LETTER FROM THE DIRECTOR

LSU students and alumni make great hires! We are confident that you will find ample talent recruiting at LSU and hope to make it an easy and rewarding process for you.

Our most successful employers are those who invest in building an employer presence on campus through consistent postings of job vacancies, routine attendance at career fairs and networking events, partnerships with academic units and student organizations, and volunteering and assisting with career development programs on campus.

Our talented staff is here to work with you to develop a tailored engagement plan to maximize your exposure and recruitment efforts. This guide should serve as a geaux-to resource for employers recruiting at LSU and a precursor to more strategic conversations about your talent needs.

A key objective for our team in 2021 is improving career outcomes of historically underrepresented students, including students of color and first generation college students. You already know that these students make great hires and leaders in your workforce, and we are committed to facilitating connections and preparing these students for success in their career. This year, we are launching a Diversity and Inclusion Networking Event, continuing our successful First Generation Mentoring Program, and identifying new ways to support these graduates.

With a goal to remove barriers for students’ access to opportunities, we are also committed to offering a virtual recruiting event experience that rivals in-person recruiting. Our slate of Virtual Career Events is now tailored by industry and offered in a streamlined format through Handshake.

We look forward to accomplishing these goals and objectives with your support this year.

Thank you for your commitment to recruiting LSU talent, and Geaux Hire a Tiger!

Jesse Downs
Director
LSU Olinde Career Center
jdowns@lsu.edu
225-578-7180
As the flagship institution of the state, the vision of Louisiana State University is to be a leading research-extensive university, challenging undergraduate and graduate students to achieve the highest levels of intellectual and personal development. Designated as a land-, sea-, and space-grant institution, the mission of Louisiana State University is the generation, preservation, dissemination, and application of knowledge and cultivation of the arts.

As part of the LSU Strategic Plan, LSU is committed to offering a broad array of undergraduate degree programs and extensive graduate research opportunities designed to attract and educate highly qualified undergraduate and graduate students and help them develop into citizens and leaders that are:

- COLLABORATIVE
- CREATIVE
- GLOBALLY ENGAGED
- CULTURALLY ADEPT
- INNOVATIVE
- TRANSFORMATIVE

SNAPSHOT OF THE LSU STUDENT BODY:

- 25,920 undergraduate students
- 5,841 graduate students
- 1,127 online students
- 31,761 total students
- 73 undergraduate degree programs and 150 graduate degree and certificate programs

Undergraduate Resident v. Nonresident

- 74.8%
- 25.2%

Student Diversity

- International 5%
- Ethnic Minority 27.3%
- White 66.1%
- Unknown 1.6%

Information provided by LSU’s Fall 2019 “Fall Facts” publication
POSTING JOBS IN HANDSHAKE

Handshake is LSU’s online system for job postings, on-campus and virtual interviews, and virtual and in-person career event registrations. Through Handshake, employers may post full-time, part-time, internship, co-op, summer, and volunteer opportunities. This system is password-protected and available to LSU students, faculty, staff, and registered alumni 24 hours a day, seven days a week. It is also free to post jobs in Handshake!

CREATE AN ACCOUNT
Visit https://lsu.joinhandshake.com/employer_registrations/new and follow the instructions for creating a free Handshake account. If you already have a Handshake account, please search for and add LSU under the Schools tab in the left hand navigation bar.

LIST JOB VACANCIES
After logging into Handshake, go to the “Job Posting” tab to add your vacancy. All jobs will be placed in a pending status and will be approved within two business days. You will receive a notification in Handshake once your job has been approved and is viewable to LSU students and alumni.

DOWNLOAD STUDENT RÉSUMÉS
Handshake’s powerful applicant filtering tool allows employers to search for students based on desired qualifications or skills. Résumé downloads are also an option for employers with a Trust Score of 80 or higher. The Trust Score represents a number of different factors including the employers’ activity level, profile completeness, a valid web address, and whether or not the employer has been flagged as fraudulent by schools. Third party recruiters or staffing firms will not have the ability to download students’ public résumés on Handshake. Employers without a premium account can contact up to 100 students per recruiting season (January 1–June 30 and July 1–December 31).

SPOTLIGHT ON Handshake
LSU’s online career platform, Handshake, provides LSU students and alumni with unparalleled access to job opportunities, employer contacts, career resources, and events.

Through Handshake, employers gain access to:
• Multi-school job posting capability
• Powerful applicant filtering beyond GPA and major
• Career Fair management
• Direct student messaging
• Access to 1,100+ colleges and universities and over 7 million active students and alumni in a single integrated network

HANDSHAKE ENGAGEMENT AT LSU:
58.4% of undergraduate students use Handshake.
66.7% of seniors use Handshake.
81% of undergraduate business students use Handshake.
74% of undergraduate engineering students use Handshake.

