

Grade Non-Disclosure Policy

Voted on and Adopted by the Full-Time MBA Class of 2025

Definition:

Grade Non-Disclosure (“GND”) is a student-led agreement where students at the University of Southern California, Marshall School of Business (“USC Marshall” or “Marshall”) do not disclose grades or GPAs to any Marshall-sourced employment opportunities. This policy is applicable to the Full Time MBA Program (“FTMBA”) only. It is entirely a student-backed initiative, as USC Marshall, its faculty, and its staff neither monitor student behavior nor enforce the agreement in any way. Under this type of agreement, USC Marshall, including Graduate Career Services is still unable to disclose grades or GPAs externally on students’ behalf.

Employers

Marshall-Sourced is defined as any company that does at least one of the following:

- Visits or hold any type of recruiting events on-campus (e.g., Info Sessions, Coffee Chats, networking events, etc.);
- Posts employment opportunities on USC Marshall MCSO, 12Twenty (or equivalent) website;
- Employment opportunities are conveyed to the student body through any other USC Marshall source (e.g., Graduate Career Services, Faculty, Staff, Student Clubs, etc.)

Students

Students agree not to share or discuss their grades or GPA with any employer who fits the above criteria via:

- Written Communication
 - o Including but not limited to: Resumes, Cover Letters, Emails, Employment Applications, Transcripts.
- Oral Communication
 - o Including but not limited to: Phone Calls, In-Person interviews, Informational Interviews.

Students may share the following with employers who fit the above criteria:

- Academic Honors (e.g., Deans List), Scholarship Awards, or Fellowship Awards;
- Undergraduate/non-MBA Graduate School GPA's and Standardized Test Scores (e.g., GMAT/GRE);
- Post-graduation from USC Marshall, students may disclose their GPA should they desire;
- If Employment is contingent upon sharing GPA or Transcript, the student should inform Graduate Career Services and the student body leaders (Marshall Graduate Student Association) but is ultimately free to share required information.

Effective October 1, 2023, the USC Marshall Class of 2025 voted to institute a Grade Non-Disclosure policy. This policy is an agreement among all members of the Class of 2025 that they will not disclose USC Marshall grades or GPAs to any Marshall-sourced employment opportunities.

This is a student-backed initiative, and Graduate Career Services requests that all recruiting partners abide by this policy.

Should you have any questions about this agreement, please do not hesitate to contact me at 213-740-0156 or mbrostof@marshall.usc.edu.

Thank you in advance for your support of this important student initiative.

Sincerely,

Mark Brostoff

Signed: *The Full-Time MBA Class of 2025*

Date: October 1, 2023