



## **Rose-Hulman Institute of Technology Employer Offer Guidelines:**

The Office of Career Services & Employer Relations at Rose-Hulman Institute of Technology abides by the principles and guidelines set by the National Association for Colleges and Employers (NACE) for Ethical & Professional Practice: <https://www.nacweb.org/principles>

### **Offer Deadline Recommendation:**

We encourage employers to provide a reasonable timeline for students to consider an offer for an internship, co-op, research or full-time position. The career advising staff at Rose-Hulman Institute of Technology informs students about the importance of thoroughly evaluating a job offer before making a final decision. We discourage students from making a rushed decision in order to prevent renegeing. Students are also informed by the career advising team that once an offer has been accepted, their job search is done, and renegeing is not an acceptable practice. All efforts are made to prevent renegeing, including but not limited to deactivating student access to recruiting tools available through the Office of Career Services & Employer Relations at Rose-Hulman Institute of Technology once they have indicated to our office that they have accepted an offer.

Rose-Hulman Institute of Technology does hold to the standards set by the National Association for Colleges and Employers (NACE) for Reasonable offer deadlines: <https://www.nacweb.org/career-development/organizational-structure/advisory-opinion-setting-reasonable-deadlines-for-job-offers/>

**“Experience shows the best employment decisions for both students and employers are those that are made without pressure and with the greatest amount of information and transparency. Students given sufficient time to attend career fairs, participate in on-campus interviews, and/or complete the interviewing in which they are currently engaged are more likely to make good long-term employment decisions and may be less likely to renege on job acceptances.”**

We recommend employers that make full-time offers in the fall or returning offers at the end of a summer internship, co-op, or research position give students until October 15th or a minimum of two weeks (whichever is greater) in order to make an informed decision. Any offers that are made after October 15th, we ask that employers give a minimum of two weeks. Some students may request an extension beyond the above timelines, and we recommend accommodations if possible, on a case by case basis.

### **Suggested Offer Response Timeline:**

**Internships & Co-ops** – returning or full-time offers – October 15 or two weeks (whichever is greater)

**Fall Recruiting** – October 15<sup>th</sup> or two weeks (whichever is greater)

**Winter and Spring** – two weeks