LEARN MORE ABOUT HANDSHAKE AT LSU.EDU/CAREER
The LSU Olinde Career Center hosts a variety of different types and styles of recruiting events throughout the year, including career fairs, networking events, and interviewing days. Each event, whether virtual or in-person, gives you an opportunity to interact one-on-one with LSU students and alumni. Let us roll out the purple and gold carpet for you to Geaux Hire a Tiger!

**FALL 2020 EVENTS**
- Virtual Employer Drive-in Workshop
- Virtual STEM Career Fair
- Virtual Business, Government, and Nonprofit Career Expo
- *Virtual Construction Interviewing Day
- Virtual Health Professions Fair
- Virtual Agriculture Career Fair
- Virtual Graduate and Professional Schools Fair
- Virtual Construction Interviewing Day
- Virtual School Professionals Networking Day

**SPRING 2021 EVENTS**
- Virtual STEM Career Fair
- Virtual Finance and Accounting Fair
- Virtual Art and Design Career Networking Day
- Virtual Marketing, Sales, and Management Career Fair
- *Virtual Construction Interviewing and Networking Days
- Virtual Kinesiology Career Fair
- Virtual Communication Professionals Networking Fair
- Virtual Government and Nonprofit Career Fair
- Virtual School Professionals Networking Day

*Interviewing Days are one-day events that connect students and alumni in the college with employers recruiting for full-time, internship, and co-op positions.

**VIRTUAL FAIRS IN HANDSHAKE**
At a Handshake virtual career fair, students can learn about your organization and opportunities through 1:1 or Group Sessions. Each employer sets their own schedule of sessions for the event.

Students and employers have access to video, audio, and text-based chat during sessions, enabling the personal connection of in-person fairs in a virtual, accessible setting.

*View and register for current recruiting events in Handshake.*
INTERVIEWING AT LSU

We invite you to utilize our On-campus Interviewing Program (OCI) to interview for internships, co-ops, and full-time job opportunities. We offer in-person interviews in our state-of-the-art Recruitment Center as well as virtual interviews. Interviews for spring 2021 will be held virtually.

INTERVIEWING AT LSU IS:

EASY
Handshake streamlines the interview process and allows you to pre-schedule interview dates and view résumés of candidates who are interested in and qualified for your position(s). The candidates you select will then choose an interview timeslot that is convenient for them and your company.

CONVENIENT
For interviews on campus, our facility is conveniently located in the heart of campus, inside of the LSU Student Union. It is an easy place for students to visit between classes and a central location for you to conduct multiple interviews on a given day.
For virtual interviews, our team will guide you through the process of setting up a virtual meeting platform that meets your needs and the needs of our students without traveling to campus.

EFFECTIVE
Because you get to select screening criteria, you may choose to only view résumés of candidates who meet your self-selected requirements.

ORGANIZED
Using our Handshake system allows you and our students to stay organized and track deadlines from beginning to end.

WORLD-CLASS
Our on-campus Recruitment Center boasts 22 private interview rooms capable of holding up to four people. Each room is equipped with office supplies, iPads, work tables, comfortable seating, and Wi-Fi access. The Recruitment Center sets a professional atmosphere perfect for interviewing.
The Recruitment Center is also available for students to use as a quiet, professional space for their virtual interviews.

Virtual interviews allowed us to safely meet candidates via video chat. Students seemed to enjoy the opportunity of still having face to face interaction and employers were able to meet with additional candidates without the constraints of time and travel to campus.

The LSU Olinde Career Center is top notch!

The type of setting to interview students is extremely effective. The entire process is superb from the website to the interview.

Very nice facility; well-organized.
RECRUITING FOR DIVERSITY, EQUITY, AND INCLUSION AT LSU

LSU is proud to enroll a diverse group of students and has a commitment to ongoing work to foster a campus community that is not only inclusive but anti-racist. The pledge that LSU has made and continues to evolve can be found on the LSU Office of Diversity, Equity, and Inclusion webpage—lsu.edu/diversity/.

Studies have shown the benefits and importance of creating an inclusive and equitable workplace. As employers seek to recruit and retain a diverse workforce, we encourage you to consider some of the following strategies to recruit LSU Tigers!

- Use inclusive language throughout the hiring process.
- Create non-biased job descriptions that attract a wide pool of applicants.
- Tailor your outreach to students from underrepresented backgrounds. LSU boasts a large variety of diverse student organizations and those can be found by visiting the LSU TigerLink website. To narrow your results, simply use the keyword “Diversity” or the known target population in the search window, or filter by the category “Cultural”. Additional organizations can be found on the Office of Multicultural Affairs website under “Student Organizations”
- Connect with the LSU Olinde Career Center staff in efforts to partner with diversity programming that is ongoing every semester at LSU. Feel free to contact Kyle O’Neal (koneal10@lsu.edu), Amy Caillouet (amyc@lsu.edu), Courtney Frost (cfrost6@lsu.edu), or Jenna Lostritto-Simmons (jlostritto1@lsu.edu) for more information on upcoming diversity programming and how you can get involved.
- Use strategies to remove bias from the interview process.
- Be prepared to answer specific questions that students may ask to assess your organization’s commitment to diversity, equity, and inclusion.
- Enable strategies within your organization that are designed to be impactful in creating an equitable workplace that can be implemented regardless of resources and bandwidth.
- Develop a comprehensive DEI recruiting plan based on Diversity & Inclusion: The Ultimate Guide for HR and Recruiting by Handshake.
- Stay up to date on best practices for DEI in university recruiting.
LSU prepares its graduates to become collaborative, creative, innovative, and transformative leaders for your future workforce. Employer gifts play an important role in building and sustaining services essential to our success. Your investment as a Corporate Partner symbolizes your commitment to furthering our mission for the more than 30,000 current students and the growing alumni network we serve.

