

Rutgers Law School Timing Guidelines
(updated September 22, 2020)

Provisions Regarding 2L/3LE (Class of 2022) Students for 2021 2L Summer Associate Positions and 3L/4LE (Class of 2021) Students for 2021 Entry-Level Associate Positions

The On-Campus Interview (“OCI”) time periods set forth below are intended to be minimums, not maximums, and so we encourage employers to grant reasonable requests for extensions of the respective time periods.

Offer Type	Offer Deadline
Full-time Post-Graduation Employment Offers made to rising 3L/4LE and 3L/4LE candidates	<ul style="list-style-type: none"> No fewer than 14 days following the date of the offer letter; offers made before the first day of Rutgers Law School’s January 2021 OCI program by private sector employers with offices of 10 or more attorneys should remain open for no fewer than 14 days following the first day of OCI.
Summer Employment Offers made to rising 2L/3LE and 2L/3LE candidates	<ul style="list-style-type: none"> Offices with a summer class size of 10 or more 2L/3LE students in the prior year: No fewer than 21 days following the date of the offer letter. Offices with a summer class size of fewer than 10 2L/3LE students in the prior year: No fewer than 14 days following the date of the offer letter. Offers made before the first day of Rutgers Law School’s January 2021 OCI program by private sector employers with offices of 10 or more attorneys should remain open for no fewer than 14 days following the first day of OCI.

General Guidelines Regarding Offers for Candidates & Employers

With respect to all employers and candidates:

- Candidates should not hold open more than five (5) offers of employment at any one time. For each offer received that places a candidate over the offer limit, the candidate should, within five (5) days of the excess offer, release an offer. Candidates should consult with a member of the Center for Career Development upon receiving more than one (1) offer to assist them in effectively navigating the offer and acceptance process.
- All offers for summer and post-graduation employment should be made in writing.
- Employers should grant reasonable requests from candidates for extensions of time to consider offers.
- Employers should not make “exploding” offers, requiring a candidate to decide immediately or within days.
- Candidates and employers should endeavor to avoid scheduling interviews and other recruiting activities during scheduled class times. Unfortunately, conflicts between classes and interviews may be unavoidable. Candidates should discuss any conflict with the appropriate faculty before scheduling an interview that will conflict with class times.
- Employers seeking to deviate from these Guidelines **based on their circumstances** should contact the Center for Career Development.