



UNIVERSITY *of*
ROCHESTER

RECRUITING GUIDE
2023-2024



HIRE ROCHESTER TALENT

The University of Rochester is among 146 institutions in the United States that are classified as R1 organizations meaning our academic programs are highly engaged in learning and research. The tenet of 'learn, discover, heal and create' sums up the University of Rochester's commitment to providing an environment whereby scholars, students and staff flourish. We invite you to learn more about our community.

Information about the University of Rochester

The University of Rochester was founded in 1850 by a convention of Baptists. Over the years, prominent members of the Rochester community continued to influence its expansion and offerings. Today, the University of Rochester has more than 1,000 faculty, 30,000 staff and 12,000 students. Learn more about the [University of Rochester](#).

Academic Programs

The curriculum at the University of Rochester is unique. The tenets of the academic programs are 'Learn. Discover. Heal. Create.' Through an open design, students can create learning experiences which allow them to explore content that speaks to their intellectual interests. It is through this exploration that students define their pathway for the future. Explore the [University of Rochester academic programs](#).

Alumni Leaders

The University of Rochester has a history of guiding graduates into leadership roles. The university and its graduates live by the motto: Meliora which is the Latin adjective meaning 'better'. Through its academic programs, graduates learn to evaluate situations and determine ways to make them 'better'. It is this thoughtful and analytical approach that makes University of Rochester graduates so successful. Hear stories about [University of Rochester alumni](#) and their impact on the world.

Student Attributes

As a leading research institution, the University of Rochester attracts talent from across the globe! As an employer, we understand you seek to better understand the communities our students represent, and the attributes they will bring to the workforce. The most comprehensive data set is located within the University of Rochester [Office of the Provost](#).

BUILDING YOUR BRAND AT ROCHESTER

Today's student enjoys building relationships with the organizations whom they plan to create a career with. Traditional activities such as information sessions have some value, but more unique experiences capture the attention of University of Rochester students more effectively. We would like to offer you some options for crafting the right strategy for building the right talent pool for your hiring needs.

Corporate Panels

Students appreciate learning about career paths from University of Rochester alumni, senior managers, and recent graduates who have just started with the organization. These robust conversations can be hosted in person which students value greatly; or by using a virtual hosting platform. The key is to make the content relevant and interesting, and ensure time for questions from the curious audience.

Creative Workshops

University of Rochester students enjoy learning! Our experience shows that students enjoy workshops and programs that engage them intellectually, and provide them insights to the work they will encounter as an employee. Some examples of creative workshops are 'Pitching a Stock', building a robot, or creating an AI model. The Greene Center can offer you ideas, and support the promotion of your unique experience.

Coffee Chats/Office Hours

This current venue is common on many college campuses! It provides students the opportunity to meet you personally, and to gain more in-depth guidance and advice about the company. The Greene Center will provide you guidance for locations on campus, and our Handshake system will support your ability to schedule meetings.

Partnering with Student Organizations

When appropriate, the Greene Center will connect you with student leadership at organizations and clubs that meet your recruiting interests. Students are eager to host business professionals, and may seek your expertise in an area of knowledge and competency or an area of professional development. Bringing your experiences to a presentation is highly valued by our student population, and a great way for you to differentiate your organization on the University of Rochester campus.

RECRUITING: CAMPUS, CAREER FAIRS + EVENTS

The Greene Center offers services to meet the different interests and needs of employers and organizations. From standard practices to unique programs, the Employer and Alumni Engagement Team can assist you in taking full advantage of the portfolio of services available to you.

Handshake is your key portal

The Greene Center partners with Handshake to provide you a robust recruiting platform. The system allows you to effectively list your employment descriptions, to arrange special events such as office hours, and to establish an interviewing schedule. The Handshake tech team makes it easy for you [to get started!](#)

Campus Calendar

The Greene Center follows the [University of Rochester academic calendar](#) when managing reservations for campus programming including interviewing sessions. We offer the following guidelines to assist you in planning your campus engagement.

Fall 2023 Calendar

Classes Begin	August 30, 2023
Campus Recruiting Program Opens	September 25, 2023
Networking Event	September 26, 2023
Corporate Career Expo	September 26, 2023
Engineering, Tech, and Big Data Career Expo	September 26, 2023
Campus/Virtual Interviewing Begins	September 27, 2023
Virtual Career Expo	September 29, 2023
Fall Break (No Interviews)	October 16-17, 2023
Thanksgiving Break (No Interviews)	November 22-24, 2023
Campus Recruiting Program Ends	November 17, 2023

Spring 2024 Calendar

Classes Begin	January 17, 2024
Campus Recruiting Program Opens	February 12, 2024
Networking Event	TBA
Career Expo	TBA
Campus/Virtual Interviewing Begins	TBA
Virtual Career Expo	TBA
Spring Break (No Interviews)	March 9-17, 2024
Campus Recruiting Program Ends	April 5, 2024

Interviewing On-Campus or Virtually

The Greene Center facilitates connections between our students and employers through on-campus and virtual interviewing. On-campus interviewing is convenient, streamlined, and cost-effective. In-person interviews are held in our recently renovated, private interview rooms and include: reception support, wi-fi access, whiteboards, and complimentary coffee and tea. Employers use Handshake to seamlessly schedule both in-person or virtual interviews with students. The Greene Center can also work with you to customize the interview process to meet your needs.

