

MBA CAREER SERVICES

Foster MBA Recruiting Policies

The Michael G. Foster School of Business MBA Career Services at the Business Connections Center makes every effort to facilitate an MBA recruiting process that is as successful as possible for both our students and our recruiting partners.

We hold our students to the highest standards of professionalism. Policies are in place to ensure that students respect your time and effort. Please let us know if you have any difficulties in your interactions with our UW MBAs.

In turn, we ask you to respect the following guidelines when recruiting our students. We also abide by the NACE Principles for Professional Conduct: <http://www.naceweb.org/principles/principi.html>

1. Confidentiality

Students have consented to make their resumes available to companies and organizations through the various University of Washington resume books and resume drops. These are to be used solely for recruitment.

2. Offer Consideration and Acceptance

Because of the importance that recruiters, students, and Foster MBA Career Services place on accepting an offer, we strongly recommend that firms provide sufficient time for a student to consider an offer.

For MBA Full-time Offers

Students who receive a full-time offer should be given until December 12, 2008. Any student receiving an offer after December 12, 2008 should be given ten business days or longer to respond, as agreed upon by the employer and candidate, from the receipt of their written offer.

For MBA Internship Offers

Students who receive an internship offer should be given a minimum of seven business days from the date of the offer to respond. Because we know that your plans depend on student acceptance of offers, we coach and encourage students to respond to offers promptly and, if possible, prior to this recommended time frame.

Once a student has accepted a written offer, renegeing is highly discouraged by the Foster School of Business. Renegeing on an accepted offer carries various repercussions, up to and including loss of recruiting privileges.

3. Offer Terms and Actions

Requiring students to respond to verbal (not written) offers, changes to offer terms, delays in employment start dates, changes in position roles and responsibilities or rescinding an offer are strongly discouraged. These actions can severely damage a company's credibility and can impact future recruiting.