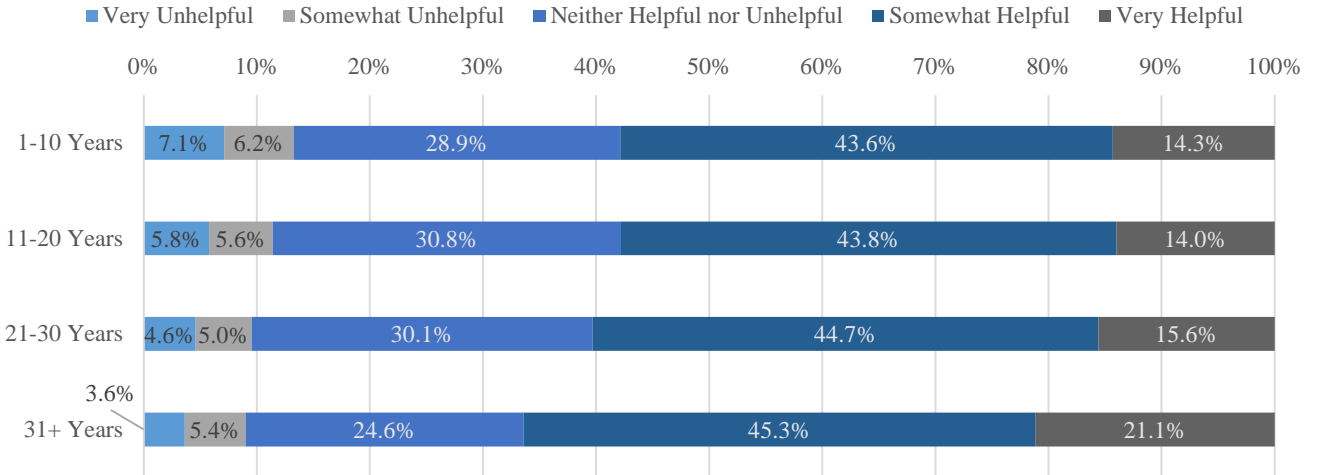
<sup>33</sup>  $p < 0.001$

<sup>34</sup>  $p < 0.001$

## YEARS OF EXPERIENCE

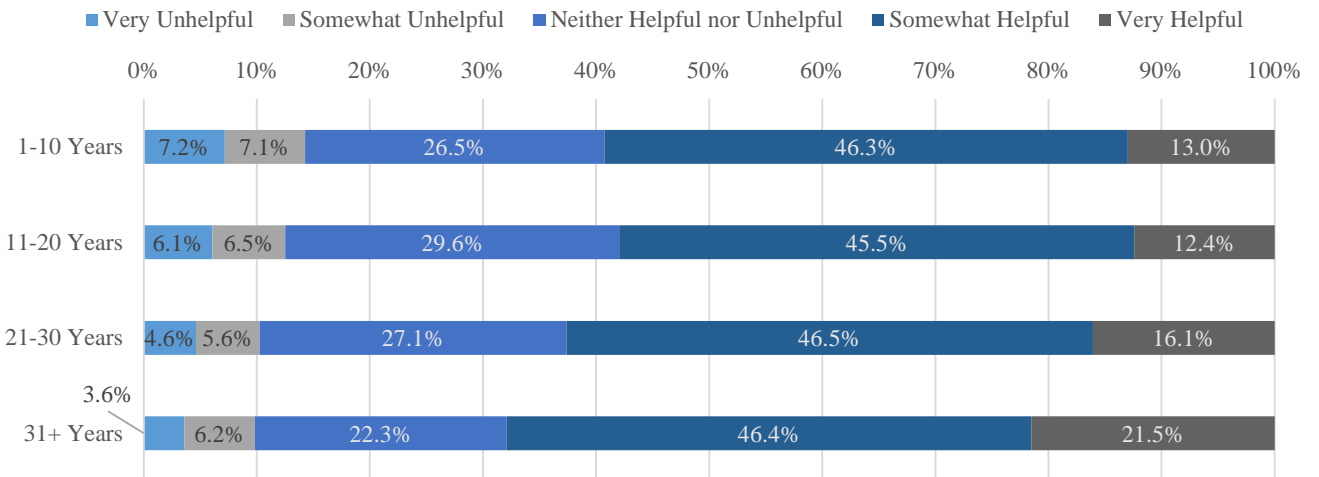
### LAW SCHOOL ATTENDED

*Figure IC-1: Helpfulness of Law School Attended in Hiring New Lawyers, Years of Experience (n = 17552)<sup>35</sup>*



### CLASS RANK

*Figure IC-2: Helpfulness of Class Rank in Hiring New Lawyers, Years of Experience (n = 17470)<sup>36</sup>*

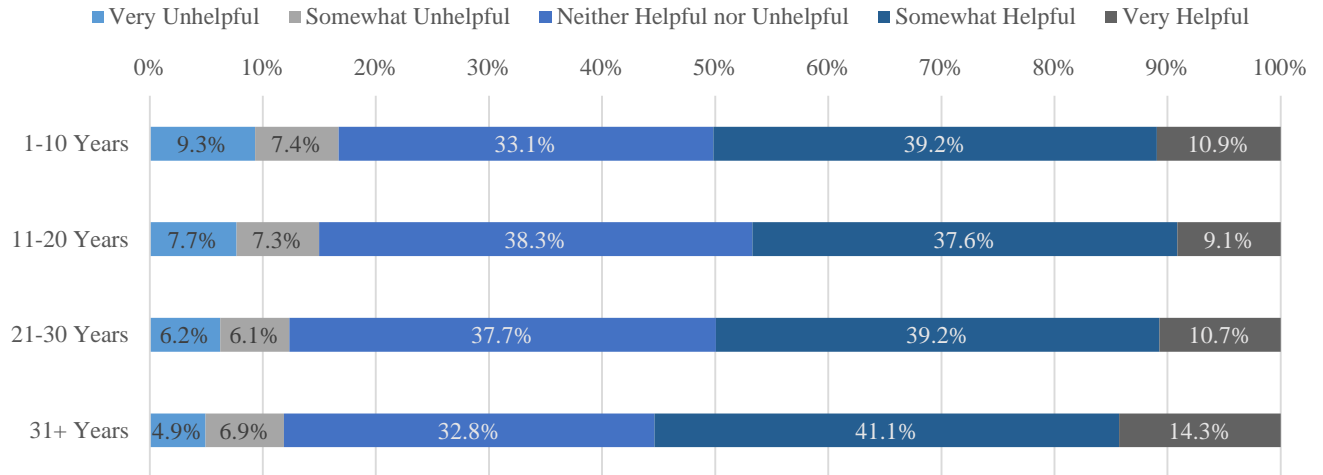


<sup>35</sup>  $p < 0.001$

<sup>36</sup>  $p < 0.001$

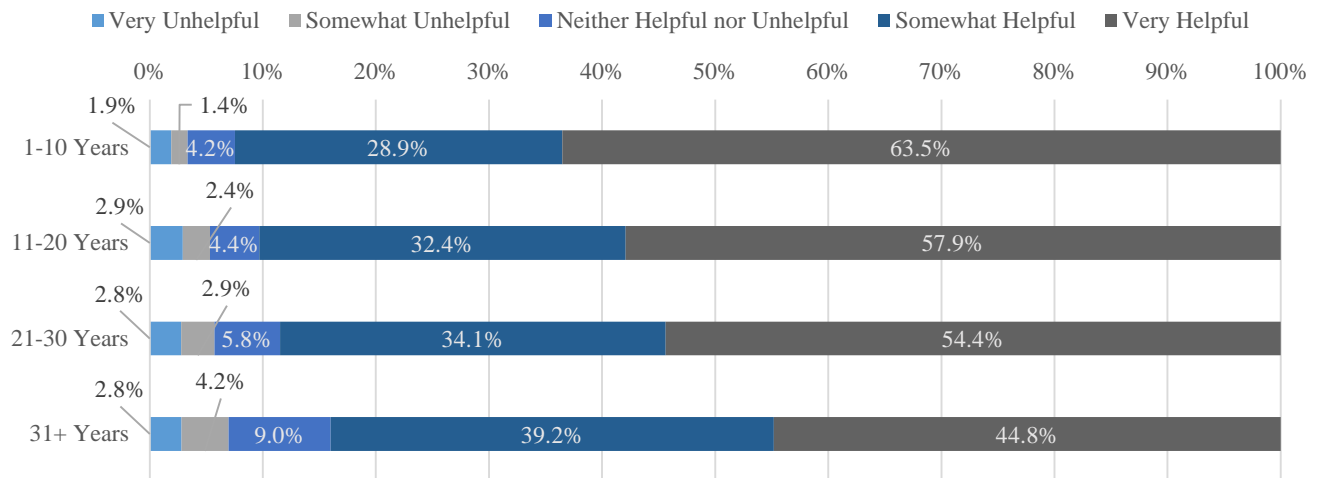
## LAW REVIEW EXPERIENCE

Figure IC-3: Helpfulness of Law Review Experience in Hiring New Lawyers, Years of Experience (n = 17367)<sup>37</sup>



## LEGAL EMPLOYMENT

Figure IC-4: Helpfulness of Legal Employment in Hiring New Lawyers, Years of Experience (n = 17588)<sup>38</sup>

