The Office of Career Management

The Road to Recruiting at FISHER

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.

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FALL 2022

FALL INTERVIEW CALENDAR FOR FISHER
First day of Fisher on-campus recruiting .......................... September 12
Last day of Fisher on-campus recruiting ........................ November 18

FALL EVENTS
Employer of the Day ........................................... September 3 - Nov 18
Accounting Career Fair In-Person .......................... September 6
Fisher Fall Career Fair In-Person .......................... September 7
Not Another Career Fair In-Person ......................... September 21
Rapid Recruitment Job Fair In-Person .................... October 3

OSU CALENDAR FOR FALL SEMESTER
Classes begin ....................................................... August 23
Labor Day (University Closed) ............................. September 5
First Session Exams ........................................... October 11 - 12
Fall Break (No Classes) ...................................... October 13 - 14
Veteran’s Day (University Closed) ....................... November 11
Thanksgiving Break (No Classes) ....................... November 24 - 25
Last Day of Classes .............................................. December 8
Final Exams ....................................................... December 10 - 19
Fall Commencement ............................................ December 19

SPRING 2023

SPRING ON-CAMPUS INTERVIEW CALENDAR FOR FISHER
First day of Fisher on-campus recruiting ...................... January 11
Last day of Fisher on-campus recruiting .................... April 24

SPRING EVENTS
Employer of the Day ........................................... January 11 - April 24
Fisher Spring Career Fair ..................................... February 7
Spring Accounting Internship Night ....................... January 24
Just In Time Job Fair .......................................... March 28

OSU CALENDAR FOR SPRING SEMESTER
First day of classes ................................................. January 9
Martin Luther King Day (University Closed) .......... January 16
First Session Exams .......................................... February 27- 28
Spring Break (No Classes) .................................... March 13 - 17
Last Day of Class ............................................... April 24
Final Exams ...................................................... April 26 - May 2
Spring Commencement ........................................ May 7

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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 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.

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

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

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

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 College of Business Fall Career Fair

Fisher College of Business 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 College of Business Spring Career Fair

Fisher College of Business Spring Career 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 music 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 and online sections, contact Audrey Bledsoe at Bledsoe.38@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 Joanne Weber at weber.1251@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.

Contact Joanne Weber at weber.1251@osu.edu
A Destination For Recruiters: Connecting with the College

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: acctAssnNnosu@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.gua@gmail.com

Honorary / Professional

- **Beta Alpha Psi (Accounting Honorary)**
  Contact: bapf Fisher@gmail.com

- **Delta Sigma Pi (all business majors)**
  Contact: dspmsoosu@gmail.com

- **Phi Chi Theta (all business majors)**
  Contact: phichithetaosu@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: cb carryingmbaa@gmail.com

- **Hispanic Business Student Association**
  Contact: hbsa. Fisher@gmail.com

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

- **Out of Office**
  Contact: posk1@buckeyemail.osu.edu

- **Undergraduate Business Women’s Association**
  Contact: ubwa.execs@gmail.com

General Interest

- **Buckeye Capital Investors**
  Contact: bci osu@gmail.com

- **Buckeye Coastal Connections**
  Contact: buckeyecoastalconnections@gmail.com

- **Buckeye Undergraduate Consulting Club**
  Contact: BUCC@osu.edu

- **Business Builders**
  Contact: @gmail.com

- **Common Cents Investment Group**
  Contact: cci gosu@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: fis herpdp@gmail.com

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

- **Undergraduate Business Council**
  Contact: ubc.osu@gmail.com
A Destination For Recruiters: Undergraduate Student Profile By Major

**AVERAGE BUSINESS ADMINISTRATION STARTING SALARY 2020-21**

Full Time (Annual): $59,684  
Signing Bonus: $6,146  
71.4% accept full-time offers in the Midwest  
69% accept internship offers in the Midwest

**ACCOUNTING STUDENTS:**

2020-21 Average Starting Salary:

- Full Time (annual): $57,281
- Internship (hourly): $21/hour

**STUDENT DEMOGRAPHICS:**

<table>
<thead>
<tr>
<th>Women</th>
<th>Men</th>
<th>Asian</th>
<th>Hispanic</th>
<th>White</th>
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<td>39%</td>
<td>60%</td>
<td>7.5%</td>
<td>4%</td>
<td>69.5%</td>
<td>2%</td>
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**FINANCE STUDENTS:**

2020-21 Average Starting Salary:

- Full Time (annual): $63,161
- Internship (hourly): $21/hour

**STUDENT DEMOGRAPHICS:**

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<th>Hispanic</th>
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</thead>
<tbody>
<tr>
<td>39%</td>
<td>59%</td>
<td>5%</td>
<td>2%</td>
<td>73%</td>
<td>3%</td>
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**OPERATIONS MANAGEMENT STUDENTS:**

