

COLLEGE OF ENGINEERING CAREER SERVICES

# RESOURCE + GUIDE

TO ON-CAMPUS RECRUITING 2005/06



RECRUITING  
**PRINCIPLES & GUIDELINES**  
 FOR THE  
 COLLEGE OF ENGINEERING

*We endorse the National Association of Colleges and Employers' principles for professional conduct and the policies of the University of Illinois Career Services Council. (Full text may be reviewed respectively at [www.nacweb.org/principles/principl.html](http://www.nacweb.org/principles/principl.html) and [www.careerservices.uiuc.edu/aboutus/policies.asp](http://www.careerservices.uiuc.edu/aboutus/policies.asp).)*

The following guidelines have been established to support these principles and ensure that undue pressure is not placed on students by employing organizations. We recognize that students should have the opportunity to investigate all employment options of interest to them when making their career decisions. These principles provide a framework for professional relationships among colleges/universities, employing organizations, and candidates. The principles follow from three basic precepts for career planning, placement, and recruitment:

*All parties benefit* when there is open and free selection of employment opportunities in an atmosphere conducive to objective thought, i.e., where job candidates can choose optimum long-term uses of their talents that are consistent with personal objectives and all relevant facts.

*All parties benefit* when the recruitment process is fair and equitable.

*All parties benefit* when candidates make informed and responsible decisions.



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 UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN