



MBA Career Services & Employer Alliance

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Advisory Note and FAQs for members regarding of the COVID-10 Pandemic on employment outcomes and reporting

This note provides guidance and clarification to members in the light of the COVID-19 pandemic and its impact on economic activity and employment worldwide. It is likely that there will be some adverse impact on graduate employment, and in this document, we explain how schools should handle these outcomes in their reporting. Please refer to the [Standards for Reporting Employment Statistics](#), as referenced throughout this document, for specific information about data reporting. For questions about the Standards, please contact MBA CSEA Standards Consultant, [Derek Walker](#).

1. Will the Standards be amended to reflect the changing economic circumstances around the world?

The Standards are not adjusted based on temporary fluctuations to the job market or other economic circumstances, for the following reasons:

- I. The purpose of the Standards is to provide schools with a way to capture and analyze employment data in a consistent, comparable and accurate way. Comparisons are made from school to school, as well as from year to year. If temporary changes are made based on job market fluctuations, the year-over-year comparisons will no longer be accurate or meaningful to stakeholders.
- II. While the current job market presents a number of unusual circumstances that may cause a school's data to fluctuate temporarily, all schools will be impacted in the same way (for the most part). Therefore, one particular school or group of schools should not be unfairly impacted.
- III. The Standards were created with job market fluctuations in mind, and they have not historically been changed when unprecedented or unexpected changes occurred (e.g. in 2008/2009 or after 9/11/01). Anyone reading an employment report for the coming period would expect to see fluctuations reflecting the difficult employment environment.

2. Is there a formal definition of a “rescinded offer”?

The Full-Time MBA and Specialty Masters Standards define a rescinded offer as “an offer that a graduate accepts for **full-time** employment that the employer later retracts”. This would therefore apply to any situation in which a graduate has accepted an offer that was later withdrawn at the employer's behest when they can no longer support the new hire. This would exclude situations in which an offer was withdrawn due to failed reference checking. Should an employer defer a graduate's start date, this would have no effect on reporting – start dates are not measured in the Standards, only acceptance dates.

While the Standards do not require that schools track rescinded offers, it's understood that many schools are doing so in the current time because of the increased likelihood of this happening.

The Standards provide information about how to footnote this information in a school's report (see the appendices). If schools wish to also track rescinded offers for short-term employment in respect of Specialty Masters graduates, they may do so in a similar fashion.

3. How should I account for rescinded offers in my employment report? (FT MBA and Specialty Masters only)

The Full-Time MBA and Specialty Masters Standards provide guidance on how to account for rescinded offers. In all circumstances, the original offer will still be counted in Table 2A (Timing of First Job Offers) for each program type. However, rescinded offers must be deducted from the appropriate column in Table 2B (Timing of Job Acceptances) depending on the timing of the original acceptance. A footnote is then added to the employment report detailing the number of rescinded offers in total (see the Appendices in the Standards). Assuming no other information, the affected students would then be accounted for as "not reported accepting a job by 3 or 6 months after graduation".

For example:

Assume a student was offered a job on February 1, 2020. Graduation is May 20, 2020. This would be reported as an offer received before graduation.

Assume further that the student "accepts" this offer on April 30, 2020. The employer then rescinds the offer on May 20, 2020.

For MBA CSEA Employment Report purposes, the graduate's first offer would still fall in the "Before Graduation" category in Table 2A. However, the acceptance of the offer could no longer be counted in Table 2B (FT MBA and Specialty Masters Standards only). Should the student accept a subsequent offer, the acceptance would be recorded in Table 2B.

4. My school is not having a formal graduation ceremony. How should I determine the date of graduation for employment reporting purposes?

The Standards define the Graduation Date as the earliest date on which your school registrar (or equivalent position) confirms that the student has completed the degree requirements and can use the distinction of the degree. The date of the graduation ceremony is irrelevant. Some schools have allowed students additional time to complete coursework and assignments, and this has the effect of delaying the graduation date as defined herein. For this year's reporting, this delayed date should be used.

5. Offers and Acceptances are not reported in the Part-Time MBA Standards. How should I reflect rescinded offers in my reporting?

The PT MBA Standards do not capture offers and acceptances – instead, they seek to capture a snap-shot of students' statuses four months after graduation. Should an accepted offer be rescinded, some graduates may therefore find themselves unemployed at this date – and should be recorded as such. Others may just remain with their previous employer if that is possible and wait for the situation to return to some degree of normality. These students will be recorded as "Employed", but there will be no need to record data in Table 5A and 5B as there will have been no change in employment type, etc.

6. Some recent graduates who started new positions have now been furloughed. How should I treat them in my reporting?

Assuming the recent graduates remain on the payroll of their new employer 3 months (FT MBA) or 6 months (Spec Masters) after graduation, the acceptance should still be reported. While employees are in furlough, their contractual terms in force (including compensation) at the 3 or 6 month date after graduation have typically been amended, but it is extremely unlikely that careers offices will be able to obtain specific amended terms for every furloughed graduate. As a result, you should include the originally reported compensation in your employment report. For PT MBA graduates, you should continue to report as “Employed” those graduates that are furloughed at the 4 months after graduation date, as this is the graduate’s “snap-shot” status at this time.

Should you have any questions about any aspects of the Standards and employment data collection, please contact our [Standards Consultant, Derek Walker](#).