

ULTRAVIRES

THE INDEPENDENT STUDENT NEWSPAPER OF THE UNIVERSITY OF TORONTO FACULTY OF LAW

35%

of students said their financial situation (i.e. debt load) influenced which employer they chose to apply to

62%

of students who applied to at least one job got an offer

66%

of students were satisfied with the outcome of the process

Toronto Fall Recruitment Special 2014

RELIEVED

I honestly found the process much less cutthroat than I was led to believe

Like a weight has been taken off my shoulders

Exhausted and dazed, but could not be happier

Relieved that it's over and couldn't be more excited to have a job with the firm I'm going to summer at... I got what I wanted

Excited to get started

Exhausted

Glad it is over and looking forward to never having to go through it again

Not sure where it all went wrong

Disappointed with TO approach. It felt very artificial, rushed, manipulative —like terrible speed-dating. New York just felt like... job interviews.

It's not the end of the world, but it is rather dispiriting

Drained and slightly bitter

Unhappy

How do you feel now?

Job Distribution by Firm and School

FIRM	TOTAL STUDENTS	U OF T	OSGOODE	WESTERN	QUEENS	OTTAWA	MCGILL	WINDSOR	DALHOUSIE	OTHER
Aird & Berlis	8	2	2	1		2		1		
Baker & McKenzie	4	1	1		1					1
Bennett Jones LLP	13	4	2	3	1	1	2			
Bereskin & Parr	3	2				1				
Blake, Cassels & Graydon, LLP	32	13	8	1	1	1	4	2	2	
Blaney McMurtry LLP	7		2	2	1		1	1		
Borden Ladner Gervais LLP	20	6	4		2	2	3	2		1
Brauti Thorning Zibarras LLP	2		1			1				
Cassels Brock & Blackwell LLP	12	2	3	1	2			2	2	
Dale & Lessmann LLP	1		1							
Davies Ward Phillips & Vineberg LLP	17	3	5	4	1	1	1	1		1
Davis LLP	4		1	1		1				1
Dentons LLP	12	4	1	2	2	1	1			1
Dickinson Wright LLP	2		1	1						
Dimock Stratton LLP	2			2						
Edward H. Royle and Associates	2	2								
Fasken Martineau DuMoulin LLP	12	2	1		2	1		1	2	3
Filion Wakely Thorup Angeletti LLP	4	1	1		1	1				
Fogler, Rubinoff LLP	6		1		2	2		1		
Gardiner Roberts LLP	3	1		1	1					
Gilbert's LLP	1	1								
Goodmans LLP	14	5	4	2	2			1		
Gowling Lafleur Henderson LLP	15	2	4	3	1	2		2	1	
Hicks Morley Hamilton Stewart Storie LLP	5		1		3	1				
Koskie Minsky LLP	4		2			1				1
Legal Aid Ontario	21	3	1	2	1	2	3	2		7
Lenczner Slaght Royce Smith Griffin LLP	4	1						1	1	1
McCarthy Tetrault LLP	23	4	4	4	4	0	2	2	1	1
McMillan LLP	12	3	1	3	1	3	1			
Miller Thomson LLP	9		5	1	1	1			1	
Ministry of The Attorney General —Crown Law Office—Criminal (Toronto, ON)	7	4	1		1		1			
Ministry of the Attorney General —Family Responsibility Office	3		1			1		1		
Norton Rose Fulbright Canada LLP	19	5	2	4	2	1	1	1	1	2
Osler, Hoskin & Harcourt LLP	25	8	6	3	1	2	5			
Paliare Roland Rosenberg Rothstein LLP	3		2				1			
Reisler Franklin	5		1		1			3		
Rueter Scargall Bennett LLP	1	1								
Shearman & Sterling LLP	1		1							
Skadden, Arps, Slate, Meagher & Flom LLP	3*	1					1			1
Smart & Biggar	2	1			1					
Stikeman Elliott LLP	24	8	4	1	5	2		2	2	
Thorsteinssons LLP—Tax Lawyers	0									
Torkin Manes, LLP	3			1	1	1				
Torys LLP	19	5	5	4	3	1			1	
WeirFoulds LLP	6	1	2		1	1			1	
Wildeboer Dellelce LLP	4	1	1	1		1				
TOTAL	399	97	83	48	46	35	27	26	15	21
Approx class size (based on 2013 OLSAS/LSAC first year registrants)	1135 (Ontario)	194	306	176	173	390	174	228	170	7171
Approx % of Class with Toronto Fall Recruitment jobs		50.00%	27.12%	27.27%	26.59%	8.97%	15.52%	11.40%	8.82%	2.79%
2013 total	351	94	75	44	43	30	13	23	13	16
2012 total	379	89	89	43	43	39	18	28	14	16
2011 total	403	96	83	53	47	36	27	27	18	16
2010 total	444	104	99	55	43	44	25	44	15	15

* Skadden, Arps, Slate, Meagher & Flom LLP hired one 2L student from U of T through its Toronto office. The other two students were hired through the firm's New York office, and will be splitting their summers between the two locations.



Last year's cover!

