April 2, 2020

Dear students,

We hope you are staying safe and healthy and finding a new rhythm in our world of virtual learning and working. We have appreciated hearing from many of you over the last few weeks and are here to support you as you (and we)
continue to navigate this uncertain and ever-changing landscape. We are writing today to let you know that we are going to move our On-Campus Interview Program (OCI) from July 2020 to early 2021.

We will share the exact dates and program details, including what this will mean for pre-OCI recruiting, with you in the coming weeks. We are also postponing the Regional Interview Program and are evaluating the timing of the public interest Fall recruiting program. The status and timing of other public sector and other career fairs in which Penn Law participates are also being reviewed.

Amidst the many challenges that our communities are confronting relating to the COVID-19 pandemic, postponing OCI and related recruiting programs will help to place you in the best possible position in this changing recruiting landscape. The recruiting timeline is shifting as a result of the pandemic and this will put you in the marketplace at the time when employers will be in a better position to recruit. This will also give you valuable time to explore and refine your career interests and develop the academic and experiential opportunities to present yourselves as highly qualified candidates. And, of course, we are here to help you in this process!

We have been talking with employers across the spectrum, on a daily basis, to understand the impact of COVID-19 pandemic is having on their work and their hiring needs and timelines. They are supportive of this decision and have been actively advocating for it. Delaying OCI gives them flexibility to modify the timing of their summer internship and summer associate programs in response to the pandemic. It also provides time for them to receive an additional semester of grades, which they would prefer given the spring semester change to Credit/Fail. Finally, it will give them more time to accurately assess their hiring needs, which will be especially important during this time of economic uncertainty. (Please see our communication to employers, which will be available shortly in our Remote Resources.) In tandem, we are adapting our programs and resources to best support you in the coming weeks and months to be prepared for the recruiting season.

We value and understand the importance of your feedback and are preparing for formal and informal ways for you to share your concerns and questions with us. We will share more information on this in the next few days. In the
meantime, we want to hear from you! Please email us with any questions or concerns and make an appointment to talk with one of our counselors.

With warm regards,

Career Planning & Professionalism

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