

Guidance on Employer Interactions for Leaders of Student Organizations Associated with the College of Engineering

Employers engage with the College of Engineering for three primary reasons: 1) to collaborate on research/projects, 2) to contribute to engineering talent development and 3) to identify and recruit engineering talent. The interaction between employer representatives and the campus community is important and beneficial to both groups. Student organizations are highly encouraged to collaborate with employers on educational and professional development activities. These interactions will naturally result in more name recognition and networking opportunities that will benefit the recruiting efforts of employers. However, when an employer's recruiting efforts are an intentional component of a meeting or activity, Engineering Career Services (ECS) must manage the event to ensure that equal employment opportunity (EEO) laws are followed and a fair recruiting environment is maintained at ISU.

Employer Participation in an Organization's Meetings

Student organizations are encouraged to involve employers in meetings for educational and professional development purposes. Conversely, the proper venue for an employer to discuss their employment opportunities is an information session arranged through ECS. ECS encourages employers to work with student organizations to promote information sessions and encourage attendance.

Information sessions, recruiting events, and all professional employment opportunities (co-ops, internships or full-time) are managed by ECS and advertised through CyHire, which ensures that all ISU students have a chance to learn of these opportunities. This action protects the employer and ISU from allegations of intentionally or unintentionally engaging in recruiting practices that are discriminatory. For example, discussing an employment opportunity at a meeting of a student organization that is male dominated could result in allegations of discrimination when the position is not also posted in CyHire. Once a job opening, meeting or event is posted in CyHire, other activities to promote the position or event are then considered acceptable since they work to further increase the number of the job applicants.

Tours of Company Facilities

Educational visits to company facilities are encouraged but participation should be open to all members of the organization. If the company must limit participation, this should be done on a first-come basis or by a random selection of interested individuals. If the company wants to limit participation in other ways, such as GPA, leadership experience or employment situation, the trip should be treated as a recruiting event. In this situation, the company would need to advertise the event in CyHire and select the participants.

Sponsorship in Exchange for Access to Members or Other Students

Sponsorship and gifts from companies that help support the operations of the club are appropriate as long as the funds do not come with a requirement to provide special access to students or FERPA-protected student information for recruiting purposes. Working with a student organization provides employers with valuable name recognition and networking opportunities. Please also remember that sponsorships and gifts must be managed by the Engineering Development Office (Foundation) in accordance with the rules defined by Engineering Student Council.