

# December 2020 Member Quick Survey



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# Methodology

- Survey in the field: December 11 – 16, 2020
- 102 responses
- 85% of respondents were from North America; 12% from Europe; 2% from Asia-Pacific
- 90% of respondents represented schools; 10% represented employers



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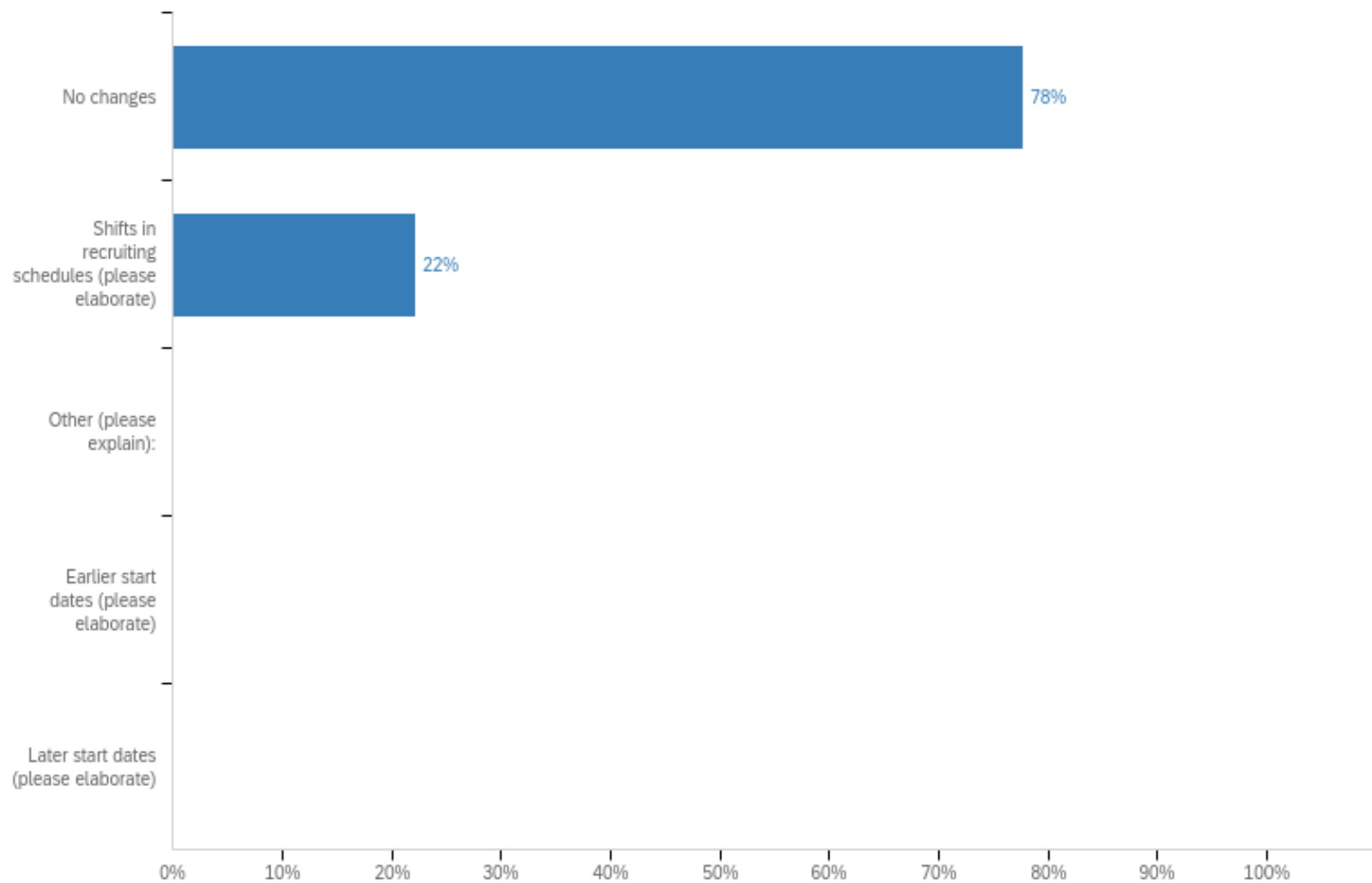
# Employer Responses



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# What calendar shifts have you made to your recruiting plans for the next academic term?