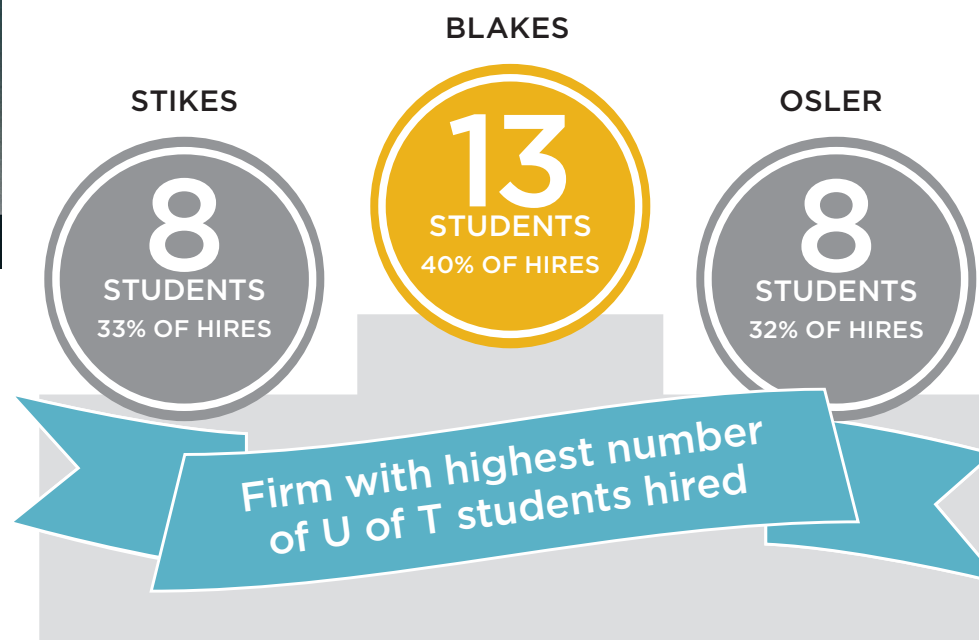
Firms with biggest changes in summer students numbers (keep in mind these firms will likely be participating in the 1L recruit this year):

- Osler: 17 → 25 = 47% increase
- Stikes: 18 → 24 = 33% increase
- Davies: 13 → 17 = 30% increase
- Cassels: 17 → 12 = 29% decrease
- Blakes: 37 → 32 = 13.5% decrease

Seven Sisters Stats

39% of total students hired are at Seven Sisters (131)

30% of students hired at Seven Sisters are from U of T (46)



WHAT ELSE WOULD YOU LIKE TO TELL US

Big change needed

A lot would need to happen to make this process more inclusive and accessible, from both employers and the law school. A big task, yes—but the conversation needs to happen.

Look out for #1

The process is full of surprises—firms that you thought would never be interested in you could turn out to love you and firms that give you lots of signs that they will make an offer may not call on call day. In the end, put your interests above all else and do whatever you think is necessary to make sure that you have an offer (any offer) when Wednesday 5pm arrives.

Feelings

I'm happy I did it. I'm happy with the outcome. I'm happy it's over. But I have never had so many people mindfuck me before in my life.

It was an overwhelming process. I never did cry, but at 1:30pm when I was done with interviews (I cancelled my last one) I had this weird feeling where I was completely overwhelmed and suddenly felt the need to curl up into the fetal position and cry.

I'm tired. And rather frustrated. But mostly tired. I don't know whether to look forward to or dread the mountain of schoolwork I have to do in the next 6 weeks. On the plus side, it is schoolwork, and I know how to do schoolwork, unlike interviews. On the other hand, it is very mountainous.

Overall advice

I remember reading the *Ultra Vires* special edition on OCIs last year and feeling confused, out-of-the-loop, and a bit dismissive about the whole thing. Who are these seven sisters? What's OCI stand for—wait, did you say on- or off-campus? And why are the 2Ls so stressed about a summer job? Surely there's tons of time left in their program to get a career-path. It's not do-or-die, ferchrissakes. Well, young me, now you get it. It's an atmosphere of anxiety and pressure, and you bought into it in the end despite your pooh-poohs. The competition is tough, and having a 2L summer job (if it's BigLaw you want) is certainly a leg-up. But know this, dear readers: it's not the only way of securing a position. And the position you actually want may not even be available through OCIs. So put a lot of thought into what you want to get out of this process, and be sure not to treat it as a big safety net because you haven't been introspective enough. Figure yourself out. Go from there.



What Helps You Get an Offer?

We delved into the survey results to determine what factors had a significant effect on the probability of getting a job offer. Here we present to you factors that seem to be significantly helpful, factors that are significantly harmful, dubiously harmful, and then, those factors that just plainly don't do anything.



SIGNIFICANT HELPFUL FACTORS

These are variables which have a significant, helpful effect on the probability of receiving a job offer. "Significant" means that we are statistically 95% sure that the observed effect is not due to random chance. They are listed in decreasing order of effect:

- Being a JD/MBA student
- Having high 1L grades
- Self-reporting oneself as an extrovert
- Typically supporting the Conservative Party

SIGNIFICANT HARMFUL FACTORS

This factor has a significant harmful effect on the probability of receiving a job offer.

- Having a high LSAT

DUBIOUSLY HARMFUL FACTORS

This factor is highly correlated with both having high 1L grades and having a high LSAT. As such, we would expect it to be insignificant. And it is. But the inclusion of this variable affects the significance of other variables, so we should point out its unique role in this study.

