

From: The Office of Career Services
To: Employers
Date: December 19, 2019
Subject: Harvard Law School – Pilot Program and Policy Changes

Dear Employer:

I write to let you know about some changes to our recruiting policies.

During the past year we have been carefully reviewing our recruiting policies and guidelines to ensure they remain responsive to the needs of both our students and the employers who recruit them. As part of that process, we met with employers, students, faculty, and colleagues, to seek input on how to improve a recruiting process that many believe is no longer working.

During these discussions, we heard from employers and students that limiting recruiting of HLS students to our Early Interview Program (EIP) in August was no longer tenable in the current hiring climate. Employers said the offer periods were too long and that conducting all on campus interviews and callbacks in August was unmanageable. Students told us that they wanted to compete for summer job opportunities at the same time as their counterparts at other schools. We also heard that the 2L summer job search should not take precedence over spring classes and 1L summer jobs.

To address these concerns, we have made the following changes to our policies:

- Moved EIP one week earlier, to July 27-31;
- Reduced the offer period from 28 to 21 days;
- Added a 14-day offer period for offices with summer programs of fewer than 10 students;
- Reduced the number of offers a student can hold open from five to three; and
- Modified our “no interviewing before EIP” rule to permit limited recruiting through our pilot EIP Preview Program (EIP Preview) as described below.

EIP Preview will allow employers to recruit HLS students prior to EIP. The new policies accompanying EIP Preview are described in detail [here](#). Briefly, here is how it will work:

- When employers register for EIP, they also may register for EIP Preview;
- In June, students may submit through OCS resumes and transcripts (Materials) for *up to five employers*;
- In mid-June, we will send employers the students’ Materials;

- Employers may interview students who submitted Materials to them through EIP Preview before EIP with some limitations described in the [policies](#); and
- Offers made to students through EIP Preview will remain open for 21 days after the date of the offer letter, or 21 days after the last day of Harvard's EIP, whichever is later.

Limiting the number of EIP Preview applications to five will allow for some early recruiting while still enabling students to focus on their spring classes and 1L summer jobs, and employers to focus on their summer programs. It also will ensure a robust EIP program, where, as in the past, employers from across the country can gather to meet with our many talented students.

We have heard your concerns and we believe that our policy changes and our pilot program, EIP Preview, will result in an improved recruiting process and summer experience for everyone. At the end of the season, we will seek your feedback and evaluate the success of the pilot. Watch for additional information about registering for EIP and EIP Preview in February and in the meantime, if you have any questions about the policy changes, please feel free to contact anyone on my [team](#) or me. We appreciate your support, welcome your input, and most importantly, look forward to working together to make the recruiting process more effective, transparent, and equitable for all participants.

With many thanks and wishing you a wonderful holiday season.

Sincerely,

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