**Write-in responses:** What calendar shifts have you made to your recruiting plans for the next academic term?

Shifts in recruiting schedules (please elaborate):

Tighter timeline, all virtual, employer has control over schedules vs. school career centers

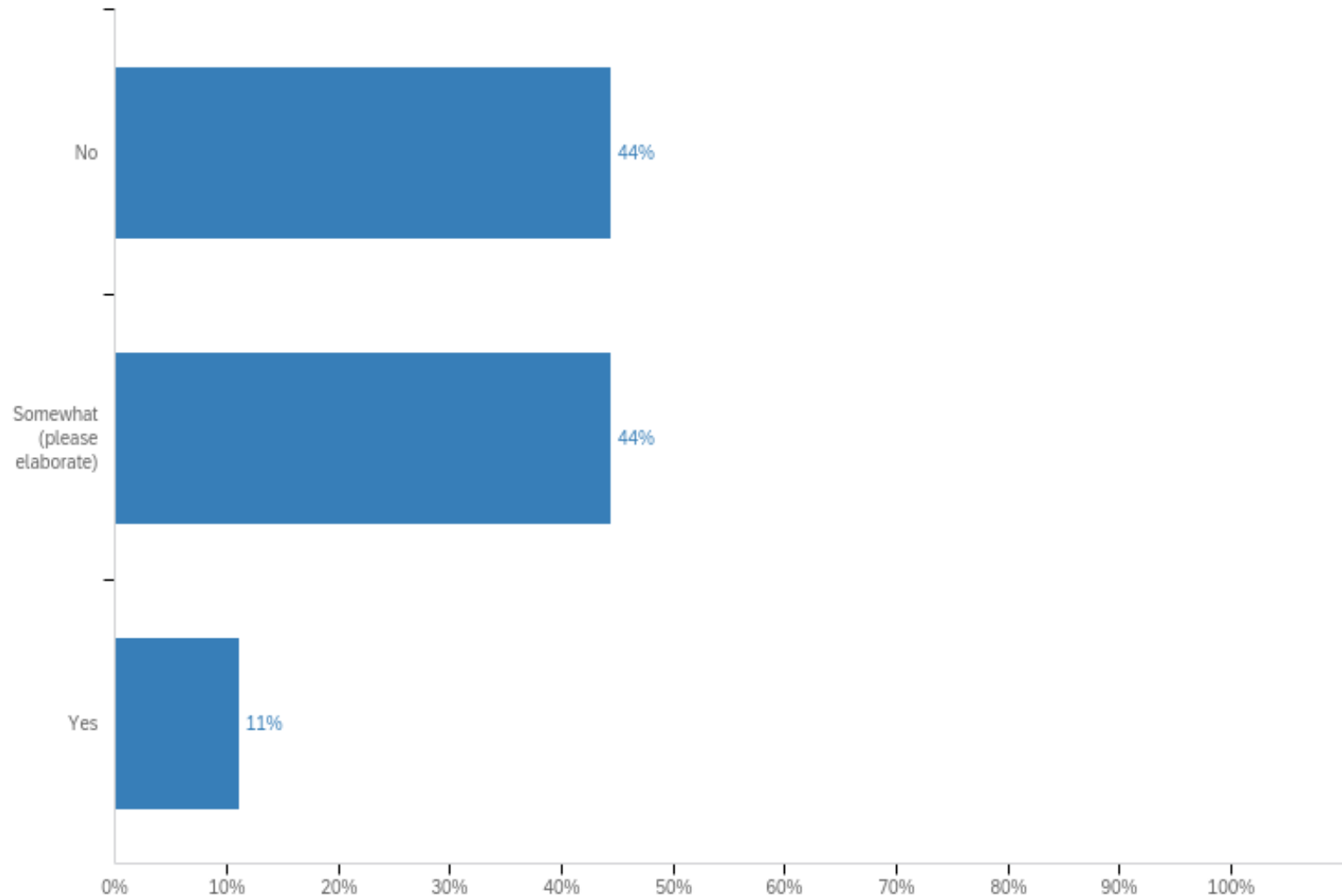
Moved 2021 recruiting to February 2021

Casing

Impact and presence - voice, body language and energy

Virtual networking

# Is your company bypassing the on-campus interview process at your partner schools to interview students individually due to the virtual environment?