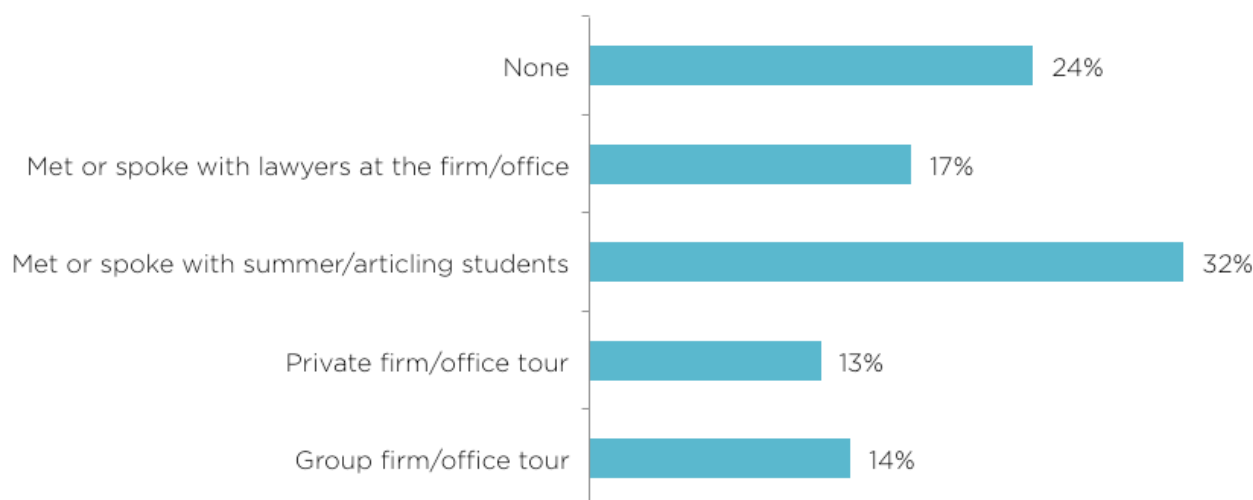
- High undergraduate GPA

INSIGNIFICANT FACTORS

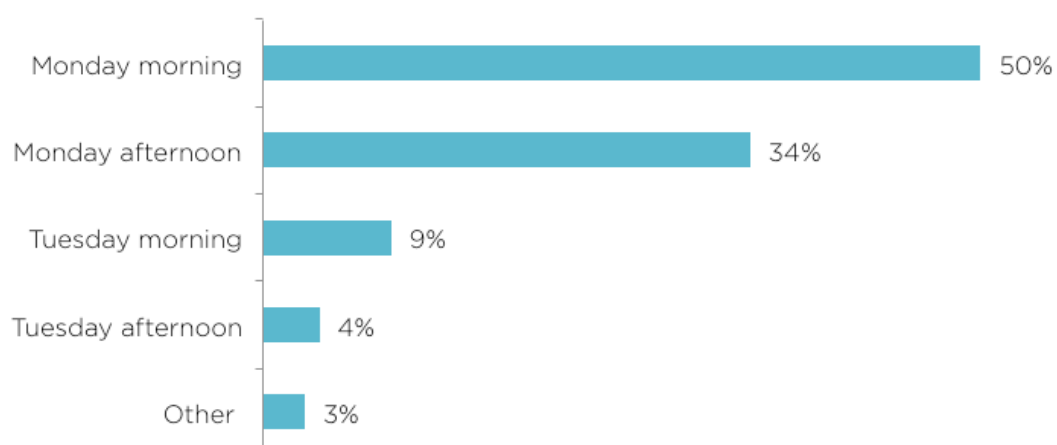
These variables produced no statistically significant observable effect on the probability of receiving a job offer.

- Gender—being male isn't an advantage
- Telling a firm they're your top choice
- Having high parental income
- Being active on Facebook
- Having an Arts undergrad
- Having a parent who is a lawyer

TYPE OF PRE-PROCESS CONTACT



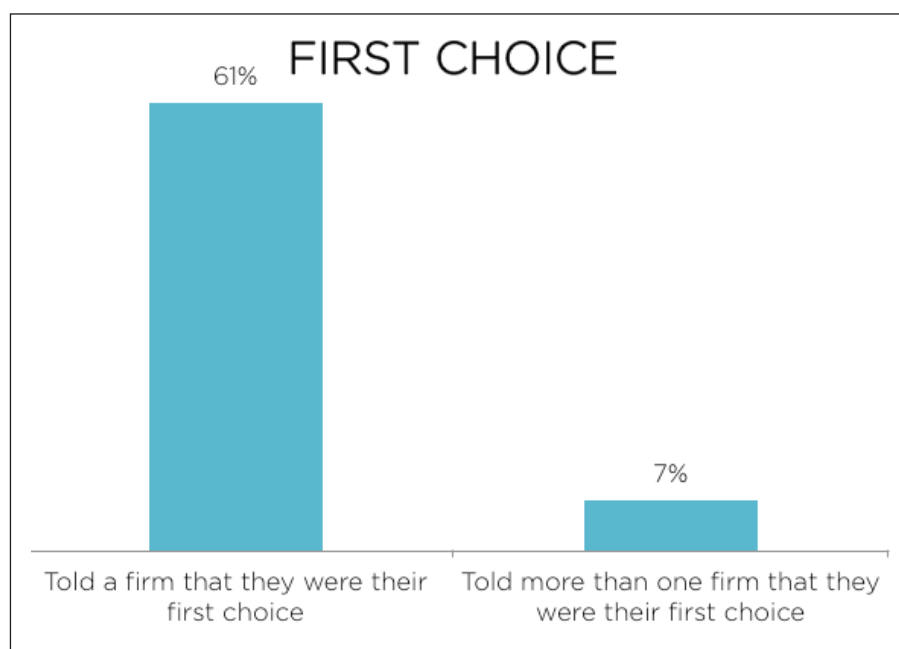
IF OFFER RECEIVED, FIRST INTERVIEW WITH THAT FIRM WAS ON THIS DAY:



Firms v Government



“The evils the law society rules were intended to correct have simply morphed into something more insidious. The process is dominated by nudges and code words. The impossibility of clear expression and the tight time-frame of in-firms make for a very harrowing and opaque process.”