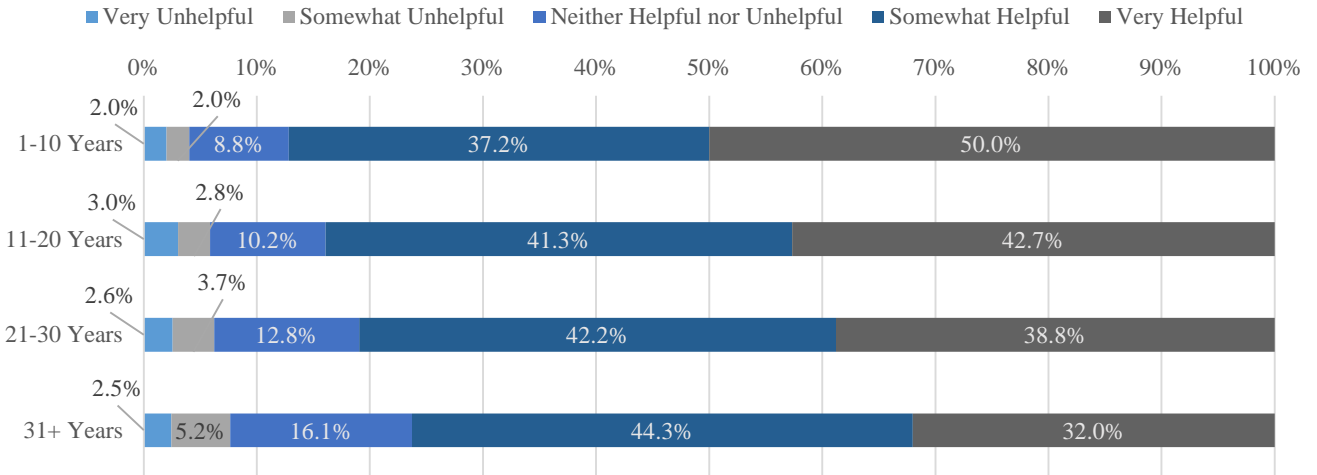


<sup>37</sup>  $p < 0.001$

<sup>38</sup>  $p < 0.001$

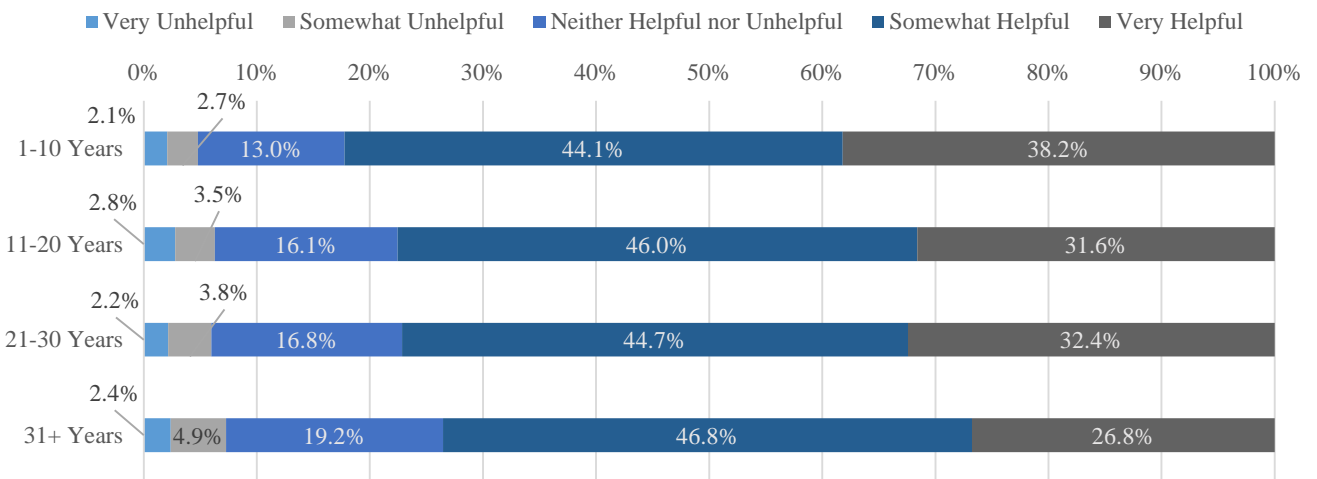
## LEGAL EXTERNSHIP

*Figure IC-5: Helpfulness of Legal Externship in Hiring New Lawyers, Years of Experience (n = 17215)<sup>39</sup>*



## PARTICIPATION IN LAW SCHOOL CLINIC

*Figure IC-6: Helpfulness of Participation in Law School Clinic in Hiring New Lawyers, Years of Experience (n = 17308)<sup>40</sup>*

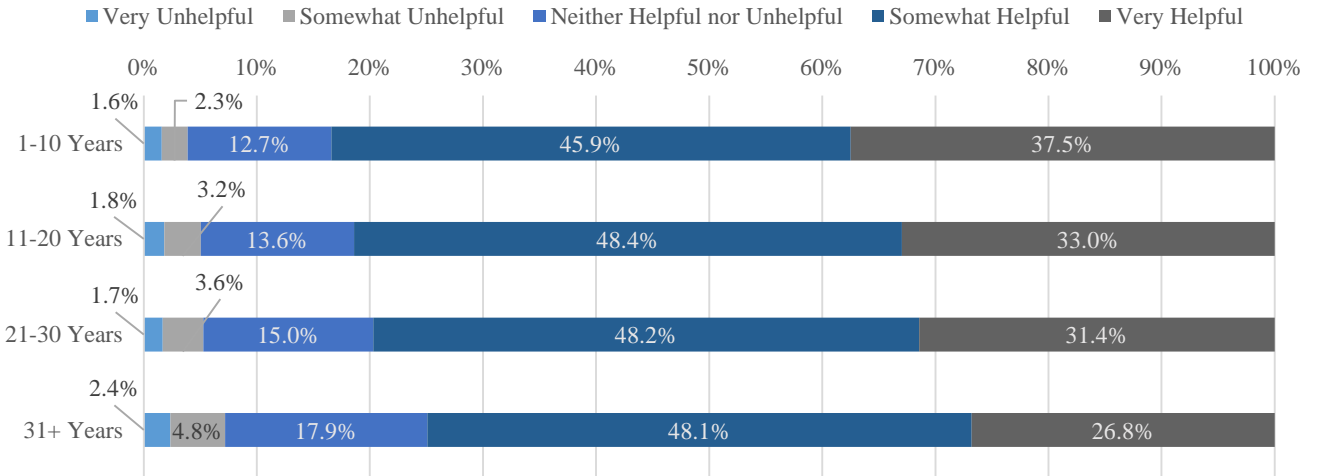


<sup>39</sup>  $p < 0.001$

<sup>40</sup>  $p < 0.001$

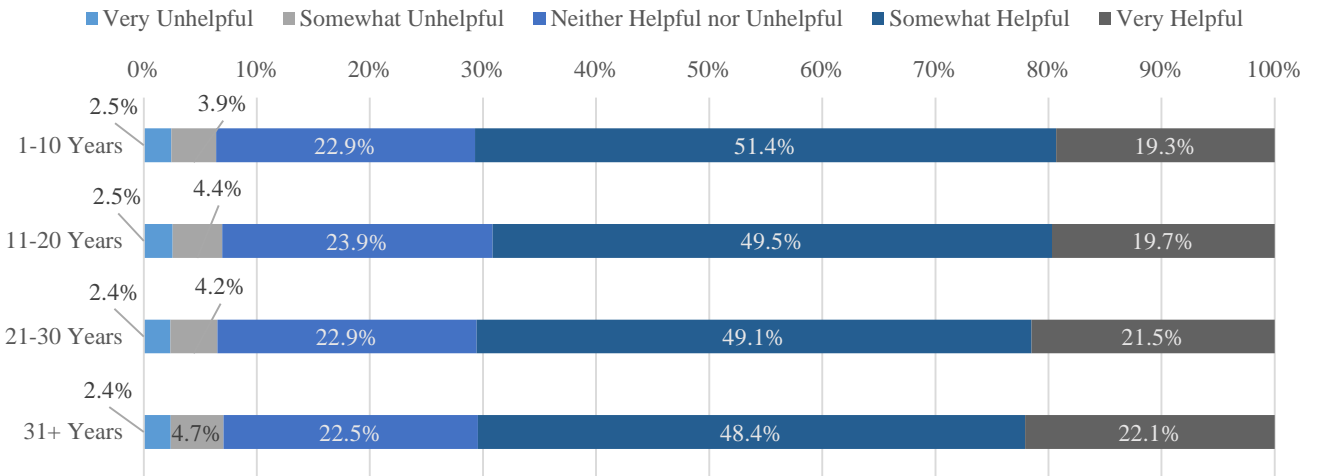
## OTHER EXPERIENTIAL EDUCATION

*Figure IC-7: Helpfulness of Other Experiential Education in Hiring New Lawyers, Years of Experience (n = 16897)<sup>41</sup>*



## LAW SCHOOL COURSES IN A PARTICULAR SPECIALTY

*Figure IC-8: Helpfulness of Law School Courses in a Particular Specialty in Hiring New Lawyers, Years of Experience (n = 17481)<sup>42</sup>*



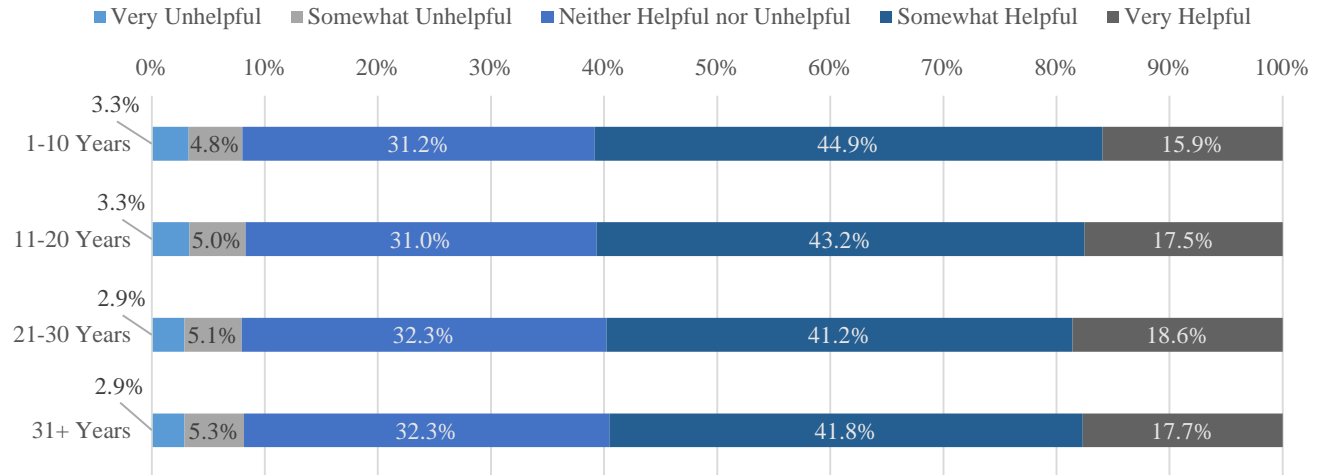
<sup>41</sup>  $p < 0.001$

<sup>42</sup>  $p = 0.035$



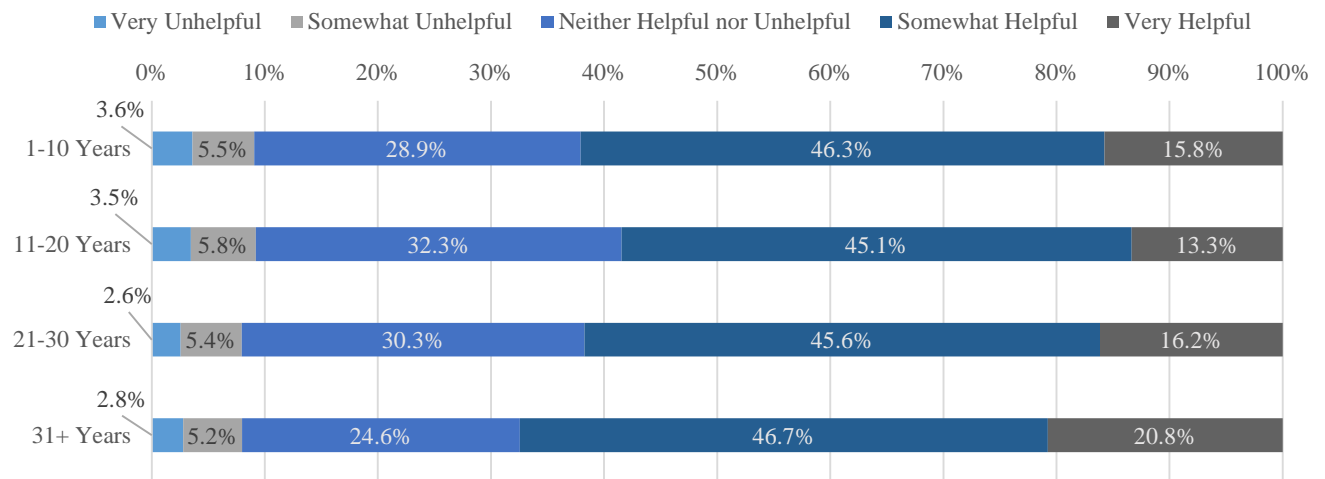
## LAW SCHOOL CERTIFICATION IN A PARTICULAR SPECIALTY

Figure IC-9: Helpfulness of Law School Certification in a Particular Specialty in Hiring New Lawyers, Years of Experience (n = 16482)<sup>43</sup>



## RECOMMENDATIONS FROM PROFESSORS

Figure IC-10: Helpfulness of Recommendations from Professors in Hiring New Lawyers, Years of Experience (n = 17219)<sup>44</sup>

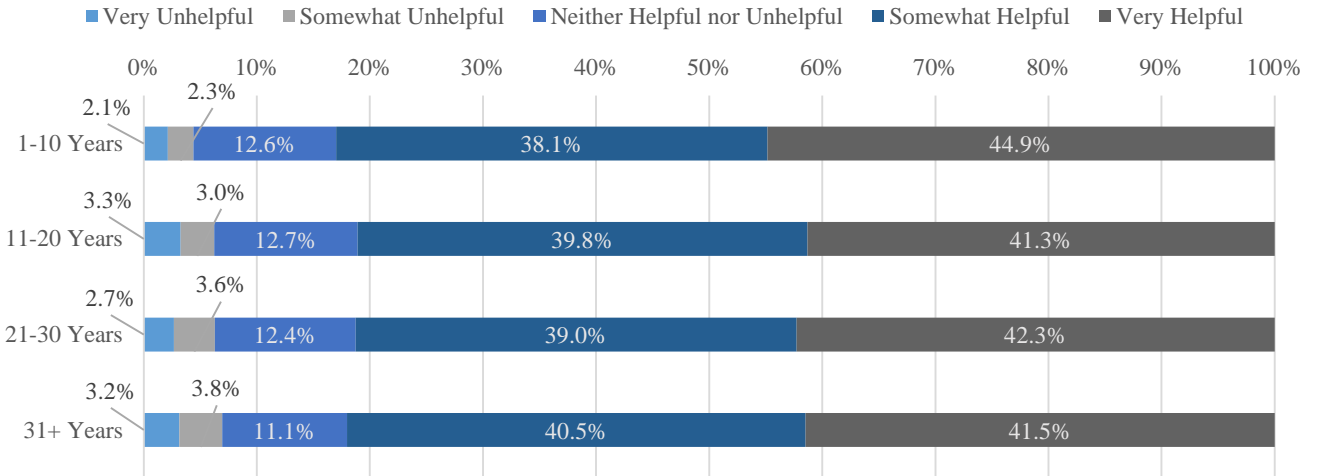


<sup>43</sup>  $p = 0.044$

<sup>44</sup>  $p < 0.001$

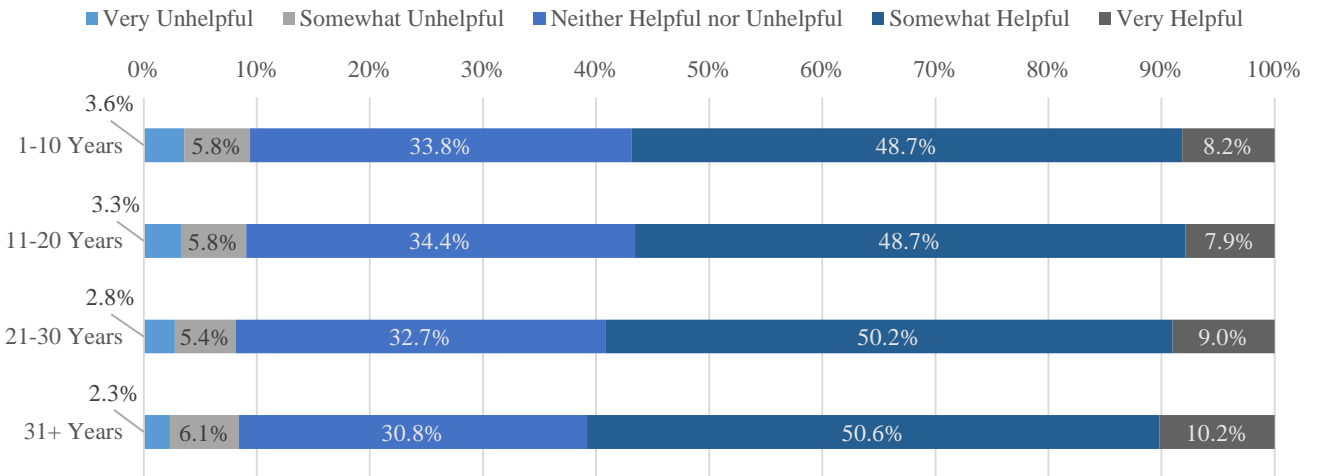
## RECOMMENDATIONS FROM PRACTITIONERS OR JUDGES

Figure IC-11: Helpfulness of Recommendations from Practitioners or Judges in Hiring New Lawyers, Years of Experience (n = 17335)<sup>45</sup>



## EXTRACURRICULAR ACTIVITIES

Figure IC-12: Helpfulness of Extracurricular Activities in Hiring New Lawyers, Years of Experience (n = 17307)<sup>46</sup>

