

Texas McCombs Undergraduate & Specialty Master's Programs Career Management and Corporate Relations (CMCR) Recruiting Guidelines

2022-2023 Academic Year

To create consistency across organizations that recruit at the McCombs School of Business and to ensure your support of our academic mission, McCombs Career Management and Corporate Relations (CMCR) requests your agreement to abide by the spirit of the following guidelines. Please communicate these guidelines to all professionals involved in recruiting within your organization. In addition, acknowledgement of the university's [Non-Discrimination & Equal Opportunity Policy](#) is required in order to participate in McCombs-facilitated recruiting, and opportunities must align with the [McCombs Recruiting Requirements](#) (i.e., position type, timing of start dates, and compensation).

COVID-19 Updates and Guidelines

- Recruiting for the 2022-2023 academic year will offer a mix of both in-person and virtual options, pending any major developments or guidance updates from the university. Visit the [Protect Texas Together](#) website for up-to-date information on the university's operations and ongoing response to COVID-19, and feel free to contact your [Recruitment Account Manager](#) with questions.
- University administration, faculty, and staff cannot legally require proof of vaccine or otherwise confirm vaccine status, nor enforce the wearing of masks. Accordingly, UT institutions are providing guidance based on CDC recommendations but are not requiring proof of vaccination before learning, working, and teaching on campus.
- If your organization has specific requirements for employment or to participate in the recruiting process, we ask that you be as transparent as possible with students about those requirements, your process, the format of your events, and what to expect (i.e., include this information in your job or event descriptions).
- Please provide a contact for students who may need special accommodations. We ask that you honor accommodation requests for virtual recruiting and do not penalize students for not attending in-person activities.

Interviews

- McCombs-facilitated interviews begin Wednesday, **September 7, 2022**.
- Interviews should not be scheduled during final exam periods, **December 8-12, 2022**, and **April 27-May 1, 2023**.
- If an interview conflicts with a student's prior academic obligation, employers are strongly encouraged to offer the student an alternative interview date or time without negative consequence.

Offers

- All offers must be in writing. Written offers are defined as electronic or hardcopies.
- The start of the offer timeline is determined by the date on the written offer letter.

Exploding Offers, Early Offers, and Reneges

- McCombs CMCR prohibits "exploding offers." We define an exploding offer as one that expires, is rescinded, or results in diminished base salary within a short period of time. This type of offer places undue pressure on a student and, as such, is viewed as inappropriate conduct. We also classify requiring a verbal acceptance to receive a written offer as an "exploding offer."

- In an accelerated recruiting environment in which students receive a job offer 13 months or more in advance of position start date, the offer should remain open for a reasonable period, commensurate with industry/peer standards.
- The CMCR offer guidelines are designed to allow students a sufficient consideration period in order to reasonably explore career opportunities available to them and reduce risk of renege occurrences. Renege occurrences are typically due to early offer deadlines, given the increased amount of time for student exploration and change in circumstances post-acceptance. For employers whose industries operate on an early or fast timeline for filling roles, we suggest leaving the offer response timeline open as long as possible to help mitigate the risk of renege.

Offer Timelines (Full-Time and Internship) for BBA, MPA, and MS Programs

- **Fall Recruiting:** Offers should remain open for a minimum of three weeks after the date of the written offer.
- **Spring Recruiting:** Offers made up until March 20, 2023, should remain open for a minimum of three weeks after the date of the written offer. After March 20, offers should remain open for a minimum of two weeks after the date of the written offer.
- **Internship to Full-Time Offers:** Employment offers made to students who have recently completed an internship with your company should remain open until the 4th Friday in October (October 28, 2022) or for three weeks from the date of the written offer, whichever is later.

Additional Employer Expectations and Accountability

- Employers that misrepresent employment opportunities to students or represent misconduct deemed inappropriate by the school will risk losing access or privileges to CMCR recruiting resources. It is imperative that all individuals meet UT's expectation that the environment remains focused on respect and provides a space that is free of discrimination and harassment, and the university reserves the right in its sole discretion to refuse access to employers at any time.
- We strongly discourage any employer from withdrawing offers, altering base compensation, or drastically changing the position timeframe. If you must rescind an offer, shorten the length of an internship, or significantly delay a student's start date, please [contact us](#) prior to that action so we can assist you in this difficult situation.
- We request that employers [notify us](#) once students have accepted an offer.
- CMCR cannot indemnify employers from employment liability.

Student Accountability

- All acceptances must be in writing. Acceptances may occur in either electronic or hardcopy.
- Students sign and are expected to abide by our CMCR Recruiting Agreement, which includes expectations surrounding interview cancellations, no-shows, offer acceptances, and more. If a student accepts an offer of employment and later reneges on the acceptance, please [notify us](#). We recognize the importance of integrity in accepting an offer and want the opportunity to follow up with the candidate. CMCR has provisions to penalize students and remove recruiting privileges when these circumstances arise.
- CMCR encourages students to discuss offers and timelines with employers to find a reasonable compromise to potential conflict. If necessary, we are willing to facilitate a meeting to determine a mutually agreeable solution.