



**Blue Skies Ahead:  
Weathering the Chaos of Law Firm  
Summer Programs**

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## Striving for a Successful Summer

- “I've really enjoyed the summer. It was a great balance between actual substantive work and social gatherings. Thanks for everything!”
- “I was surprised at all of the opportunities that were available to summer associates. I was able to work on cross-staffed cases, blog posts, and pro-bono cases all in one summer. It definitely gave me a good idea about what would be available to me as an associate and made me really excited to join the firm.”
- “The vast majority of attorneys were much more approachable and willing to offer advice than I anticipated they would be at a big law firm.”

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## New Normal/State of Recruitment

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- What is different?
  - Compressed Timeframe between Summer Program and “Fall” Recruiting
  - #MeToo era
  - Increased focus on wellness
  - Adapting to generational differences
- We’ll discuss how this “New Normal” has changed our Summer Programs and what effect has it had on traditional OCI

## Recruiting Department Structure

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- Legal Talent vs. Recruiting Departments
- Other ways of Allocating/Sharing Resources
  - Share assistants with other departments (HR/Recruiting)
  - Hire temps
  - Hire undergrad summer interns
  - Utilize office resources

## Changes to Summer Program

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- Basic Logistics
- Training/Evaluation/Feedback
- Events
- Health and Wellness
- Time Management

## Basic Logistics

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- Dates
- Length
- Splits
- Judicial Clerkship Interviews
- Timing of Decision

## Training/Evaluations/Feedback

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- Who plans/executes summer training?
- What is the system of evaluating summer associates?
- How are summer associates given feedback?
- How do we get feedback from the summer associates?
- How do we give them a “real” work experience?

## Events

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- Number of events
- Number of weekend events
- Less focus on events with alcohol
- Summer only events
- Lunch policy
- #MeToo impact

## Health and Wellness

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- ABA pledge
- Wellness events
  - Wellness week or weekly wellness events
- Office initiatives
  - Massage, fresh fruit day, yoga, therapist, jeans Friday
- Agile working/Personal time
  - Flex schedule

## Effect on OCI

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- Overlap between summer program and OCI
- Summer callback interviews
- Specific callback days/nights
- Fewer OCI schedules
- IP recruiting
- 1L hiring

## Questions? Comments?

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- What other positive changes have you made to your summer program?
- What is your recruiting department doing to help themselves weather the chaos of the season?

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## Contact Information

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