EIW Updates: 11.16.2020

To help you prioritize your time, each week we will first cover the three most important things, then cover some important advice from the counseling team, and finally address some important other logistics or reminders. Past emails are always available on the EIW student site.

Keeping the Main Thing, the Main Thing

1. **If you've reviewed your bid list with a counselor, please enter your bids into Symplicity:** You can change them as many times as you need to up to the January 8 deadline, but putting them in helps us a) know you're following along with the steps and b) see where there is demand and help get you more opportunities. Detailed instructions are available via the EIW Process Guide, and a how-to video, both on the EIW student site.

2. **Can't get a bid list review appointment?:** If you can't find any open appointment slots for your counselor to do a bid list review with you between now and November 25, please send them an email so you can coordinate on when and how to have a bid list review.

3. **Notable EIW Firm Registration Updates:** AZA and Gjerset & Lorenz (Texas-based firms), Greenberg Traurig (New York), Hall Render Killian Heath & Lyman (Denver, CO; Indianapolis, IN; Troy, MI) and Manatt Phelps & Phillips (Boston, MA; Los Angeles, CA; New York, NY; Orange County, CA; San Francisco, CA; Washington, DC) registered for EIW last week. All updates have been made to the Interview Slots by Employer sheet.

Counselors' Corner: Pass/Fail Options and Managing Conflicting Timelines

**How will firms evaluate a “P” on your transcript for this semester?**

Although every 2L already had two P/F conversions available, the faculty's recent decision to provide students an additional election this semester has renewed the focus on this question for students going through EIW. The reality is that how a firm evaluates a Pass this term is going to depend on a number of factors, and predicting how "all firms" will react to "any student" electing to take a Pass isn't possible. If you are considering converting a class to a
“P” this semester, here are some of the general factors to keep in mind, but we are here to discuss how these should be weighed given your specific circumstances.

As an initial matter, we know that one of the primary reasons firms gave for seeking to move the recruiting season to January 2021 was that they wanted to see a second semester of grades. We can also say with some confidence that in instances where there is a tough decision to be made between candidates, firms will also look more carefully at the specific classes (and perhaps the specific grades) from this semester than they might have done in the past. Both of these factors probably counsel against using a Pass except in extenuating circumstances, particularly in a class that is core to your professional narrative or if you already have classes with mandatory P/F grading.

On the other hand, we also know that grades are only one part (albeit an important one), of your candidacy. As we’ve emphasized in past programs, firms are looking for the highest combination of a variety of factors that they believe are markers of success at the firm. We also know that some firms will give GPA less weight than others. So, for example, if a candidate has exceptional interpersonal skills, has networked extensively with the firm, can present a demonstrated interest in a practice area where the firm has a need, and is active in the community/on a journal--perhaps the hiring committee isn’t as focused on the specific GPA when evaluating that student’s overall candidacy. In that instance, taking a Pass may not draw much attention at all.

All of this is to say, if you are considering converting a grade to a Pass this semester, come talk to us if you have questions.

If I am interested in government jobs (either as a backup to a firm job, or as a split summer) when should I apply?

“The timeline is malleable” (that’s a nod to you fans of The Flash). Students typically apply for government internships after they know whether they have a job through EIW. However, this year is unprecedented in that government hiring is already underway. If you are hoping to keep both options open and have not already been in to talk to us, here are some things to consider.

If you are more interested in government work next summer than you are working at a firm, you should apply for government jobs before EIW, preferably soon. Government internship application periods for 2Ls opened in the fall, giving you a slight edge in timing over when they typically will consider 1L applicants. They may have an early “closing” deadline for 2Ls before they open to 1Ls, usually in December, but usually 2Ls continue to be able to apply alongside 1Ls in December and onward. Be strategic: apply earlier to the positions you definitely prefer over potential law firm offers and hold off until mid-December on the ones that you would consider on the same level as a law firm summer offer. If you get an offer from a government agency, they may not hold it open long enough for you to complete the EIW process before making a decision.

If you are thinking about government internships as a parallel plan to your EIW search OR if you would be interested in splitting between a firm job and a government internship, you could start applying to government positions in mid-December as an attempt to line up the timing with EIW. Generally, you could expect governmental agencies to make interview offers 1-3 weeks after applying and then make job offers 1-2 weeks after interviewing. If you aim to get applications submitted in December, this would mean you could hope to find out where you are receiving government internship offers the same time you are hearing from firms.

