

Ad Hoc Committee on Law Clerk Hiring
April 17, 2020

Dear Colleagues,

As you know, the first time for applications under the Law Clerk Hiring Plan will soon be upon us. Under the Plan, the application and hiring process does not begin until after a student's 2L year; this year, the date is June 15. (The question of when students who are now completing their 1L year can be hired will be reconsidered at the end of this summer.) The Plan is set out at the end of this email.

In light of the current coronavirus situation, we want to underscore that the online OSCAR system is the best way to make and receive applications. Use of OSCAR will avoid the need for both students and judges, as well as law schools and court personnel, to handle paper applications, with the attendant health risks.

For the same reason, we urge all students and judges to conduct the ensuing interviews (on or after 12 pm June 16) by audio- or video-conference, and not in person. Again, this will mitigate health risks to both students and judges, as well as circumvent the uncertainties and difficulties of travel. Within the next month, the Administrative Office of the United State Courts will circulate a memorandum to all judges describing easy-to-use alternatives for video-conferencing.

We know how difficult the current period is for students and judges alike, as well as for all of those assisting in the clerkship hiring process. Given that the crisis is of uncertain duration, it makes sense to adhere to the application and hiring schedule as planned, with the practical safeguards of online applications and video interviewing. The OSCAR Working Group, which consists of judges and law school clerkship advisors, agrees.

We hope these suggestions will help all of us get through the clerk hiring process as safely and efficiently as possible.

-The Ad Hoc Committee on Law Clerk Hiring

FEDERAL LAW CLERK HIRING PLAN, 2nd PILOT YEAR

Starting with students who entered law school in 2017, **the application and hiring process will not begin until after a law student's second year.**

For students who entered law school in 2018 (graduating class of 2021): Judges will not seek or accept formal or informal clerkship applications, or seek or accept formal or

informal recommendations, before **12:00 pm EDT on June 15, 2020**. Judges also will not directly or indirectly contact applicants, or schedule or conduct formal or informal interviews, or make formal or informal offers, before **12:00 pm EDT on June 16, 2020**.

A judge who makes a clerkship offer will keep it open for at least **48 hours**, during which time the applicant will be free to interview with other judges.

This is the second year of a two-year pilot plan. **Participating judges will reconsider their participation after June 2020.**