AMERICAN BAR ASSOCIATION

BAR ASSOCIATION OF THE DISTRICT OF COLUMBIA

REPORT TO THE HOUSE OF DELEGATES

RESOLUTION

RESOLVED, That the American Bar Association urges law schools, private legal employers, bar associations, and other stakeholders in the legal community to study the impact of accelerating law firm recruitment timelines on the quality of legal education, the well-being of law students, and the long-term health of the entry-level legal hiring market; and

FURTHER RESOLVED, That the American Bar Association urges law schools, private legal employers, bar associations, and other stakeholders in the legal community to consider, in their respective recruitment practices and policies, the educational, professional, and equitable interests of law students, including their need for adequate time to develop the analytical, ethical, and professional competencies that the first year of legal education is designed to foster.

REPORT

The recruitment of law students for post-graduate employment has long been an integral part of the law school experience. For decades, that process unfolded along a relatively stable timeline anchored by the on-campus interview (OCI), traditionally held in late summer between a student's first and second year. That predictability allowed law students to focus on the foundational academic and professional development that the first year of legal education is uniquely designed to provide. Since 2024, however, the timeline for recruiting law students into the largest sectors of private legal practice has accelerated dramatically. This Resolution responds to that acceleration by urging law schools, private legal employers, bar associations, and the broader legal community to study its impact and to consider, in their recruitment practices, the educational and professional interests of law students.

I. The Acceleration of Law Firm Recruiting

The acceleration of law firm recruitment is well documented. The National Association for Law Placement's (NALP) *Perspectives on 2025 Law Student Recruiting*, released in January 2026, tracked industry-wide data for the 2025-26 recruiting cycle.[1] These findings report that the majority of offers for second-year summer positions were extended before June of students' first year of law school, and 85% of such offers were extended before July—a remarkable single-year jump from the 34% of offers made before July in the prior cycle.[2] The same study found that 5% of all summer associate offers were made in March of students' first year or earlier, 15% in April, and 36% in May.[3] During the 2025 recruiting cycle for 2026 summer programs, 80% of offers resulted from employer-sponsored recruiting, while only 20% came through traditional law-school-sponsored methods such as on-campus interviewing.[4] These trends in private legal hiring practices are visualized below:

[1] James Leipold, *NALP: Accelerating Recruiting Trends Amidst Market Slowdown*, Law Sch. Admission Council (Jan. 29, 2026), https://www.lsac.org/blog/nalp-accelerating-recruiting-trends-amidst-market-slowdown/.
[2] *Id.*
[3] Nikia Gray & Danielle A. Taylor, *Law Student Recruiting Moves Earlier as Employer-Sponsored Hiring Expands, New Report Finds*, Nat'l. Ass'n. for L. Placement (Jan. 26, 2026), https://www.nalp.org/uploads/PressReleases/NALP2026PerspectivesLawStudentRec_1.26.26.pdf.
[4] *Id.*