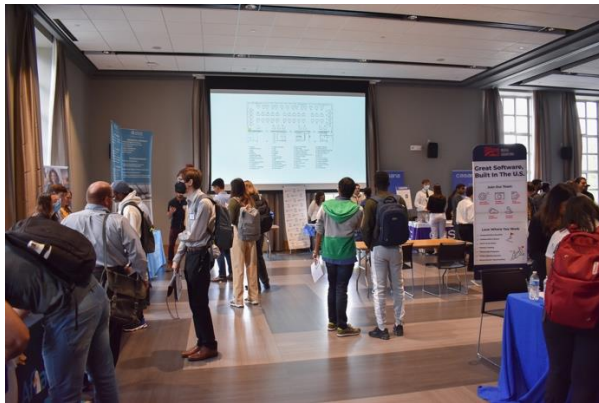
Career Expos

This traditional venue allows organizations the opportunity to meet with candidates from across our 70 academic disciplines. Hosted in the fall and the spring, it is a cost-effective way to meet with a variety of candidates. Our Spring 2024 Career Week will be from February 12th - 14th.

- **Cupcakes and Connections: An Employer/Student Networking Event**
 - Monday, Feb. 12th, 4:30 pm - 6:00 pm
 - Email [Christina Pero](#) to RSVP.
- **[2024 Spring Career Expo](#)**
 - Tuesday, Feb. 13th, 11:00 am – 2:00 pm
- **Global Talent at Your Fingertips - Employer session**
 - Tuesday, Feb. 13th, 2:30 pm - 3:30 pm
 - Email [Christina Pero](#) to RSVP.
- **[2024 Virtual Spring Career Expo](#)**
 - Thursday, Feb. 15th, 2:00 pm – 4:00 pm
 - Hosted on the UR Handshake Platform

Events

The Greene Center designs special events with the sole purpose of creating talent pipelines for employers and organizations. Our annual event calendar offers you a simple way to engage with our community. Additionally, we will help you craft an event that differentiates your organization thereby generating interest from the UR student body. Find out about [upcoming events](#) on the Greene Center's website.



CRAFTING YOUR TIME AT ROCHESTER

Our hope is that you have a seamless and positive experience while recruiting on-campus or virtually at the University of Rochester.

Building Your Brand

The Employer and Alumni Engagement team can offer advice and guidance on scheduling programming that will set you apart from other employers.

Corporate Panels and Creative Workshops are scheduled Monday -Thursday between the hours of 5:00 p.m.-7:00 p.m. Our team will secure a room and promote the program to the right targeted student audience.

Coffee Chats/Office Hours are scheduled Monday-Thursday between the hours of 9:00 a.m.-4:30 p.m. Our team will secure a room and promote the program to the right targeted student audience. The employer will secure refreshments from suggested vendors.

Interviewing on Campus or Virtually

The Greene Center schedules interviews between Monday-Thursday from 9:00 a.m.-4:30 p.m., and utilizes space in the newly endowed center. You can work with the Employer and Alumni Engagement team to determine the right timing for your campus interviews, whether you are performing them in person or virtually.

- **On-Campus Interviewing Options**

There are 2 main types of interviews:

- **Preselect:** A 'preselect schedule' is when a schedule is set in Handshake with specific time durations of either 30 or 60 minutes. From your employment posting, you will be able to review candidates, and select those whom you wish to meet with. You will be hosted in the Greene Center located in Dewey Hall.
 - **Room only:** A 'room-only reservation' allows you to reserve a space in the Greene Center through Handshake, but the scheduling of your interviews is done using your own scheduling tool.
- **Virtual Interviews** can be conducted through Handshake's video functionality if you are a premium partner or via a platform of your choice that you provide to the selected students in advance of their interview date. Whether you are using Handshake or another platform, we encourage you to list your employment position on Handshake to effectively collect applications. *Please expect a member of our staff to follow-up with you after your interview date to collect student attendance and any feedback you wish to provide.*
 - **Interview Day:** A member of the Greene Center team will be available the day of your interviews to verify you have the details you need to effectively host our students.
 - Upon check-in with our front desk, you will receive a schedule of your interview day (if you are using a pre-selected schedule).
 - You will be escorted to your designated interview room(s) hosted within the Greene Center, Dewey Hall.
 - Coffee and water will be available for you throughout the day; and a list of lunch recommendations will be available for your ordering convenience.

GREENE CENTER TEAM

The Employer and Alumni Engagement team has numerous years of experience in creating effective corporate engagement strategies for our campus. We encourage you to seek their knowledge and expertise as you consider how to invest in the University of Rochester.



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