

The Ethics of College Recruiting

Often employers expect UCO Career Services or faculty members to recommend the “best” or “top” candidates for jobs or internships. This process is discouraged.

UCO Career Services provides the best career-related resources and opportunities to all students, not just those that are identified as the “best” or “most qualified”. The National Association of Colleges and Employers (NACE) has established ethical standards for colleges and employers in regard to the employment process. Asking a staff or faculty member for the names of excellent candidates may seem harmless at first glance. However, there are some potential legal and ethical pitfalls associated with this strategy. If a staff or faculty member refers only a few individuals without publicizing the position to all students who may be qualified, the recruiting process is not one that is “fair and equitable” to all parties.

Employers know their organizational cultures and expectations far better than any staff or faculty member. The recruitment and selection of candidates is best left up to representatives of the organization who have examined student resumes, conducted interviews, and checked professional references.