

2020 FORDHAM LAW GUIDELINES FOR THE TIMING OF OFFERS AND DECISIONS

Fordham Law School has adopted the *Fordham Law Recruiting Guidelines*, which include the *Fordham Law Guidelines for the Timing of Offers and Decisions* (the “Fordham Timing Guidelines”) below and the *Fordham Law School Professionalism Standards*.

The overarching goal of the *Fordham Law Recruiting Guidelines*, including the below Timing Guidelines, is to foster and encourage communication between students and employers over the course of the recruiting process. In addition to following the specific provisions set forth below, students should keep employers informed, in a timely manner, about the status of their consideration of their offers, and employers should keep students informed in a timely manner as to the status of their candidacies.

The time periods set forth below are intended to be minimums, not maximums, and so we encourage employers to grant reasonable requests for extensions of the respective time periods.

I. EMPLOYERS PARTICIPATING IN/RECRUITING VIA, EARLY INTERVIEW WEEK (“EIW”) OR RESUME ADVANCE IN JANUARY:

EMPLOYMENT TYPE	STUDENT TYPE	OFFER	REAFFIRMATION
Summer Employment for the Following Summer	2L (3E) student not previously employed by that employer.	<ul style="list-style-type: none"> • Offers should remain open for at least 14 days from the date of the offer letter, <i>except</i> that: <ul style="list-style-type: none"> ○ Offers made prior to the first day of EIW should remain open for at least 14 days from the first day of EIW. • Candidates may request that an employer extend the deadline to accept the employer’s offer until as late as April 1 if the candidate is actively pursuing positions with public interest or government organizations. Candidates may hold open only <u>one</u> (1) offer in such circumstances. Employers are encouraged to grant such requests. 	<ul style="list-style-type: none"> • Students should reaffirm their interest in the offer within 14 days of the date of the offer letter if the offer letters requests such reaffirmation. • Employers may retract the offer if the offer letter requested reaffirmation and the student failed to reaffirm interest in the offer within the 14-day period.
	2L (3E) student previously employed by that employer.	<ul style="list-style-type: none"> • Offers should remain open until at least 14 days from the first day of EIW. 	
Full-Time Post-Graduate Employment	Students previously employed by that employer	<ul style="list-style-type: none"> • Offers made prior to or on September 2 should remain open until at least October 1 of the student’s final year of law school. • Offers made after September 2 of the student’s final year of law school should remain open for at least 14 days from the date of the offer letter. • Candidates may request that an employer extend the deadline to accept the employer’s offer until as late as April 1 if the candidate is actively pursuing positions with public interest or government organization. Candidates may hold open only <u>one</u> (1) offer in such circumstances. Employers are encouraged to grant such requests. 	<ul style="list-style-type: none"> • Students should reaffirm their interest in the offer within 30 days of the date of the offer letter if the offer letter requests such reaffirmation. • Employers may retract the offer if the offer letter requested reaffirmation and the student failed to reaffirm interest in the offer within the 30-day period.
	Students not previously employed by that employer.	<ul style="list-style-type: none"> • Offers should remain open for at least 14 days from the date of the offer letter, <i>except</i> that: <ul style="list-style-type: none"> ○ Offers made prior to the first day of the EIW should remain open for at least 14 days from the first day of EIW. 	<ul style="list-style-type: none"> • Students should reaffirm their interest in the offer within 14 days of the date of the offer letter if the offer letters requests such reaffirmation. • Employers may retract the offer if the offer letter requested reaffirmation and the student failed to reaffirm interest in the offer within the 14-day period.

II. EMPLOYERS PARTICIPATING IN/RECRUITING VIA FALL WEEKS OR SPRING WEEKS, :

- A. Offers should remain open for 14 days from the date of the offer letter or 14 days from the first day of the applicable program (i.e., Fall Weeks or Spring Weeks), whichever is later.

III. EMPLOYERS PARTICIPATING IN/RECRUITING VIA RESUME COLLECTS OR THE JOB BANK

- A. Offers should remain open for at least 14 days from the date of the offer letter.

IV. EMPLOYERS RECRUITING FIRST-YEAR STUDENTS:

- A. Offers should remain open for at least 14 days from the date of the offer letter.
- B. . Employers should not accept applications from first-year law students until December 1 of the student's first year of law school, nor should first-year students apply for jobs until December 1 of the student's first year of law school.

V. NUMBER OF OPEN OFFERS:

Student shall not hold open more than five (5) offers of employment at any one time. For each offer received that places students over the offer limit, students should, within one (1) week of receipt of the excess offer, release an offer. Students shall not hold open more than three (3) offers at any one time in any one geographic market