

February 4, 2019

RE: Timing of Offers for WVU Law Students

Dear Employers:

Thank you so much for your continued participation in the West Virginia University College of Law (WVU Law) on-campus interview program. Our students are highly motivated this year, and they have been working closely with our Career Services Office to prepare for this interview season.

For the past several years, WVU Law has abided by the voluntary guidelines established by the National Association of Law Placement (NALP) for summer and post-graduate employment and recruitment activities. Pursuant to those guidelines, we previously asked our employers to leave summer offers to first year law students open for 14 days and offers to second and third year students open for 28 days. We also asked our students to reconfirm their interest in an offer after 14 days. Additionally, we asked students not to have more than five offers open at once – meaning they were directed to reject offers they were not seriously considering.

Late in the fall of 2018, NALP made significant changes to their voluntary guidelines. In outlining best practices, NALP is now using a “reasonableness” standard. Rather than asking firms to recognize a specific number of days to leave offers open, NALP is asking schools to come up with their own policies that take into consideration both the convenience of legal employers and the best interests of students.

In developing a new policy for WVU Law, we have carefully considered feedback from employers regarding the logistical problems associated with leaving offers open for long periods. Moreover, we are aware of the challenges firms face when students do not communicate about whether they remain interested in an offer. We have also weighed the timelines the bulk of our employers use because, whenever possible, we want our students to be aware of all options open to them before making their employment decisions.

In consideration of all viewpoints, we are introducing the following policy, which we respectfully ask you to consider when participating in our on-campus interview programs. We understand that some employers may not be able to recognize these policies due to specific circumstances. If you have concerns about any part of the policy, please contact me so we can discuss an alternative.

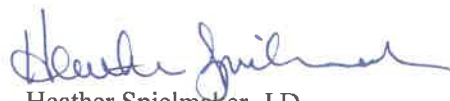
“With regard to the timing of offers, employers participating in the WVU Law on-campus interview program are asked to leave open offers of employment extended to our students for 21 days. Students shall be required to reconfirm their interest to employers every seven days. A student’s failure to timely reconfirm can be grounds for an employer to withdraw the offer, at the employer’s discretion. Additionally, students will be allowed to have open only three offers of employment at any time. Thus, a student will be required to formally reject offers they are not seriously considering. Students will be advised of their duties to reconfirm and close offers as part of their participation in the on-campus interview program.”

We hope that this new policy produces even better balance between the needs of our employers and our students. We of course welcome further feedback and suggestions. Please do not hesitate to contact us to discuss.



Gregory W. Bowman
William J. Maier, Jr. Dean & Professor of Law

Sincerely,



Heather Spielmaker, J.D.
Assistant Dean for Career Services