**THANK YOU, CORPORATE PARTNERS!**

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<th>Gold Level Partners</th>
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For over 30 years, annual investments in the Corporate Partner Program have provided us with the flexibility to respond to the evolving needs of students and employers, in turn improving the quality and strength of the workforce for many years to come. Select the partnership level below that meets your needs and pledge your commitment today and make your commitment at [lsu.edu/careercenter/corporatepartner.php](http://lsu.edu/careercenter/corporatepartner.php).

### BECOME A CORPORATE PARTNER

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<th>Service Description</th>
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<th>SILVER ($5,000)</th>
<th>GOLD ($7,500)</th>
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<td><strong>Company Designated Event:</strong> On-campus event or site visit, coordinated in partnership with the LSU Olinde Career Center, including student promotion.</td>
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<td><strong>Company Advertisement in the Student Career Guide:</strong> 130,000+ digital and print impressions on students and alumni.</td>
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<td><strong>Social Media Promotion:</strong> Semesterly promotion of your company on our social media channels.</td>
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<td><strong>Promotion of a Pre-event Informational or Student Development Event:</strong> If your organization would like to schedule a pre-event focused on sharing information about your organization and/or sharing best practices for job searching and networking with students, our office is happy to promote this event through our events web page and in an email communication to relevant students.</td>
<td></td>
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<td><strong>Handshake Promotion:</strong> Semesterly promotion of your company pinned to students’ and alumni Handshake home pages.</td>
<td>✓</td>
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<td><strong>Feature Article Promotion:</strong> Annual article promoting your company and opportunities, shared on our website homepage.</td>
<td>✓</td>
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<td><strong>Express Check-In:</strong> Skip the check-in line at our largest on-campus recruiting events.</td>
<td>✓</td>
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<td><strong>Resume Book:</strong> While any employer can download resumes of students who sign up to meet with them during the event, you will also receive a download of all students attending the event, whether they access your sessions or not.</td>
<td>✓</td>
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<td><strong>Prime Placement at On-campus Events:</strong> Your company’s table located in a prime, high traffic area for recruiting events.</td>
<td>✓</td>
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<td><strong>Advance Notice of Events &amp; Interview Days:</strong> Receive advance notice of on-campus and virtual recruiting event and interview day registration.</td>
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<td><strong>Recognition in Annual Publications &amp; Online:</strong> Logo denoted as Corporate Partner in annual publications and online.</td>
<td>✓</td>
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<tr>
<td><strong>Event Recognition:</strong> Company recognized as Corporate Partner on event signage, handouts, and nametag for on-campus events you attend and your logo will be promoted on the Handshake Event page as a Corporate Partner for both virtual and on-campus events.</td>
<td>✓</td>
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<tr>
<td><strong>Recognition on LCD Screens in LSU Olinde Career Center:</strong> Company recognized as Corporate Partner on LCD screens in LSU Olinde Career Center.</td>
<td>✓</td>
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<td><strong>Social Media Promotion:</strong> Your organization will be recognized as a Corporate Partner on LSU Olinde Career Center social media channels during on-campus and virtual events you attend and in a post following the event related to any job postings listed in Handshake.</td>
<td>✓</td>
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REACH RECRUITMENT SUCCESS

EMPLOYER ENGAGEMENT CHECKLIST:

- Schedule an in-person or phone meeting with our team to develop a comprehensive strategic outreach plan to meet your company’s hiring goals.
- Post jobs in Handshake.
- Attend in-person and virtual recruitment fairs.
- Conduct on-campus or virtual interviews.
- Host on-campus or virtual Information Sessions.
- Volunteer for in-person or virtual Mock Interviews, career panels, and workshops.
- Advertise employer recruitment events on social media by tagging us @LSUCareerCenter.
- Advertise annually in the Student Career Guide.
- Connect with faculty and student organizations.
- Become a Corporate Partner, Career Center Partner, or Event Sponsor.
- Meet with LSU Corporate and Foundation Relations about broader university partnerships and possible research opportunities.

ENGAGEMENT BENEFITS

Increased engagement helps to build student awareness of your organization. Achieve recruitment success by maintaining a consistent presence.
#GEAUXHIREATIGER