The mission of The Office of Career Management is to provide highly personalized services to develop the best prepared job seekers and be every employer’s favorite place to recruit.

The Office of Career Management

The Road to Recruiting at FISHER

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FALL 2021

FALL INTERVIEW CALENDAR FOR FISHER
First day of Fisher on-campus recruiting ..................... September 10
Last day of Fisher on-campus recruiting ......................... December 3

FALL 2021 EVENTS
Registration Open for Fisher Fall Career Fair 2021 ............ June/July
Accounting Career Fair ................................................ September, 2021
Fisher Fall Career Fair ............................................. September 8
Build your Network Event @ Fisher ....................... October, 2021

OSU CALENDAR FOR FALL SEMESTER
Classes begin ................................................................. August 24
Labor Day, University Closed ..................................... September 6
First Session Exams ................................................... October 12-13
Fall Break (No Classes) ........................................... October 14-15
Veteran’s Day, University Closed ......................... November 11
Thanksgiving Break (No Classes) ......................... November 24-26
Last Day of Classes .................................................. December 8
Final Exams .............................................................. December 10-16
Fall Commencement ............................................ December 19

SPRING 2022

SPRING ON-CAMPUS INTERVIEW CALENDAR FOR FISHER
First day of Fisher on-campus recruiting ..................... January 12
Last day of Fisher on-campus recruiting ......................... April 22

OSU CALENDAR FOR SPRING SEMESTER
First day of classes .................................................. January 10
Martin Luther King Day - University Closed ................ January 17
First Session Exams .............................................. February 28- March 1
Spring Break (No Classes) ......................................... March 14-18
Last Day of Class ..................................................... April 25
Final Exams .............................................................. April 27-May 3
Spring Commencement ........................................... May 8

SPRING 2022 EVENTS
Fisher Spring Career Fair* ........................................... February 1
Build Your Network Event @ Fisher ................... March, 2022

*registration is now open in Handshake
A Destination For Recruiters: Graduate & Undergraduate Students

Recruiting top talent for your organization is easy at Fisher. Our dedication is to connect you with candidates who are a perfect fit for the needs of your organization. To help you plan your 2021 recruiting at Fisher we have made the decision to focus solely on supporting remote or virtual recruiting strategies. The Recruiting Operations Team is ready to help organize video interview schedules, promote on-line information sessions, and make the most of the virtual Fisher Fall Career Fair.

handshake

The Ohio State University and the Fisher College of Business utilize the Handshake system for organizing recruiting. Using one platform enables employers to post jobs to multiple majors and degrees across the Ohio State campus. In addition to posting jobs through Handshake, employers can request and build interviews schedules, advertise events and join us for career fairs.

How to Navigate Virtual Recruiting with Fisher

Getting Started

- Plan your recruiting early to help with promoting your activities to students to maximize your candidate pool.
- Lock in your date by reserving interview dates and requesting information sessions in Handshake.
- We will assist with scheduling interviews via Handshake – please select your interview duration (30, 45 or 60 minute interviews) and be sure to attach your job posting to the interview schedule. Students crave details.

In Advance of Virtual Recruiting Activities

- Everything flows through Handshake! Always add your interviews, information sessions, job postings and office hours to Handshake so everyone at Ohio State and Fisher is aware of your recruiting intentions.
- Work with the Recruiting Operations Team or your favorite staff member to get started. Let us know what you are interested in accomplishing and we can provide insight on how to make that happen remotely.
- Ask for help with promoting your activities to students – we are here to make this easy.
A Destination For Recruiters: Graduate & Undergraduate Students

Timeline For Virtual Interview Schedules

1. Employers can post their virtual interview schedules in Handshake by reserving an interview date and their desired number of schedules.

2. Students will have a period of time to apply for the interview opportunity (usually 2 to 3 weeks).

3. Employers can review resumes as students apply and make candidate selections for interviews after the deadline for submitting resumes has passed.

4. Students will be notified via Handshake if they have been selected or declined for an interview.

5. Selected students will schedule their interview times in Handshake.

6. Employers can view their final interview schedule in Handshake when the schedule closes.

7. The Office of Career Management will reach out to the scheduled students prior to the interview date to confirm their interview and provide the details on how to connect for their virtual interview.

It’s important to communicate how the virtual interviews will take place.

When setting up the virtual interview schedule in Handshake, please provide the following information in the Interview Schedule Description box:

A. Employers can add the link and directions for how students are to connect for the interviews.

B. Employers can inform students that someone from the company will reach out to them prior to the interviews to provide directions for how to connect for the interviews.
Events

Fisher Fall Career Fair
Fisher Fall Career Fair is held early Fall Semester, it’s Fisher’s biggest recruiting event attracting over 130 employers and 2000 plus undergraduate and graduate business students. Registration opens in July in Handshake.

Fisher Spring Internship & Job Fair
Fisher Spring Internship & Job Fair is held each Spring Semester to provide employers one more chance to recruit both Fisher undergraduate and graduate students for internships and career positions. Registration opens mid-November in Handshake.

Not Another Career Fair Event
Not Another Career Fair is an opportunity to meet with Fisher undergraduate students to discuss your company, the jobs you recruit for and answer questions students might not ask at a typical career fair. This event is casual-students can come straight from class and there will be food and a DJ to help put the students at ease. This event is held each fall and spring semester. Contact Mark Wilson at Wilson.46@osu.edu

Marketing and Promotional Services for Events
The Office of Career Management can help you promote your events

- We can add a slide to our display monitors around Fisher and virtual slide deck that is promoted to students
- We’re happy to send targeted emails to students
- We’ll post information about your event on the Office of Career Management LinkedIn page
A Destination For Recruiters: Recruiting Fisher Undergraduate Students

Directions
For Connecting

BUSADM 2601- Job Search Preparation and Transition to Work
In BA2601, students learn the art of resume and cover letter writing and have class sessions and assignments focused on interviewing, negotiating salaries, networking, navigating a career fair, utilizing social media and creating a personal brand. This course is taught in both an in-person format and a 100% distance learning format and is offered Fall, Spring, and Summer semesters.

For the in-person section, contact Audrey Bledsoe at Bledsoe.38@osu.edu.
For the online section, contact Lauren Kume at kume.5@osu.edu.

BUSADM 2600- Undergraduate Speaker Series
This is a great opportunity for students to learn about business specializations from Alumni. Speakers are brought in from each specialization to discuss what they are doing, why they selected their major, why their personality and skill set fit with their major/career, etc. Students have the opportunity to have lunch with one or two speakers to talk more in-depth with them about their career choices. This course is taught Spring semester.

Contact Katie Passen at Passen.13@osu.edu

Employer of the Day
Connect with Fisher students for a casual networking opportunity. Career Management will work with employers to advertise the event to the students.

Contact Susan Geier at geier.3@osu.edu

Job Shadow Program
Promote your company by participating in the Fisher Undergraduate Job Shadow Program! This opportunity allows undergraduate business students to preview your company and explore career paths. This program takes place at various company locations throughout Ohio during university breaks.

Contact Katie Passen at passen.13@osu.edu

Office Hours
Spend the day at the Office of Career Management meeting with students. You can meet with students to review resumes and help them prepare for the career fair, or use the day to meet with students to answer questions about your company and the positions you recruit for. We will create your Office Hours schedule in Handshake for students to select times to meet with you.
Fisher Partnership Centers

Fisher’s centers foster productive collaboration between business leaders and educators. Getting involved with a center is a great way to gain access to best practices, students, and faculty.

Details online at https://fisher.osu.edu/centers

Industry Immersion Program

Industry Immersion Partners make an impact by working with a faculty member to develop relevant, interactive presentations that provide our undergraduate students with knowledge and insight that is necessary to work in that specific industry. Industries include: Business Analytics, Business of Sports, Consulting, Consumer Packaged Goods, Energy & Sustainability, Health Care, Middle Market, and Retail.

