As you may have seen from my earlier email, I’m pleased to share that Emily Bretz, ’11, has returned to the Law School to join us as an attorney-counselor. She is going to be a dynamic addition to our group and has a wealth of experience that will make her an exceptional resource for students. Emily will be reaching out to a number of you in the near future, particularly those of you who were previously working with Beth, so please be on the lookout. Like the rest of us, her appointments will be available on Symplicity.

On to the updates. I recognize this is a long email (which you should definitely read) but if I had to boil it down to 100 words, here is the summary:

1. Update your resume and add it to Symplicity for OCP review NO LATER than August 28;
2. Firm’s GPA Profiles are still roughly accurate this year, but likely a little less precise than before;
3. EIW is likely to be entirely virtual interviews—we will get you ready;
4. Not all hiring has been postponed until 2021—if you are interested in government or public interest opportunities (i.e., non-Big Law), some organizations could start interviewing in September and October;
5. Schedule an appointment to see an OCP counselor now and avoid the 1L rush.

Updating Your Resume for OCP Review

With most summer internships coming to an end and the experience fresh in the mind, this is a good time to update your resume with your summer experience (e.g., see my last message re: the virtue of doing what you can before the fall).

We know that you are going to want feedback on your resumes but it is a bit inefficient for everyone to email us your resume and/or schedule an appointment to review it. Instead, similar to what would have happened this summer during EIW prep, you are going to upload your revised resume to Symplicity and then submit it to us via a “resume collect” (i.e., you’re going to apply to a fake job posting that we created for the specific purpose of collecting your resumes so we can review them). We will then go through your resume and provide written comments. If you’d still like to meet with us afterwards to talk specifics about your resume, that works too. We will be starting virtual document review hours soon.

Action Items:

1. Update your resume with your summer experience.
2. Upload your revised resume to your Symplicity profile.
3. After you’ve uploaded your revised resume to your Symplicity profile, you will need to submit your resume to the “resume collect” -- just like you would if you were applying to a job.
4. To submit your resume, you will need to go to Symplicity > Jobs > Search. In the Search Bar, type in “24502” -- this is the Job ID for “EIW 2021 Resume Drop.” You then need to select the resume you want us to review and hit apply.

Please submit your resume for review no later than August 28. We will return your resumes on a rolling basis, but no later than the week of September 21.

Firm Research: How Do I Use the GPA Profiles From Past Years?

There are at least a handful of different ways of framing this question, but the root issue is whether the firms' historical grade profiles are still predictive given they reflect two semesters of first-year curved grades.

I’ve discussed the question of grades with many firms over the last few weeks and my sense is that the GPA profiles will be roughly accurate, but perhaps more rough than in years past. Firms that are highly selective regarding GPAs are going to continue to be highly selective, but it’s also more likely that hiring committees are going to look at the grades in a particular class rather than just the cumulative GPA. Perhaps this will change as hiring committees become more focused on 2021, but my early view is that we aren’t likely to hear a firm articulate anything very definite this year regarding GPAs—firms are going to be figuring this out as they go along.

EIW - Virtual Interviews?

This is not set in stone yet, but given how things have progressed this summer it seems pretty likely that EIW will happen entirely online this year. Again, based on the conversations we’ve had with firms the last few weeks, I’d also expect that nearly all of your callbacks will happen virtually as well (maybe firms in Michigan will have an option for in-person callbacks). We are still working through the technical logistics, but I hope to have something more certain before school starts.

I have heard some angst expressed already about the prospect of virtual interviews. I understand the concerns, but let me just offer the assurance that there will be a lot of opportunities to get ready for this new interview format and we will make sure you are prepared. We are in conversations with firms about doing mock interview programs and we are also going to make sure that there is time for us to do mock interviews as well. Along those lines we are also thinking through all of the logistical issues that online interviewing will raise and will make sure we address them as well. Should you have a virtual background? How should you deal with internet connectivity issues? What about camera location and eye contact? Etc. More information on this coming soon.

Also, please remember that next Wednesday, August 12, we will be hosting the last of our summer EIW webinars where we will specifically cover Interview Preparation. Please RSVP if you wish to attend. As with other programs, it will be recorded and available in the Document Library.

OT – Fall Recruiting

For those of you who may still be on the fence about BigLaw (i.e., EIW), please remember that not all hiring has been pushed back to January 2021. We have a number of public interest and government employers who are considering interviewing for 2L summer positions in September and October. Similarly, the Equal Justice Works Conference, the largest public interest career fair, will be held (virtually) on October 22-24. There will also be a handful of very small firms (i.e., less than 50 attorneys total) who may also be interviewing this fall for 2L summer positions.

All of this is to say, if you are interested in interviewing for opportunities outside of “Big Law,” please, please don’t wait to get your resume materials together.

And finally…

If you haven’t scheduled an appointment with OCP this summer, please do so soon. Pretty soon you’re going to have to contend with 1Ls for available time slots. If you have any questions, please email lawcareers@umich.edu.

Best,

Ramji Kaul
Assistant Dean for Career Planning
University of Michigan Law School
1100 Jeffries Hall, 701 S. State St.
Ann Arbor, MI 48109
Phone: 734.764.0546
Pronouns: he, him, his
Workshops

UPCOMING WORKSHOPS:

Preparing for EIW, August edition: Interview Prep
SESSION START: Aug 12, 2020, 12:00 PM
SESSION END: Aug 12, 2020, 1:00 PM
LOCATION: Via ZOOM video conference

Job Application Narratives (Part 1): Sharing Lived Experience
SESSION START: Aug 14, 2020, 3:00 PM
SESSION END: Aug 14, 2020, 4:00 PM
LOCATION: Via ZOOM video conference

Careers in the Office of the Legal Adviser at the Department of State: Insights from an Attorney Adviser
SESSION START: Aug 19, 2020, 2:00 PM
SESSION END: Aug 19, 2020, 3:00 PM
LOCATION: Via ZOOM video conference

Job Application Narratives (Part 2): Sharing Client Experience
SESSION START: Aug 21, 2020, 3:00 PM
SESSION END: Aug 21, 2020, 4:00 PM
LOCATION: Via ZOOM video conference

Info Sessions

UPCOMING INFORMATION SESSIONS:

U.S. Department of Justice (Washington, DC)
START DATE/TIME: Aug 13, 2020, 1:00 PM
END DATE/TIME: Aug 13, 2020, 3:00 PM
LOCATION: Off-Campus (see event description)

U.S. Air Force JAG (Vienna, Ohio)
START DATE/TIME: Sep 15, 2020, 3:00 PM
END DATE/TIME: Sep 15, 2020, 4:00 PM
LOCATION: Via ZOOM video conference