



Weatherhead School of Management
CAREER MANAGEMENT OFFICE

RECRUITER GUIDE



WEATHERHEAD
SCHOOL OF MANAGEMENT
CASE WESTERN RESERVE
UNIVERSITY

WEATHERHEAD SCHOOL OF MANAGEMENT HAS DEVELOPED AN INTERDISCIPLINARY APPROACH TO MANAGEMENT EDUCATION WITH THE GOAL OF CREATING 21ST-CENTURY MANAGERS—GRADUATES WHO WILL ADD **IMMEDIATE VALUE** TO THEIR ORGANIZATIONS. WE OFFER AN **INNOVATIVE MBA DEGREE** THAT INCORPORATES OUR CORE THEMES, *MANAGE BY DESIGNING* AND *SUSTAINABLE ENTERPRISE*, INTO THE CURRICULUM. STUDENTS WORK SIDE-BY-SIDE WITH RENOWNED FACULTY, PEERS FROM MORE THAN 40 COUNTRIES, AND BUSINESS LEADERS IN THE AREAS OF SUSTAINABILITY AND DESIGN TO UNCOVER FRESH **SOLUTIONS TO REAL-WORLD PROBLEMS.**

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WEATHERHEAD FIRSTS

- > TO INTRODUCE LEADERSHIP ASSESSMENT AND DEVELOPMENT INTO AN MBA CURRICULUM
- > TO INCORPORATE *MANAGE BY DESIGNING* PRINCIPLES INTO AN MBA CURRICULUM
- > TO CREATE APPRECIATIVE INQUIRY AND USE IT AS A STRENGTH-BASED APPROACH TO ORGANIZATIONAL DEVELOPMENT, SOCIAL ENTREPRENEURSHIP, AND REGIONAL ECONOMIC DEVELOPMENT
- > TO IMPLEMENT PHD PROGRAMS IN ORGANIZATIONAL BEHAVIOR AND OPERATIONS RESEARCH
- > TO DEVELOP THE DOCTOR OF MANAGEMENT PROGRAM

**RECRUIT
WEATHERHEAD
TALENT**



THE CAREER MANAGEMENT OFFICE (CMO) VALUES THE ESTABLISHMENT OF A STRONG RELATIONSHIP WITH YOUR COMPANY IN ORDER TO PROVIDE UNPARALLELED ATTENTION AND SERVICE. THE CMO COLLABORATES WITH EMPLOYERS TO UNDERSTAND THEIR RECRUITMENT NEEDS AND SHARE BEST RECRUITING PRACTICES TO ENSURE SUCCESSFUL OUTCOMES. CAREERLINK, POWERED BY SYMPPLICITY, IS WEATHERHEAD'S ONLINE CAREER MANAGEMENT SYSTEM WITH MANY CONVENIENCES FOR EMPLOYERS.

"The Business Planning Department at University Hospitals engages key stakeholders with the life cycle of the organization's investments. Weatherhead's Career Management Office has provided the bridge to recruit well-rounded graduates with sound analytical and critical thinking capabilities to fulfill the organization's mission and address the challenges of a competitive environment."

Dep Ahuja, MBA '07

Department of Business Planning, University Hospitals Case Medical Center

CAREERLINK CAPABILITIES

POST-CAREER/INTERNSHIP OPPORTUNITIES TO WHICH STUDENTS AND ALUMNI MAY APPLY

SCHEDULE ON-CAMPUS INTERVIEWS

VIEW AND CREATE STUDENT AND ALUMNI RESUME BOOKS

SCHEDULE COMPANY INFORMATION SESSIONS, EITHER ON CAMPUS OR VIA WEBINAR

Case Western Reserve University is a Symplicity OneStop and NACELink member. Subscribe to our NACELink Network, "CSM School," via OneStop by visiting onestop.nacelink.com. Register online with **CareerLink** at weatherhead.case.edu/career/employers.

