



## Upcoming Events

**February 16**

Employer Visit Day  
10 AM to 3 PM Tivoli Tavern

**February 16**

Science, Engineering, and Technology Job Fair  
11 AM to 3 PM Tivoli 320 AB

**February 16**

Grad School Prep Workshop  
3 to 4:30 PM Tivoli 320C

**February 18**

Employer Info Session  
(Centennial State Financial)  
11:30 AM to 12:30 PM Tivoli 640

**February 23**

Employer On-Campus Interviews  
(Centennial State Financial)  
9 AM to 4 PM Tivoli 542

**March 1**

Government Career Day  
11 AM to 3 PM 320ABC

**March 9**

Career Connections for Liberal Arts Majors  
3 to 4:30 PM Tivoli 444

**March 15**

Health Care Expo  
9 AM to 4 PM Tivoli 640

**March 16**

Career GPS  
3 to 4:30 PM Tivoli 444

Dear MSU Denver Faculty & Staff,

Spring Semester is underway! In addition to Employer Visit Days and our annual Spring Career Fair, the Office of Career Services is introducing new program-specific events that will enable students to make valuable career connections with employers. Events include:

**February 16, 2016 Science, Engineering and Technology Career Fair**  
11 am to 3 pm Tivoli 320 AB

*A small-scale job fair for employers seeking to fill internships and jobs in science, technology, engineering and math.*

**March 09, 2016 Career Connections for Liberal Arts Majors**  
3 to 4:30 pm Tivoli 444

*A networking event for students to bring their resumes and meet employers hiring liberal arts majors for jobs and internships.*

**March 15, 2016 Healthcare Career Expo**  
9 am to 4 pm Tivoli 640

*This informational event and small-scale job fair allows students to explore occupational pathways in the healthcare industry and make career connections with hiring organizations.*

Whether your students are first-year, sophomore, junior or seniors, the Office of Career Services has programs and events to support them through each stage of the career planning process. Visit our website at [www.msudenver.edu/career](http://www.msudenver.edu/career) for more information.

We are looking forward to an exciting semester!

Sincerely,  
The Office of Career Services

## Did You Know?

Good news for the **Class of 2016**: the hiring outlook for college graduates continues to improve as employers plan to hire **11 percent** more new college graduates from the Class of 2016 for their U.S. operations than they did from the Class of 2015, according to results of NACE's Job Outlook 2016 survey.

## By the Numbers:

Career Services continues to see an increase of student and recent graduate usage of career counseling appointments. Individual Career Counseling Appointments (annually):





## Legal Issues: Marijuana in the Workplace

by George C. Hlavac, Esq., and Edward J. Easterly, Esq. *NACE Journal*, February 2016

Colorado is a state where many residents legally use marijuana. It is also a state where companies can fire employees for using the drug, even if that occurred when the person wasn't at work.

In 2015, the Colorado Supreme Court ruled that a business can fire an employee for using medical marijuana even if the employee is off-duty and abiding by state law, a decision that could have far-reaching ramifications in a state that has decriminalized most marijuana use.

As noted above, under federal law, marijuana remains an illegal drug and, therefore, the use of marijuana constitutes an illegal act. Because the use of marijuana remains "illegal" under federal law, an employer is not required to accommodate employees who request the use of marijuana, regardless of the law of the state.

To date, no court has found in favor of an employee who has been terminated for using medical marijuana, regardless of the state law. The courts have based these determinations on the theory that, until the federal government changes its perception of marijuana, or the ADA is amended, an employer is not required to permit the use of the "illegal" drug or accommodate those who engage in its use.

### Recommendations

It is recommended that employers review the current status of their state law pertaining to the legalization of marijuana. Employers should also review and revise their current drug and alcohol policy to ensure that it is in compliance with the law.

Employees, interns, and applicants must also be mindful of the applicable laws and policies of the employer or potential employer. Showing up to the workplace and claiming that "it's legal" is generally not going to constitute a defense to a positive test.

See more at: <http://www.naceweb.org/j022016/marijuana-drugs-in-the-workplace.aspx?terms=marijuana#sthash.Dyi8zba3.dpuf>

## JobLink

Did you know that JobLink is much more than a virtual job board? The JobLink online system helps students at each stage of their career planning. Students can:

- Search job openings
- Attend career preparation workshops and meetups
- Meet face-to-face with recruiters at hiring events
- Store resumes
- Sign up for On-Campus Interviews

Learn more at the JobLink Workshop, Feb. 23, 10 to 11 am in Tivoli 225.

## Meet Laura



Laura Panczak has joined the Office of Career Services as a Master's intern with the counseling team.

She earned a BA in Sociology from CU Boulder in 2007 and is currently earning a Master's degree in Counseling from Regis University. She enjoys skiing, camping, reading books, and spending time with friends and family.

To learn more about the professional career planning resources offered by the **MSU Denver Office of Career Services**, please visit:

[www.msudenver.edu/career](http://www.msudenver.edu/career), stop by the office located in **Tivoli 215**, or call us at **303.556.3664**



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