



Employer Members: First-Year Student Engagement

*Five Things to Consider When Creating Your Institution's Policy**

1. PURPOSE

Consider the purpose of your institution's 1L recruiting. Do you need to have 1L students in your summer program or are they not as vital to your program as 2Ls?

2. TIMING

In the early fall, are your attorneys burned out from 2L recruiting or excited to meet with and recruit the 1L class? What are your timing needs? When do you need to have your summer program numbers finalized? How quickly do you need to receive an offer response? Is there a date before which you do not want to receive applications or engage with students?

3. ACADEMICS

How important are grades in your institution's hiring process? Would you rather have grades as part of a 1L's application or is it acceptable to receive grades from otherwise qualified candidates later in the process?

4. DIVERSITY

Does your institution actively engage in the recruitment of diverse candidates? How might your process change under the new Principles? Are there innovative ways in which you might engage these students early on to promote a better match?

5. ENGAGEMENT WITH PARTNER SCHOOLS

Consider your institution's hiring needs. Are there particular needs that you're hoping to meet (e.g., diversity, active practice areas, new office location)? Are there student groups at your target schools with which you can partner to promote these needs?

**These prompts are intended to be starting points for forming your individual institution's policies. Individual institutional needs will vary.*