



NALP Principles

The University of Akron School of Law (“Akron Law”) is a member of NALP, and adheres to the NALP Principles for a Fair and Ethical Recruiting Process. Please see [the NALP website for the full text](#). Akron Law expects employers recruiting here and Akron Law students to comply with these Principles.

In addition, Akron Law has adopted new guidelines* to supplement the recently revised NALP guidelines and to facilitate effective and timely hiring practices for both our law students and employers.

	Former NALP Guideline	New NALP Guideline	Akron Law Guideline
1L Recruiting	Begins December 1	No specific date	November 1
2L Offer Period	28 days from the date of offer	No specific number of days	14 days from the date of offer
Early Offers (i.e. prior to On-Campus Interview Program)	28 days from the first day of On-Campus Interviews	No specific number of days	14 days from the first day of On-Campus Interviews (first Monday in August for Fall OCI)

Additional Guidelines:

1. All offers should be confirmed in writing by an employer, with all relevant details, and the offer letter date serving as the effective offer date for deadlines.
2. Employers shall grant reasonable requests for extensions to students to whom they have extended offers.
3. Akron Law students shall familiarize themselves with employers’ individual recruiting policies.
4. Students may not hold more than five (5) offers open at the same time. Once a student has reached five (5) open offers, within one week of receiving any additional offers, the student should decline sufficient offers to bring the number of open offers back to five (5).
5. Students are encouraged to report at least weekly to the Career Services Office about all offers and status of outstanding offers and acceptances. Students are also encouraged to communicate with employers in a timely and professional manner.



1L Students

Akron Law encourages students during their first semester of law school to be primarily focused on their academics and acclimating to law school. As such, Akron Law recommends employers limit their contact with 1Ls during their first semester to career exploration conversations and networking, rather than recruiting/employment. The Career Services Office encourages employers wishing to connect with 1L students, whether individually or through events, to consult with the Career Services Office on how best to do so. 1Ls begin meeting with Career Services on October 1st.

All offers to first year law students for summer employment should remain open for at least fourteen (14 days) following the date of the offer letter.

The Career Services Office welcomes conversations with employers about their recruiting and hiring policies. Please do not hesitate to contact us.

** The above guidelines are intended to govern fall and spring On-Campus Interview programs (including Resume Collections), and do not apply to offers resulting from interviews conducted for other positions posted with our office.*