

POLICY CONCEPT FORM

Name and UO Title/Affiliation:	Kathie Stanley /AVP & Chief of Staff, Division of Student Life
Policy Title/# (if applicable):	Student Employment Interviews / 01.00.09
Submitted on Behalf Of:	Paul Timmins, Executive Director, University Career Center
Responsible Executive Officer:	Kevin Marbury, Vice President for Student Life

SELECT ONE: New Policy Revision Repeal

Click the box to select

HAS THE OFFICE OF GENERAL COUNSEL REVIEWED THIS CONCEPT: Yes No

If yes, which attorney(s): Jessica Price

GENERAL SUBJECT MATTER

Include the policy name and number of any existing policies associated with this concept.

Parameters by which prospective employers may recruit UO students to current and future job and/or internship opportunities

RELATED STATUTES, REGULATIONS, POLICIES, ETC.

List known statutes, regulations, policies (including unit level policies), or similar related to or impacted by the concept. Include hyperlinks where possible, excerpts when practical (e.g. a short statute), or attachments if necessary. Examples: statute that negates the need for or requires updates to an existing policy; unit level policy(ies) proposed for University-wide enactment; or existing policies used in a new, merged and updated policy.

Employer User Policy at: https://career.uoregon.edu/postjobs#employer_user_policy

STATEMENT OF NEED

What does this concept accomplish and why is it necessary?

Current policy addresses only on-campus interviews by prospective employers. Revision expands to include other ways our students and employers interact, including job postings, career fairs, interviews and other events. Revision also removes some procedural details that are listed on the University Career Center website.

AFFECTED PARTIES

Who is impacted by this change, and how?

Prospective employers (see definition in policy revision), UO students, campus career services staff.

CONSULTED STAKEHOLDERS

Which offices/departments have reviewed your concept and are they confirmed as supportive? (Please do not provide a list of every individual consulted. Remain focused on stakeholders (e.g. ASUO, Office of the Provost, Registrar, Title IX Coordinator, etc.).)

Name	Office	Date
Staff	University Career Center	Fall 2019
Jessica Price	General Counsel's Office	Fall 2019
Schools & Colleges Reps (below)	Campus Career Leadership Group	Fall 2019
<ul style="list-style-type: none">• Gene Rhee, Lundquist• Rebecca Ivanoff, Law• James Chang, UOAA• Tori Byington, Graduate School• Julie Voelker-Morris, PPPM• Sally Garner, SOJC• Jessica Matthiesen, PPPM• Rachel Allen, SOJC• Kassia Dellabough, Design• Gene Sandan, Tykeson College and Career Advising• Jay Kenton, Music and Dance		

Reason for Policy

To describe the University's policy on prospective employers recruiting University of Oregon students, ~~providing employment interviews for students~~

Entities Affected by this Policy

Students, prospective employers/recruiters

Web Site Address for this Policy

To be updated once revised

Responsible Office

For questions about this policy, please contact the University Career Center at (541) 346-3235 or career@uoregon.edu ~~Vice President of Student Life at 541-346-3216, rholmes@uoregon.edu~~

Enactment & Revision History

To be updated if approved

02/08/2011 Reviewed. No changes necessary.

02/08/2010 Policy number revised from 1.000 to 01.00.09

06/07/1985 Reviewed and recommended by President's staff; reissued by Associate Provost for Student Affairs

05/01/1977 Promulgated as AM 16.080

Policy

The University of Oregon ("University") ~~administration~~ believes that ~~all prospective employers~~ should be free to interview, recruit UO students through job postings, events, presentations or interviews, ~~or make presentations about their organizations~~ and that all students should be free to determine whether they desire to participate in such activities.

For the purpose of this policy, "Prospective Employers" may include graduate schools, branches of the US military, non-profit and volunteer organizations, as well as other employers.

The ~~University's posting of an employment opportunity on its website or the~~ scheduling of a ~~Prospective Employer's representative on the University's of Oregon campus~~ ~~are~~ is not an endorsement ~~by the University~~ of the ~~Prospective Employer~~ or of the ~~Prospective Employer's~~ organization's policies ~~by the University~~. ~~This attitude constitutes application of the same principle that has prevailed in the scheduling of campus speakers.~~

~~Recruiting representatives of Prospective Employers, whether public or private, are treated equally. Prospective Employers must abide by all University Career Center policies and procedures. Coordination of and arrangements for job postings, events, and employment interviews are the responsibility of the University Career Center or career services offices housed in UO colleges and schools, as appropriate. Arrangements for interviews take into consideration:~~

- ~~• (a) The number of students who are likely to be interested in talking with the prospective employer;~~
- ~~• (b) Any exhibitions which the prospective employer desires to display;~~
- ~~• (c) Whether or not the prospective employer desires to have a group meeting of interested students which is to be followed by individual interviews, or whether individual interviews are to be arranged; and~~
- ~~• (d) Approved University procedures for use of its facilities.~~

~~Recruiting representatives of prospective employers, whether public or private are treated equally.~~

Related Resources

NA

[UO Career Center's Procedures](#)

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Policy

The University of Oregon ("University") believes that Prospective Employers should be free to recruit UO students through job postings, events, presentations or interviews, and that all students should be free to determine whether they desire to participate in such activities.

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Related Resources

[UO Career Center's Procedures](#)

PROPOSED