VANDERBILT LAW SCHOOL RECRUITING GUIDELINES

(Updated October 2026)

Vanderbilt Law School values our relationships with organizations that recruit and hire Vanderbilt Law students. As a member of the National Association for Law Placement (NALP), Vanderbilt Law School abides by the NALP Principles for a Fair and Ethical Recruitment Process and expects all employers recruiting Vanderbilt Law students to abide similarly.

Interview Timing

All employers should make reasonable efforts to ensure that interviews do not conflict with a student's class schedule or finals. In addition, employers should refrain from scheduling interviews between the end of classes and the last day of final exams. A copy of the Vanderbilt Law School Academic Calendar can be found here.

Offer Timing

Summer Employment

- Private sector employers should leave offers of summer employment open for at least 14 calendar days from the first day of Vanderbilt Law's January 2027 Virtual Interview Program. This applies to 1L summer offers, offers to return for 2L summer, as well as new offers for 2L summer.
- Where possible, government, non-profit, and public interest organizations should similarly hold open offers for at least 14 days from when the offer is made.
- Students may request, and employers should grant, a reasonable extension, so long as said request is made in writing and prior to the expiration of the offer, and the student has remained responsive and engaged with the employer.
- Vanderbilt Law students may request that one employer from whom they have an offer of summer employment extend the deadline to accept that offer until April 1 of their 2L year if the student is actively pursuing positions with public interest or government organizations. Employers are encouraged to grant said request.

Post-Graduation Employment

- For students who have previously been employed by an offering private sector employer, offers of post-graduation employment should be held open for at least 14 days from the date of the offer letter or October 1 of the candidate's final year of law school, whichever is later.
- For students not previously employed by an offering private sector employer, offers of post-graduation employment should be held open for at least 14 days from the date of the offer letter.
- Vanderbilt Law students may request that one employer from whom they have an offer of post-graduation employment extend the deadline to accept that offer until April 1 of their 3L year if the student is actively pursuing positions with public interest or government organizations. Employers are encouraged to grant said request.

Student Offer Guidelines

Offer Limits

Vanderbilt Law students may hold no more than three offers of summer employment open at any one time. Once an offer is received above the limits set forth above, an offer must be dropped within 2 business days.

Adherence to Deadlines

Any offer that is not accepted by the deadline or for which a request has not been made to extend the deadline may be rescinded at the employer's discretion.

Students are advised to respond to all offers in a timely manner.

Prohibition on Exploding Offers and Other Coercive Means

Vanderbilt Law School strives to ensure that its students can make the most informed employment decisions possible. To that end, exploding offers, i.e., offers of employment which the student is informed will be rescinded within a short period, are prohibited. Furthermore, any other coercive means designed to force a student into making an employment decision is similarly prohibited.

Non-Discrimination Policy

All organizations using the services of Vanderbilt Law School for the purposes of recruiting Vanderbilt Law students must abide by the university's Non-Discrimination Policy. All employers must review and accept the policy on Symplicity to participate in any recruiting activity, including but not limited to, events, interview programs, and job postings.

Grading Policy

Vanderbilt Law School does not rank students individually in their class and there are no published cumulative percentile rankings. The only mark of distinction published is the Dean's List. Students who earn a 3.75 GPA or higher, in any semester, receive Dean's List honors for that semester. Students must complete at least nine letter-graded credits to qualify for the Dean's List.