We've spent the last couple of weeks meeting with a lot of law firms trying to get a sense of where things are at, including their plans for the summer 2021 recruiting cycle. The bottom line is that firms are still primarily focused on their current summer programs, developing remote on-boarding processes for the May 2020 grads, and figuring out how to address the myriad issues created by the constantly shifting 2020 bar exams.

Most firms aren't planning on dedicating resources to recruiting rising 2Ls until at least late July or early August. The bandwidth for the recruiting teams is simply maxed at this point. That doesn't mean you can't reach out to individual alums to make connections with firms--it's just that you won't be seeing a ton of organized programming by firms until later in the summer.

I don't think that recruiting committees (e.g., the group of attorneys and recruiting professionals that develop the hiring targets for the upcoming cycle) are going to start meeting until early fall. Even then, they may initially set some loose parameters for summer 2021, but those discussions at firms will be ongoing through Q4 as firms begin to fully appreciate the financial implications of this fiscal year (remember, firms collect a majority of their revenue from their clients in Q4).

All of this is to say, we'll keep on top of where things are at and pass things along -- but there isn't much to share at this point.
Dig the Well Before You Are Thirsty

The fact that firms aren't yet focused on 2021 summer recruiting might initially seem inconsistent with the message you are hearing from OCP, i.e., the goal for the summer is to know your top 10-15 firms/offices that you would like to interview with at EIW. Let me explain the rationale for the advice.

Given the number of uncertainties this fall, and the fact that firms are going to all start recruiting in the fall, you want to do as much advance work as possible this summer so you avoid a fall crush. Even in normal years 2Ls routinely report feeling surprised at how much busier they are than they expected. Now add the realities of this coming academic calendar and we are just trying to help you proactively manage the load. For example, if you have a sense of your top 15 firms by August, you will be able to better allocate your time in the fall when it comes to deciding what programs you choose to attend. This will be better for your mental health and will put you in a better position to succeed at EIW. So, while there is no specific thing you *must* do today, tomorrow, or this week--don't put off all of the work thinking you'll get to it this fall. As they say, dig the well before you are thirsty.

Meeting with OCP this Summer

Similar to the way we encouraged you to have a 1L appointment before the end of the first semester, we want you to have at least one EIW-appointment with a OCP counselor before the end of August. Come to that appointment ready to discuss where you are on your firm research and to create a plan for the fall.

Other Summer Internship-Related Advice

In normal years, we usually advise students in early/mid-July to make sure they are thinking about the possibility of getting a writing sample from their summer internship. It's not always possible given the nature of the work, but the idea is that if you finish your internship without a writing sample, it shouldn't be by accident or because you weren't sure how/if to ask.

Approaching a supervising attorney and bluntly asking whether there are projects that could generate a writing sample is not out of the ordinary. Obviously, you want to be polite, but directly raising the issue is very common (e.g., If possible, I am really interested in generating work product summer that I can use for a writing sample. If there are projects that might provide that kind of opportunity, I'd love to take them on.) Given the variety of different internships students have this summer, there might be more students who use non-summer internship materials as writing samples this year (which is perfectly fine), but don't be shy in asking. If you need help thinking through how to approach your supervising attorney, this is a great question for drop-ins hours.

And, Finally …

- Just a reminder that your primary first-stop for EIW questions should be the EIW student site.
Given the Winter 2021 term is now set to begin on January 19, we are now targeting (Not So) EIW to happen during the week of January 11 so that it does not conflict with the start of classes. We don’t have more details at this point, but I wanted to give you information on a rolling basis as it becomes known.

- Recordings of programs we’ve done via Zoom are available in Symplicity > Resources > Document Library.
- Check Symplicity Workshops and InfoSessions for new programs. Firms are scheduling programs without a ton of advance notice, so it’s a good idea to check these regularly to see if there are programs you are interested in attending.
- And, we are available all summer for appointments. If you have quick questions, feel free to use the drop-in hours, or email lawcareers@umich.edu.

Best,

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1100 Jeffries Hall, 701 S. State St.
Ann Arbor, MI 48109
Phone: 734.764.0546
Pronouns: he, him, his

p.s. apologies in advance for any typos. I’ve had a three-year-old on my lap while typing this.

EIW STUDENT SITE

THE PATH TO EIW SUMMER 2020

SCHEDULE AN APPOINTMENT

Workshops

UPCOMING WORKSHOPS:

Preparing for EIW in July: Networking with Firms
SESSION START: Jul 08, 2020, 12:00 PM
SESSION END: Jul 08, 2020, 1:00 PM
LOCATION: Via ZOOM video conference

Info Sessions

UPCOMING INFORMATION SESSIONS:

Harrity & Harrity (Fairfax, VA)
START DATE/TIME: Jul 29, 2020, 4:00 PM
END DATE/TIME: Jul 29, 2020, 6:00 PM
LOCATION: Off-Campus (see event description)

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**Hogan Lovells (Silicon Valley, CA)**

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