“Indirect pressure to get a sense of my intentions (ex: consistently asking me at a reception ‘is there anything else you need to know to make your decision’). As a result I felt a lot of pressure to explicitly say they were my first choice, especially after hearing horror stories about students not getting a job without saying those magic words.”

“If someone tells you a firm really cares about hearing “first choice”, believe them. I heard this about one of my top choices, but they seemed so nice that I thought it wasn’t necessary if I expressed enough interest. Totally not true. A friend was interviewing at the same firm and she used a lot more language very similar to first choice and they called her mid-afternoon Wednesday to confirm that they were her first choice. She eventually caved and told them they were her first choice, but I have no doubt that if she had not, there would have been no offer. At the end of the day, they completely lead you on and don’t feel bad about it at all if you don’t tell them they’re your first choice.”



For goodness’ sake, tell a firm they’re your #1—they may still not give you an offer but reading between the lines after speaking with the student directors, I know of at least 2 firms who quite simply took me out of the running because I didn’t tell them I loved them.

Look out for number one. Tell every firm they are your top choice. I didn’t and it hurt me in the short term, but probably the right choice in the long term.

Do grades matter?*

80%

of those with 4+ Hs participating in the process got an offer

75%

of those with 4+ HHs participating in the process got an offer

62%

of U of T students who applied to at least one OCI job got an offer

49%

of those with 4+ Ps participating in the process got an offer

49%

of those with 0 HHs participating in the process got an offer

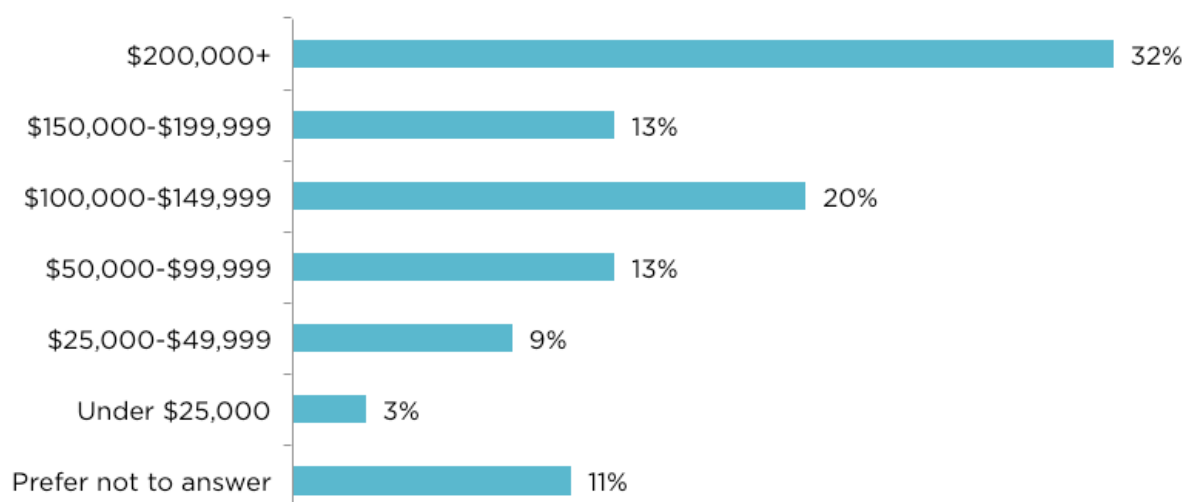
43%

of those with any LPs participating in the process got an offer

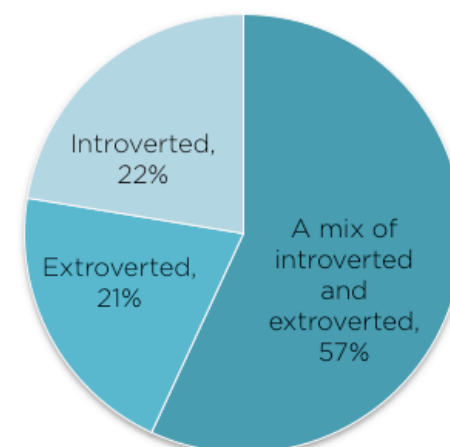
*These are hard categories. I.e. Neither the 4+ HHs category nor 4+ Hs would include someone with 3 Hs and 3HHs.