RELATIONSHIP BENEFITS

ORGANIZATIONS CAN ACHIEVE RECOGNITION AND VISIBILITY WITH STUDENTS BY PARTICIPATING IN A VARIETY OF PROMOTIONAL ACTIVITIES. OPPORTUNITIES INCLUDE CAREER FAIRS, INFORMATION SESSIONS, PANEL DISCUSSIONS, RESUME REVIEWS, MOCK INTERVIEWS, COFFEE WITH A STUDENT, AND STUDENT CLUB-RELATED EVENTS.

PERSONALIZED SERVICE FROM OUR SCHOOL RANGES FROM POSTING POSITIONS, DEVELOPING INTERNSHIP PROGRAMS, PROVIDING UP-TO-DATE INFORMATION REGARDING RECRUITING AND HIRING INTERNATIONAL STUDENTS, AND HOSTING EMPLOYER SEMINARS AROUND LEGAL AND HUMAN RESOURCES ISSUES.

WEATHERHEAD'S SMALL CLASS SIZES ENABLE FACULTY AND STAFF TO DEVELOP PERSONAL RELATIONSHIPS WITH STUDENTS.

INTERNATIONAL STUDENTS



THE CAREER MANAGEMENT OFFICE AT WEATHERHEAD WELCOMES EMPLOYERS INTERESTED IN OUR INTERNATIONAL STUDENTS. THIS BROCHURE PRESENTS A SNAPSHOT OF OUR HIGHLY COMPETITIVE STUDENT BODY PROFILE AND ANSWERS SOME OF THE PRESSING QUESTIONS ON THE MINDS OF HIRING MANAGERS AND HR DEPARTMENTS WHEN EVALUATING INTERNATIONAL CANDIDATES.

At Weatherhead, we take pride in our ability to attract a motivated set of professionals representing a wide array of countries, cultures, and ethnicities to our graduate degree programs. Over the past five years, our international students have come from over 25 countries, bringing with them an enriching variety of perspectives, experiences, and expectations reflecting the increasing interconnectedness of our world.

International graduate students offer extensive work experience in multinational organizations and multi-lingual teams. Companies who hire international students prize their divergent thinking on global issues, cross-cultural awareness of market dynamics, and flexibility when it comes to applying knowledge to today's competitive, ever-changing business environment.

HIGH-QUALITY, NO-COST RECRUITING AT WEATHERHEAD

THE CAREER MANAGEMENT OFFICE AT WEATHERHEAD IS READY TO HELP YOU FIND YOUR IDEAL CANDIDATE AMONG OUR DOMESTIC AND INTERNATIONAL STUDENTS. WE APPRECIATE THE CONCERNS THAT EMPLOYERS HAVE ABOUT HIRING INTERNATIONAL STUDENTS IN PARTICULAR. TO THAT END, WE PROVIDE A NUMBER SERVICES TO EMPLOYERS TO MAKE THE PROCESS EASIER.

CANDIDATE SELECTION

Small class sizes at Weatherhead allow us to get to know students personally. We regularly post positions on CareerLink and send our resume book to employers. We can also develop a marketing plan to best promote your organization to our students.

FLEXIBLE STAFFING

Our international students are interested in a wide range of staffing options, including short-term projects, internships, and full-time opportunities.

WORK AUTHORIZATION PROCESS

We work closely with the International Student Services office at Case Western Reserve University to proactively advise our international students on questions regarding immigration, work authorization, and employment. We take care of most authorization details so that employers benefit from a seamless process.

HIRING INTERNATIONAL STUDENTS: THE BASICS

MUCH LIKE DOMESTIC GRADUATE STUDENTS, INTERNATIONAL STUDENTS ATTENDING WEATHERHEAD GRADUATE DEGREE PROGRAMS MOST FREQUENTLY SEEK THE FOLLOWING EMPLOYMENT OPPORTUNITIES:

INTERNSHIPS:

Full-time internships during the summer between the first and second years, as well as part-time opportunities during the second year, are highly sought after.

FULL-TIME EMPLOYMENT:

Graduate students are also open to career opportunities post-graduation.

POINTS TO NOTE

WHILE IN SCHOOL:

Upon completing one academic year (i.e., two full semesters) at Weatherhead, international students on an F-1 visa are legally allowed to seek full- or part-time internship opportunities as part of their **Curricular Practical Training (CPT)**. A prospective employer is only required to provide an offer letter to the student specifying the detailed terms of employment. It is the student's responsibility to have the CPT authorized by the university, a process that typically takes two business days.

AFTER GRADUATION:

Upon graduation, international students are legally permitted to pursue up to 12 months of full-time employment in their field of education as part of their **Optional Practical Training (OPT)**. Students typically contact U.S. Citizenship and Immigration Services (USCIS) to apply for their **Employment Authorization Document (EAD)** during the semester before graduation or shortly thereafter. Once again, a prospective employer bears no responsibility but to treat international students just as the employer would domestic students when hiring decisions are made.

OPEN YOUR DOORS TO THE BEST TALENT.
TALK TO AN INTERNATIONAL STUDENT AT WEATHERHEAD.

HIRING INTERNATIONAL STUDENTS IS EASIER THAN YOU THINK

	INTERNSHIPS (On F-1 visa)	FULL-TIME EMPLOYMENT (OPT with F-1 visa)	FULL-TIME EMPLOYMENT (Company-sponsored H1-B visa)
TIMING/DURATION	Up to 40 hrs/week after completing two semesters or one full academic year and before graduation	Up to 12 months after graduation	Initial term of three years, can be extended to six years
STUDENT OBLIGATION	Obtain CPT authorized by the university upon receiving an offer	Apply for OPT with the USCIS in the final semester	Work with employer to provide documents required for visa sponsorship
EMPLOYER OBLIGATION	None beyond treating international applicants as the employer would domestic applicants, from a work-authorization standpoint		Willingness to diversify and retain talent pool by following some very easy steps ¹ towards H1-B visa sponsorship
COST TO EMPLOYER	None		\$2,200 - \$3,200

MYTHS ABOUT HIRING INTERNATIONAL STUDENTS

H1-B IS A TIME-INTENSIVE PROCESS

H1-B is a non-competitive visa classification. In other words, employers DO NOT need to actively recruit U.S. citizens before filing petitions on behalf of international employees.

HIRING INTERNATIONAL STUDENTS IS COSTLY

Initial CPT and OPT authorizations require NO funds from employers; H1-B sponsorship applications cost less than \$5,000.

VISA AVAILABILITY IS LIMITED

65,000 new H1-B visas become available every year, plus an additional 20,000 for students with U.S. graduate degrees. Although demand has exceeded supply in the last two years, availability has been adequate in normal employment market conditions.

EXTENSIVE LEGAL EXPERTISE IS REQUIRED

Counsel is advised for the application process only to efficiently prepare necessary documents for submission to the USCIS. Students typically undertake some of the process themselves.

[1] For more details on the steps involved in a typical H1-B sponsorship process, please visit the USCIS website or contact the Career Management Office at Weatherhead for information on area immigration law professionals.

EMPLOYER F A Q S

- Q.** Are international students permitted to work in the U.S.?
A. Yes. International students are legally permitted to pursue internship and full-time employment opportunities in the U.S. after completing two semesters or one full academic year at Weatherhead.
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- Q.** Is there extra paperwork that employers have to file to hire international students?
A. No. The students are required to obtain authorization from the university for internships and from the USCIS (for full-time employment post-graduation). Employers DO NOT have to complete any extra paperwork. Employers will need to process paperwork at the time of H1-B sponsorship.
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- Q.** What are CPT and OPT?
A. CPT (Curricular Practical Training) and OPT (Optional Practical Training), are legal employment classifications that students can use to pursue employment opportunities while in school and after graduation, respectively.
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- Q.** When and why do students need visa sponsorship?
A. Upon graduation, international students remain on an F-1 visa and can be employed full-time for up to 12 months of Optional Practical Training (OPT). To retain talent beyond this period, the employer sponsors a work visa. Sponsoring an H1-B visa for an employee is usually a simple process. Such visas remain valid for an initial period of three years and can be extended once for another three-year period.
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- Q.** How cumbersome can the H1-B process be?
A. Contrary to popular belief, the H1-B visa sponsorship process is typically a smooth, cost-effective process. The employer does not need to prove that attempts were made to recruit U.S. citizens and permanent residents first. Moreover, the cost of filing a sponsorship is typically under \$5,000, including fees for legal counsel.
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- Q.** Are international students really able to communicate effectively and fit into American work culture?
A. We admit only students with strong English skills to graduate programs at Weatherhead. In addition to the GMAT, most international students must score well on a standardized English language test, typically the TOEFL, to be accepted. The Career Management Office also provides orientations and workshops to promote students' development and assimilation. Furthermore, given today's globalized business environment, students arrive at Weatherhead already familiar with American work culture (and other international work cultures) and are comfortable working in multicultural and multi-ethnic business teams.

RECENT EMPLOYERS OF INTERNATIONAL STUDENTS FROM THE WEATHERHEAD SCHOOL OF MANAGEMENT

AMERICAN EXPRESS	DEALER TIRE	KEITHLEY INSTRUMENTS, INC
AMERICAN GREETINGS	DIEBOLD	MCKINSEY & COMPANY
BANK OF AMERICA	DELOITTE	NETWORK TECHNOLOGIES INC
BAYER	EATON CORPORATION	PARKER HANNIFIN
BIOENTERPRISE	EMERSON	ROCKWELL AUTOMATION
CLEVELAND CLINIC	GOODYEAR TIRE & RUBBER	SHERWIN-WILLIAMS
COLGATE-PALMOLIVE COMPANY	INVACARE CORPORATION	UNIVERSITY HOSPITALS HEALTH SYSTEM
CLIFFS NATURAL RESOURCES	KEYCORP	WEDGE PARTNERS

USEFUL LINKS FOR EMPLOYERS

Find an immigration attorney in your area	aila.org
U.S. Citizenship and Immigration Services	uscis.gov
U.S. Immigration Guide for Employers	workpermit.com/us/employee.htm
Foreign Labor Certification	foreignlaborcert.doleta.gov
U.S. Department of Labor	dol.gov
Weatherhead Career Management Office	weatherhead.case.edu/career

Information contained in this guide should be used for informational purposes only and is NOT intended as a substitute for professional legal advice.

A photograph of a modern architectural interior. The ceiling is a prominent feature, consisting of a curved, perforated metal structure that creates a grid-like pattern of light and shadow. The walls are white and feature clean, geometric lines. The overall atmosphere is bright and minimalist.

PARTNERSHIP OPPORTUNITIES

PARTNERSHIP OPPORTUNITIES

WEATHERHEAD OFFERS MANY OPPORTUNITIES TO INCREASE YOUR VISIBILITY ON CAMPUS BY ESTABLISHING A PRESENCE AND A LONG-TERM WORKING RELATIONSHIP WITH THE SCHOOL.

VOLUNTEER IN CAREER EVENTS

HAVE COFFEE WITH A STUDENT

GIVE A KEYNOTE ADDRESS

CONDUCT A MOCK INTERVIEW

NETWORK WITH STUDENTS

PARTICIPATE IN A PANEL DISCUSSION

CONDUCT A RESUME REVIEW

SERVE AS A CMO CONTACT FOR YOUR INDUSTRY

HOLD A WORKSHOP

STAFF A BOOTH AT A CAREER FAIR

BECOME AN EVENT SPONSOR

COLLABORATE WITH STUDENT ORGANIZATIONS

WEATHERHEAD'S STUDENT ORGANIZATIONS INVITE BUSINESS PROFESSIONALS TO SPEAK AT THEIR GROUP MEETINGS, HOST A TOUR OR RECEPTION, ARRANGE A COMPANY VISIT, OR LEAD A PANEL DISCUSSION. THE STUDENT GROUPS BENEFIT FROM EMPLOYERS' EXPERTISE IN CAREER PREPARATION, BUSINESS TRENDS, AND INDUSTRY-SPECIFIC KNOWLEDGE.