2020-21 Average Starting Salary:

- Full Time (annual): $58,271
- Internship (hourly): $18/hour

**STUDENT DEMOGRAPHICS:**

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<th>Hispanic</th>
<th>White</th>
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<tbody>
<tr>
<td>39%</td>
<td>59%</td>
<td>5%</td>
<td>2%</td>
<td>73%</td>
<td>3%</td>
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**MARKETING STUDENTS:**

2020-21 Average Starting Salary:

- Full Time (annual): $55,179
- Internship (hourly): $17/hour

**STUDENT DEMOGRAPHICS:**

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<th>Women</th>
<th>Men</th>
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<tbody>
<tr>
<td>44%</td>
<td>38%</td>
<td>5.5%</td>
<td>5%</td>
<td>67%</td>
<td>4%</td>
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**INFORMATION SYSTEMS STUDENTS:**

2020-21 Average Starting Salary:

- Full Time (annual): $68,445
- Internship (hourly): $21/hour

**STUDENT DEMOGRAPHICS:**

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<th>Men</th>
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<tr>
<td>28%</td>
<td>71%</td>
<td>13%</td>
<td>2%</td>
<td>59.5%</td>
<td>3%</td>
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**HUMAN RESOURCES STUDENTS:**

2020-21 Average Starting Salary:

- Full Time (annual): $52,404
- Internship (hourly): $18/hour

**STUDENT DEMOGRAPHICS:**

<table>
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<th>Men</th>
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<td>77.5%</td>
<td>22%</td>
<td>6%</td>
<td>11%</td>
<td>67%</td>
<td>4%</td>
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**LOGISTICS MANAGEMENT STUDENTS:**

2020-21 Average Starting Salary:

- Full Time (annual): $56,168
- Internship (hourly): $20/hour

**STUDENT DEMOGRAPHICS:**

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<th>Women</th>
<th>Men</th>
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<tbody>
<tr>
<td>32%</td>
<td>68%</td>
<td>5%</td>
<td>71%</td>
<td>3%</td>
<td>3%</td>
</tr>
</tbody>
</table>
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, and SMF 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
# Graduate Student Organizations

A Destination For Recruiters: *Connect with Fisher Graduate Students*

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>
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<tr>
<td>Fisher Sports Business Association</td>
<td>Nate Craig (<a href="mailto:craig.186@osu.edu">craig.186@osu.edu</a>)</td>
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## Diversity/Multi Cultural

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<th>Organization</th>
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<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>
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<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>
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<tr>
<td>Fisher Indian Student Association</td>
<td>Jay Dial (<a href="mailto:dial.12@osu.edu">dial.12@osu.edu</a>)</td>
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<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>
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<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

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<th>Organization</th>
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<tr>
<td>Fisher Board Fellows</td>
<td>Keely Croxton (<a href="mailto:FCOB-fbf@osu.edu">FCOB-fbf@osu.edu</a>)</td>
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<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>
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<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>
### FULL-TIME MBA STUDENTS:

**Average Starting Salary 2020-21:**
- Full Time (annual): $110,615
- Average Signing Bonus: $28,910
- Internship (monthly): $6,769/month

<table>
<thead>
<tr>
<th>Employment by Industry</th>
<th>Average Starting Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting Services</td>
<td>$121,640</td>
</tr>
<tr>
<td>Consumer Products</td>
<td>$100,917</td>
</tr>
<tr>
<td>Energy</td>
<td>$94,000</td>
</tr>
<tr>
<td>Financial Services</td>
<td>$118,000</td>
</tr>
<tr>
<td>Healthcare</td>
<td>$106,167</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>$107,333</td>
</tr>
<tr>
<td>Real Estate</td>
<td>$65,000</td>
</tr>
<tr>
<td>Retail</td>
<td>$103,828</td>
</tr>
<tr>
<td>Technology</td>
<td>$122,050</td>
</tr>
<tr>
<td>Transportation</td>
<td>$80,496</td>
</tr>
<tr>
<td>Other</td>
<td>$115,000</td>
</tr>
</tbody>
</table>

### FULL-TIME MACC STUDENTS:

**Average Starting Salary 2020-21:**
- Full Time (annual): $58,639

### FULL-TIME MHRM STUDENTS:

**Average Starting Salary 2020-21:**
- Full Time (annual): $72,728

### FULL-TIME SMF STUDENTS:

**Average Starting Salary 2020-21:**
- Full Time (annual): $68,654

### DEMOGRAPHICS: Class of 2021

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

<table>
<thead>
<tr>
<th>Race</th>
<th>Percentage</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>Percentage</th>
</tr>
</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>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Race</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>7%</td>
</tr>
<tr>
<td>Asian</td>
<td>19%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>2%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>4%</td>
</tr>
<tr>
<td>Race Undisclosed</td>
<td>68%</td>
</tr>
</tbody>
</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