Class Profile

PARENTS' COMBINED ANNUAL INCOME

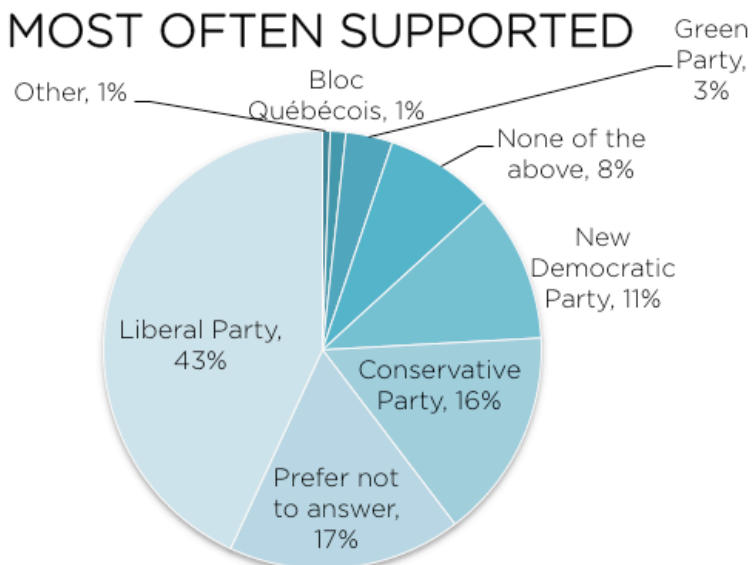


STUDENTS DESCRIBED THEIR PERSONALITY AS

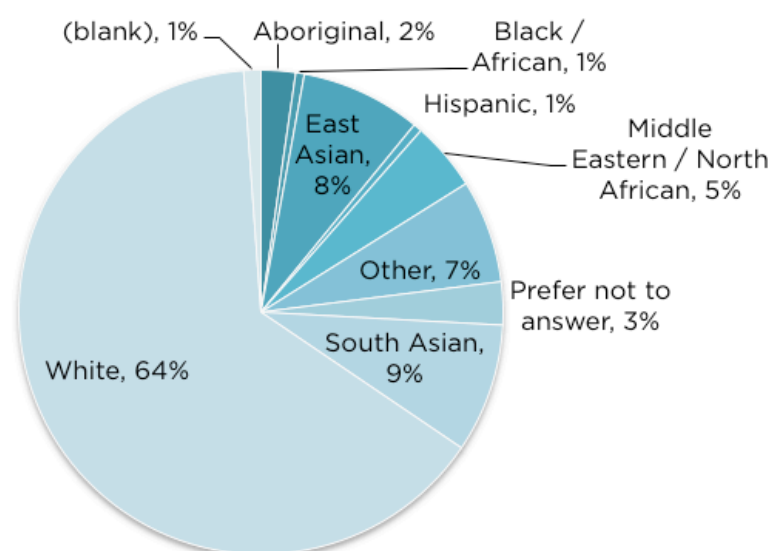


U of T OCI participants are generally quite Liberal:

FEDERAL POLITICAL PARTY MOST OFTEN SUPPORTED

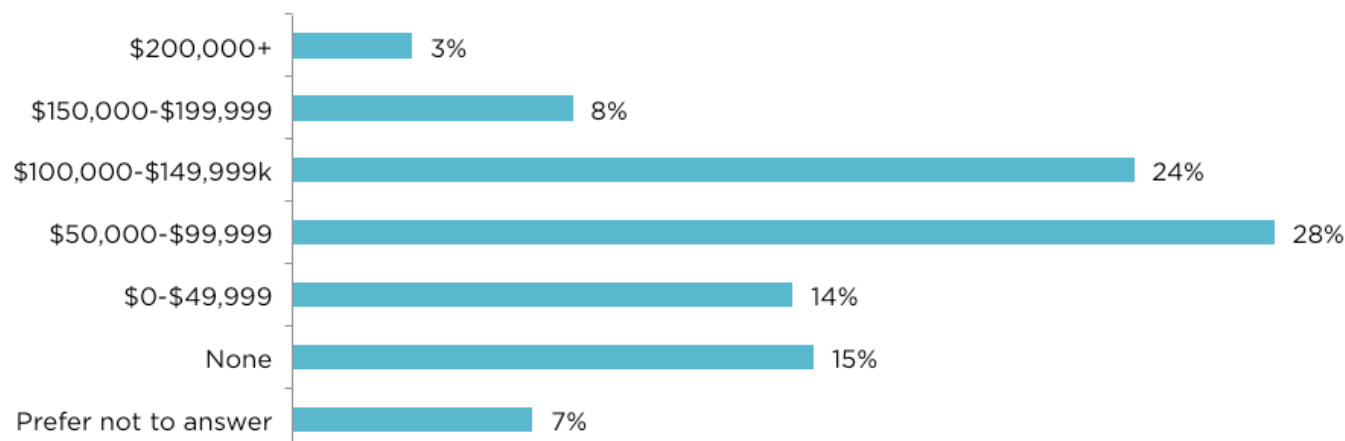


I IDENTIFY MY ETHNICITY AS:



Over half the class will graduate with a significant amount of student loan debt: 28% of students expect to graduate with debt between \$50-99k; 24% of students expect to graduate with debt between \$100-150k; 3.5% with over \$200k.

EXPECTED STUDENT LOAN DEBT UPON GRADUATION



WHAT'S SOMETHING YOU DIDN'T WANT YOUR INTERVIEWERS TO KNOW ABOUT YOU

I didn't want to end up on Bay Street

"Corporate law is not my end all and be all. That I'm not the type of person that wants to work insane hours and weekends. That I have a strong social justice orientation"

"I've never been interested in business—until I wrote that cover letter."

"I don't plan on sticking around Bay Street once my loans are paid off."

"I see the job as a temporary solution to pay off debt."

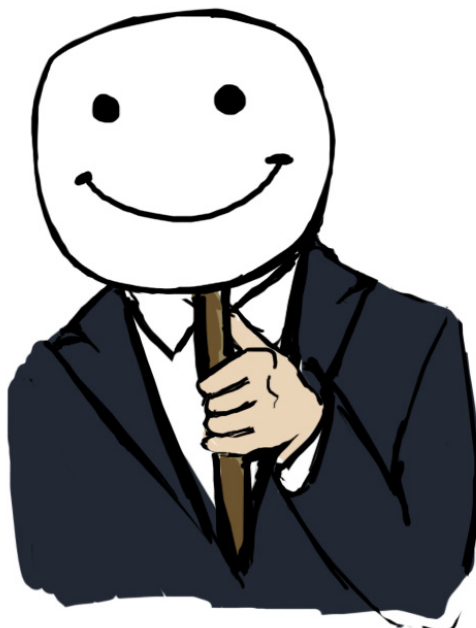
"How little I understood corporate law."

