Dear Valued Employer-

We hope this email finds you and your team safe and well.

We are writing to let you know that we have finalized our plans for Stanford’s OCI program.

In March, prompted by multiple firms’ requests, we committed to moving our on-campus interview program out of the August timeframe. After much consideration, we have now set the new OCI dates for the first week in December, 2020 with callbacks thereafter, and an offer “kick-off” date of January 8, 2021. We are hoping to be able to conduct in-person interviews, but that will depend on county and university gathering restrictions. If in-person interviews are not possible, we will run a virtual program.

We know that some schools have announced January OCI dates, and we tried to make that work. Unfortunately, it just wasn’t feasible with our quarter system calendar. Our winter quarter starts the first week of the new year, and shifting the academic calendar to create room for a January OCI program would have impacted both the winter and spring quarters, and also pushed summer employment start dates to mid-June.

Our solution instead is to shift the start of our fall quarter a week earlier and shorten our reading period and finals so that students are able to finish classes before Thanksgiving. This will allow students to fully focus on interviews in December. The January offer “kick-off” date both gives you more time in the interview process, and also ensures that you will have students’ fall quarter grades before making offer decisions – something that you indicated was key.

Whether we and other law schools are successful in shifting 2L recruiting to winter, however, depends in large part on our OCI firm partners. In our current uncertain market, if firms begin hiring 2Ls in the fall (at SLS or elsewhere), law students will feel it necessary to apply and interview early. In response, firms may feel compelled to make hiring decisions in the fall without a second set of grades. That is why we remain committed to our existing policy prohibiting the “pre-recruiting” of our students, and we hope that our OCI firms help to preserve the timing of OCI programs by waiting until each school’s respective OCI to conduct interviews.
As you can imagine, pushing the recruiting process to later in the year has created some uneasiness amongst our students. Although we have conveyed to them your assurances that you don’t intend to recruit without fall grades, they have asked that we survey you this summer about your recruiting timeline. Particularly in this market, in the absence of a definitive answer from employers, students are more likely to rely on rumors and anecdotal information and apply early in an abundance of caution. So, we’re hoping that you could take 5 minutes to respond to the following questions:

1. When will you begin to interview students (at any school) for 2L summer interview programs?

2. If your answer is indefinite (TBD, depends on the school, etc.), when do you anticipate making that decision?

3. Are you planning to consider direct applications (from any school) prior to on campus interview programs? If “yes” or “it depends,” could you explain under what circumstances you will hire prior to OCI programs?

We will be in touch in the coming weeks with more detailed information about our OCI program. In the meantime, as previously mentioned, our registration portal is open and all existing requests will be assigned specific dates once we know our room availability (probably late August).

Thank you for your ongoing communication with us as we navigate these uncertain times together. Please continue to reach out to us as you make decisions, and we promise to do the same.

Wishing you continued good health as we move forward.

Best,

Susan Robinson, Associate Dean for Career Services
Melissa Maynard Leger, Director of Recruiting

Melissa Maynard Léger
Director of Recruiting

Stanford Law School
650-723-3924
law.stanford.edu