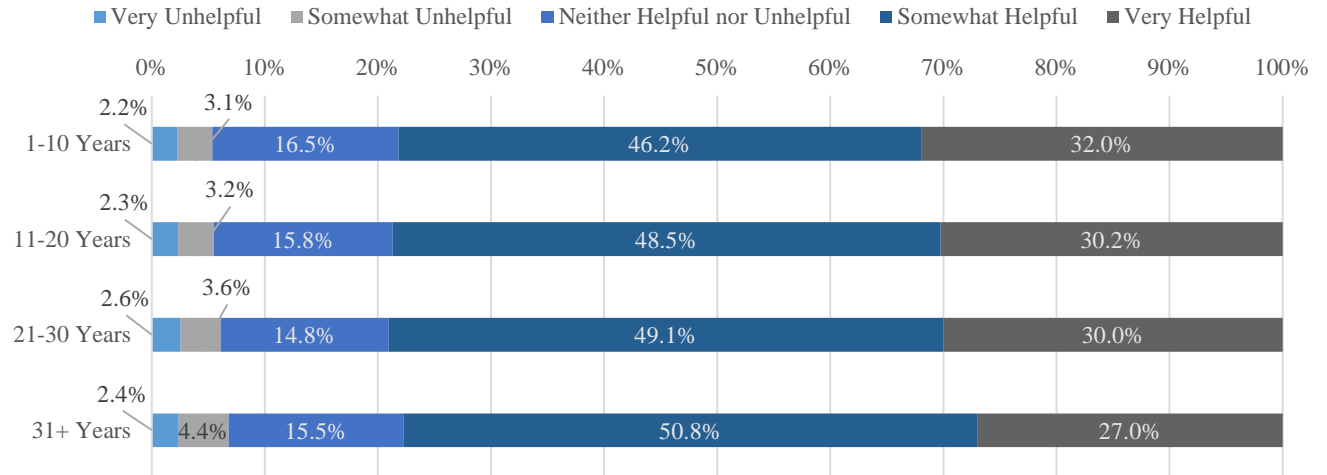


<sup>45</sup>  $p < 0.001$

<sup>46</sup>  $p < 0.001$

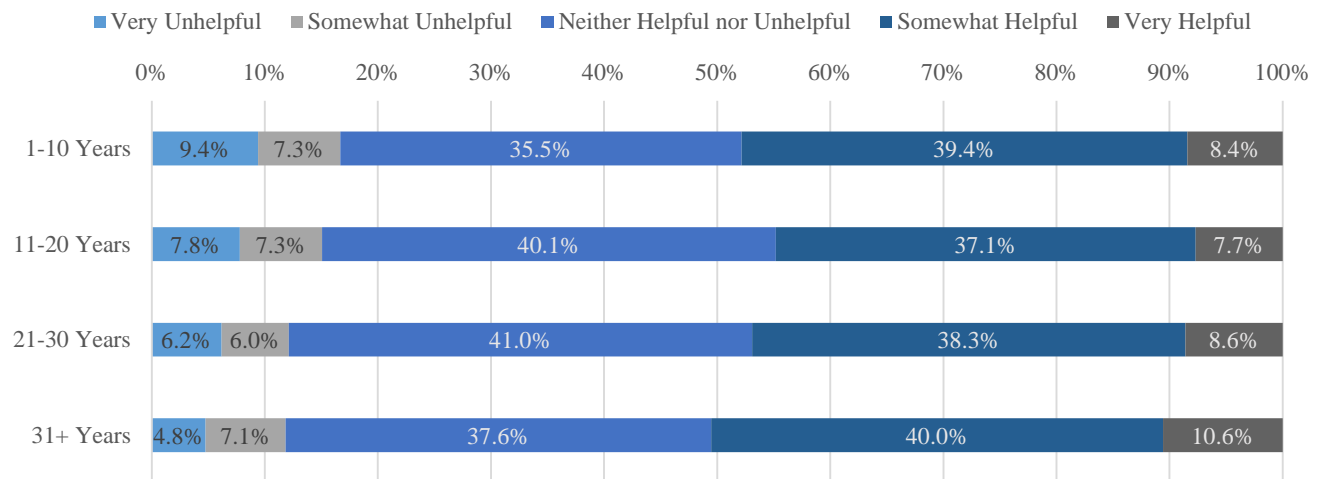
## LIFE EXPERIENCE BETWEEN COLLEGE AND LAW SCHOOL

Figure IC-13: Helpfulness of Life Experience Between College and Law School in Hiring New Lawyers, Years of Experience ( $n = 17398$ )<sup>47</sup>



## JOURNAL EXPERIENCE

Figure IC-14: Helpfulness of Journal Experience in Hiring New Lawyers, Years of Experience ( $n = 17157$ )<sup>48</sup>

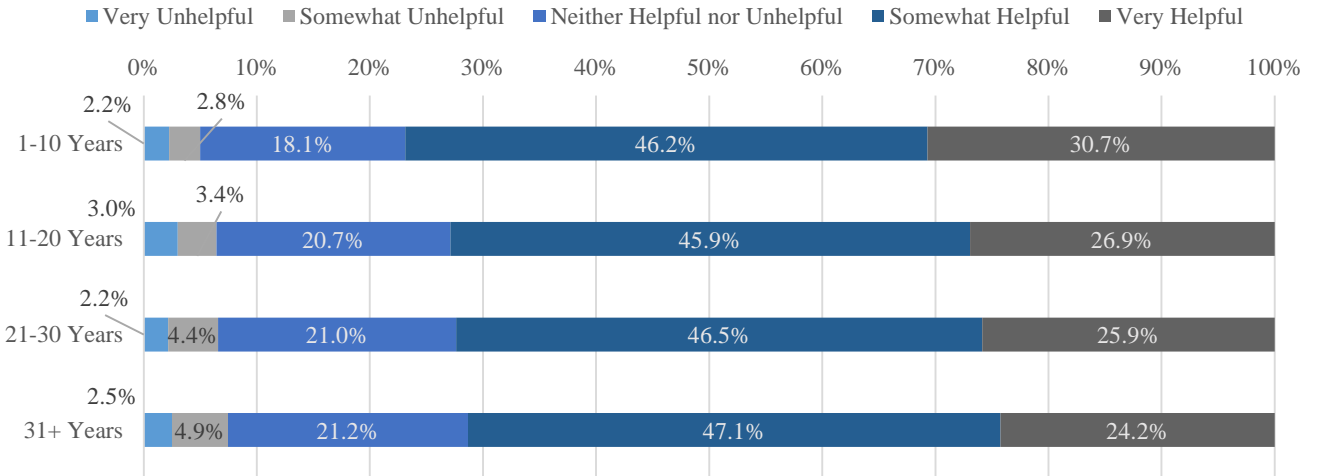


<sup>47</sup>  $p < 0.001$

<sup>48</sup>  $p < 0.001$

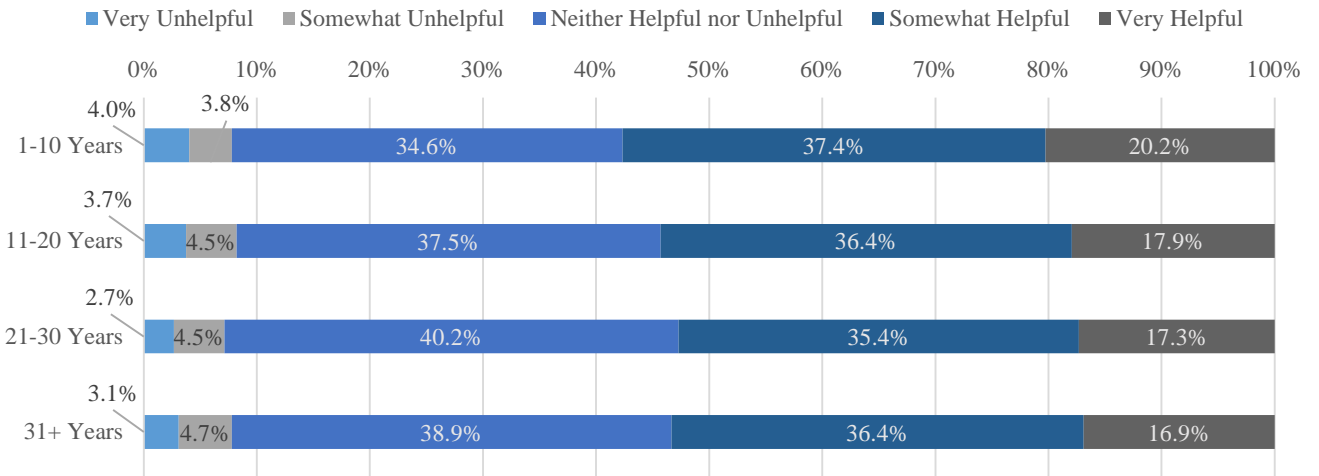
## STATE COURT CLERKSHIP

*Figure IC-15: Helpfulness of State Court Clerkship in Hiring New Lawyers, Years of Experience (n = 17184)<sup>49</sup>*



## TIES TO A PARTICULAR GEOGRAPHIC LOCATION

*Figure IC-16: Helpfulness of Ties to a Particular Geographic Location in Hiring New Lawyers, Years of Experience (n = 17155)<sup>50</sup>*