"My total disinterest in an area of law that they thought I was interested in."

"I'm concerned about the long hours I'll have to work at a Bay street firm. I was too afraid to ask about work-life balance or billable hours for fear that they would assume I wasn't prepared to work hard."

"I hated every minute of this process."

"I hate all of their clients."



Personality, i.e. I have one

"I was essentially braindead talking to them at their cocktail reception."

"I purposely worked the word 'flagrant' into each and every one of my interviews just because I think it's a funny word."

"Honestly I was mostly just myself, which probably had something to do with the 0 in firms I got from my 7 corporate OCI's."

Realities

"My socioeconomic background"

"That I spent 2.5 hours stalking each on Twitter."

"I had a concussion during in-firms."

"How few interviews I had."

"That I had only one in firm interview (and it was with them). I hid that, and had to dodge questions about how busy I was during the in-firm week."

"How nervous I was and how inadequate I felt."

My heart was in other places

"All my non-Crown options were backups."

"I want to work in the public interest. HIDE ANY DESIRE TO WORK IN THE PUBLIC INTEREST IF YOU WANT A JOB!!!"

"How much I want kids."



The CDO

DO YOU HAVE ANY COMMENTS ON YOUR CDO'S SERVICES?

What you had to say about the CDO

"Fantastic"

"Great"

"Really great"

"Excellent"

"So helpful and patient!"

"They did an amazing job"

"Wonderful"

"Lifesavers!"

"Perfect job. So well prepared and knowledgeable."

On the other hand

"The CDO does a great job. Unfortunately it is impossible for them to know what employers are looking for..."

"Need more attention to boutiques and non-Bay St firms."

Love letters to Emily Orchard, Director, Career Development Office

"Emily Orchard is a god. Worship her."

"Emily Orchard is the reason I have a job. She better be where most of my \$30K in tuition is going this year."

"Emily and Jordana are so generous with their time and support."

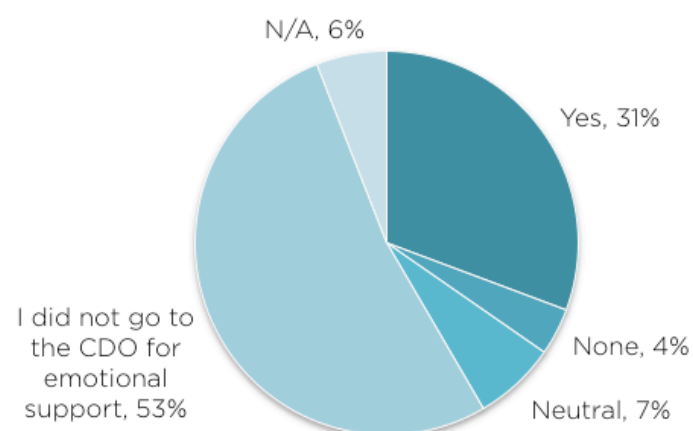
"Emily is lovely. I would be lost without her."

"Emily and Jordana are just amazing. They are incredibly supportive and offer level headed advice when you aren't feeling the most level headed."

"Emily is particularly lovely and really cares about the students she meets with. She regularly followed up with me about small things which made me feel really supported."

"Emily, Jordana and Ann were very accessible."

WAS YOUR CDO HELPFUL IN PROVIDING YOU WITH EMOTIONAL SUPPORT



76%
of students who participated in the process felt that the CDO was knowledgeable

80%
of U of T students found the CDO to be helpful or very helpful in preparing them for the recruitment process

The Process

The majority of students who were eligible for OCIs, but didn't participate, had already obtained a job, either through the 1L recruitment process (14 people), or through the NY recruit (9).

ONE PIECE OF ADVICE FOR NEXT YEAR:

Plan ahead

"If you want to work on Bay Street, make your interest very clear ... take corporate courses in 2nd year, go on firm tours, and make it known that you are genuinely interested in the firm."

"Get to the firms in the summer... Make your judgments on firms then while you're in a low-stress environment."

Network

"Meet widely with lawyers at firms you are interested in."

Do your homework

"Speak to upper years! They were so valuable in giving me tips and advice."

"Talk to as many people as possible. Make sure you have a select group of people who have been through this that can help you with split second decisions during the day."

Be prepared

"Start early! Prep takes longer than you think it will!"

"For OCIs, don't overstress it, especially if you are not going for the hypercompetitive Bay St jobs."

54%

of U of T students felt prepared for the process

Interviewing...

"Practice the ability to answer questions that are awkward. Get someone to ask you random questions to test your ability to answer questions, coherently and professionally, on the fly."

"You can't control everything. Something will go wrong at some point: don't panic and stay positive, you will be fine."

"Have fun with it—firms want to interview people who are excited to meet with them."

"Try and appear very confident and 'fake it 'till you make it."

Scheduling...

"Recognize your limitations. If you feel like you are only comfortable with doing 3 interviews during Interview Week, don't schedule 6 just because other people are doing the same. And don't be afraid to cancel on the last-on-your-list firm if you are feeling overwhelmed—use that opportunity to re-bait your line for bigger fish."

"Shore up your emotional energy, and don't spread yourself too thin. Put a lot of thought into who you apply to for OCIs and who you accept in-firms with."

Know what you want

"Only apply to places that you are genuinely interested in working at, and concentrate all their energy on preparing for these interviews."