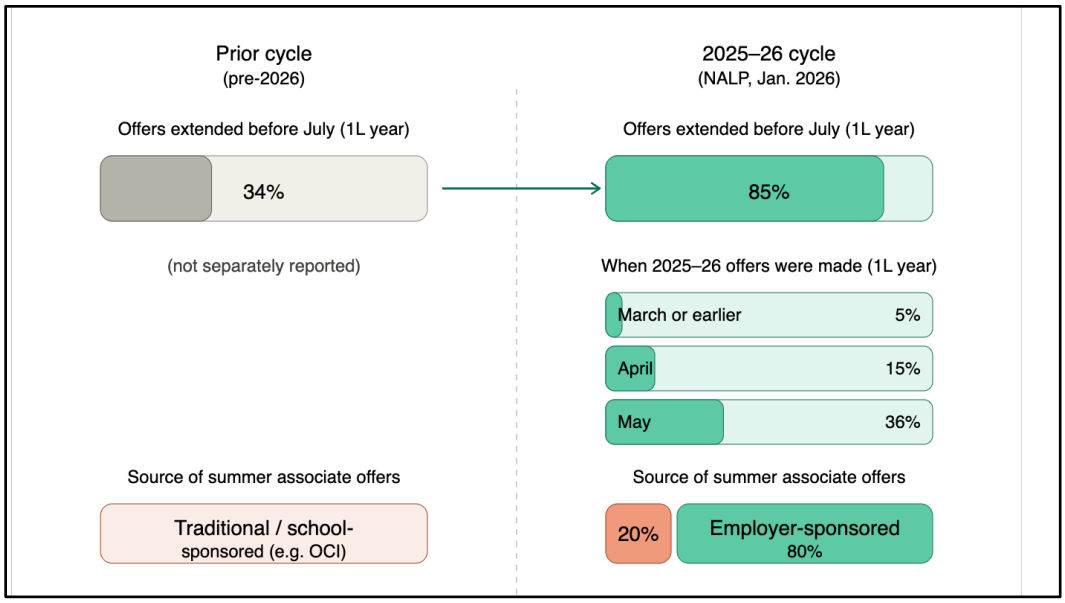


Figure 1: NALP Perspectives on 2025 Law Student Recruiting Data[5]

For the first time, NALP also tracked "jumbo offers"—offers extended simultaneously to a student for both first-year and second-year summer positions. Ten percent of offices with first-year summer programs reported making at least one such offer, and 87% of those offices included a bonus or financial incentive tied to the second-year portion.[6] The offer rate to first-year summer associates, meaning the share invited to return for a second-year summer position, reached an all-time high of 94.2%, though the acceptance rate for those return offers declined to 72.3%. Separately, the offer acceptance rate for post-graduation associate positions following the second-year summer program exceeded 89% for the fourth consecutive year, reaching 89.4% in 2025.[7]

These shifts have not gone unnoticed by the organizations closest to the data. Nikia Gray, Executive Director of NALP, observed in January 2026 that "it should give us pause that, in a period already defined by significant institutional change and disruption, one of the forces exerting the most pressure on the structure of the first-year curriculum is not pedagogical reform or accreditation standards, but employer recruiting activity."[8] A joint report by the Law School Admission Council (LSAC) and NALP, released in June 2026, was the first of its kind to focus specifically on how accelerated recruiting affects the first-

[5] *Id*. All data in this graphic is based on the NALP *Perspectives on 2025 Law Student Recruiting* Report.
[6] National Jurist Editors, *NALP Report: Law Student Recruiting Moves Earlier as Employer-Sponsored Hiring Dominates*, The Nat'l. Jurist (Jan. 30, 2026), https://nationaljurist.com/nalp-report-law-student-recruiting-moves-earlier-as-employer-sponsored-hiring-dominates/
[7] Gray & Taylor, *supra* note 3.
[8] Emma Cueto, *Law Student Recruiting Moves Further Off Campus*, Law360 (Jan. 26, 2026), https://www.law360.com/articles/2434099/law-student-recruiting-moves-further-off-campus.

year experience.[9] The report found that 88% of first-year students surveyed in October 2025 were aware of Big Law recruitment timelines for second-year summer positions, but only 25% had been aware of those timelines before starting law school.[10] Higher pre-matriculation awareness was concentrated among men, continuing-generation college graduates, and students at the most selective law schools—a distribution that underscores how unevenly information about this recruiting environment is distributed among entering students.[11] More than half of the Class of 2028 students polled by LSAC and NALP reported that the accelerated recruitment practices negatively impacted them.[12]

II. Concerns Across the Legal Community

The acceleration of recruiting timelines has prompted concern from across the legal community—from law school deans and career services professionals, to legal employers, to law students themselves. The concerns broadly fall into four categories.

First, the integrity of the first-year curriculum. The first year of law school is the foundation of the legal industry. It is where the practitioners of tomorrow build foundational analytical, ethical, and professional competencies that carry significance throughout a lawyer's career.[13] When private sector recruitment activities begin in the first semester of the students' first year—and in some cases during the first few weeks—students must make professionally consequential choices before they have had the opportunity to develop the very competencies that should inform those decisions. As Lois Casaleggi, Associate Dean for Career Services at the University of Chicago Law School, has observed: "The academic disruption this is causing is not sustainable . . . . We should be letting first-year law students get their feet under them—by learning how to read cases, take cold calls, and study for exams. We need law students to become law students first."[14] Professor Jamie Abrams has similarly observed that the current environment