**Write-in responses:** Is your company bypassing the on-campus interview process at your partner schools to interview students individually due to the virtual environment?

Somewhat (please elaborate):

We do sometimes; usually we post an OCI and then schedule on our own to have more flexibility

We are conducting first round(OCIs) by position (practice area and office) vs. by school

We have always bypassed OCI

We always only held virtual interviews for interns.

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# School Responses

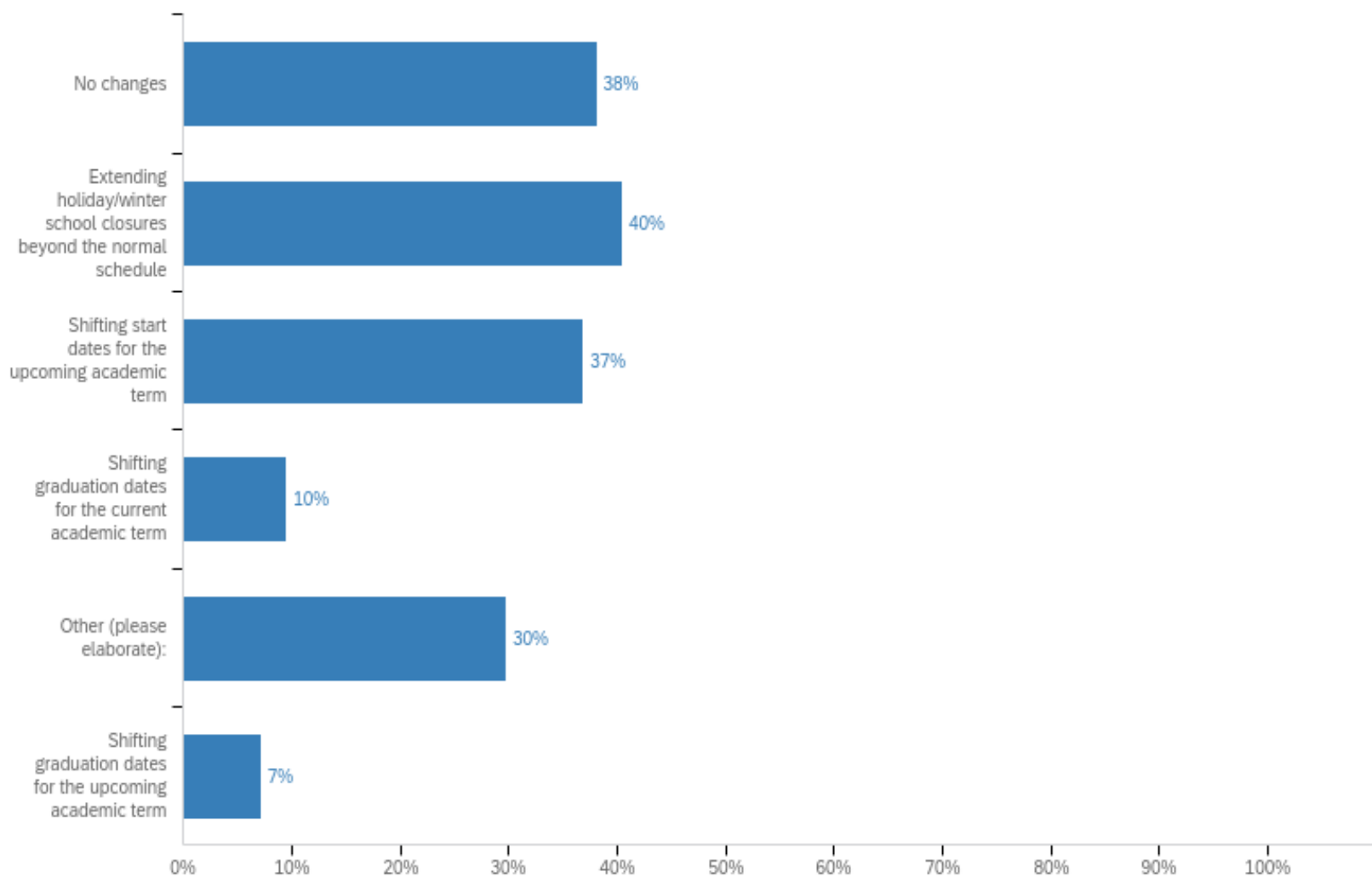


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# What calendar shifts has your school made for the current or next academic term?