For those students considering a split summer, it is a good idea to talk to your OCP counselor about whether it is the right move for you. The advantages of a split summer seem obvious (e.g., two internship experiences and two potential post-grad offers), but most students can maximize their chances of getting real substantive work and subsequently receiving an offer by sticking to one employer for the full summer.

You can keep an eye on government opportunities and deadlines through the Arizona Handbook, but be sure to click through to the actual agency website to verify!

- Private Sector Counseling Team

Other Logistics and Reminders

- Katten Mock Interview Program: Thursday and Friday this week; there’s still availability. Please sign-up tomorrow by Noon ET via Symplicity (Info Sessions > Keyword search mock interview).
Diversity Opportunities and Career Fairs: OCP has compiled a list of diversity opportunities and career fairs that, if applicable, you may wish to consider as part of your parallel plan. You can view this information on the second tab of this Google Sheet: Diversity Opportunities. We will continue to update this list.

As a reminder, if you miss an email in this series, a PDF of each week’s update can be found in the archive section of the EIW Student Site.

Questions? As always, please email us at lawcareers@umich.edu.

Have a great week!

Shannon Delecki
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Ann Arbor, MI 48109
Phone: 734.764.0546

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Info Sessions

UPCOMING INFORMATION SESSIONS:

Foley & Lardner (Chicago, IL)
START DATE/TIME: Nov 17, 2020, 4:00 PM
END DATE/TIME: Nov 17, 2020, 5:00 PM
LOCATION: Via online Video Conferencing

Kirkland & Ellis (San Francisco, CA)
START DATE/TIME: Nov 17, 2020, 6:00 PM
END DATE/TIME: Nov 17, 2020, 6:30 PM
LOCATION: Via ZOOM video conference

Norton Rose Fulbright (New York, NY)
START DATE/TIME: Nov 17, 2020, 6:00 PM
END DATE/TIME: Nov 17, 2020, 7:00 PM
LOCATION: Via online Video Conferencing

Foley & Lardner (Chicago, IL)
START DATE/TIME: Nov 18, 2020, 12:00 PM
END DATE/TIME: Nov 18, 2020, 1:00 PM
LOCATION: Via online Video Conferencing
Benesch, Friedlander, Coplan & Aronoff (Chicago, IL)

START DATE/TIME: Nov 18, 2020, 12:00 PM
END DATE/TIME: Nov 18, 2020, 12:50 PM
LOCATION: Via ZOOM video conference

Katten Muchin Rosenman (Chicago, IL)

START DATE/TIME: Nov 19, 2020, 11:00 AM
END DATE/TIME: Nov 19, 2020, 4:00 PM
LOCATION: Via ZOOM video conference

Cleary Gottlieb Steen & Hamilton (Washington, DC)

START DATE/TIME: Nov 19, 2020, 12:00 PM
END DATE/TIME: Nov 19, 2020, 12:45 PM
LOCATION: Via online Video Conferencing

Paul Hastings (Los Angeles, CA)

START DATE/TIME: Nov 19, 2020, 12:00 PM
END DATE/TIME: Nov 19, 2020, 2:00 PM
LOCATION: Via online Video Conferencing

McDermott Will & Emery (New York, NY)

START DATE/TIME: Nov 19, 2020, 12:00 PM
END DATE/TIME: Nov 19, 2020, 12:50 PM
LOCATION: Via ZOOM video conference

Covington & Burling (Washington, DC)

START DATE/TIME: Nov 19, 2020, 3:00 PM
END DATE/TIME: Nov 19, 2020, 4:00 PM
LOCATION: Via online Video Conferencing

Fenwick & West (Mountain View, CA)

START DATE/TIME: Nov 19, 2020, 3:00 PM
END DATE/TIME: Nov 19, 2020, 4:15 PM
LOCATION: Via online Video Conferencing

Fredrikson & Byron (Minneapolis, MN)

START DATE/TIME: Nov 19, 2020, 4:30 PM
END DATE/TIME: Nov 19, 2020, 5:15 PM
LOCATION: Via online Video Conferencing

Gibson Dunn & Crutcher (New York, NY)

START DATE/TIME: Nov 19, 2020, 5:00 PM
END DATE/TIME: Nov 19, 2020, 6:00 PM
LOCATION: Via online Video Conferencing
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