

Early job offers and bonuses put enormous pressure on our students to make a decision before they have completed the interviewing process. Most students are not ready, nor should they be, to make a final decision before completing all their interviews.

Furthermore, students with early job offers are calling other employers in an attempt to arrange early interviews, thus greatly inconveniencing those firms. And regrettably, pressure to accept early makes it harder for us to enforce our policy against renegeing.

The John P. Fahey Career Center kindly requests that campus recruiters and other college employers comply with the following guidelines regarding employment offers:



### Summer Internships to Full-Time

A full-time offer after a summer internship should remain open a minimum of **three weeks** from the written offer date, or until **November 1**, whichever comes later. The Career Center recognizes that August 15 is the ideal deadline for many employers; therefore, students who know they will be accepting an offer are encouraged to accept by **August 15**.

### Fall Recruiting

An offer for internships or full-time positions during the fall recruiting season should remain open a minimum of **three weeks** from the date of the written offer, or until **November 1**, whichever comes later.

### Spring Recruiting (Sophomores/Juniors)

An offer for a full-time or part-time spring or summer internship for the following academic year (offered before or after a summer leadership program) should remain open a minimum of **three weeks** from the date of the written offer, or until **August 15**, whichever comes later.

### Spring Accounting Internship to Full-Time

A full-time offer for May of the following year after a spring internship (15 months in advance) should remain open a minimum of **three weeks** from date of the written offer, or until **August 15**, whichever comes later.

### Junior Year Spring Accounting Internship Offers to Sophomores

An offer to a Sophomore for a full-time spring internship to begin of the following academic year (Junior year) should remain open a minimum of **three weeks** from date of the written offer, or until **June 1**, whichever comes later.

TIMELINES

In some cases, students may ask for extensions beyond these deadlines; we hope you can accommodate them.

We would also like to request that no large bonuses be offered for early acceptances.

We ask that if there is a sign-on bonus, it be honored whenever the student accepts the offer.

We understand that mutually beneficial compromises on behalf of the employers and students are a part of this process, and that these guidelines serve as ideal standards to assist students in making fully informed decisions. Most employers have been very understanding and willing to give our students the time they need. Creighton University appreciates your cooperation and ask for your flexibility in this process.