**Write-in responses:** What calendar shifts has your school made for the current or next academic term?

No changes:

Our Spring Semester does not start until January 18th, and no decisions have been made yet.

- University holiday season closure extended by 3 days
- Start of winter 2021 term delayed until January 13
- One additional day off for faculty and staff during Reading Week 2021

academic calendar remains the same

**Write-in responses:** What calendar shifts has your school made for the current or next academic term?

Extending holiday/winter closures beyond the normal schedule

by 2 days

All classes/finals virtual after Thanksgiving, later start in Jan (3 days change)

ended fall term one week early; will start winter term one week later than usual

Starting late January

delayed start of undergraduate program by 1 week

Staggered start late with no spring break

Students will begin classes online in January but not return to campus until February. Spring break is cancelled.

Classes starting 1/25 instead of 1/11

Campus shut down from Thanksgiving until start of spring semester

applies to staff only

Pushing back the start date for Spring semester to Jan 25th

Finals were earlier, and fully remote for first 2 weeks of spring 2021

Staggered start late with no spring break

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**Write-in responses:** What calendar shifts has your school made for the current or next academic term?

Shifting graduation dates for the current academic term:

extended 1 week

**Write-in responses:** What calendar shifts has your school made for the current or next academic term?

Shifting start dates for the upcoming academic term

In-person classes on 3/1

Jan 14 (3 days later)

by one additional week

Classes start on 1/25/2020

1st day of class is 1/19/21

will start classes one week later than usual

international students not being able to get Visas forced a shift

Starting late January

Shifted to 2/1 (typically mid-Jan)

remote start 1/25, hybrid options start two weeks later (after self-quarantine period over for those who need it)

TBD

staggering the start dates with undergrad completely virtual for the first few weeks

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**Write-in responses:** What calendar shifts has your school made for the current or next academic term?

Shifting graduation dates for the upcoming academic term:

assuming this is for May 21 - extended by a week

**Write-in responses:** What calendar shifts has your school made for the current or next academic term?

Other (please elaborate):

no spring break

Extra day off for faculty and staff during Reading Week ("Spring Break")

Blended learning online and face to face

Cancelling spring break week; days spread throughout spring semester for some programs

Exchange term will be on January instead of August.

removing spring break completely

no spring break/2 random weekdays off in March instead

Removing Spring Break

changing academic requirements in last quarters/modules

No Spring Break

first week back in session will be fully virtual

removed spring break

No spring break to speak of

**Write-in responses:** What calendar shifts has your school made for the current or next academic term?

Other (please elaborate) cont.:

Continuing hybrid in-person/virtual instruction for the remainder of school year. Eliminating Spring Break and instituting 'wellness days' ( i.e. no scheduled classes) distributed through the Spring Semester. Depending on the level of COVID infections in our state, the Spring Semester calendar is subject to further, future revisions.

canceling the week of spring break and instead giving students a few days off in the middle of a couple of different weeks in March

Moving spring break to later in the semester to reduce chances of Covid spread due to students traveling over the break and returning to campus (all classes will be virtual after the later spring break)

Starting hybrid teaching for core classes in Jan. with in-person portion starting in February

mostly remote for Fall and terminating any in person classes at thanksgiving so that from thanksgiving forward classes will be all online through finals. We will be 85% remote for teh SPring 2020 semester

still in flux

cancelled spring break

Eliminated Spring Break

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**Write-in responses:** What calendar shifts has your school made for the current or next academic term?

