

ISU Career Services Council
12.08.2020
Spring 2021 Policy on Recruiter Engagement

In support of the ISU Career Services Council goal to provide leadership to the university regarding career-related programming and issues, and due to the current public health matter, it is the recommendation of the Council that all recruiting activities and events take place virtually for the entirety of the spring 2020 semester.

There are two primary considerations that contributed to this policy decision.

- 1.) The safety of students, staff and recruiters cannot be ensured as social distancing will not be possible in one-on-one or mass recruiting activities. Additionally, there is a spectrum of comfortability that individuals may hold with attending large events and inclusivity must be paramount.

- 2.) The ability to maintain fair and equal access to all students and all employers will not be possible in the event that live recruiting events such as career fairs, career nights, etc., must limit the number of participants. Students may be unfairly disadvantaged if they are not able to enter an event and employers may be unfairly disadvantaged if company or employer policy prohibits their participation in campus recruiting events.

Reiterating a previously posted policy effective 2.20.18, all career fairs/career events held on the ISU campus must be hosted/co-hosted by an ISU career services office.

<https://www.career.iastate.edu/policies-procedures-for-isu-students-faculty-and-staff/>

The Career Services Offices which make up the Career Services Council are planning to deliver recruiting virtually. If questions or concerns arise, please contact the appropriate career service office.

<https://www.career.iastate.edu/files/2020/03/Career-Services-Contacts.pdf>