"If applying to a boutique, make sure you have a **damn good reason why you want to practice law in their area."**

"Think about what you actually want—you do not have to get sucked in and take part in the process if it's not what you're looking for."

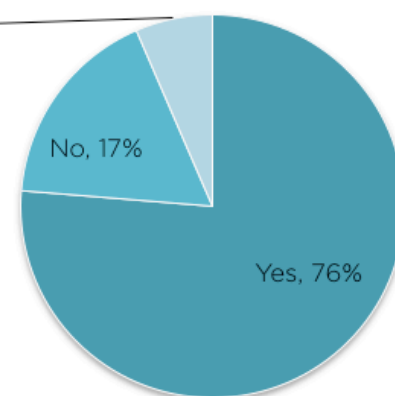
"Step outside of the chatter and groupthink that happens at the school around fall recruitment, and approach the process with your own judgment and intuition."

Play the game

"Take initiative! I didn't get a response regarding an in-firm with one firm that I really wanted, so I emailed the student director expressing an interest and I ultimately ended up with an offer from that firm."

STUDENTS ATTENDED A SOCIAL FUNCTION AT THE FIRM(S) FROM WHICH THEY RECEIVED AN OFFER

I received offers both where I attended social functions and where I did not, 7%



"Recognize that even if you are never pressured to say 'first choice', you are communicating your intentions implicitly by your scheduling on the Tuesday and Wednesday."

"Signaling to firms is a real thing, even for the big ones. Don't put all your eggs in one basket and don't count your eggs before they hatch."

"This is one exercise where it's desirable to be a 'split': be an A+ candidate in one employer's books and a C candidate in everyone else's, rather than a B+ all around, and you'll be laughing come 5pm Wednesday."

"Be strategic. Don't give up opportunities with 'second choice' firms. If you want to get hired, you've got to flirt with everyone. Make them think you're interested. Don't feel bad about being enthusiastic about firms where you're not entirely sure you want to work. Figure out who's the love of your life, but until the ring's on your finger feel free to flirt shamelessly with everyone else."

Take it in stride

"Accept that even if you do everything you can, you still might come up short. It will be hard to realize at the time, but this says nothing about you as a person. This is not the end of the world."

"It's a lottery—just play along and hope for the best."

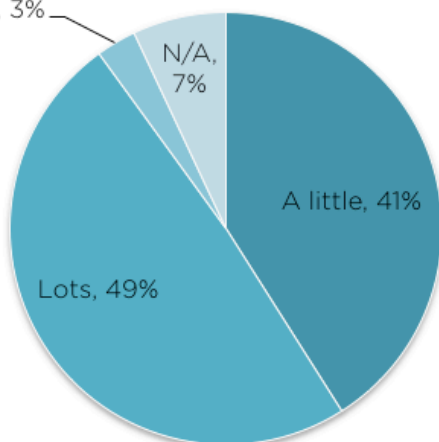
TIME SPENT PREPARING FOR INTERVIEWS

None, 3%

N/A, 7%

A little, 41%

Lots, 49%



1/4

of students who participated in the process cried at one point in the process

Firm Behaviour and LSUC Compliance

23%

of U of T students
witnessed employers
breaking LSUC rules

IF YOU WITNESSED ANY LSUC VIOLATIONS, PLEASE DESCRIBE:

Reports regarding violations of LSUC rules were similar, and could be grouped into the following general categories:

9 students reported offers communicated prior to 5pm on Wednesday

8 students reported indirect or borderline rule-breaking

7 students reported that they were asked where the firm stands

6 felt aggressively pressured to indicate where else they were interviewing

5 felt pressure to commit prior to offer day

3 told that students who did not say “first choice” would not be considered for offers

“One smaller boutique firm told me at the end of the interview that I would likely receive an offer, then called me on Tuesday and basically said I would receive an offer. They didn’t pressure me to accept before the offer period, but did pressure me to respond quickly either way so they could find someone else, which I thought was fair enough.”

BESIDES LSUC VIOLATIONS, DID YOU OBSERVE ANY OTHER INAPPROPRIATE BEHAVIOUR?

“They skirted really close to the edge of violating LSUC guidelines. They didn’t break the bright letter law, but I’d say they violated the spirit of those laws.”

WHAT WERE THE MOST INAPPROPRIATE, AWKWARD, OR UNEXPECTED QUESTIONS YOU RECEIVED?

“I had some but it was a blur and I’m drunk now so I can’t remember.”

Inappropriate

“How old are you?”

“Are you Hindu or Muslim?”

“Explain how & why you are a feminist?”

“I was asked where I was ‘from’ based on my last name. I replied: ‘Canada’. This did not seem to be a good enough answer and the person pressed further.”

Awkward

“Do you have a lot of friends?”

“If you were in an elevator with Donald Trump, what would you say to him about yourself?”

“Most people hit 1L out of the park and that didn’t happen for you. Why?”

“What are you going to do if you have to help a company with controversial environmental policies? No, really WHAT ARE YOU GOING TO DO?”

“I was asked if I had any questions—and I could tell it was to ask about the diversity policy. I mean it was nice to talk about, and was important to me, but it did put me on the spot to come out as gay.”

“Have you read Eichmann in Jerusalem by Hannah Arendt?”

Unexpected

“What more can I tell you to help you make a decision?”

“How long have you and your boyfriend been together?”

“What do you most dislike in a person?”

“Why do you speak X language?”

“What are three things about you I will only learn after working with you for a year?”

LSUC;

“I lost my voice throughout the process and one interviewer told me he found my huskiness ‘attractive’.”

