

April 10, 2020

Dear Employer,

I wanted to take a moment to explain ASU Law's response to the COVID-19 pandemic and the effects that may have had on the transcript/ranking information you may be reviewing. Unlike many other law schools, ASU Law charted its own path with regard to grading and ranking. Instead of a one-size-fits-all solution, we gave students the option to seek an accommodation to be graded pass/fail. Many students experienced significant disruptions, ranging from being sick or having sick relatives to having children home from school. We determined that such students should not also have to shoulder the stress and burden of letter grades during this trying time. Other students were either less affected or determined that continuing with the normal grading regime was the better path for them.

The net result of this individualized approach is that some students will have letter grades for the spring 2020 semester, while others will have pass/fail grades. We trust that you will likewise evaluate students individually, based on all the grades that they have earned. The choice to elect letter grades or to pursue an accommodation is not itself indicative of any student's qualifications or capabilities, and we fully expect you will not consider it when evaluating candidates. Undoubtedly, you or someone you know has been significantly impacted by this pandemic through no fault of their own. We therefore appreciate your understanding of, and cooperation in, our providing individualized support to our students in these extraordinary times.

We believe that all our graduates have the potential to be great lawyers. However, we know that many of you look to rankings when making hiring decisions. Given that a large percentage of our students will receive accommodations as a result of these unprecedented times, while others receive letter grades, we are determining rankings as of fall 2019 and an "alternate" ranking that takes spring 2020 semester into account. We will re-rank all students together in January 2021.

We appreciate your understanding during this unusual moment and your support of our students, whether they sought an accommodation or opted to receive grades during the spring 2020 semester. If you would like to learn more about ASU Law's accommodation process, please visit our spring 2020 semester FAQ webpage at: <https://law.asu.edu/spring-2020>.

Thank you and keep safe,



Douglas J. Sylvester
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