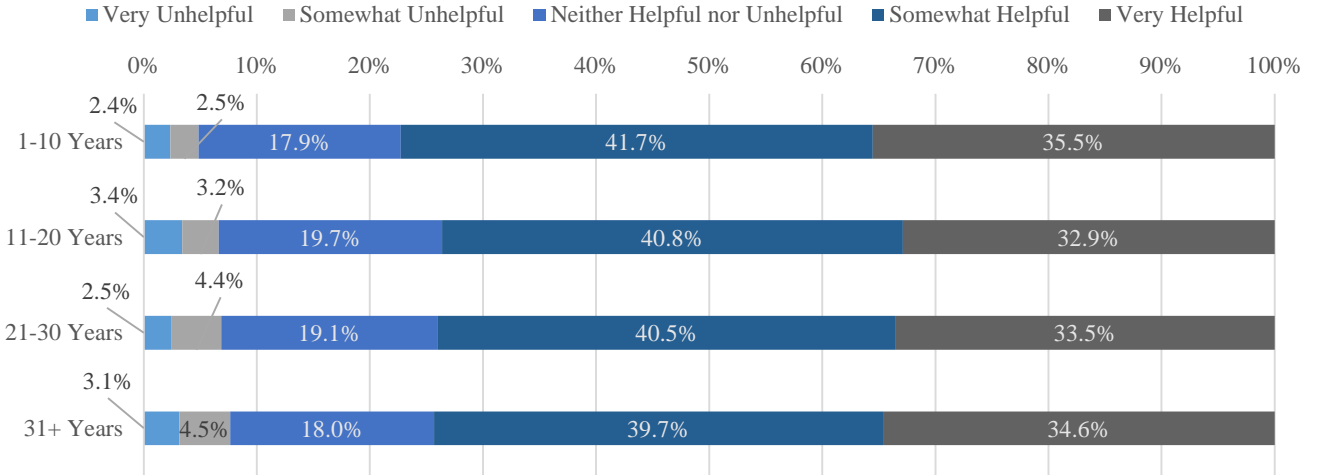


<sup>49</sup>  $p < 0.001$

<sup>50</sup>  $p < 0.001$

FEDERAL COURT CLERKSHIP

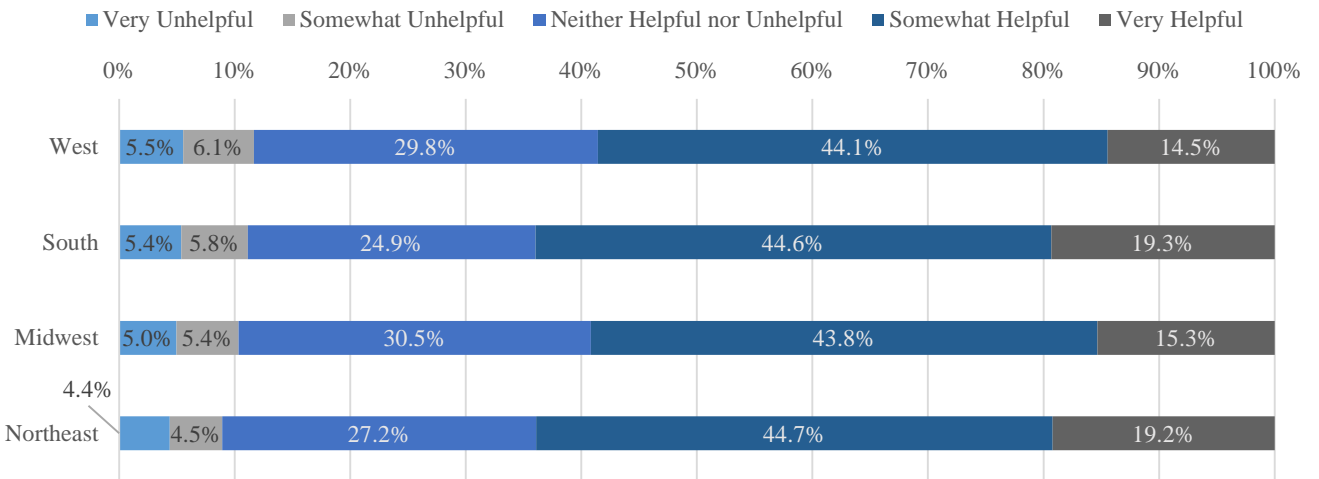
Figure IC-17: Helpfulness of Federal Court Clerkship in Hiring New Lawyers, Years of Experience (n = 17110)<sup>51</sup>



REGION

LAW SCHOOL ATTENDED

Figure ID-1: Helpfulness of Law School Attended in Hiring New Lawyers, Years of Experience (n = 18262)<sup>52</sup>

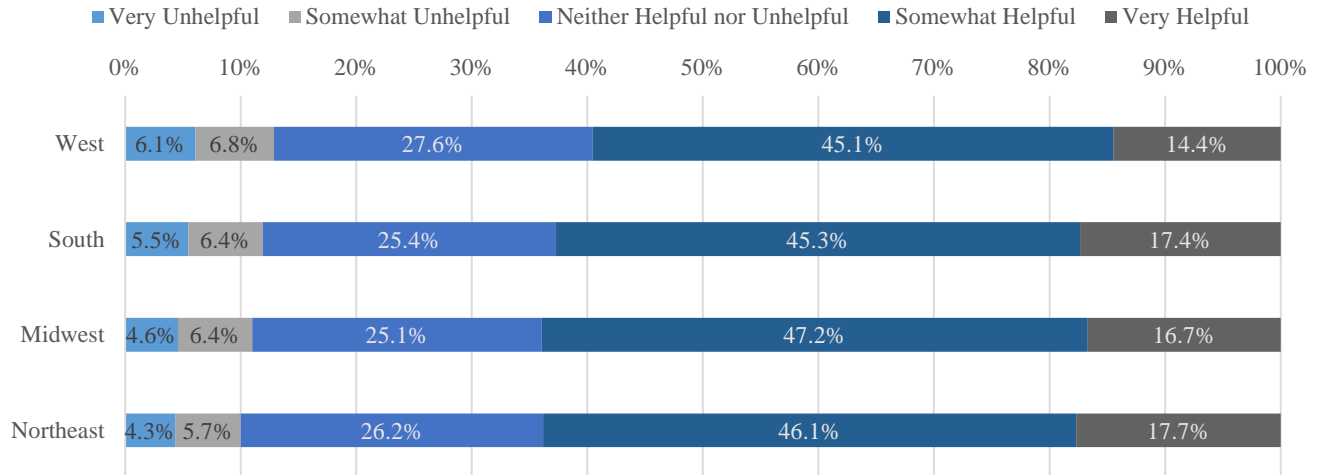


<sup>51</sup> p < 0.001

<sup>52</sup> p < 0.001

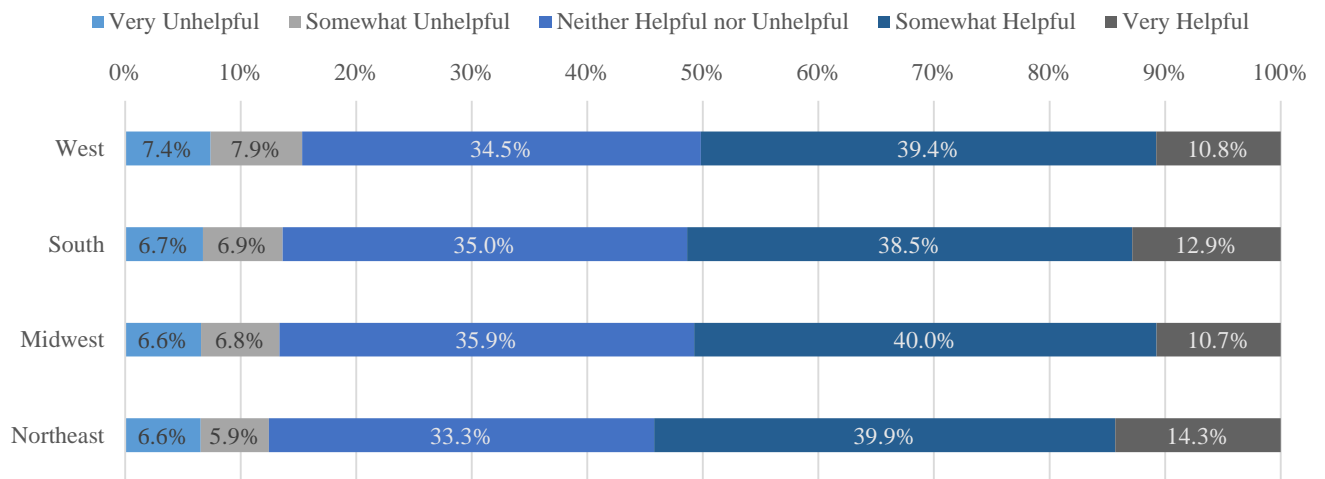
## CLASS RANK

*Figure 1D-2: Helpfulness of Class Rank in Hiring New Lawyers, Years of Experience (n = 18182)<sup>53</sup>*



## LAW REVIEW EXPERIENCE

*Figure 1D-3: Helpfulness of Law Review Experience in Hiring New Lawyers, Years of Experience (n = 18071)<sup>54</sup>*

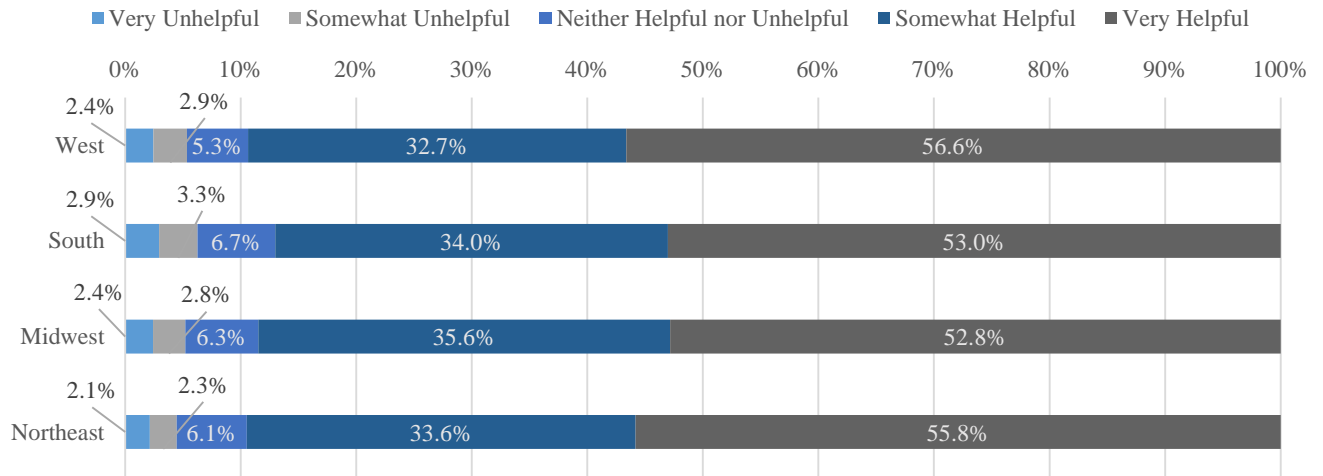


<sup>53</sup>  $p < 0.001$

<sup>54</sup>  $p < 0.001$

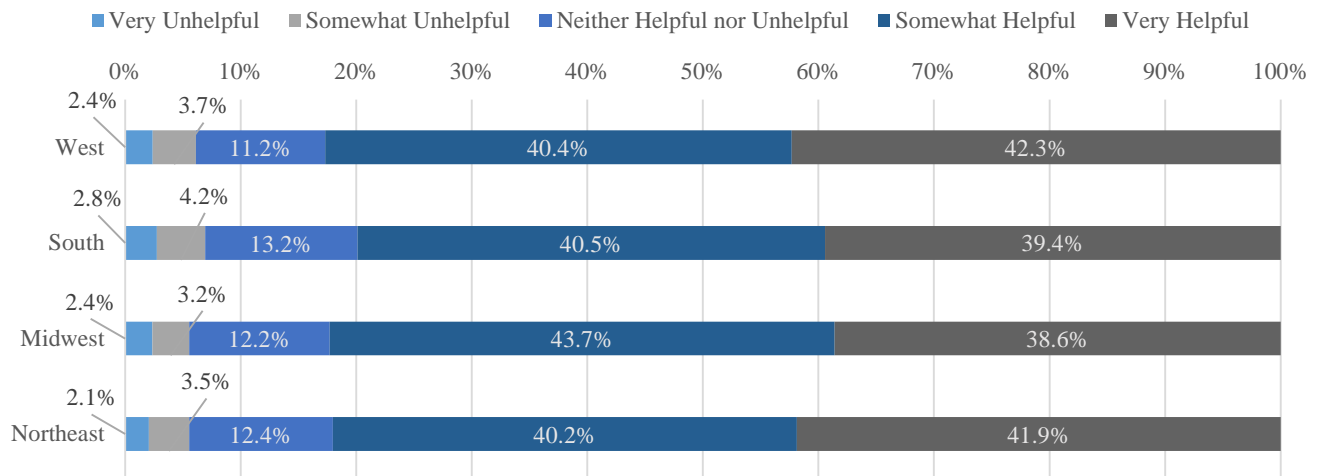
## LEGAL EMPLOYMENT

Figure 1D-4: Helpfulness of Legal Employment in Hiring New Lawyers, Years of Experience ( $n = 18301$ )<sup>55</sup>



