

Grade Non-Disclosure Policy:

Voted on and Adopted by the Full-Time MBA classes of 2024 and 2025

Voted on and Adopted by the Fully-Employed MBA (FEMBA) classes of 2024 and 2025

Definition:

Grade Non-Disclosure (GND) is a student-led agreement where students at the Anderson School of Management do not disclose grades or GPAs to any Anderson-sourced employment opportunities. It is entirely a student-backed initiative, as UCLA Anderson, its faculty, and its staff neither monitor student behavior nor enforce the agreement in any way. Under this type of agreement, UCLA Anderson, including Parker, is still unable to disclose grades or GPAs externally on students' behalf.

Employers

Anderson-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, etc.)
- Posts employment opportunities on the UCLA Anderson myCareer (or equivalent) website
- Employment opportunities are conveyed to the student body through any other UCLA Anderson source (e.g., Parker [CMC], 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 UCLA Anderson students may disclose their GPA should they desire
- If Employment is contingent upon sharing GPA or Transcript, the student should inform Parker and the student body leaders (ASA), but is ultimately free to share required information

Signed: *The Full-Time MBA Class of 2024*

Date: August, 2022

Signed: *The Fully-Employed MBA Class of 2024*

Date: November, 2022

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

Date: August, 2023

Signed: *The Fully-Employed MBA Class of 2025*

Date: November, 2023

Effective April 1, 2018, the UCLA Anderson FTMBA Class of 2019 voted to institute a Grade Non-Disclosure policy outlined above. This policy was an agreement among all members of the Class of 2019 that they will not disclose UCLA Anderson grades or GPAs to any Anderson-sourced employment opportunities. Based on the Federal Educational Rights and Privacy Act (FERPA), UCLA Anderson is also not able to disclose grades to any external parties.

This is a student-backed initiative, and subsequently, the Anderson FTMBA Classes of 2020, 2021, 2022, 2023, 2024 and, most recently, 2025, plus the Anderson FEMBA Classes of 2024 and 2025, have also voted to support this agreement in the following years. The Parker Career Management Center requests that all recruiting partners abide by this policy.

Should you have any questions about this agreement, please contact Phil Han, the Assistant Dean of the Parker Career Management Center at phil.han@anderson.ucla.edu.

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

Sincerely,

Phil Han

Assistant Dean

Parker Career Management Center

UCLA Anderson School of Management

Gary Fraser

Associate Dean

Full-time MBA Program

UCLA Anderson School of Management

Pam Schulz

Executive Director

FEMBA Career Management Center

UCLA Anderson School of Management

Gonzalo Freixes

Associate Dean

Executive and Fully-Employed MBA Programs

UCLA Anderson School of Management