Spring 2021 Recruiting & Interviewing Plans

Contact: Tiffany Appleton, Associate Director of Employer Relations | tapleton@umass.edu

We know it has been a different year than any of us have experienced in the past. And we are committed to working towards a very successful recruiting season for both students and employers this spring. If you have any questions or concerns, please feel free to reach out to us. Our goal is to best help students and employers connect. Thank you for your continued partnership with UMass Amherst!

The details for the UMass Amherst Spring Operating Plan can be viewed here – UMass Amherst Reopening

Spring 2021 Academic Calendar

While limited fact-to-face instruction will occur, the majority of teaching will be fully remote. UMass Amherst will follow a revised academic calendar for the spring 2021 semester. Classes will start later than usual on Monday, February 1st and conclude on Tuesday, May 4th. Final exams will end on Wednesday, May 12th.

Wellbeing Wednesdays: UMass will observe two Wellbeing Wednesdays on Wednesday, February 24th and April 14th. On those days there will be no classes, and instead programming surrounding well-being for students and faculty.

Key dates in the spring academic calendar can be viewed here - Revised Academic Calendar for Spring 2021

Career Fair Plans & Dates

UMass Amherst has invested in the virtual career fair platform, Career Fair Plus. All the 2020-2021 career fairs will be hosted virtually utilizing this tool. Career Fair Plus offers the functionality for pre-scheduled 1:1 meetings and group meeting rooms. Check out this quick demo of a virtual career fair on Career Fair Plus.

One of the greatest benefits of Career Fair Plus for employers is that it “talks” to Handshake. When you register for one of our fairs through Handshake, the Career Fair Plus tool will pull in all your pertinent company information saving you time.

Our Spring 2021 Career Fair Schedule includes 12+ career fairs with some being campus wide, and others college/major specific. For more details on specific fairs and dates, please feel free to reach out.

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Due to COVID-19 and the extensive public health and behavioral restrictions adopted by UMass Amherst, employers will not be allowed to visit campus for any in-person events. Additionally, in accordance with The UMass Amherst Community Agreement for students which supports limiting their travel, UMass Career Services encourages employers to utilize technological and phone methods to interview job candidates in place of in-person office interviews until COVID-19 safety precautions are lifted. We thank you for supporting the safety of our students.

We will be happy to work with you to coordinate virtual interviews, virtual info sessions, and other virtual opportunities to interact with students through your recruiting process. Let us know what you are thinking and we are happy to brainstorm ideas with you as well.
Student Internship Policy

UMass Amherst will be requiring students who are interested in pursuing field experience (internship, co-op, practicum, externship, independent study) to complete a Student Risk Acknowledgement Form indicating they are aware of the risks associated with COVID-19 in the workplace and they agree to being personally responsible for minimizing risks by adhering to federal, state, local, and employer guidelines and recommendations. Students will be asked to affirm, acknowledge, and agree they

1. Understand the health risks associated with COVID-19 and voluntarily elect to participate in field experience
2. Will adhere to federal, state, local, and employer guidelines and recommendations
3. Understand the possibility of transitioning to remote experience if the circumstances dictate

Best Practices for Virtual Internships

Based upon NACE guidelines and conversations with both students and employers, UMass Amherst has put together the following list of best practices for virtual internships.

Cover the Basics

- Since virtual work can have a certain amount of “disconnect” built in, it is important to ensure the work is meaningful. This can be alleviated through providing interns work that gives them a chance to connect with and contribute to the goals of the organization.
- Find ways to immerse interns into the company culture.
- Build community by including interaction in the schedule with other interns and employees.

Manager Training

- Ensure managers are ready to manage interns on a remote basis by providing them with tools to aid in success working in a virtual world.

Mitigate Challenges

- It is best to not assume students have access to the technology and internet required to perform their job. You may want to have a conversation about this in advance to provide them the tools needed to get their job done.
- Interns working from home may not have a private space available to them for work, so please don’t misinterpret a lack of privacy as a lack of professionalism.

Keep to a Schedule

- As much as possible, set and adhere to a schedule over the course of the internship.
- The schedule does not need to be static, but students work best when they know what is expected and when.

Keep Lines of Communication Open

- Schedule regular check-ins with interns and provide ongoing feedback over the course of the internships experience.