## LEGAL EXTERNSHIP

Figure 1D-5: Helpfulness of Legal Externship in Hiring New Lawyers, Years of Experience ( $n = 17910$ )<sup>56</sup>

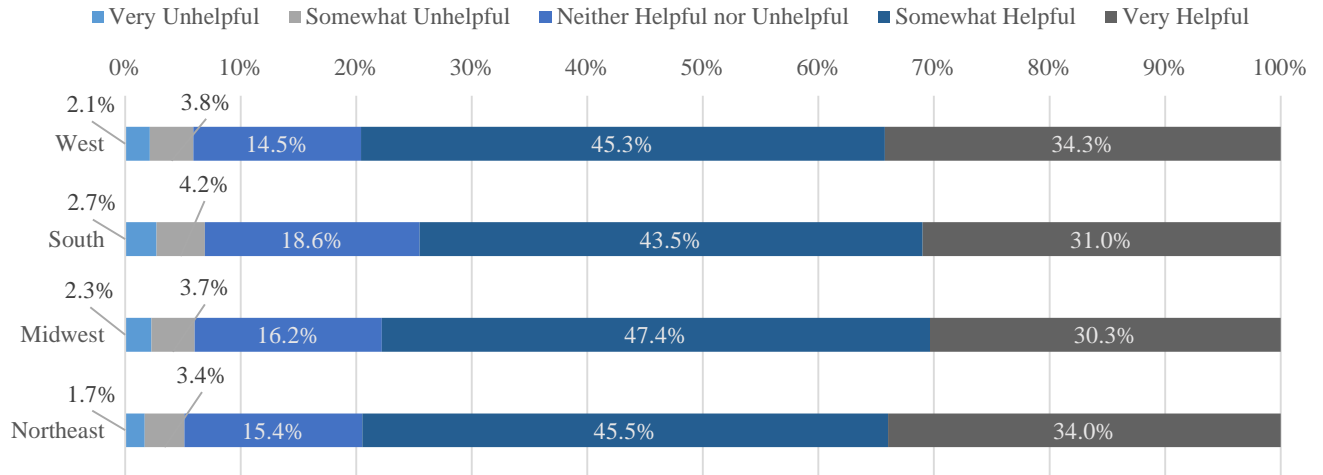


<sup>55</sup>  $p < 0.001$

<sup>56</sup>  $p < 0.001$

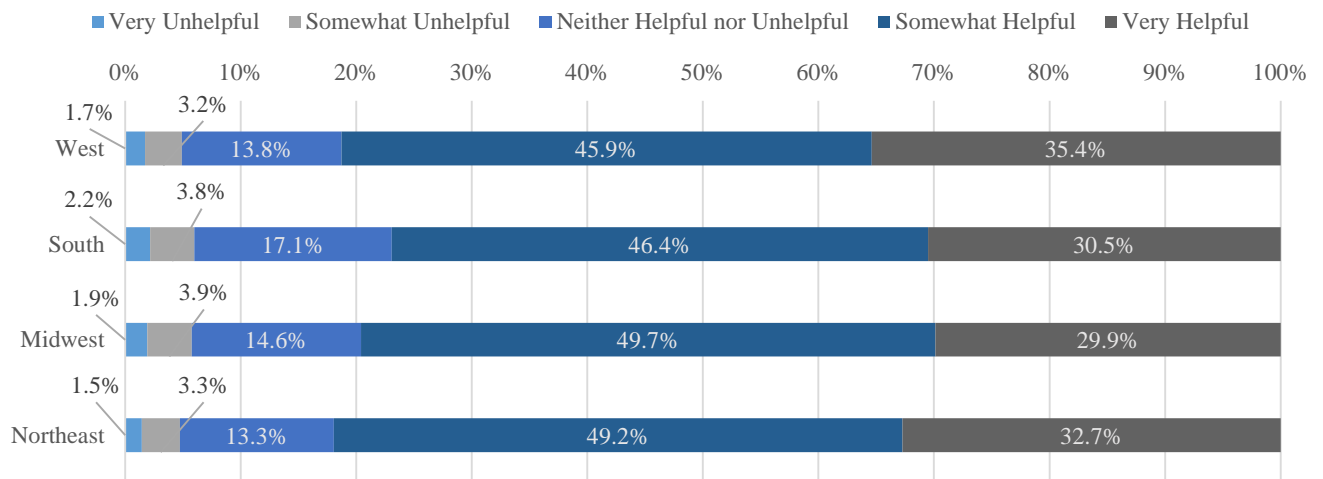
## PARTICIPATION IN LAW SCHOOL CLINIC

*Figure 1D-6: Helpfulness of Participation in Law School Clinic in Hiring New Lawyers, Years of Experience (n = 18010)<sup>57</sup>*



## OTHER EXPERIENTIAL EDUCATION

*Figure 1D-7: Helpfulness of Other Experiential Education in Hiring New Lawyers, Years of Experience (n = 17576)<sup>58</sup>*



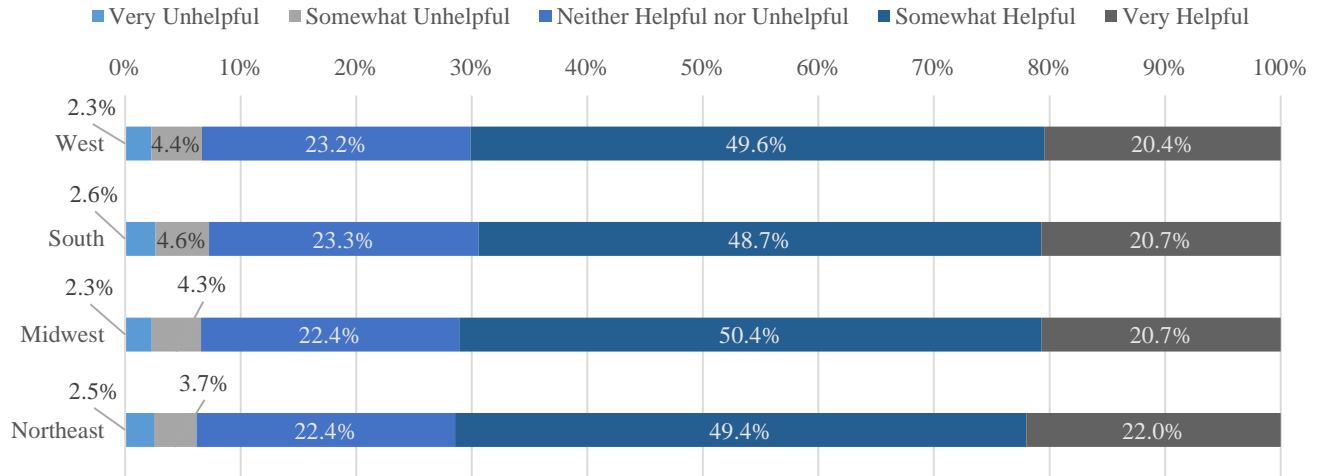
<sup>57</sup>  $p < 0.001$

<sup>58</sup>  $p < 0.001$



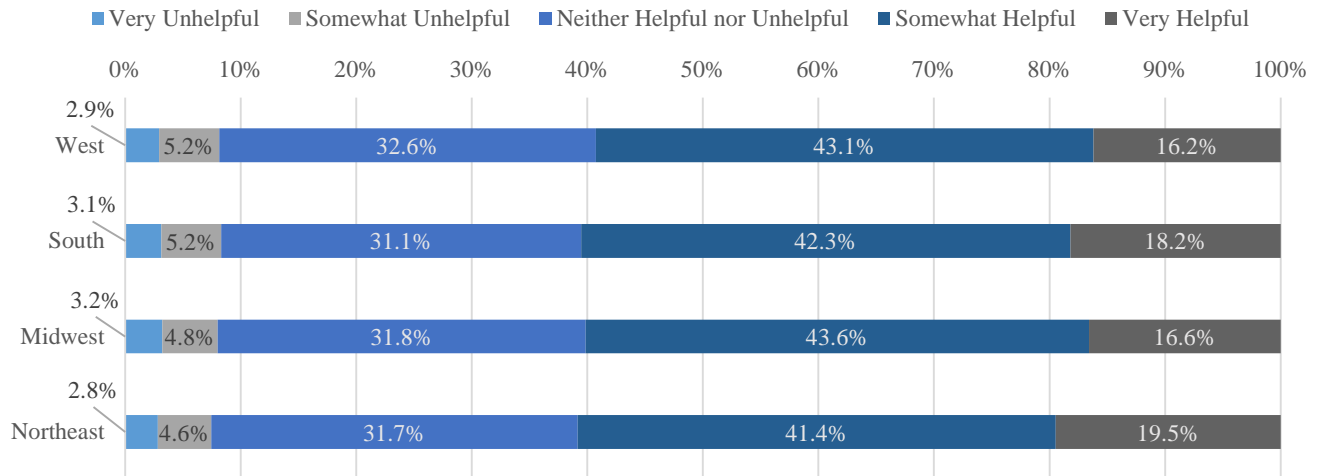
## LAW SCHOOL COURSES IN A PARTICULAR SPECIALTY

Figure 1D-8: Helpfulness of Law School Courses in a Particular Specialty in Hiring New Lawyers, Years of Experience (n = 18186)<sup>59</sup>