[9] Elizabeth Bodamer & Danielle A. Taylor, *2025 1L Class: Student Awareness and Impact of Accelerated Big Law Recruitment Special Knowledge Report* at 3, Law Sch. Admission Council & Nat'l. Ass'n. for L. Placement (Jun. 2026). https://www.lsac.org/data-research/research/2025-1l-class-student-awareness-and-impact-of-accelerated-big-law-recruitment.
[10] *Id*.
[11] *Id*.
[12] Christine Charnosky, *More Than Half of 1Ls Say Early Recruiting Has Had a Negative Impact, New Survey Reveals*, Law.com (Jun. 11, 2026), https://www.law.com/2026/06/11/more-than-half-of-1ls-say-early-recruiting-has-had-a-negative-impact-new-survey-reveals-/.
[13] *See* ABA Standards and Rules of Procedure for Approval of Law Schools (2025-2026) at 21–24. Standards 301-303 concern the objectives, learning outcomes, and curriculum of accredited law school education.
[14] David Lat, *Big Law's Accelerated Recruiting Is a Lose-Lose-Lose Situation*, Bloomberg L. (Dec. 11, 2025), https://news.bloomberglaw.com/us-law-week/big-laws-accelerated-recruiting-is-a-lose-lose-lose-situation (quoting Lois Casaleggi, Associate Dean for Career Services, University of Chicago Law School).

"harms legal education pedagogy, creates a logistics nightmare for students and educators, [and] imposes psychological harms on students."[15]

Second, the well-being of law students. Law school is a high-pressure environment, in which students from many backgrounds and circumstances face personal and professional challenges in addition to the academic rigor of their degree programs. A substantial body of research documents elevated rates of anxiety and depression among law students. Industry analyses of the 2025-26 recruiting cycle have linked the accelerated timeline directly to a negative mental-health impact on students, and one legal-recruiting industry analysis reported that 75% of surveyed students attributed increased anxiety specifically to recruiting pressures.[16] One 1L respondent to the LSAC-NALP study described the experience this way: "It's been extremely stressful knowing that we should start applying to Big Law jobs when we started law school just two months ago. I prioritize my schoolwork, but I'm afraid of passing on an opportunity. It's been extremely overwhelming for my mental health, and I feel like I'm drowning most of the time."[17] That this pressure now begins in students' first semester, before they have completed any law school examinations and while they are still adjusting to the rigors of legal education, is a meaningful change from prior generations of law students.

In addition to these health impacts, accelerated recruitment undermines student opportunity. When recruitment for both summers occurs before students have the chance to meaningfully take elective coursework or experiential credits, students close the door on building summer experience in different areas of the law, client bases, or workplace styles and locations. This is particularly acute for students seeking to understand the public sector, which largely hires on a later timeframe than private employers. Post-graduation public sector placements decreased 14% from 2024-2025, and post-graduation federal clerkships similarly decreased 11% over the same range.[18] Because the 2025 graduating class was roughly 7% smaller than the prior year, part of this decline reflects a smaller pool of graduates rather than recruiting timing alone; the accelerated private-sector calendar nonetheless makes it harder for students to preserve options in public-service sectors, which typically hire later.[19]

Moreover, accelerated recruitment limits student capacity to engage early on with school opportunities including law reviews and journals, experiential and pro bono work, and student organizations. These are deeply important aspects of the law school experience

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[15] Jamie Abrams, *How Early BigLaw Recruiting Undermines Legal Education*, Nat'l. Jurist (Jan. 14, 2026), https://nationaljurist.com/how-early-biglaw-recruiting-undermines-legal-education/.

[16] Harrison Barnes, *BigLaw Recruiting and Associate Attrition Statistics*, BCG Att'y. Search (Feb. 2026), https://www.bcgsearch.com/article/900057282/.

[17] Elizabeth Bodamer & Danielle Taylor, *LSAC and NALP Spotlight the Ripple Effects of Accelerated Recruiting Timelines*, Law Sch. Admission Council (Jun. 11, 2026), https://www.lsac.org/blog/lsac-and-nalp-spotlight-ripple-effects-accelerated-recruiting-timelines.

[18] ABA J., *Fewer law school grads head to government, public interest or clerkship jobs*, Am. Bar Ass'n. (May 14, 2026), https://www.abajournal.com/news/article/fewer-law-school-grads-head-to-government-public-interest-or-clerkship-jobs.

[19] *Id.* (noting the 2025 graduating class was approximately 7% smaller than the prior year).

where students refine their goals—or even redefine them—and build personal and professional networks while developing community on campus.

