SLS RECRUITING POLICIES FOR 2Ls FOR THE 2020-21 RECRUITING SEASON

Stanford Law School’s OCI program will take place this year from November 30- December 4, 2020, with callbacks thereafter, and an offer “kick-off” date of January 8, 2021.

Because conducting a January OCI program was not feasible given our quarter system calendar, our solution was to shift the start of our fall quarter a week earlier and shorten our reading period and finals so that students will finish classes before Thanksgiving. This will allow students to fully focus on interviews in December. The January offer “kick-off” date both provides our employers with more time in the interview process, and also ensures that they will have students’ fall quarter grades before making offer decisions.

Below are our policies regarding the timing of offers and decisions, in light of this year’s timeline.

Pre-OCI Interviewing for Second-Year Students

Employers participating in our Fall OCI program agree that they will not conduct any initial, screening, or callback interviews of Stanford Law School students for summer positions prior to the employer’s assigned OCI date, except for those students who:

1) due to personal circumstances, will NOT be participating in the OCI program. Those students will clearly indicate that fact in their application;
2) are participating in organized job fair interviews; or
3) are interviewing for employer fellowship/scholarship programs that provide a benefit or compensation separate from, or in addition to, an offer of summer employment.

Note: Both the scholarship offer and the offer of summer employment must remain open until 21 days from the date of the offer letter or the established offer “kick-off” date of January 8, 2021, whichever is later.

Note: Employers may conduct interviews at a given office prior to their assigned OCI date if that office location is not recruiting through OCI. If, however, an employer is conducting multi-office or all office interviews, the above policy precluding any pre-OCI interviewing applies.

Second-Year Summer Offers

1) Fall OCI employers are not permitted to extend offers prior to the offer “kick-off” date of January 8, 2021. Additionally, all Fall OCI and Resume Collect employers should leave offers to second-year students not previously employed by them open until January 29, 2021 or for a minimum of 21 days from the date of the offer letter, whichever is later, except as provided below:

a) Fall OCI and Resume Collect employers having 4 or fewer total summer associates in the previous year should leave offers open until January 22, 2021 or for a minimum of 14 days from the date of the offer letter, whichever is later. The total number of previous summer associates includes both first-year and second-year summer associates.
b) If a firm or office has not had a previous summer program, the firm/office may use the expected number of summer associates to be hired for the current hiring period.

c) Employers relying on provision 1.a or 1.b must state the total number of summer associates from the previous year (or the total number expected) in their offer letters, include a statement that the firm/office is relying on this exception and indicate the specific date on which the offer will expire.

2) All offers for summer employment extended outside of our Fall OCI program (including offers to rising 2Ls previously employed by the firm) should be left open (i) until January 29, 2021, or (ii) at least 21 days from the date of the offer letter, whichever is later, except as provided below:

   a) Employers having 4 or fewer total summer associates in the previous year should leave offers to students open (i) until January 22, 2021 or (ii) at least 14 days from the date of the offer letter, whichever is later.

   The total number of previous summer associates includes first-year and second-year summer associates.

   b) Employers relying on provision 2.a or 2.b must state the total number of summer associates from the previous year (or the total number expected) in their offer letters and include a statement that the firm/office is relying on this exception and indicate the specific date on which the offer will expire.

3) For an offer 21 days in length, students should re-affirm their interest within 14 days from the date of the offer letter, if requested by the employer in the offer letter.

4) Employers should extend the 2L summer offer deadline until April 1 for students who are also pursuing non-law business, government or public interest opportunities. Students may only hold one law firm offer open and should affirm this in writing. Students must communicate their final decision to the firm as soon as possible, but no later than April 1.