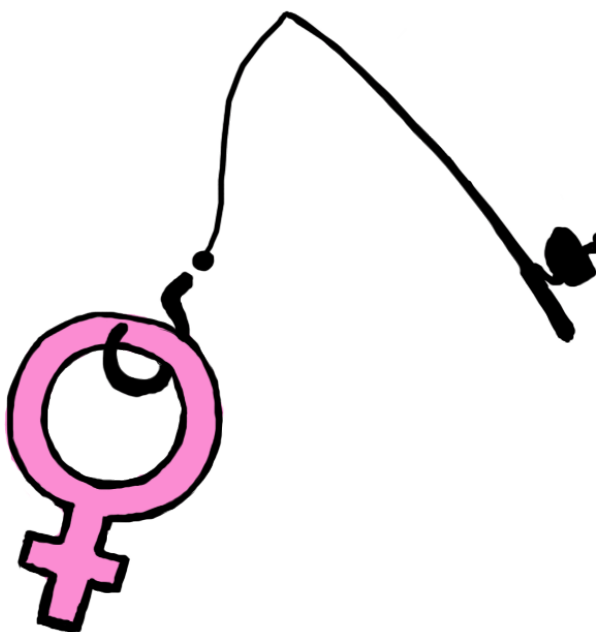
“One employer asked me if I had smoked marijuana while I was in Amsterdam.”

“Some misogynistic comments made by male partners about how the ‘girls in the department could hold their ground’.”

“I was frequently asked to be critical of my school and of the LSUC process.”

“Invitations to second interviews, followed a few hours later by a rejection.”

“I did get asked multiple times who else I was interviewing with (and this information was noted down on their interview notes).”



What Would You Change About the Process?

“Everything.”

“I would advocate moving to the New York model, with a more relaxed and flexible interview schedule, a 28-day offer window, and none of this messing around with regard to trying to determine whether you'd accept an offer before one is actually made. That said, I understand why Ontario firms do things this way: every offer a firm makes is a commitment to employing somebody for summer and articling, so they have to be careful. They are not big New York firms that can get predicting yield down to a kind of science, and for whom one student is numerically insignificant (in the grand scheme of things). So a move towards the NY model seems unlikely to happen.”

“Get rid of rules if you're not going to follow them.”

“Change call-day into an automated online system.”

“Everything. Do it like New York. And do it over the summer.”

Rolling Offers

“Employers should be able to make offers before Wednesday at 5.”

“Would have been nice to be able to get offers on a less rigid basis. There were firms I knew I didn't want to work at that I kept as back up because my top choice could only hint and not tell me for sure. I would have preferred to have not had to string anyone along.”

“The offer time is too late in the day. The wait is too painful.”



other way—so that firms would not be so concerned about whether they are your first choice.”

Less “signaling”

“The first choice hype. It's ridiculous.”

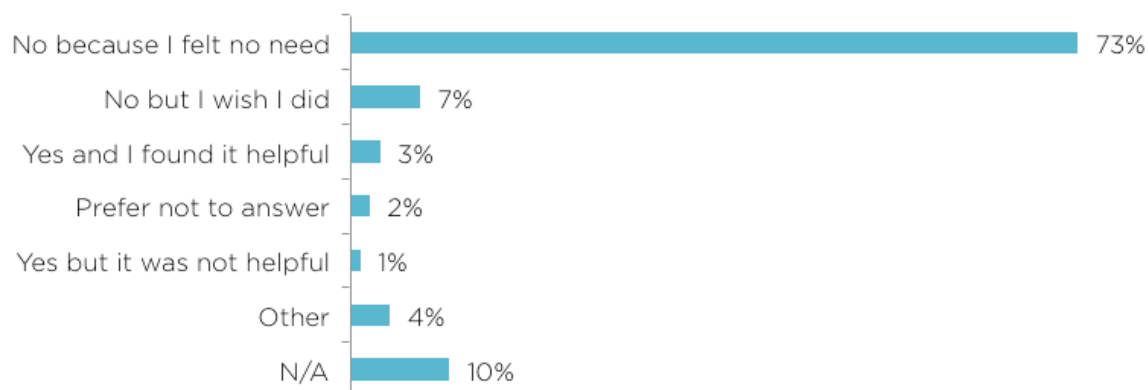
“It's really hard having to signal interest in particular firms after just one or two interviews. I wish there was either more time, or that offers were sent out in some

“Remove the dinner component and the thank you emails (which were probably the worst part of the process).”



Maybe it's the only way?

DID YOU SEEK OUT MENTAL HEALTH SERVICES AT ANY POINT IN THE PROCESS?



Very little. There are lots of terrible things about it, but people rarely consider what the alternatives would look like. The world without this process would actually be more exploitative and unpleasant for students. This is shitty, but it is inherent in the inequality of bargaining power between candidates and firms. If you think about it, this system is about as close as you can come to fair.

Slow it down

“Have a mandatory 24 hour period between when interviews conclude and offers go out—give the poor student's a night of rest to think through what they want instead of bullying them into making a decision within a matter of hours.”

“Make the in firm week longer to allow students to see more than 5-6 firms.”

And of course

“Kill all the lawyers. - Bill Shakespeare.”

WHY DID YOU PARTICIPATE IN THIS PROCESS?



Other: 10/262 = 4%

“Prestige”

“Debt”

“I really need money to help pay off school”

“I want to pay off my interest-accumulating student debts”

“Wanted to have a job lined up for articling”

“I wanted the prestige and income that comes with a Toronto firm job.”

“Make money”

44%

of students were surprised by the offers they got/didn't get based on how they felt interviews went

I ♥ NY OCIS