Third, equity and access. Accelerated recruiting timelines privilege law students with pre-existing connections and familiarity with the legal industry. The LSAC-NALP study found that pre-matriculation awareness of Big Law recruitment timelines was concentrated among continuing-generation college graduates and students at the most selective schools, while first-generation college graduates, Pell Grant recipients, and part-time students reported significantly lower pre-matriculation awareness.[20] Students who enter law school already familiar with the Big Law recruiting process (typically through family or other networks) are better positioned to navigate compressed timelines, develop application materials quickly, and convert early interest into early offers. As legal-education scholars have observed, "super early recruiting, in addition to disrupting first year academics for all students who participate, also surely exacerbates disadvantage and privileges advantage in ways that make the game harder than it needs to be for all sorts of students, including many first-generation law students."[21]

At the institutional level, the accelerated recruitment timelines favor prestigious schools. Commentators have argued that the traditional private employment model's reliance on "pedigree and grades" does not reliably correspond to candidates' success at a firm.[22] Accelerated recruitment only exacerbates this existing problem as hiring closes even sooner, long before law students have the opportunity to exhibit their talent during or beyond the full 1L curriculum. This most significantly affects schools that are not in the upper tier of law schools, depriving both students and employers of opportunity.

Fourth, the health of the legal hiring market. Concerns about the consequences of accelerated recruiting are not limited to students and law schools. Legal employers, too, face the prospect of making hiring decisions based on increasingly limited information about candidates' academic performance, professional development, and demonstrated interest in particular practice areas. The accelerated timeline limits employers' ability to assess student applicants based on their 1L summer performance, or those who demonstrate notable excellence in 2L opportunities such as field-specific electives and experiential work like clinics or field placements. Industry commentators have described the resulting dynamic as a "lose-lose-lose situation" in which students, firms, and schools all bear costs that none individually has the incentive or capacity to address.[23] Marcie Davis, Assistant Dean of Career Services at SMU Dedman School of Law, has described the current environment as "a feeding frenzy that no one seems to know how to stop" in

[20] Bodamer & Taylor, *supra* note 9.
[21] Leipold, *supra* note 1.
[22] Jack Crittenden, *How elitism is killing us: Law firm elitism*, The Nat'l. Jurist (Sept. 12, 2023), https://nationaljurist.com/elitism-part-2-why-do-law-firms-focus-on-elite-schools/.
[23] Lat, *supra* note 14.

which "firms feel intense pressure to secure talent quickly, and students (and schools) feel pressure to participate lest they be left behind."[24]

III. The Coalition of Law Student Governments

These concerns are not abstract. Throughout the 2025-2026 academic year, the law students most directly affected have consistently raised the matter in detailed and documented forms. On January 1, 2026, student governments at eighteen American law schools—Columbia, Cornell, Duke, Georgetown, Harvard, Northwestern, New York University, Penn, Stanford, the University of California Berkeley, the University of California Los Angeles, the University of Chicago, the University of Michigan, the University of Texas at Austin, the University of Virginia, Vanderbilt, Washington University in St. Louis, and Yale—submitted a joint letter to the Council of the ABA Section of Legal Education and Admissions to the Bar requesting review of how accelerating recruitment timelines impact law schools and students.[25] The Coalition Letter detailed four categories of concern: the undermined first-year educational quality; the premature narrowing of career choice; the disparate impact on students without pre-existing access to legal-industry networks; and the structural effects on law school staff and employer recruiting teams. Several signatory schools accompanied the Letter with student body polls demonstrating their constituencies' supermajority support for the Letter's request.[26]

The Coalition Letter received significant attention across legal media.[27] Following the Letter, the signatory student governments engaged in a series of conversations with ABA leadership, including with members of the Council of the Section of Legal Education and Admissions to the Bar and with the Office of the President. From this dialogue, the coalition was encouraged to pursue a resolution before the House of Delegates as the appropriate vehicle for the ABA to take a position on this issue. The coalition reached out to the Bar Association of the District of Columbia, which ultimately decided to sponsor the resolution. In reaching that decision, the Bar Association of the District of Columbia consulted its Young Lawyers Section, which recommended that the Bar Association sponsor the resolution in the ABA House of Delegates. This Resolution is the product of significant dialogue. It is brought in the spirit of constructive and collaborative engagement rather than blame, and it reflects the proposition (affirmed by the data above) that the time

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[24] Eric Killelea, *Big Law's Pushy Recruiting Pressures First-Semester Students*, Bloomberg L. (Nov. 25, 2025), https://news.bloomberglaw.com/business-and-practice/big-laws-pushy-recruiting-pressures-first-semester-students.