Contact Lorraine Pennyman at Pennyman.4@osu.edu

Office of Diversity and Inclusion Student Services

Through a broad range of programs, the Office of Diversity and Inclusion (ODI) supports the success of students who enhance the diversity of the university.

Contact David Harrison at Harrison.3@osu.edu
What makes Fisher a Unique Recruiting Destination?
How we prepare undergraduate students for their interview experience.

Fisher's Qualified Undergraduate Interview Candidate (QUIC) program certification ensures students are ready to interview and recruiters who interview Fisher students are spending time and energy on candidates ready to share why they should be hired.

**QUIC Certification means a student has:**

- Completed an online course for interview prep
- Prepared for a mock interview by studying a job posting connected to their academic major and job search phase (intern vs. full-time)
- An understanding of why they want to work for the company they are mock interviewing
- Passed a graded QUIC Interview (mock interview) with trained Career Management staff – students are required to receive a mastery score to become QUIC certified.
- The privilege of participating in on-campus interviews organized through Handshake by the Fisher Office of Career Management.

Interviewing at Fisher means you will interview students who are ready to communicate why they are interested in your company, your job or internship and why you should hire them. This all translates into an effective and efficient trip to interview on-campus at Fisher. It’s worth the trip.
A Destination For Recruiters: Connect with Fisher Undergraduate Students