STUDENT ORGANIZATIONS

GRADUATE BUSINESS STUDENTS ASSOCIATION (GBSA)

MULTI-CULTURAL MBA STUDENT ASSOCIATION

CONSULTING CLUB

ENTREPRENEURSHIP VENTURE ASSOCIATION

WEATHERHEAD FRIENDS AND FAMILY NETWORK

FINANCE AND INVESTMENT CLUB

HEALTH SYSTEM MANAGEMENT AND BIOSCIENCE CLUB (HSMBC)

MARKETING CLUB

NET IMPACT: STUDENTS FOR RESPONSIBLE BUSINESS

SOCIAL ACTIVITIES COMMITTEE

WEATHERHEAD SPORTS AND ENTERTAINMENT NETWORK

OPERATIONS CLUB

WEATHERHEAD DYNAMIC WOMEN IN BUSINESS

IT CLUB

Register online with CareerLink at weatherhead.case.edu/career/employers.



RECRUITING POLICIES ARE IN PLACE TO MAINTAIN A MUTUALLY-BENEFICIAL PROFESSIONAL RELATIONSHIP BETWEEN THE CAREER MANAGEMENT OFFICE AND YOUR COMPANY.

EXTENDING A JOB OFFER

Job offers should be made directly to the student. If an electronic or verbal offer is extended, a signed letter of confirmation must be sent directly to the student.

WITHDRAWING A JOB OFFER

In the event that you must withdraw an offer, we encourage you to contact our director immediately. Our goal is to maintain an open and positive relationship with your company to better assist you in your recruiting efforts.

NON-DISCRIMINATION

Weatherhead does not discriminate on the basis of race, religion, age, sex, color, disability, sexual orientation, national or ethnic origin, political affiliation, or status as a disabled veteran or veteran of the Vietnam era. We make our services and facilities available to employers whose practices are consistent with this policy.

FIND A MATCH

INTERNATIONAL STUDENT EMPLOYMENT

Our culturally diverse student body is one of Weatherhead's greatest assets. Contact us to find out how hiring an international student can benefit your company and help you achieve your goals on a global scale.

ACCESS TO WEATHERHEAD ALUMNI

Find experienced candidates to meet your talent needs at no cost! At your request, alumni who meet position requirements may view and apply to any opportunity posted on our site.

NOTES

V I S I T W E A T H E R H E A D

THE HOME OF THE WEATHERHEAD SCHOOL OF MANAGEMENT IS THE PETER B. LEWIS BUILDING, DESIGNED BY FRANK GEHRY, ONE OF THE MOST RENOWNED AND PROVOCATIVE ARCHITECTS WORKING TODAY. FEATURING THE UNMISTAKABLE SCULPTURAL PROFILE AND GLEAMING STAINLESS STEEL SIDING OF A GEHRY, THE BUILDING BOTH SETS OUR SCHOOL APART FROM OUR SURROUNDINGS AND, QUITE LITERALLY, REFLECTS OUR PRESTIGIOUS NEIGHBORHOOD. GEHRY REDEFINED THE WAY A BUSINESS SCHOOL SHOULD LOOK, JUST AS WEATHERHEAD REDEFINES THE WAY MANAGEMENT EDUCATION SHOULD BE TAUGHT.

On Case Western Reserve University's campus, located at the heart of University Circle, students find themselves in one of the most extensive concentrations of educational, scientific, medical, and cultural institutions in the United States. The Weatherhead School of Management is within a few minutes' walk of the Cleveland Orchestra, the Cleveland Museum of Art, the Cleveland Botanical Garden, the Cleveland Museum of Natural History, and University Hospitals.

View map and directions to Weatherhead at weatherhead.case.edu/about/visit.



WEATHERHEAD
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UNIVERSITY

Career Management Office
Weatherhead School of Management
Case Western Reserve University
11119 Bellflower Road, PBL 160
Cleveland, Ohio 44106-7235

wsom-cmo@case.edu
216.368.3662
weatherhead.case.edu/career