[25] Letter from Coalition of 18 Law School Student Associations and Governments to Daniel R. Thies, Chair, Council of the ABA Section of Legal Education and Admissions to the Bar (Jan. 1, 2026) [hereinafter "Coalition Letter"] (see Appendix A).

[26] *See* Coalition Letter. Yale Law School (98% support of 147 respondents), University of Virginia School of Law (94% of 488), Duke University School of Law (93% of 237), and University of Chicago Law School (78% of 148).

[27] Henry Liu, *Law Students Lament Early Job Recruitment in Letter to Bar Association*, Yale Daily News (Jan. 20, 2026), https://yaledailynews.com/articles/law-students-lament-early-job-recruitment-in-letter-to-bar-association; Isabelle Kravis, *Wake Up Call: Law Students Decry Early Recruitment in ABA Letter*, Bloomberg L. (Jan. 21, 2026), https://news.bloomberglaw.com/business-and-practice/wake-up-call-law-students-decry-early-recruitment-in-aba-letter.

has come for the legal community to study and consider the consequences of the current accelerated recruiting environment.

IV. The Appropriate Role of the American Bar Association

The ABA is the most appropriate entity to address the industry-wide issues raised by accelerated recruitment timelines. As the national voice of the legal profession, the Association can convene law schools, legal employers, bar associations, and other stakeholders in a coordinated examination of the costs and consequences of the current recruiting environment in a way that no other institution can. The Association's existing relationships with the federally recognized law school accreditor, ABA entities such as the Law Student Division, the Young Lawyers Division, and the Section of Antitrust Law, and state and local bar associations make it the natural forum for the cross-stakeholder dialogue that this issue requires.

This Resolution is intentionally framed in general terms. It does not direct any particular reform; it does not endorse any particular timeline or mechanism; and it does not assign blame for the current state of affairs. Rather, it urges those most directly affected to study the impact of accelerating recruitment timelines and to consider, in their own practices, the educational, professional, and equitable interests of law students. That framing reflects two judgments. First, the issue is sufficiently complex, and the relevant data sufficiently new. Thus, the Association is better served by encouraging study and consideration of the issue, before prescribing a specific course of action once the full picture is known. Second, the breadth of stakeholders affected—law schools, legal employers, bar associations, career-services professionals, and law students themselves—means that any durable solution will need to emerge from collaboration rather than from a single directive. By adopting this Resolution, the Association affirms that the issue of accelerated private sector summer recruitment warrants attention from the entire legal community, and it equips its own entities, officers, and members to participate in that conversation in an informed and coordinated way.

V. Conclusion

The acceleration of law firm recruitment timelines is reshaping the law student experience in negative ways that warrant the careful attention of the entire legal community. The data, the testimony of law school deans and career services professionals, the analyses of legal employers, and the voices of the law students who are most directly affected all point in the same direction: the current environment is not sustainable, and its consequences extend well beyond the students who have struggled to navigate it. This Resolution urges the legal community to study those consequences and to consider, in its own practices and policies, the educational and professional interests of law students. The American Bar Association should adopt the Resolution and, in doing so, take its proper place in a conversation the legal community has already begun.

Respectfully submitted,

Craig E. Leen, President
Bar Association of the District of Columbia

August 2026

APPENDIX A

Letter from Law Student Associations and Governments
January 2026

APPENDIX A

January 1, 2026

Daniel R. Thies
Chair, Council of the ABA Section of Legal Education and Admissions to the Bar
American Bar Association
321 North Clark Street
Chicago, IL 60654

Request for ABA Review of Accelerating Recruiting Timelines

Dear Mr. Thies and Members of the Council,

We, the undersigned Student Associations and Governments, write jointly to share our observations concerning accelerating recruiting timelines at law schools nationwide. This acceleration demonstrates employers' enthusiasm for—and investment in—the future of the profession. Fortunately, our student bodies have thus far matched this energy, remaining dedicated to their training, commitment, and passion for the law.

