

UC Irvine

Accounting Recruiting Policies

2018-19 Recruiting Season

All firms are expected to review the UC Irvine Division of Career Pathways Employer Guidelines as well as the UC Irvine Accounting Recruiting Policies. To create consistency across accounting firms that recruit at UCI and to ensure fairness in the recruiting process for students, the UCI Division of Career Pathways, The Paul Merage School of Business, and MPAC Career Services request your agreement to abide by the following guidelines and to communicate them to all professionals involved in recruiting within your organization.

A. SCHEDULING INTERVIEWS AND EXTENDING OFFERS

1. Please refer to the chart below regarding specific dates and deadlines for resume submission, interviews and offers.

SUMMER LEADERSHIP PROGRAM (SLP) PARTICIPANTS INTERNSHIP OFFER DATES	SUMMER 2018
SLP Participants - Internship Offer Date	July 27
SLP Participants - Offer Acceptance Deadline	August 13
FULL-TIME, WINTER INTERNSHIP, AND SUMMER INTERNSHIP RECRUITING DATES	FALL 2018
Meet the Firms	October 8
Resume Drop Date	October 9
On-Campus Interviews (Will be held at Career Pathways and in School of Business)	October 15 - 19 or later
2nd Round Interview Notifications	Rolling
2nd Round Interview Dates	October 22 or later
Offer Date	November 2 or later
Offer Acceptance Deadline	November 16 or later
SUMMER LEADERSHIP PROGRAM RECRUITING DATES	WINTER 2019
Summer Leadership Program OCI date selection opens*	November 30 or later
On-Campus Interviews (held at Career Pathways)	March 4 – April 5**
Offer Date	Rolling

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SUMMER LEADERSHIP PROGRAM (SLP) PARTICIPANTS INTERNSHIP OFFER DATES	SUMMER 2019
SLP Participants - Internship Offer Date	July 26
SLP Participants - Offer Acceptance Deadline	August 9

Please request SLP OCI dates at least **one month prior to conducting interviews on campus*

***No interviews may be conducted the weeks of March 18th (finals) or March 25th (Spring Break)*

2. The UCI Division of Career Pathways does not permit students to cancel first-round interviews to attend second-round interviews. Students who do so face suspension of their campus recruiting privileges. We have established the following expectations for employers to ensure students' ability to comply with our second-round policy:
 - a. Employers scheduling second-round interviews are expected to give a minimum of three (3) full business days' notice of a second-round interview in an off-campus location (Example: for a Wednesday interview, students must be notified by the previous Thursday).
 - b. In all cases, employers must offer alternative dates, without negative consequences, for a second-round interview if the date originally suggested by the employer interferes with a student's first-round interview on campus, an exam, or other valid appointment.

3. Students are encouraged to decline a firm's offer as soon as they have decided they will not accept that offer. This may be communicated via email, indicating which firm's full time offer was accepted (if it is known at the time).

4. No full time offers will be extended in tandem with a summer internship offer.

5. Upon the **conclusion** of summer internships, the firms may issue full time employment offers to their **own interns**.

6. The firms will not approach another firm's interns or invite them to summer recruiting events during the summer internship period.
 - a. **Exceptions** to these policies relate to programs that firms sponsor to increase the number of underrepresented minority candidates in the accounting profession.

7. Greeters on the day of interviews will be permitted at the ratio of one (1) greeter per two (2) interview rooms used.

NOTE: Interview rooms **cannot** be reserved for greeters or for administrative use.

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B. STUDENT INTERVIEW ELIGIBILITY

1. Graduating seniors may interview during the Fall Recruiting Season for either a full time position or a Summer Internship if they plan on attending a masters program. Based on their acceptance into a program, each firm may decide to extend full time offers or summer internship offers.
2. Masters in Professional Accountancy (MPAc) students may interview during the Fall Recruiting Season for either a full-time position or a Winter Internship.
3. Although undergraduate and MPAc students may interview on the same schedule, you are strongly encouraged to post *separate positions* for each degree level.
 - a. 1st year MPAc students **are considered new students** regardless of where they completed their undergraduate studies. As a result, MPAc students **have no GPA** upon entering the program. If you would like to include the MPAc major in your selection process, regardless of if you have a separate posting for MPAc students, you have two options:
 1. Do not include a GPA requirement, and MPAc students will show as “Fully Qualified” (assuming they meet all other qualifications).
 2. Include a GPA requirement, and while MPAc students can still apply, they will show as “Not Fully Qualified”.

C. SUMMER LEADERSHIP PROGRAMS (SLP)

1. Firms may extend a full-time offer to SLP participants entering their senior year or the MPAc program. The offer extension date and acceptance deadline will be the same as the dates listed in the chart above (A1) for SLP participants.
2. Firms may extend a winter or summer internship offer to SLP participants. The offer extension date and acceptance deadline will be the same as the dates listed in the chart above (A1) for SLP participants.
3. Students who participate in the SLP programs may by-pass the on-campus interviews, and be invited directly for an in-house interview as part of the regular winter/summer internship or full-time hiring timeline.

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D. STUDENT ACCOUNTING ORGANIZATIONS AND FIRM-SPONSORED EVENTS

1. We encourage the firms to work with the student accounting organizations [(Beta Alpha Psi (BAP) or Accounting Association (AA)] to sponsor events where students and firm representatives have the opportunity to gain more knowledge about the firm culture and clients.*
2. We encourage the firms to work with the Division of Career Pathways to facilitate wider events to reach non-accounting students (where relevant).
3. At least three weeks' notice is kindly requested to host any events on campus.

E. COMMUNICATION/REPORTING VIOLATIONS

All questions or concerns with these guidelines should be discussed with the appropriate UCI professional contact.

Questions relating to MPAC students, accounting recruiting guidelines, accounting student organizations, or Meet the Firms:

Carrie Crevel, carrie.crevel@uci.edu, 949.824.9157

Questions relating to undergraduate Business Administration students:

Blair Fraser, cbfraser@uci.edu, 949.824.1680

Questions relating to scheduling OCI or information sessions* through UCI Division of Career Pathways:

Kelly Swanholm, kswanhol@uci.edu, 949.824.3643

Questions relating to Beta Alpha Psi events:

ucibap@gmail.com; <http://www.ucibap.org/>

Questions relating to Accounting Association events:

aaucirvine@gmail.com; <http://www.aaucirvine.com/>

Firms may choose to coordinate information sessions, office hours, and other firm-related events directly with student organizations (BAP or AA). Student organizations **are independent from the UCI Division of Career Pathways.*