Undergraduate Student Organizations

Academic / Specialization

Accounting Association
Contact: acctassnnosu@gmail.com

American Marketing Association
Contact: amaosu@gmail.com

Big Data and Analytics Association
Contact: ohiostatebdaa@gmail.com

Buckeye Operations Management Society
Contact: BOMS@osu.edu

Business of Retail Association
Contact: ohiostatebora@osu.edu

Fisher Real Estate Society
Contact: fresohiostate@gmail.com

Human Resources Association
Contact: humanresourcesosu@gmail.com

Impact Marketing and Design
Contact: theimpactosu@gmail.com

Information Systems Association
Contact: osu.infosystems@gmail.com

International Business Club
Contact: IBC@fisher.osu.edu

Purchasing and Supply Management Association
Contact: psma.info@gmail.com

Risk Management Association
Contact: fisherrma@osu.edu

The Logistics Association
Contact: thelogisticsassociation@gmail.com

Undergraduate Finance Association
Contact: osu.ufa@gmail.com

Honorary / Professional

Alpha Kappa Psi (all business majors)
Contact: akpsimuchapter@gmail.com

Beta Alpha Psi (Accounting Honorary)
Contact: bapfisher@gmail.com

Delta Sigma Pi (all business majors)
Contact: dpsosu@gmail.com

Phi Chi Theta (all business majors)
Contact: phi4thetaoSU@gmail.com

Pi Sigma Epsilon (Sales and Marketing)
Contact: pseosu@gmail.com

Diversity/Multi Cultural

Ascend OSU Chapter
Contact: ascend@osu.edu

Asian Business Student Association
Contact: absa.ohiostate@gmail.com

Council of Black Students in Administration
Contact: cbasa.nbmbaa@gmail.com

Hispanic Business Student Association
Contact: hbssa.fisher@gmail.com

National Association of Black Accountants
Contact: nabaosu@gmail.com

Out in Business
Contact: fisheroib@gmail.com

Regional Business Women’s Association
Contact: ubwa.execs@gmail.com

General Interest

Buckeye Capital Investors
Contact: bciosu@gmail.com

Buckeye Coastal Connections
Contact: buckeyecoastalconections@gmail.com

Buckeye Undergraduate Consulting Club
Contact: BUCC@osu.edu

Business Builders
Contact: @gmail.com

Common Cents Investment Group
Contact: ccigosu@gmail.com

Fisher Cares
Contact: fishercares@gmail.com

Fisher Citizenship Program
Contact: fishercitizenship@gmail.com

Fisher INK
Contact: fisherinkmag@gmail.com

Fisher International Friends
Contact: fisherinternationalfriends@gmail.com

Just A Minute
Contact: osujam@gmail.com

The Logistics Association
Contact: thelogisticsassociation@gmail.com

NET Impact
Contact: nisc.osu@gmail.com

Professional Development Program
Contact: fisherpdp@gmail.com

Students Consulting for Non-Profit Organizations
Contact: sieman.3@osu.edu

Undergraduate Business Council
Contact: ubc.osu@gmail.com
## AVERAGE BUSINESS ADMINISTRATION STARTING SALARY 2019-20

<table>
<thead>
<tr>
<th>Major</th>
<th>Average Starting Salary</th>
<th>Undergraduate Student Profile By Major</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ACCOUNTING STUDENTS: 235</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2019-20 Average Starting Salary:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Full Time (annual): $56,275</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Internship (hourly): $20/hour</td>
<td></td>
<td></td>
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<tr>
<td><strong>FINANCE STUDENTS: 352</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2019-20 Average Starting Salary:</td>
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<td></td>
</tr>
<tr>
<td>Full Time (annual): $62,162</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Internship (hourly): $20/hour</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>OPERATIONS MANAGEMENT STUDENTS: 68</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2019-20 Average Starting Salary:</td>
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<td></td>
</tr>
<tr>
<td>Full Time (annual): $59,497</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Internship (hourly): $16/hour</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>MARKETING STUDENTS: 250</strong></td>
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<tr>
<td>2019-20 Average Starting Salary:</td>
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</tr>
<tr>
<td>Full Time (annual): $54,209</td>
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<td>Internship (hourly): $15/hour</td>
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<tr>
<td><strong>INFORMATION SYSTEMS GRADUATES: 39</strong></td>
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<td>2019-20 Average Starting Salary:</td>
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<tr>
<td>Full Time (annual): $64,668</td>
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<td>Internship (hourly): $19/hour</td>
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<tr>
<td><strong>HUMAN RESOURCES GRADUATES: 21</strong></td>
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<tr>
<td>2019-20 Average Starting Salary:</td>
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<tr>
<td>Full Time (annual): $52,327</td>
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<tr>
<td>Internship (hourly): $16/hour</td>
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<td></td>
</tr>
<tr>
<td><strong>LOGISTICS MANAGEMENT GRADUATES: 66</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2019-20 Average Starting Salary:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Full Time (annual): $57,598</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Internship (hourly): $17/hour</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

71.4% accept full-time offers in the Midwest
69% accept internship offers in the Midwest
Policies For Making Offers
To Undergraduate Students

We recommend that employers do not place unnecessary pressure on students to accept a job or internship offer. Fisher prohibits exploding offers, defined as offers that require students to decide within a very short amount of time or face having the offers rescinded. These offers put a great deal of pressure on students to make a decision before they have completed the interviewing process. These recommendations are supported by the National Association of Colleges and Employers.

Early Offers:
For students who receive offers for internships or full-time positions before the start of the next academic year, the offer should remain open until October 1 preceding the summer internship or full-time start date.

Fall recruiting:
For students receiving offers for internships or full-time positions during the fall recruiting season (that are not “early offers”), the offer should remain open for a minimum of 4 weeks from the date of the written offer, or until November 1, whichever comes later.

Spring recruiting:
For students who receive offers during the spring recruiting season (that are not “early offers”) up until April 15, the offers should remain open for a minimum of 3 weeks from the date of the written offer.

All offers must be made in writing:
Written offers can be in electronic or hard copy form. The start of the offer decision timeline is determined by the date of the written offer letter.
Function Specific Programming
The various functional pursuits of graduate business students often present unique processes and/or obstacles. As a result, OCM staff regularly design and facilitate programs with the aim of preparing students for these unique challenges. Examples of past programs include “bootcamp” trainings for the consulting and marketing job searches as well as student treks to employers in specific areas such as technology, finance, and operations.

