

Fall Recruiting Guidelines
For Energy Management/Energy Commerce students
at The University of Oklahoma, Texas Tech & Tulsa University
(Revised 12/9/2009)

- ❖ Companies will setup recruiting dates, through each school's Career Services, for the Fall recruiting season
- ❖ Only two companies, recruiting Energy Management students, will be allowed to sign up and interview on the same day (unless they have multiple interview dates) *
- ❖ Once companies have conducted campus interviews, they may contact prospective students, make job offers, arrange second interviews, etc.
- ❖ **Deadlines for internship or full-time offers cannot be prior to the last Friday of October (Offer Deadline Date)**
- ❖ Students may voluntarily accept a job, prior to this date, thus removing them from the recruitment process
- ❖ Once a student has signed up to go through the interview process and has accepted interview invitations, the offer deadline date is in effect

Advantages of Offer Deadline Date:

- All employers are subject to the same offer deadline
- Eliminates the pressure on students to immediately accept an offer during the interview or within a few days and/or hours of the interview
- Allows students the opportunity to interview with all companies, they have been invited to interview with, and consider their employment options
- Students have no more than two interviews in one day, thus eliminating missed class and study time*
- Provides flexibility in scheduling recruiting dates at all schools in conjunction with recruiting for other disciplines (i.e. engineering, geology, etc.)
- Provides flexibility for weather disruptions (i.e. hurricanes, etc) in the event it becomes necessary to reschedule interview dates
- Companies can conduct "on-site "second interviews" for internships and/or full-time candidates
- Eliminates half-full interview schedules and last minute contact of "alternate candidates" to fill in the gaps.
- Companies should have both intern and full-time positions filled by mid November

* **Currently applies only to The University of Tulsa**

