

Recruiting

The Career Management Center (CMC) is here to support your hiring needs. Columbia Business School's recruiting policies ensure a fair process for both employers and students, applying to all employers—on-campus, off-campus, or virtual. This includes job postings, student clubs, programs, and centers. Policy violations may result in sanctions. View the full policies on our website at [Recruit at CBS](#).

Academic Commitment

Students may not miss class, an exam, or academic commitments for interviews, recruiting events, or travel related to those activities. An employer's inflexibility on this issue will be considered a violation of the School's recruiting policy.

International Employers

Global offices of U.S. domestic firms, as well as all international companies, will be held to the same recruiter policies and timeline as U.S. employers, unless pre-approved by the CMC.

Employer Events

All formal and informal events, including those targeting student clubs, must be submitted through COIN for the CMC to ensure a conflict-free calendar. Examples of events include, and are not limited to; on-campus, off-campus, and virtual events, company information sessions, practice area and regional presentations, affinity events, office hours, coffee chats/meetings, social events, invite-only (closed) events, breakfasts, lunches, and dinners, multi-school events, and all other networking events. All events are limited to a one-hour duration.

Summer Semester

January-term and EMBA students are in class over the summer and are available for information sessions and networking events for full-time opportunities.

Fall Semester

Employers are limited to hosting three events (including virtual events) per class year, plus one affinity event.

Events that Fall Under Policy

- Employer Information Sessions
- Practice Area Networking Events
- Social Events
- Invite-Only Events

Events Excluded from Policy

- Coffee Chats
- Multi-School & Multi-Firm Events

Both individual and small group coffee chats including informational interviews must be cleared through the CMC, and students must not be asked to miss class. It is recommended to follow event date and time guidelines to ensure students do not have academic conflicts. We encourage employers to be flexible when offering students the opportunity to engage in coffee chats.

Additional Information

Different divisions (e.g., investment banking vs. asset management) or geographic offices within a company may qualify as separate entities for the purpose of this policy, and firms must receive prior approval from the CMC before planning an event.

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Employer Blackout Dates

Employers may not host events, including informal networking, on blackout dates. No events during the exam period, including multi-school and/or virtual events will be marketed to students.

Sept 23–24	Rosh Hashanah
Oct 2	Yom Kippur
Oct 13–17	Exams
Nov 3	Fall Break
Nov 4	Election Day
Nov 26–28	Thanksgiving
Dec 8–Jan 3	Exams/Winter Break
Jan 19	M.L.K. Jr. Holiday
Mar 9–20	Exams/Spring Break

Key Start Dates

September 2, 2025 (Tues.)

Second-Year (2Y) Employer Events Begin

Employers may choose to host off-campus events for 2Ys prior to this date, provided they begin no earlier than 6:30 p.m. and are held off-campus. Events on or after this date must follow date and time guidelines.

September 15, 2025 (Mon.)

First-Year (1Y) Employer Events Begin

Employer representatives may not interact with 1Y students in any capacity from Sunday, August 17, 2025 until the evening of Monday, September 15, 2025. This includes any continuation of pre-matriculation recruiting activity.

September 19, 2025 (Fri.)

Career Forum (11:00 a.m.–2:00 p.m.)

Employers may participate in this event in lieu of holding a standalone event. No other employer events may be booked during this time.

Interviews

Full-Time Interviews

The CMC will be pleased to host on-campus interviews commencing on Tuesday, September 2, 2025.

- Employers should offer an alternate date and time for second-round interviews for students with scheduling conflicts.
- Interviews may not take place during blackout dates.
- Full-time offers, including return offers to summer interns, must be held open for three weeks from the date of the written offer.
- Offer terms must remain consistent until expiration, though minor incentives for early commitment are allowed if they align with recruitment processes and are proportionate to the offer's overall value.

Internship Interviews

No interviews or offers are permitted between August 17, 2025 and January 4, 2026. Exceptions may be allowed for certain international and regional offices outside of the New York tri-state area, only with prior written approval from the CMC.

The CMC will be pleased to host on-campus interviews commencing on Monday, January 5, 2026.

- Internship interviews for all industries begin Monday, January 5, 2026. Second round internship interviews for investment banking begin Thursday, January 8, 2026.
- Offers for investment banking internships may not be extended before 5 p.m. EST on Monday, January 12, 2026.
- Offers for industries outside of investment banking may be extended anytime after the completion of first-round interviews.
- Employers should offer an alternate date and time for second-round interviews for students with scheduling conflicts.
- Interviews may not take place during blackout dates, or prior to January 5 without written approval.
- All summer internship offers in all industries must remain open until Monday, February 2, 2026, or for three weeks of receipt of written offer, whichever is later.
- Offers extended on or after February 13, 2026 must remain open for at least seven calendar days from receipt of written offer.

Interview Calendar Notes

All event requests, including those targeting student clubs, must be submitted through COIN to ensure a conflict-free calendar.

Interviews may not take place during blackout dates.

Events for First Years (1Y)

Events targeting 1Y students begin the evening of Monday, September 15, 2025. Employer representatives may not interact with matriculated 1Y students from Sunday, August 17, 2025, until the evening of Monday, September 15, 2025.