If you are interested in being a part of a program specific to a functional area please contact Alex Toomey at toomey.25@osu.edu.

Full-Time MBA Corporate Mentor Program
An opportunity for employers, recruiters and industry experts to offer mentoring and career advice to full-time MBA students. Program is designed to be informal and commitment can be short-term or long-term with students driving the process to help ensure that conversations and/or meetings meet their goals and objectives.

Contact person: Jamie Mathews-Mead, mathews-mead.1@osu.edu
Directions

For Connecting

Graduate Career Foundation Seminars
Program designed to engage new graduate students from the MAcc, MHRM, SMF and MBLE programs during their first semester at Fisher. Organized by specialization, the Career Foundation Seminars provide early exposure to industries and career fields to help students determine their personal career plans. Employers are encouraged to participate through expert panels on careers and industries as well as sponsoring the seminars.

Contact person: Steve Singer, singer.11@osu.edu

MAcc Welcome Reception
Program designed to connect the incoming class of Master of Accounting (MAcc) students with employers and local alumni during their first semester at Fisher. Organized by the Office of Career Management, this event occurs in the University Suite at Ohio Stadium and attracts a diverse group of employers and alumni from a variety of industries. Reception attendees mingle with the incoming graduate students and participate in guided tours of the stadium.

Contact person: Steve Singer, singer.11@osu.edu

Career Foundation Conference
This event is a 2-day conference in mid-August for incoming students in the full-time MBA program. The conference includes keynotes, panels, and small group job search activities. The goals are to educate students about career development topics and introduce students to company representatives to learn about industries and functions of business. This is a great way for company representatives to participate and to enhance visibility and gain early access to full-time MBAs who are eager to learn about companies interested in recruiting.

Contact person: Allison Jones, jones.4106@osu.edu

Fisher Networking Night
This event takes place during one evening in late January and is open to all Fisher graduate students and alumni from any Fisher graduate program. A keynote address is followed by open networking time to help students improve their skills and make connections.

Contact person: Allison Jones, jones.4106@osu.edu
A Destination For Recruiters: Connect wth Fisher Graduate Students

Graduate Student Organizations
Fisher Graduate Programs Office: (614) 292-8511

**Academic / Specialization**

<table>
<thead>
<tr>
<th>Organization</th>
<th>Advisor(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fisher Association of Marketing Professionals (AMP)</td>
<td>David Norton (<a href="mailto:norton.253@osu.edu">norton.253@osu.edu</a>)</td>
</tr>
<tr>
<td>Fisher Business Analytics Association</td>
<td>Ralph Greco (<a href="mailto:Greco.24@osu.edu">Greco.24@osu.edu</a>)</td>
</tr>
<tr>
<td>Fisher Consulting &amp; Strategy Club</td>
<td>Alex Toomey (<a href="mailto:toomey.25@osu.edu">toomey.25@osu.edu</a>)</td>
</tr>
<tr>
<td>Fisher Graduate Finance Association</td>
<td>Nancy Gilbertsen (<a href="mailto:gilbertsen.2@osu.edu">gilbertsen.2@osu.edu</a>)</td>
</tr>
<tr>
<td>Fisher Healthcare Association (FHA)</td>
<td>Ken Boyer (<a href="mailto:boyer.9@osu.edu">boyer.9@osu.edu</a>)</td>
</tr>
<tr>
<td>Fisher Real Estate Society</td>
<td>Mary Beth McCormick (<a href="mailto:mccormick.397@osu.edu">mccormick.397@osu.edu</a>)</td>
</tr>
<tr>
<td>Fisher Sports Business Association</td>
<td>Nate Craig (<a href="mailto:craig.186@osu.edu">craig.186@osu.edu</a>)</td>
</tr>
<tr>
<td>Operations and Logistics Management Association (OLMA)</td>
<td>Michael Knemeyer (<a href="mailto:knemeyer.4@osu.edu">knemeyer.4@osu.edu</a>)</td>
</tr>
</tbody>
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**Diversity/Multi Cultural**