## LAW SCHOOL CERTIFICATION IN A PARTICULAR SPECIALTY

Figure 1D-9: Helpfulness of Law School Certification in a Particular Specialty in Hiring New Lawyers, Years of Experience (n = 17138)<sup>60</sup>

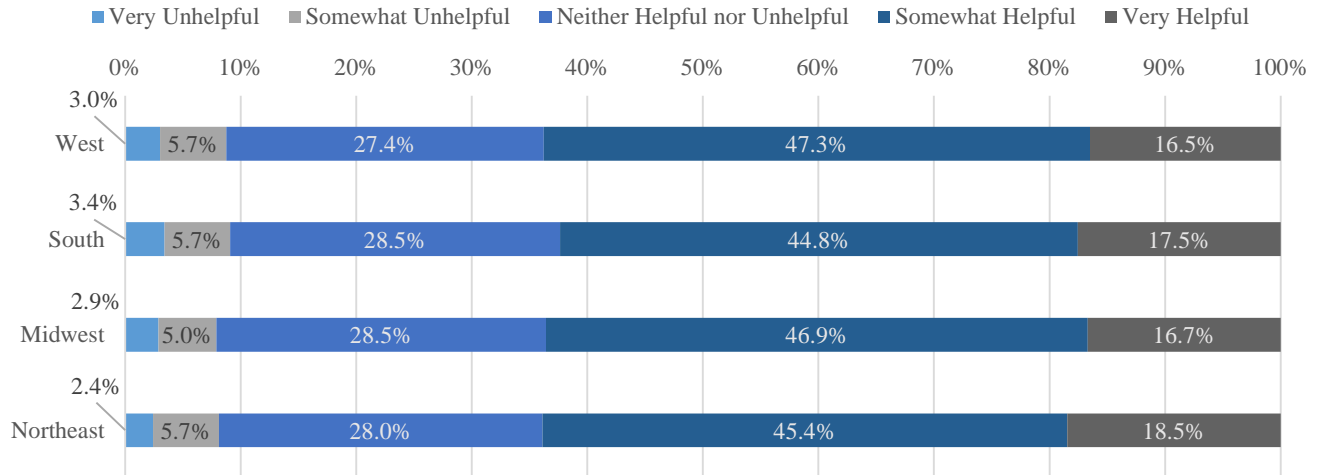


<sup>59</sup>  $p = 0.593$

<sup>60</sup>  $p = 0.088$

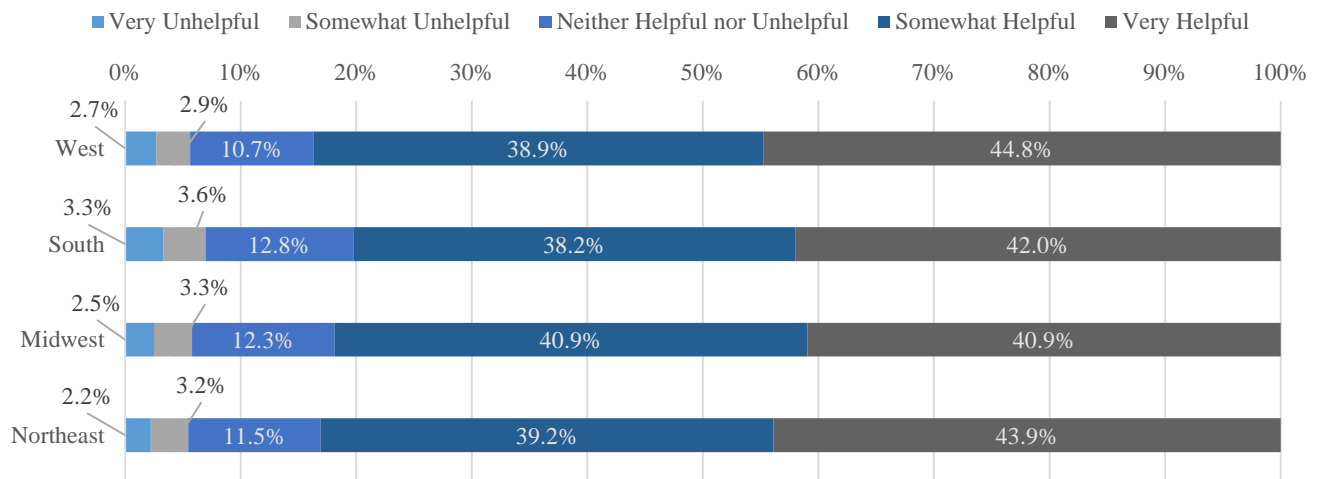
## RECOMMENDATIONS FROM PROFESSORS

Figure 1D-10: Helpfulness of Recommendations from Professors in Hiring New Lawyers, Years of Experience (n = 17912)<sup>61</sup>



## RECOMMENDATIONS FROM PRACTITIONERS OR JUDGES

Figure 1D-11: Helpfulness of Recommendations from Practitioners or Judges in Hiring New Lawyers, Years of Experience (n = 18040)<sup>62</sup>

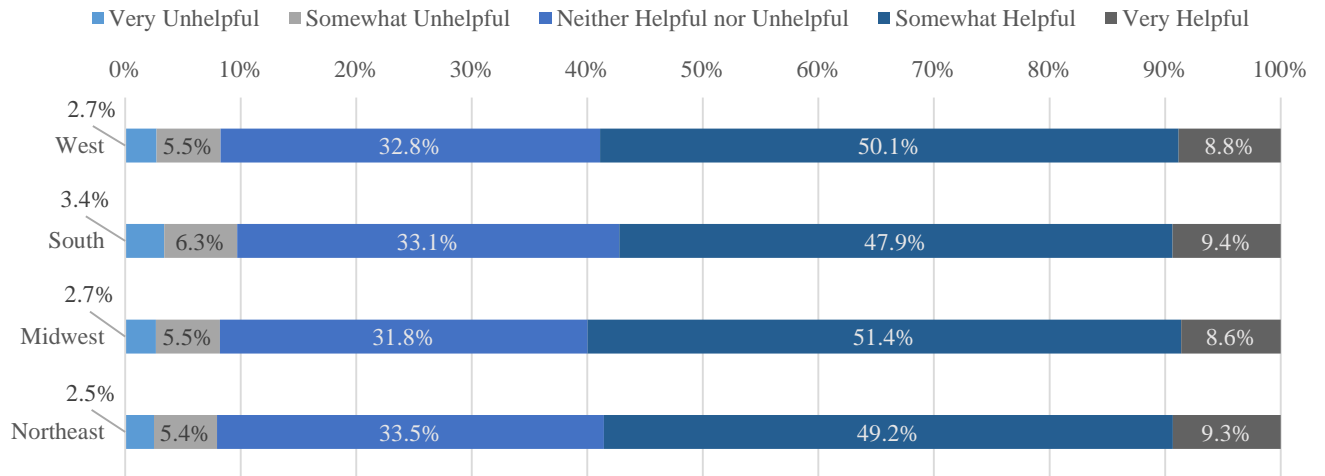


<sup>61</sup> p = 0.083

<sup>62</sup> p < 0.001

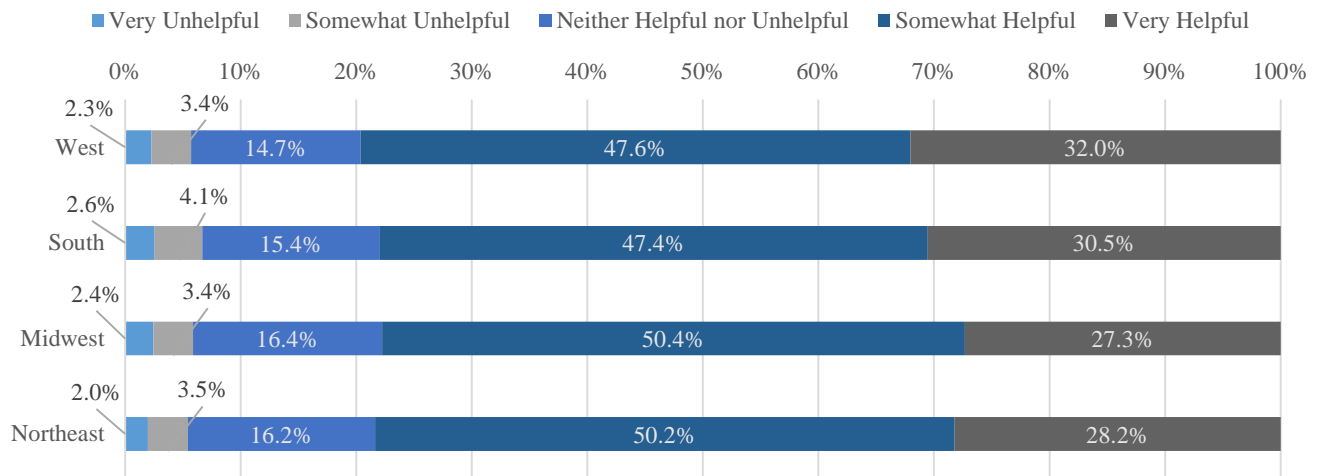
## EXTRACURRICULAR ACTIVITIES

*Figure 1D-12: Helpfulness of Extracurricular Activities in Hiring New Lawyers, Years of Experience (n = 18007)<sup>63</sup>*



## LIFE EXPERIENCE BETWEEN COLLEGE AND LAW SCHOOL

*Figure 1D-13: Helpfulness of Life Experience Between College and Law School in Hiring New Lawyers, Years of Experience (n = 18098)<sup>64</sup>*

