Dear Employer-

Another OCI recruiting season is upon us and we are happy to announce the opening of our 2019 Fall OCI registration.

With NALP’s recent adoption of new recruiting principles (the Principles for a Fair and Ethical Recruitment Process), we felt it was a good time to undertake a rigorous review of our own recruiting policies. Our revised guidelines are attached for your review. We are asking all participating in our OCI or resume collect programs to affirmatively acknowledge and agree to these provisions.

Many of the new provisions cover timing and deadlines. This is because we firmly believe that students need time to make well-informed and educated decisions, and giving them as much time as possible ultimately benefits both students and employers and results in a much better fit. We also recognize, however, that juggling outstanding offers and staying within budgeted summer program numbers can be a significant challenge for employers, particularly those with smaller programs. We hope the changes we have made to our policies appropriately balance these very different and competing needs. I know that we all have the same ultimate goal - to create the best possible conditions under which students and employers can make employment decisions.

In large part, we followed the old NALP guidelines – a December 1 kick-off date for 1L recruiting, 2 weeks for 1L offers, 28 days for Fall OCI offers, no exploding offers, etc. However, I’d like to highlight two significant changes that we’ve made:

1. **2L & 3L Offer Timing** - Although we ask employers to leave offers open for 2L & 3L students for at least 28 days from the date of the offer letter or the start of OCI, whichever is later, we make an exception for firms or individual offices of firms that had 4 or fewer total summer associates the previous year. Those employers may shorten the offer window to 14 days from the date of the offer letter or the first day of our OCI program, whichever is later. The offer letter should indicate that the firm’s or office’s summer program falls under this exception and clearly set forth the offer expiration date.

2. **Post-Grad Offers** - We heard from a number of you that keeping post-grad offers to your summer associates open until October 1 was difficult, particularly for those firms looking to hire 3L students. Under our new polices, we eliminate the October 1 date and instead ask that students be given at least 6 weeks from the date of the offer letter to accept or decline. This shortens the offer window for the vast majority of employers who issue post-graduation offers in early August, while still giving our students sufficient time to weigh their employment options.

Finally, I’d like to address the other hot button issue in the law student recruiting world - pre-OCI recruiting. As we have previously communicated, we strongly believe that pre-OCI interviews are not in the best interest of our students, employers, and the recruiting process overall. In June and July, students should be able to focus on their 1L summer jobs. For the vast majority of students, the 1L summer is their first legal experience, and they face a steep learning curve. It's important that students completely immerse themselves in their work, without the added stress of a full-fledged job search. We also want to ensure that those employers who hire our first-years do not have to compete for their time or attention.
Further, pre-OCI interviews create an inequitable process, disadvantaging those students not summering in the area and those who cannot afford the travel costs associated with interviewing. Most students work in different markets their first and second summers, making it difficult for them to travel to another city while working full time. If interviews take place in June and July, students will have to choose between risking 2L summer opportunities (by not applying at the same time as their classmates) or substantially disrupting their 1L summer work and incurring significant expense to travel for interviews. It is not in anyone's interest to force them to make this choice.

Consequently, we ask all employers participating in the Fall OCI program to agree not to interview Stanford Law School students for 2L summer positions prior to OCI unless:

1. the student, due to personal circumstances, will not be participating in the OCI program. Those students will clearly indicate that fact in their application;
2. the interview is part of an organized job fair; or
3. the interview is for an employer fellowship/scholarship program that provides 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 28 days from the date of the offer letter or the start of OCI, 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.

If you have any questions, please contact me or Melissa Leger (melissa@law.stanford.edu). We sincerely value our relationship and look forward to working with all of you in this upcoming recruiting season.

Best,

Susan Robinson
Associate Dean for Career Services

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