<table>
<thead>
<tr>
<th>Organization</th>
<th>Advisor(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Black MBA Association</td>
<td>David Harrison (<a href="mailto:harrison.3@osu.edu">harrison.3@osu.edu</a>), James Hill (<a href="mailto:hill.249@osu.edu">hill.249@osu.edu</a>)</td>
</tr>
<tr>
<td>Chinese Business Professionals Association</td>
<td>Kewei Hou (<a href="mailto:hou.28@osu.edu">hou.28@osu.edu</a>)</td>
</tr>
<tr>
<td>Fisher Graduate Women in Business</td>
<td>Jamie Mathews-Mead (<a href="mailto:mathews-mead.1@osu.edu">mathews-mead.1@osu.edu</a>)</td>
</tr>
<tr>
<td>Fisher Indian Student Association</td>
<td>Jay Dial (<a href="mailto:dial.12@osu.edu">dial.12@osu.edu</a>)</td>
</tr>
<tr>
<td>Fisher Graduate Latino Organization</td>
<td>Francisco Gomez-Bellenge (<a href="mailto:Gomez-Bellenge.1@osu.edu">Gomez-Bellenge.1@osu.edu</a>)</td>
</tr>
<tr>
<td>Fisher Veterans Association</td>
<td>Larry Inks (<a href="mailto:inks.3@osu.edu">inks.3@osu.edu</a>), Jim Hendrickson (<a href="mailto:hendrickson.1129@osu.edu">hendrickson.1129@osu.edu</a>)</td>
</tr>
<tr>
<td>Out In Business</td>
<td>Nick Painter (<a href="mailto:painter125@osu.edu">painter125@osu.edu</a>)</td>
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**General Interest**

<table>
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<tr>
<th>Organization</th>
<th>Advisor(s)</th>
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<tbody>
<tr>
<td>Fisher Board Fellows</td>
<td>Mike Halligan (<a href="mailto:halligan.17@osu.edu">halligan.17@osu.edu</a>)</td>
</tr>
<tr>
<td>Fisher Follies</td>
<td>Roger Bailey (<a href="mailto:bailey.1117@osu.edu">bailey.1117@osu.edu</a>)</td>
</tr>
<tr>
<td>Fisher Graduate Networking Club</td>
<td>John Gray (<a href="mailto:gray.402@osu.edu">gray.402@osu.edu</a>)</td>
</tr>
<tr>
<td>Fisher Partner’s Club</td>
<td>Sarah Campbell (<a href="mailto:campbell.1951@osu.edu">campbell.1951@osu.edu</a>)</td>
</tr>
<tr>
<td>Fisher Serves</td>
<td>Keely Croxton (<a href="mailto:Croxton.4@osu.edu">Croxton.4@osu.edu</a>)</td>
</tr>
<tr>
<td>Net Impact</td>
<td>Neil Drobny (<a href="mailto:drobny.3@osu.edu">drobny.3@osu.edu</a>)</td>
</tr>
</tbody>
</table>

Fisher Graduate Programs Office: (614) 292-8511
## Full-Time MBA Students:
### Average Starting Salary 2019-20:
- Full Time (annual): $111,030
- Average Signing Bonus: $26,821
- Internship (monthly): $6,778/month

### Employment by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Average Starting Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting Services</td>
<td>$113,640</td>
</tr>
<tr>
<td>Consumer Products</td>
<td>$105,000</td>
</tr>
<tr>
<td>Financial Services</td>
<td>$111,575</td>
</tr>
<tr>
<td>Healthcare</td>
<td>$104,667</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>$104,800</td>
</tr>
<tr>
<td>Retail</td>
<td>$122,500</td>
</tr>
<tr>
<td>Technology</td>
<td>$116,917</td>
</tr>
<tr>
<td>Other</td>
<td>$105,600</td>
</tr>
</tbody>
</table>

