

All recruiting activity shall be guided by NALP’s Principles for a [Fair and Ethical Recruitment Process](#). Additionally, should there be disagreements between UF Law students and employers around the interpretation and implementation of the Policies & Guidelines, the Office of Career and Professional Development (OCPD) shall be consulted regarding best practices and final decisions.

General Provisions

1. All offers of employment shall be made in writing, clearly stating if reaffirmation is requested and by what date. If such reaffirmation by the student is not given by that date, the offer may be retracted.
2. All offers to UF Law students from employers shall remain open for an identified period of time, as provided below, beginning on the date of receiving the offer letter.
3. A copy of the employment offer shall be forwarded to [Janice Shaw](#), Assistant Dean of OCPD, and [Michelle Denis](#), Associate Director of Recruiting for OCPD, contemporaneously with the student’s receipt of the offer.
4. A student shall not hold open more than three offers of employment at any one time. The student will release an excess offer no later than three business days after its receipt.

FALL 2021

Type	Days Open
Early Summer Offers	Offers made before August 1: 21 days from start of school’s OCI.
1L Summer Offer	14 days
2L Summer Offer	Offer made between August 1 - December 15: 21 days. Offer made after December 15: 14 days.
Post-Grad Employment Offer	Previously employed: Offer before September 2 is open until October 1 of 3L year. Not previously employed: Offer before December 15 is open 21 days. Offer after December 15: 14 days.
Private Sector with 40 or fewer attorneys	14 days
Maximum Number of Offers a UF Law student should have open at any one time	Five

First-Year Student Recruiting and Priorities

To position law students to be as successful as possible, their efforts during the first semester of law school should be focused on their studies and not their job search.

We ask that private sector employers not initiate formal one-on-one recruiting contact with first-year students before November 1, UNLESS they plan to make final hiring decisions before grades become available in late January.

SPRING 2022

Type	Days Open
1L Summer Offer	14 days
2L Summer Offer	14 days
Post-Grad Employment Offer	21 days
Private Sector with 40 or fewer attorneys	14 days
Maximum Number of Offers a UF Law student should have open at any one time	Five

For questions about our recruiting policies, please email Michelle Denis, Associate Director of Recruiting, at denis@law.ufl.edu.