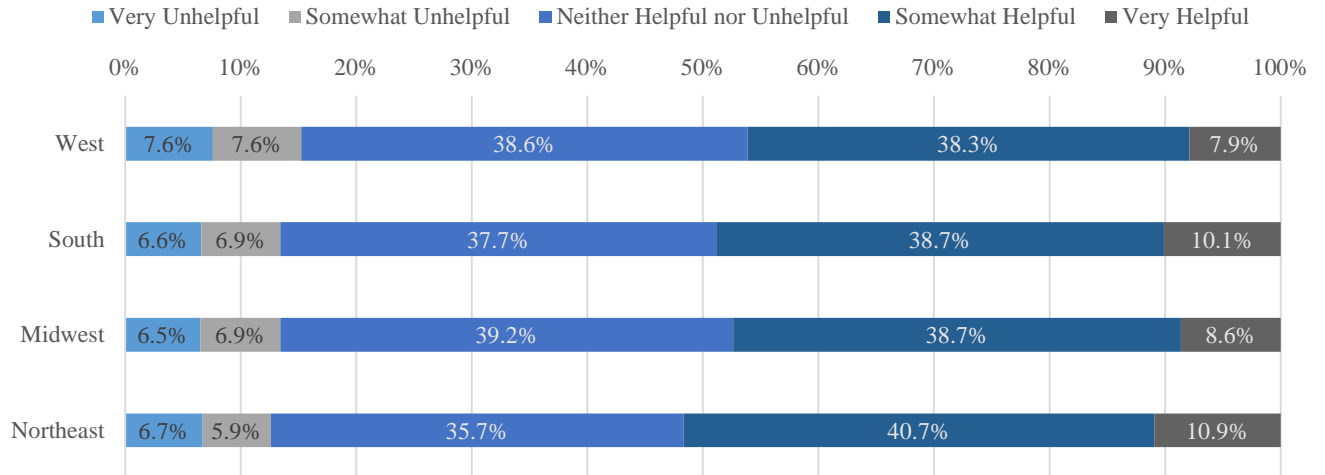


<sup>63</sup>  $p = 0.026$

<sup>64</sup>  $p < 0.001$

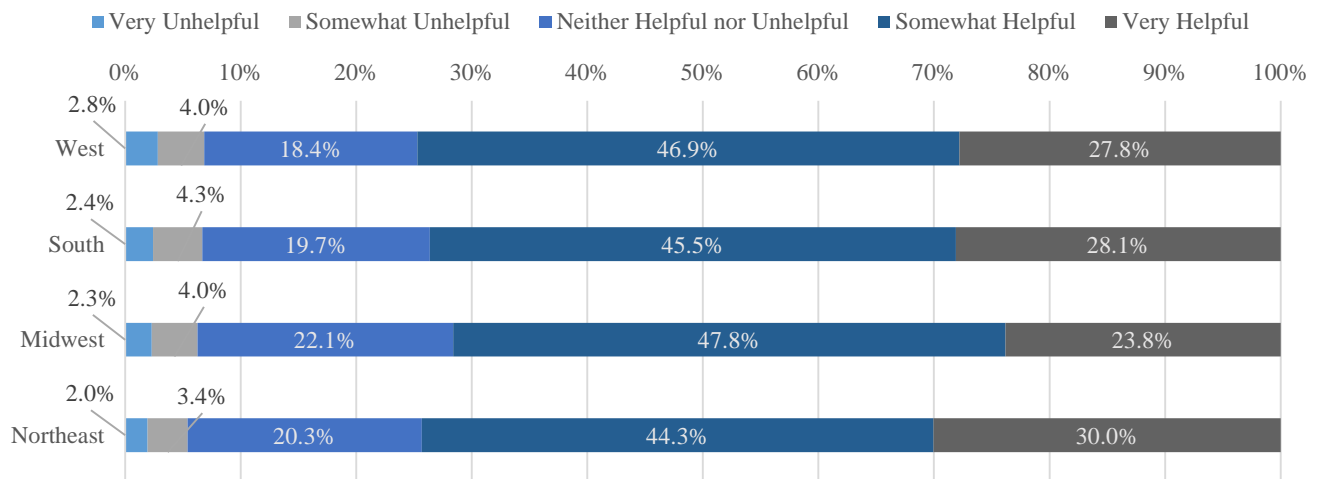
## JOURNAL EXPERIENCE

*Figure 1D-14: Helpfulness of Journal Experience in Hiring New Lawyers, Years of Experience (n = 17848)<sup>65</sup>*



## STATE COURT CLERKSHIP

*Figure 1D-15: Helpfulness of State Court Clerkship in Hiring New Lawyers, Years of Experience (n = 17866)<sup>66</sup>*

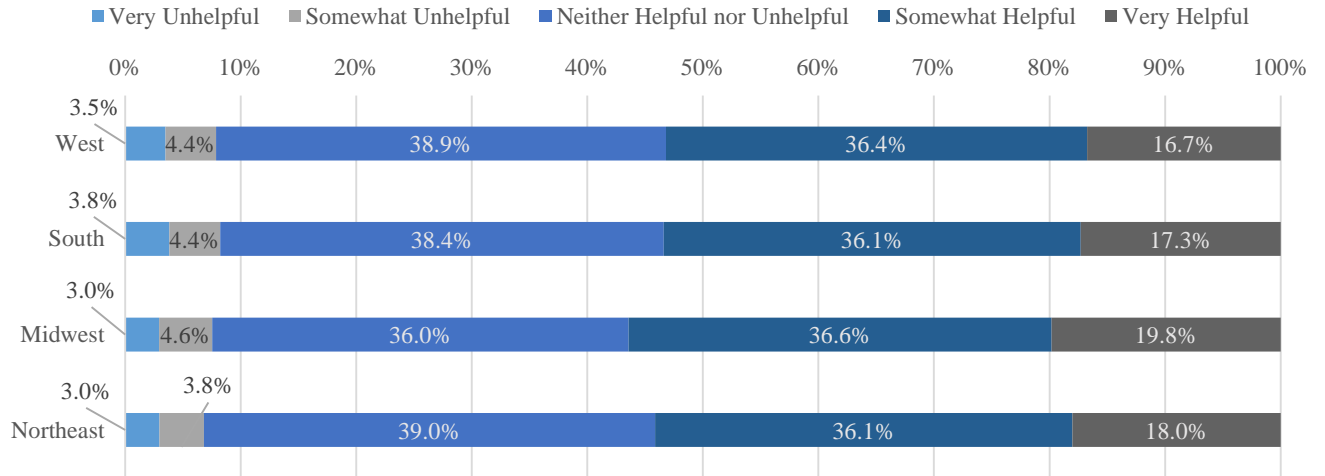


<sup>65</sup>  $p < 0.001$

<sup>66</sup>  $p < 0.001$

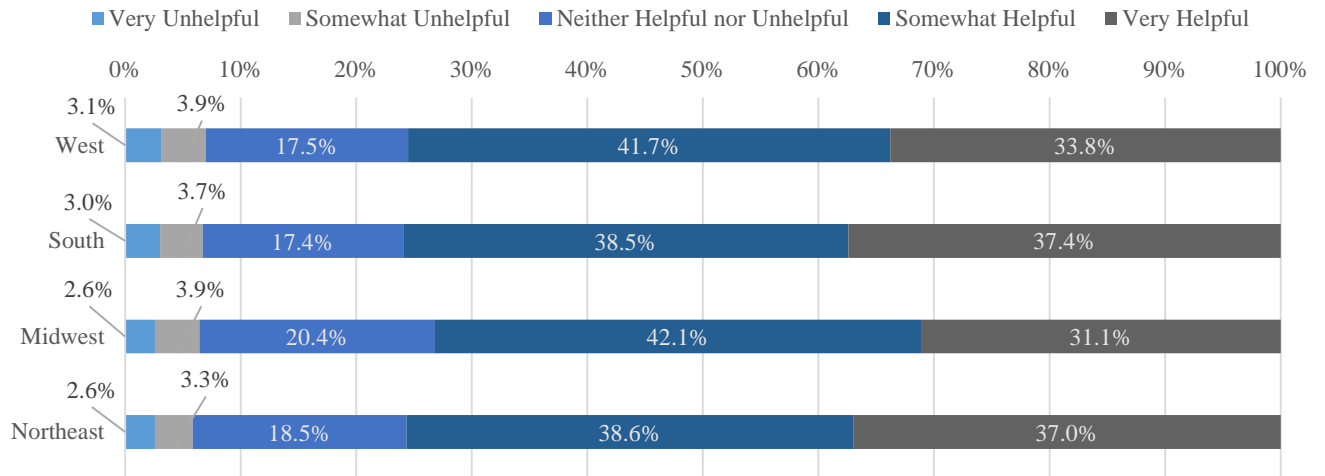
## TIES TO A PARTICULAR GEOGRAPHIC LOCATION

Figure 1D-16: Helpfulness of Ties to a Particular Geographic Location in Hiring New Lawyers, Years of Experience (n = 17844)<sup>67</sup>



## FEDERAL COURT CLERKSHIP

Figure 1D-17: Helpfulness of Federal Court Clerkship in Hiring New Lawyers, Years of Experience (n = 17789)<sup>68</sup>



<sup>67</sup> p = 0.001

<sup>68</sup> p < 0.001

## PART II: PRACTICE SETTING CATEGORIZATION

*Table II: Categorization of Practice Setting Response Options for Analysis*

<b>Practice Settings for Analysis</b>	<b>Practice Setting Survey Options</b>
Private Practice	Private Law Practice
Business In-House	Business: In-house Counsel
Government	Court Neutral Government: Criminal Prosecutor Government: In-house Legal Staff for Governmental Entity or Organization Government: Public Counsel to Governmental Bodies or Individuals
Other	Academic/Education: Adjunct Professor Academic/Education: Faculty Academic/Education: Managerial or Administrative Academic/Education: Researcher or Policy Analyst ADR Neutral Alternative Legal Services: Business to Business Alternative Legal Services: Direct to Consumer Business: Managerial or Administrative Government: Managerial or Administrative Military New Graduate Not Currently in Law-related Work Non-profit: In-house Counsel Non-profit: Managerial or Administrative Politics: Politician/Staff or Lobbyist Public Interest: Legal Services Organization Public Interest: Policy Advocacy Organization Public Interest: Public Criminal Defender