Yet the accelerated timelines have also begun to undermine legal education, student and staff well-being, and the recruitment market. The National Association for Law Placement (NALP) reports that first-year students face outreach and employment offers before completing core courses or gaining experience in clinics, labs, or writing classes that may inform career interests.[1] In 2024, seventy-eight percent of large firms extended second-year employment offers by July, representing the most accelerated recruitment cycle NALP has recorded.[2]

This year, first- and second-year employment applications and offers are arriving even sooner. Employers increasingly begin outreach, host informational meetings, and invite applications during the first semester of law school. Some even recruit for second-year summer positions as early as October 1 of a student's first year, with at least four consequences.[3]

First, accelerating recruitment timelines compromise the quality of students' legal education, as students increasingly focus on activities that support recruitment and placement during their first, foundational year in law school. This attention to recruitment risks undermining the efficacy of the first-year curriculum, which the ABA characterizes as central to building analytical and professional

[1] *See generally Perspectives on 2024 Law Student Recruiting*, NAT'L ASS'N FOR L. PLACEMENT (Mar. 11, 2025), https://www.nalp.org/uploads/Perspectives_on_2024_Recruiting_Activity_Final.pdf [https://perma.cc/8NL6-Z5ZV].
[2] *Id.* at 6.
[3] *Id.* at 89 tbl. 44, 99 tbl. 53 (documenting increasing pre-OCI activity and decreasing decision-making time for students over the past few recruiting cycles).

competencies.[4] Under heightened early-career and academic pressure, students are deprived of the time necessary to study diligently and may experience worsening mental health.[5]

Second, first-year students across the undersigned institutions have reported increased pressure to apply for associate positions before their professional and academic interests can meaningfully develop. Traditionally, law-school summers enable students to explore subject areas and work sectors they may not plan to enter immediately; however, accelerated recruiting timelines disproportionately disadvantage smaller, often public-interest employers. The result is a candidate pool that feels increasingly underprepared and underinformed about whether they have selected a career path, geography, firm, or practice group that aligns with their interests and values.

Third, early legal career outcomes closely track socioeconomic background and access to networks.[6] The class of 2027 was composed of approximately 75% first-generation law students, 23% first-generation college graduates, and 42% students from historically underrepresented minority backgrounds.[7] Students with familial connections or prior experience in legal workplaces are often better equipped to navigate informal recruiting and accelerated decision-making processes. In contrast, those without these networks often experience greater stress, less access to information, and heightened pressure to accept early offers.

Fourth, accelerating recruitment impacts law-school staff and employer recruitment teams. While we may not be best situated to know their exact challenges, less information may lead to greater stress in obtaining early positions, as well as higher mismatch and attrition rates. Further, employers likely miss out on exceptional students who take more than one semester to acclimate to—and even thrive in—law school.

We would like to express our sincere appreciation to the firms that devote significant time and resources to recruiting and securing employment opportunities for law students. Our concerns arise from a shared interest in ensuring that the recruitment process supports the long-term academic and professional success of our law students. Accordingly, we respectfully request a dialogue and opportunities to engage with the ABA on this issue of accelerating recruitment. Paths forward seem varied and numerous, and we

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[4] *Standards and Rules of Procedure for Approval of Law Schools* 21–24, A.B.A., https://www.americanbar.org/content/dam/aba/administrative/legal_education_and_admissions_to_the_bar/standards/2025-2026/2025-2026-standards-and-rules-of-procedure-for-approval-of-law-schools.pdf [https://perma.cc/97S9-M8LD] (supporting this point under ABA Standards 301–303) (last visited Dec. 1, 2025).

[5] While a study has not been conducted since 2021, the *National Survey of Law Student Well-Being* has documented rising levels of mental-health challenges among law students. *See generally* David Jaffe, Katherine & Jerome Organ, *"It's Okay to Not Be Okay": The 2021 Survey of Law Student Well-Being*, 60 U. LOUISVILLE L. REV. 441, 463 (2022).

[6] *See After the JD: A National Study of Lawyer Careers*, AM. BAR. FOUND., https://www.americanbarfoundation.org/projects/after-the-jd-a-national-study-of-lawyer-careers/ [https://perma.cc/HJ7R-2673] (last visited Nov. 26, 2025).

[7] *LSAC's Knowledge Report: The 2024 1L Profile*, L. SCH. ADMISSION COUNCIL 3 (2025), https://www.lsac.org/sites/default/files/research/20241LProfileReportFinal.pdf [https://perma.cc/V8SJ-J83E].

hope that collaboration can identify solutions that are lawful and consistent with the ABA's mission[8] and resources.[9]

Potential options include (1) soliciting input and opinions from students, schools, and employers in various sectors to build a platform for informed and reasoned discussion between and among stakeholders; (2) developing policies for recruitment programs, consistent with applicable law, that provide students time to acclimate to law school and learn about their options; and (3) evaluating whether accreditation standards might better support the educational focus of the first year of law school.[10]

Thank you for your time and consideration. We aim to help shape a recruiting system that prioritizes legal education, professional development, and informed career decision-making.

