



## Your Resume

You have taken advantage of the many opportunities the University of Illinois has to offer. You are heavily involved in the Greek system, volunteer at the local food shelter, and have season tickets for all the football and basketball home games, regardless of the team's record. Business school has proven challenging, but you have kept up in your classes to the best of your abilities. You often feel that your schedule is overloaded and that your efforts have not always been appropriately rewarded by the professors, but you have always preferred to be well-rounded. Microsoft is coming to campus to interview business students for highly sought after summer internships, and is only interviewing students with a 3.6 GPA or higher. Even with your schedule and commitments, you have maintained a 3.55 GPA. If you put "3.6 GPA" on your resume, you will likely get an interview. You heard that BCS interviewers are mixed in monitoring this. It might not be noticed and maybe, if Microsoft likes you enough, they will waive the GPA requirement for you. What do you do?

*Adapted from Business Career Services; Pnina Steiner 2010*

### Takeaways

1. Resume inflation, "enhancement" and outright fabrication are seen as extremely serious professional matters and can lead to serious consequences even years later. Even top leaders caught with resume bloopers get fired; imagine what happens to people less valuable to organizations.
2. BCS can and will impose its own consequences, starting with blocking you from use of the system for varying periods, usually a year, but in the most serious cases, you could be blocked from ever interviewing through Illinois again--or expelled.
3. The best predictor of future conduct is past conduct. Knowing that, would you hire someone who lied about their credentials? Lied about stealing money before? Lied about...
4. If you make a serious mistake, learn from it: take responsibility for what you did, get (and follow!) advice about how to prove that you've learned a lesson and deserve a second chance. If you're lucky, you may earn a second chance and a long probation to prove yourself again. If you're not both sincere and lucky, you may not be able to work in your chosen field.

### Issues

- ✓ Deception/truthtelling: accuracy of your resume
- ✓ Effect on other classmates applying for interview
- ✓ Responsibility to interviewing employer
- ✓ Likelihood and consequences of getting caught
- ✓ Your reputation
- ✓ Looking for a job in a bad economy

### Rules and Regulations

- ✓ College/university any rules about representing GPA
- ✓ BCS rules for access to interviewers
- ✓ Employer guidelines about who they want to interview

### Questions

- ✓ How will the interviewer/company react if they find out?
- ✓ Will the interviewer or company require a transcript?
- ✓ What are the consequences if this is detected? (with access to I-Link; within College; with interviewer; with company)



- ✓ Are there a set number of interview spots? Would you be taking someone else's spot?
- ✓ Are there a set number of positions at Microsoft, or are they flexible on total numbers?
- ✓ How will this affect BCS/the College/the University if detected? Will the interviewer respect your skill in obtaining an interview?
  - ✓ Is the interviewer spending a great deal of time/money interviewing students?
  - ✓ Is this an introductory screening interview with more to come or a final interview?
  - ✓ Will Microsoft hire someone who is not honest from the very start of the relationship?
  - ✓ Will Microsoft hire someone who has less than a 3.6 GPA?
- ✓ Is there any way to get an interview without inflating your GPA?
  - ✓ Is there someone you can speak with at BCS to see if Microsoft will interview you?
  - ✓ Is there someone at Microsoft you can speak with to see if they will interview you?
  - ✓ Can you ask one of the Microsoft interviewers for a few minutes at a break?
- ✓ What are your other options for this summer? If you don't get this summer internship, is there any chance you can work for Microsoft the following summer?

### Resources

- ✓ Computer/Phone
- ✓ Networking Resources
- ✓ Honor Code
- ✓ Business Career Services website/staff

### Options

- ✓ Inflate your grades
- ✓ Leave your grades as they are

### Recent News Items; Resources for Section Leaders

"O'Leary out at Notre Dame after one week"

12/14/2001

[http://sportsillustrated.cnn.com/football/college/news/2001/12/14/oleary\\_notredame/](http://sportsillustrated.cnn.com/football/college/news/2001/12/14/oleary_notredame/)

"George O'Leary resigned as Notre Dame football coach five days after being hired, admitting he lied about his academic and athletic background.

O'Leary claimed to have a master's degree in education and to have played college football for three years, but checks into his background showed it wasn't true.

"Due to a selfish and thoughtless act many years ago, I have personally embarrassed Notre Dame, its alumni and fans," O'Leary said in a statement released Friday by the university."

"Trump Mortgage Chief Inflated Resume"

12/26/2006

<http://money.cnn.com/2006/12/26/magazines/moneymag/trumpmortgage.moneymag/index.htm>

"In interviews with [CNN] Money and on his company's Web site, Ridings has made a number of false or misleading claims about his professional experience. Last week, following inquiries by Money into Ridings' background, Trump Mortgage altered its Web site, removing some of the claims it contained about Ridings' past employment."