## Full-Time MACC Students:
### Average Starting Salary 2019-20:
- Full Time (annual): $59,609

## Full-Time MHRM Students:
### Average Starting Salary 2019-20:
- Full Time (annual): $71,381

## Full-Time SMF Students:
### Average Starting Salary 2019-20:
- Full Time (annual): $58,303

### Demographics:

<table>
<thead>
<tr>
<th>Race</th>
<th>Class of 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>26%</td>
</tr>
<tr>
<td>Asian</td>
<td>16%</td>
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<tr>
<td>Black/African American</td>
<td>1%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>2%</td>
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<tr>
<td>Race Undisclosed</td>
<td>55%</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Race</th>
<th>Class of 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>42%</td>
</tr>
<tr>
<td>Asian</td>
<td>10%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>5%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>2%</td>
</tr>
<tr>
<td>Race Undisclosed</td>
<td>40%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Race</th>
<th>Class of 2020</th>
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</thead>
<tbody>
<tr>
<td>White</td>
<td>38%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>3%</td>
</tr>
<tr>
<td>Race Undisclosed</td>
<td>59%</td>
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<table>
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<tr>
<th>Race</th>
<th>Class of 2020</th>
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</thead>
<tbody>
<tr>
<td>White</td>
<td>7%</td>
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<tr>
<td>Asian</td>
<td>19%</td>
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<tr>
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<td>2%</td>
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<tr>
<td>Hispanic</td>
<td>4%</td>
</tr>
<tr>
<td>Race Undisclosed</td>
<td>68%</td>
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</table>
Policies For Making Offers
To Graduate Students

We recommend that employers do not place unnecessary pressure on students to accept a job or internship offer. Fisher prohibits exploding offers, defined as offers that require students to decide within a very short amount of time or face having the offers rescinded. These offers put a great deal of pressure on students to make a decision before they have completed the interviewing process. These recommendations are supported by the National Association of Colleges and Employers.

Graduate Student Summer Internship Offers:
We recommend that you allow graduate students until February 15th as the earliest date for accepting any summer internship offer. The decision of where to complete an internship is very important and we are hopeful you concur that giving students ample time to make these decisions beyond their first semester is of mutual benefit. In situations where students are sure of their decisions, we will certainly encourage them to accept summer internship offers as soon as possible.

Fall recruiting:
For students receiving offers for full-time positions during the fall recruiting season, the offer should remain open for a minimum of 4 weeks from the date of the written offer, or until November 1, whichever comes later.

Spring recruiting:
For students who receive offers for full-time positions during the spring recruiting season, the offers should remain open for 4 weeks from the date of the written offer, or until April 15, whichever comes later.

All offers must be made in writing:
Written offers can be in electronic or hard copy form. The start of the offer decision timeline is determined by the date of the written offer letter.

Second round interviews:
We recommend that employers provide multiple options for second-round, off-site interviews, so that students are not put at a disadvantage when prioritizing and managing class requirements and campus activities.
Become a Corporate Sponsor

The Annual Corporate Sponsorship Program provides three sponsorship levels to select from with increasing levels of access to undergraduate and graduate candidates from top-ranked programs. The benefits at each sponsorship level will be effective for one year upon receiving the registration form and sponsorship payment.

Premier Partner Level $10,000 Sponsorship

Includes benefits listed below plus the following:
- Assigned a Career Management Consultant to help enhance your recruiting efforts
- Assistance with organizing a meeting with selected leaders of student organizations and faculty to network with the Fisher community
- Basic Registration Fee waived for 1-4 representatives to attend ALL Fisher Career Fairs

Enhanced Presence Level $5,000 Sponsorship

Includes benefits listed below plus the following:
- Basic Registration fee waived for 1-4 representatives to attend a Fisher Career Fair.
- Advance selection of desirable locations at Fisher Career Fairs

Corporate Level $2,500 Sponsorship

- Company Logo on Corporate Sponsors Wall in The Office of Career Management where hundreds of Students visit weekly
- Early invitation to attend Fisher Career Fairs