Sincerely,

The Undersigned Student Associations and Governments

Columbia Law School Student Senate	Cornell Law Students' Association	Duke University School of Law, Duke Bar Association ** Citing Duke Law School Poll (93% support; 237 respondents)*
Georgetown University Law Center, Student Bar Association	Harvard Law Student Government	New York University School of Law, Student Bar Association

[8] As future legal professionals, we are proud to align ourselves with the ABA's goals and objectives, including providing benefits, programs, and services that support members' professional growth and quality of life; promoting the highest quality legal education; and fostering full and equal participation in the association and our profession. We believe that the ABA can assist all relevant stakeholders in resolving this collective-action problem in service of its mission, goals, and objectives.

[9] Julianne Hill, *ABA Legal Ed Council Will Stand Up New Committee Examining Accreditation Standards*, A.B.A. J. (Nov. 17, 2025), https://www.abajournal.com/web/article/legal-ed-council-stands-up-new-committee-to-examine-accreditation-standards [https://perma.cc/JYF3-XZPE].

[10] Over the longer term, we recognize that creating a recruitment process that respects the student interests identified in this letter may invite legal challenges. We therefore look to the American Association of Medical Colleges' successful effort to secure a statutory exemption to antitrust liability for the National Resident Matching Program (*see* 15 U.S.C. § 37(b) (2024)) and encourage the ABA to pursue comparable protections for reforms developed through the collaborative dialogue we request.

Northwestern Pritzker School of Law, Student Bar Association	Penn Carey Law Council of Student Representatives	Stanford Law Association
University of California, Berkeley, Student Association at Berkeley Law	University of California, Los Angeles, Student Bar Association at UCLA Law	University of Chicago Student Body Poll ** Student Body Poll (78% support; 148 respondents)*
University of Michigan, Law School Student Senate	University of Texas at Austin, Student Bar Association	University of Virginia School of Law, Student Bar Association ** Citing Student Body Advisory Referendum (94% support; 488 respondents)*
Vanderbilt Bar Association	WashU Law Student Bar Association	Yale Graduate and Professional Student Senate ** Citing Yale Law School Poll (98% support; 147 respondents)*

GENERAL INFORMATION FORM

GENERAL INFORMATION FORM

Submitting Entity: Bar Association of the District of Columbia

Submitted By: Craig E. Leen, President

1. Summary of the Resolution(s).

   This Resolution urges law schools, private legal employers, bar associations, and other stakeholders in the legal community to: (a) study the impact of accelerating law firm recruitment timelines on the quality of legal education, the well-being of law students, and the long-term health of the entry-level legal hiring market; and (b) consider, in their respective recruitment practices and policies, the educational, professional, and equitable interests of law students, including their need for adequate time to develop the analytical, ethical, and professional competencies that the first year of legal education is designed to foster.

2. Indicate which of the ABA's Four goals the resolution seeks to advance (I-Serve our Members; II-Improve our Profession; III-Eliminate Bias and Enhance Diversity; IV-Advance the Rule of Law) and provide an explanation on how it accomplishes this (*Include the Roman number of the goal(s) in the response.)*

   This Resolution advances Goal I, Serve our Members, by addressing an issue affecting the Association's law student members, young lawyers, and attorney members involved in the law student hiring process. This Resolution advances Goal II, Improve our Profession, by addressing an issue that affects the entry of new graduates into the profession. This Resolution advances Goal III, Eliminate Bias and Enhance Diversity, by raising concerns about the impact of earlier hiring on first-generation law students, many of whom are members of communities that are underrepresented in the legal profession.

3. Approval by Submitting Entity (*List the date of approval and name of the governing entity that provided approval (for primary sponsor(s) only)* .

   The Board of Directors of the Bar Association of the District of Columbia approved this resolution on July 15, 2026. It should be noted that the association's Young Lawyers Section recommended sponsorship of the resolution.

4. Has this or a similar resolution been submitted to the House or Board previously? If it was previously calendared at a meeting of the House of Delegates, state the number assigned to the resolution at that time (i.e. 2 digit year, A for Annual or M for Midyear) and resolution number; i.e. 97M601).
   No.

5. What existing Association policies are relevant to this Resolution and how would they be affected by its adoption? Policies should be listed in proper format (i.e. 2 digit year, A for Annual or M for Midyear) and resolution number; i.e. 97M601).

