MEMORANDUM

TO: All Law Students

FROM: Molly T. Wescott, Assistant Dean, Career and Professional Development

DATE: March 27, 2020

SUBJECT: Update from OCPD

It was good to connect with many of you during the Student Town Hall Zoom Meeting on Wednesday, March 25th. As a follow up to that meeting, this memo provides updates and current information on employment matters for all students. We will continue to keep you informed as things develop.

WHAT IS KNOWN ABOUT LAW STUDENT EMPLOYMENT/RECRUITING AT THIS TIME?

- **Summer Employment:** Employers of all types throughout the country are currently assessing their ability to employ law students during the summer. A couple of employers who recruit with us have canceled their summer programs and informed students accordingly. Most employers are still deciding if and how to proceed with summer positions.

- **Summer and Post-Bar Associate Programs:** Major law firms now operating remotely are carefully reviewing their plans and ability to bring summer and/or post-bar associates on board as originally planned. Many of these firms have been communicating directly with students as to the current status of their programs, and we expect that they will continue to do so.

- **Public Sector Legal Orgs/Government Agencies:** These employers are working hard to manage remote operations and thus, may not address summer employment issues as quickly.

- **Fall Recruiting:** Some major law firms are considering waiting until January 2021 to interview potential hires for Summer 2021. Law schools, including ours, will engage with these firms and adapt recruiting seasons/programs according to the determined timelines.

- **Post-Bar Hiring:** Even during normal times, we see very few employers making post-bar offers during the spring semester. Students graduating without a post-bar offer generally find positions in the fall and/or after receiving bar results. The economic and employment picture will hopefully be more settled by that time.
WHAT IS OCPD DOING TO MANAGE THE CURRENT SITUATION?

- **Sharing Information & Best Practices:** We are communicating regularly with leading legal employment organizations such as the National Association for Law Placement (NALP), regional recruiting associations in San Diego, Orange County, Los Angeles and Northern California as well as local San Diego firms, government agencies and courts to understand the current employment environment and respond.
- **Partnering with Legal Employers:** We are actively engaging with employers from all sectors and encouraging employers to maintain upcoming summer programs by suggesting adaptive hiring techniques such as online onboarding and ways to incorporate remote work into summer positions.
- **Supporting Law Students:** Your career advisors are available to discuss your employment concerns and provide guidance. See below regarding making an appointment via #HireUSDLaw for a Teleconference or Document Review (via Email).
- **Updating #HireUSDLaw:** Any new positions we identify are immediately posted to the job board on #HireUSDLaw. We continue to offer and manage resume collections for employers who do not accept applications directly from students.

WHAT PROACTIVE STEPS SHOULD STUDENTS TAKE NOW?

- Keep us informed as to the status of your summer position or search.
- Make a telephonic appointment with an advisor to discuss personal plans and any concerns.
- Concentrate on your studies: doing your best will help you remain competitive.
- If you have secured a summer job, email your employer reinforcing your interest and proactively suggest how you can still add value working remotely. We are happy to review draft emails!
- Ensure application materials (resume and cover letter) are fully updated and ready to submit.
- LinkedIn: update your profile headline and “About” section, become active by posting articles and commenting on posts, and “network” with individuals working in your desired practice.
- Apply for current opportunities (e.g., Loyola Patent Law Interview Program, which is still on track) by stated deadlines so that you do not miss anything and are fully considered.

REMINDEERS:

**Career Advising Appointments.** All advising and document review will occur remotely. You may still book appointments in #HireUSDLaw. There is now a required Location field when booking appointments, and you may select either “Teleconference” or “Document Review (via email).”
Graduating Students. Be sure to complete your At-Graduation survey in #HireUSDLaw, pursuant to the Application to Graduate instructions sent by the Office of Law Student Affairs. Email our graduate career advisor Emily Hirsekorn at ehirsekorn@sandiego.edu with any questions regarding the survey. If your information changes after completing the survey, please email Emily with an update.

Stay Connected: Please email OCPD at lawcareers@sandiego.edu, me at mwescott@sandiego.edu, or your advisor directly to stay in touch. We are here to help and support you during these uncertain times.