Other (please elaborate) cont.:

Shifting to hybrid classes, virtual after Thanksgiving

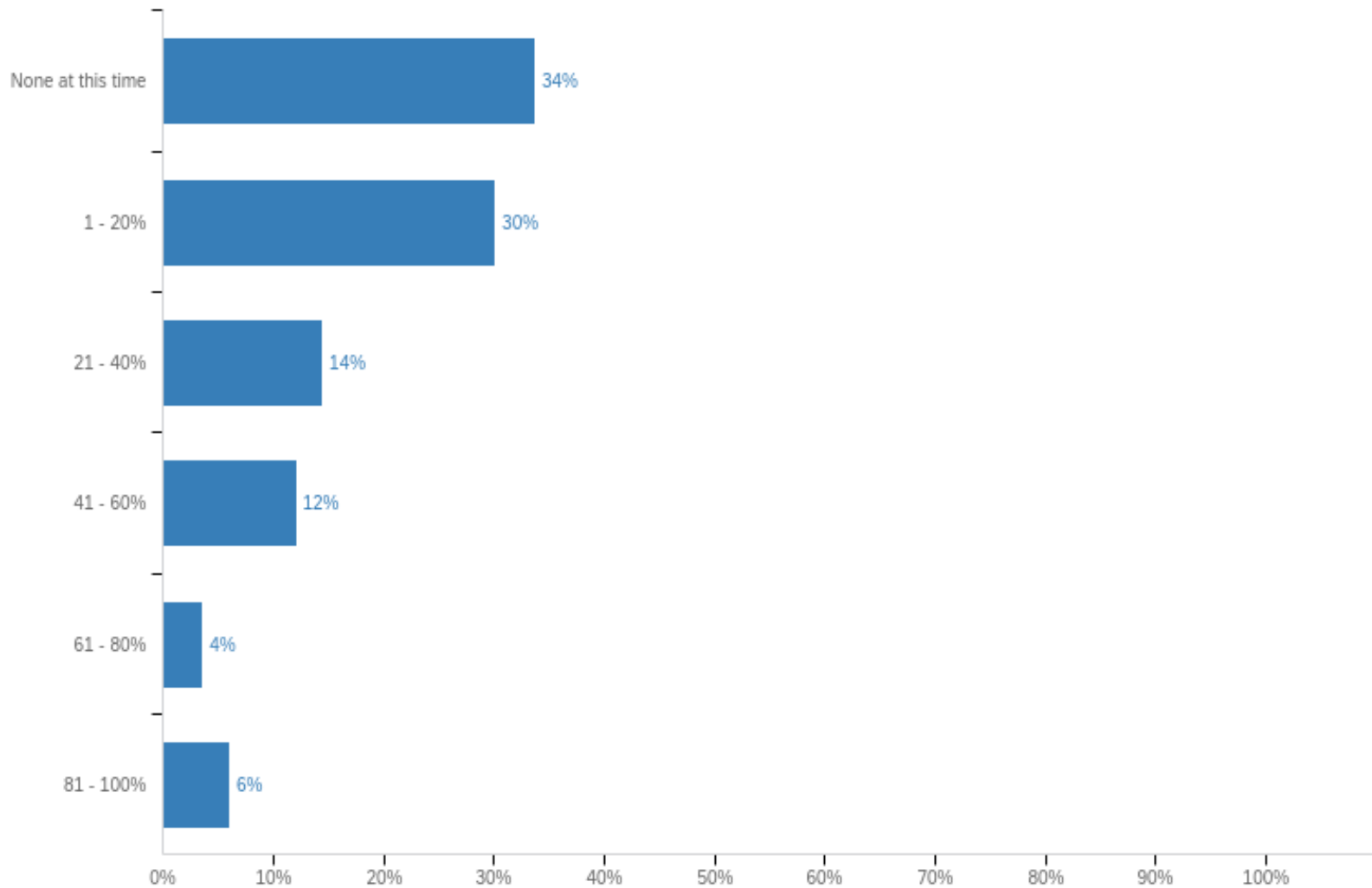
no calendar shifts, but recently announced that we will stay remote until Feb 15 and that graduation is officially going to be virtual in May

eliminating spring break and finishing the semester sooner

Shifting last day of current academic term to be shorter

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What percentage of companies that typically participate in for on-campus interviewing are bypassing the career center to schedule interviews on their own due to the virtual environment? An estimate is fine.



Thank you to everyone who completed the survey. We look forward to providing you with continued employment trends on a monthly basis.



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