

Department of Communication Sciences and Disorders

Policy on In-House Recruitment

While the Department of Communication Sciences and Disorders realizes that students are often interested in work settings in the field, and may even seek appropriate opportunities to shadow faculty and community members to learn more about these settings, the following activities are often seen as a form of active in-house recruitment. Members of our academic community expect that we refrain from the following practices, which are not considered to be acceptable:

1. Inviting guest speakers to our classes who use the space as a forum for discussing job opportunities in the public or non-public agency they represent;
2. Providing students in our classes or under our clinical instruction gifts, meals, and public or non-public agency-related advertising materials;
3. Holding clinical instruction meetings or office hours with our students in off-campus locations, including off campus offices or agencies;
4. Holding departmental recruitment meetings of any kind with students in our classes or under our clinical instruction outside of official, scheduled campus recruitment/career events

The primary duty as faculty in this department is to provide quality didactic and clinical instruction to our students. As members of this academic community, we expect each other to adhere to the above policy in order to support the safe, conflict free learning environment that our students expect.

We maintain an electronic alumnae job board in order to support our students' research regarding a variety of work environments and career opportunities. NSSLHA provides opportunities for student recruitment by offering tables at the annual NSSLHA Conference and Sacramento State provides similar opportunities with career fairs, including an education career fair, every year that our students regularly attend.

The department internship coordinators are also available to discuss opportunities for offering internships in districts/agencies. All of these activities are valued and encouraged as a way to provide students with appropriate opportunities to learn about a variety of work settings so that they may make informed decisions upon graduation.