

## **Widener University Commonwealth Law School Employer Interview Policy**

The On Campus Interview (OCI) program provides employers the opportunity to interview current Widener University Commonwealth Law School students for immediate, summer, and postgraduate positions. If your organization prefers to simply receive resumes, you can participate by requesting a Resume Collect. All participating employers' opportunities will be placed in the Widener Law Commonwealth CSM (Career Services Management) Portal under the OCI tab through which students can view the opportunities and submit their application materials. Please return the OCI request form when your organization determines its needs. To be eligible to participate in OCI, students must:

- Be a current student of the law school in good standing.
- Have uploaded a current resume to the CSM, which reflects their current class year and expected graduation date. It is highly encouraged that this resume also includes the student's cumulative law school GPA. Applicants may elect to upload additional materials, as requested.

### **Offer Timing Policies**

If your organization chooses to participate in OCI or conducts interviews based on a Resume Collect, we require that any job offer made to students for anything beyond immediate employment (defined as beginning to work for your organization within 30 days) be left open for a minimum of twenty-eight (28) business days. For any employment beginning within thirty (30) days, the offer must be left open for at least three (3) business days.

Given the small size of the Career Development Office (CDO) staff, these open offer windows will provide the time for candidates to thoughtfully consider offers and consult with CDO staff and law school administrators, staff, and faculty regarding their options. It will also offer the opportunity for employers to more thoughtfully and consciously manage offer ratios.

Dates for Fall OCI will be determined the Spring prior, and 2L and 3L students will be eligible to participate. Dates for Spring OCI will be determined in the Fall prior. In addition to current 2L and 3L students, 1L students will be eligible for participate in Spring OCI opportunities if your organization is interested.

Please contact Eden Mandrell, Director of Career Services, or Kelly Clegg with any questions.

All organizations that take part in recruiting activities, including though not limited to On Campus Interviews, Resume Collects, Job Postings, or participating in programming through the Widener University Commonwealth Law School must abide by the school's [Nondiscrimination Policy](#).