Event Duration

Events are limited to a one-hour duration. It is recommended to follow event date and time guidelines to ensure a student does not have an academic commitment. We encourage employers to be flexible in offering students the opportunity to engage in coffee chats. Blackout dates apply.

Offers

Offers to 2Y, including return offers to summer interns, must be held open for at least three weeks from the date of the written offer. The CMC encourages employers to be flexible about extending this deadline so that students can make a well-considered decision on offers. Offers extended on or after February 13, 2026, must remain open for at least 7 calendar days from receipt of written offer.

Students cannot be required to indicate acceptance of an offer until a written communication is received.

[View full policies](#)

August

August Notes

2Y-only events can be any day in August, 6:30 p.m. or later.

2Y interviews may be at any day/ time at a mutually agreeable time that does not conflict with class (options must be provided).

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
End of matriculation engagement for 1Ys	Class of 2027 (1Y) Orientation Week begins					
24	25	26	27	28	29	30

September

September Notes

Unless noted, 2Y interviews can be any day at a mutually agreeable time that does not conflict with class (options must be provided); 2Y events must follow school event policies and date/time restrictions.

All events must be held between the following times:

- *Lunchtime events* (on-campus and virtual):
 - 12:45 p.m.–1:45 p.m.
- *On-campus evening events:*
 - 6 p.m.–7 p.m.,
 - or 8 p.m.–9 p.m.
- *Off-campus evening events:*
 - 8 p.m.–9 p.m.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
31	1 Labor Day University Holiday No events	2 Semester begins; start of CMC-facilitated 2Y events and interviews on-campus	3	4	5	6
7	8	9	10	11	12	13
14	15 1Y events will commence in the evening	16	17	18	19 Career Forum 11 a.m.–2 p.m. No events.	20
21	22 Rosh Hashanah at sunset. No evening events.	23 No events	24 No events	25	26	27
28	29	30	1	2	3	4

October

October Notes

All events must be held between the following times:

- *Lunchtime events* (on-campus and virtual):
 - 12:45 p.m.–1:45 p.m.
- *All off-campus evening events, including invite-only ones:*
 - 6:30 p.m.–7 p.m.,
 - or 8:30 p.m.–9:30 p.m.
- *On-campus events:*
 - 6 p.m.–7 p.m.,
 - or 8 p.m.–9 p.m.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
28	29	30	1 Yom Kippur at sunset. No evening events.	2 Yom Kippur No events	3	4
5	6	7	8	9	10	11
12	13 Exams 2Y interviews permitted. No other events.	14	15	16	17	18
19	20	21	22	23	24 LEAD Class No 1Y events before 6 p.m.	25
26	27	28	29	30	31	1

November

November Notes

All events must be held between the following times:

- *Lunchtime events* (on-campus and virtual):
 - 12:45 p.m.–1:45 p.m.
- *All off-campus evening events, including invite-only ones:*
 - 6:30 p.m.–7:30 p.m.,
 - or 8:30 p.m.–9:30 p.m.
- *On-campus events:*
 - 6 p.m.–7 p.m.,
 - or 8 p.m.–9 p.m.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
26	27	28	29	30	31	1
2	3	4	5	6	7	8
	Fall Break No events	Election Day University Holiday No events				
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
			Thanksgiving University Holiday No events			

December

December Notes

All events must be held between the following times:

- *Lunchtime events* (on-campus and virtual):
 - 12:45 p.m.–1:45 p.m.
- *All off-campus evening events, including invite-only ones:*
 - 6:30 p.m.–7:30 p.m.,
 - or 8:30 p.m.–9:30 p.m.
- *On-campus events:*
 - 6 p.m.–7 p.m.,
 - or 8 p.m.–9 p.m.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
30	1	2	3	4	5	6
					Last Day of Classes	
7	8	9	10	11	12	13
Exams/ Winter Break No events						
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31	1	2	3

Interview Calendar Notes

Interviews may not take place during blackout dates.

Scheduling
Students cannot be required to commit to a second-round interview prior to the first interview.

Employers should offer an alternate date and time for second-round interviews for students with scheduling conflicts.

Offers
All 1Y offers in all industries must remain open until 5 p.m. EST Monday, February 2, 2026, or for three weeks from receipt of written offer, whichever is later.

Offers extended after February 13, 2026 must remain open for at least seven calendar days from receipt of written offer.

Students cannot be required to indicate acceptance of an offer until a written communication is received.

[View full policies](#)

January

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
28	29	30	31	1	2	3
No events				University Holiday No events		
4	5	6	7	8	9	10
1st Round Internship Interviews for Investment Banking commence				2nd Round Internship for Investment Banking Interviews commence		
11	12	13	14	15	16	17
Investment Banking Offers Extended after 5 p.m.						
18	19	20	21	22	23	24
M.L.K. Jr. Day University Holiday No Events						
25	26	27	28	29	30	31

February

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7
	1Y Earliest Offer Decision 5 p.m.					
8	9	10	11	12	13	14
					Offers (2Y and 1Y) extended must be open 7 days after this date	
15	16	17	18	19	20	21
22	23	24	25	26	27	28

March

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7
8	9	10	11	12	13	14
	Exams No events					
15	16	17	18	19	20	21
	Spring Break No events					
22	23	24	25	26	27	28
	Classes Resume					
29	30	31	1	2	3	4

April

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
29	30	31	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	1
				Last day for events		Last day of classes