

Stanford Law School

Office of Career Services

Good afternoon and Happy New Year!

We are pleased to announce that this year's 2L Virtual OCI Program will take place June 27 and 28th, and July 1st and 2nd, 2024.

This decision was reached after much consideration and many conversations with our key stakeholders and partners, including our outreach to many of you in September and October. What we heard from many of you was:

- The amount of hiring you were doing in late June through mid-July was increasingly more significant, and that in anticipation of even more early recruiting in 2024, there were no guarantees that you would still have spots available in your summer programs by late July/early August.
- Adhering to the offer window policies for various schools was unsustainable. The long timeframe from June to August created significant problems in managing yield, and too many students were requesting extensions in order to weigh their options.
- Although you felt compelled to recruit earlier given current market trends, the sheer volume of direct applications and interviews was overwhelming your resources and, in many cases, impacting the integrity of your summer programs.

In response, we are shifting our 2L job search process to late June/early July to better align ourselves with your hiring timeline. However, rather than releasing our students into the market early through open direct applications or a pre-season initiative, we are moving our OCI program earlier. This way, we can continue to help coordinate applications and screening interviews in a streamlined and efficient process - one that minimizes the disruption to your summer programs and impact on your staff and resources.

Of course, an essential consideration in making this shift was the students themselves. We strongly believe that moving OCI earlier will be less onerous on our students than a recruiting process that includes both OCI and direct applications and stretches from June through the end of August. We think it is important that our students be able to focus on finals and we'd like to minimize as much as possible the impact of the 2L job search on their 1L summer job, which for most of them, is their first legal experience. OCI simplifies and consolidates into a small handful of days the screening interview process, reducing the amount of time that students need to juggle their 1L job and 2L job search efforts.

We recognize that this is not an ideal solution. Ideally, for everyone, 2L recruiting would take place later in the year. However, it's not feasible for us to independently set a recruiting timeline that is several months later than other schools and, unfortunately, schools have been prevented from acting collectively. Moving our OCI program to when you have told us you plan to recruit is our best current option. It addresses the existing realities of early to mid-summer recruiting, while still honoring our core values and goals: ensuring that you are able to thoughtfully consider as many of our students as possible, and that they, in turn, are able to carefully consider you as well, along with all employers in which they are interested.

SLS Recruiting Policies:

Our policies remain largely the same from last year, including our policy limiting pre-OCI interviewing. For more information, see

<https://law.stanford.edu/i-am-an-employer/recruiting-policies/>

Additional OCI-Related Information may be found here:

<https://law.stanford.edu/i-am-an-employer/fall-oci/>

Should you have any questions, please feel free to reach out to us.

We look forward to working with you, and as always, thank you for your partnership.

Melissa

Melissa Maynard Léger

Director of Recruiting

(she/her)

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650-723-3924

law.stanford.edu