   The ABA has not recently adopted policies concerning the timing of on-campus interviewing. Existing policies related to on-campus interviewing include:

   - 23A523 (urging legal employers to evaluate law students holistically and consider more than grades and class rank)

   - 24A515 (promoting pay transparency during the on-campus interview process)

6. If this is a late report, what urgency exists which requires action at this meeting of the House? (if not a late report, enter "N/A")
   N/A

7. Status of Legislation. (If not applicable, enter "N/A")
   N/A

8. Brief explanation regarding plans for implementation of the policy, if adopted by the House of Delegates.

   This resolution will be distributed to law schools, private legal employers, bar associations, and other stakeholders in the legal community, all of whom will be encouraged to study and consider the impact of the change in the hiring cycle.

9. Cost to the Association. (Both direct and indirect costs-If no cost, enter "None."
   None

10. Disclosure of Interest. (If there are no interests to disclose, enter "None".)
    None

11. Referrals. (List proper names of ABA entities as reflected here. *Note: This list should reflect entities to whom the Resolution has already been sent. Use list format and proper names for each entity. For each entity identified, state the date of contact.)*

The following entities were sent the Resolution on 7/17/2026:
Commission on Disability Rights
Commission on Racial and Ethnic Diversity in the Profession
Commission on Sexual Orientation and Gender Identity
Commission on Women in the Profession
Government and Public Sector Lawyers Division
Judicial Division
Law Practice Division

Law Student Division
Racial and Ethnic Diversity in the Education Pipeline Council
Section of Antitrust Law
Section of Business Law
Section of Legal Education and Admissions to the Bar
Section of Litigation
Section of Tort Trial and Insurance Practice
Solo, Small Firm and General Practice Division
Young Lawyers Division

12. Certification of Compliance. All resolutions and reports submitted for consideration by the House of Delegates must be original work, with proper cites and the ability to use the content contained therein. All cites in the resolution and report must be checked by the submitting person or entity for accuracy prior to submission. Finally, if material from another source is cited in a resolution or report, there must be both proper attribution and the legal ability to use the information. Please name the person who verifies that these requirements have been met for the resolution and report submitted.

13. Name and Contact Information. (Prior to the Meeting. Please include **name, telephone number and e-mail address only)**. *Be aware that this information will be available to anyone who views the House of Delegates agenda online*.)
Lorie Masters, (202) 595-4600, lmasters@hunton.com
Philippe Lin, (812) 345-7083, plin@vasquezlawdc.com

14. Name and Contact Information. (Onsite at the meeting.) Please include best contact information to use when on-site at the meeting. Please include **name, telephone number and e-mail address only** *Be aware that this information will be available to anyone who views the House of Delegates agenda online*.
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EXECUTIVE SUMMARY

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1. Summary of the Resolution (This should be the same as #1 of the GIF).

This Resolution urges law schools, private legal employers, bar associations, and other stakeholders in the legal community to: (a) study the impact of accelerating law firm recruitment timelines on the quality of legal education, the well-being of law students, and the long-term health of the entry-level legal hiring market; and (b) consider, in their respective recruitment practices and policies, the educational, professional, and equitable interests of law students, including their need for adequate time to develop the analytical, ethical, and professional competencies that the first year of legal education is designed to foster.

2. Summary of the issue that the resolution addresses.

Since 2024, the timeline for recruiting law students into the largest sectors of private legal practice has accelerated dramatically. Some first-year law students begin interviewing for second-year summer associate positions as soon as they arrive on campus. There is growing evidence that this has had negative effects on the integrity of the first-year curriculum; the well-being of law students; equity and access; and the health of the legal hiring market.

3. Please explain how the proposed policy position will address the issue.

This Resolution encourages stakeholders to carefully study this issue and consider the impact on law students and their professional development.

4. Summary of any minority views or opposition internal and/or external to the ABA which have been identified. If this resolution, or one that is substantially similar, has been previously submitted for consideration by the House of Delegates and withdrawn for any reason, identify the person or entity that expressed any concern with or desire to comment on the resolution or report as previously submitted. Further, state the consultation which has occurred with that person or entity since the last meeting of the House of Delegates including the specific persons consulted and the date of consultation.

The drafters of this Resolution are unaware of any opposition to this Resolution, which urges stakeholders to study the identified issue and consider how law students are being impacted.