Elon On-Campus Recruiting Policies

The Student Professional Development Center at Elon University allows students sufficient time to carefully consider their employment options and to make informed decisions. We educate students on evaluating and negotiating job offers and discourage them from hasty decisions that may lead to reneging, which we strongly discourage. In order to better meet student and employer needs, we have created the following on-campus recruiting policies for the 2012 – 2013 academic year.

**Fall Semester – Internship & Full-time Offers from Fall Recruiting, including Summer Internship Conversions:**
Employers must give until November 1, 2012 for students to accept or decline offers OR three weeks after the date of the written offer, whichever is later.

**Spring Semester - Internship & Full-time Offers from Spring Recruiting:**
Employers must give until April 1, 2013 for students to accept or decline offers OR three weeks after the date of the written offer, whichever is later

**Acceptance of Offers**
Employers must notify the Student Professional Development Center once a student has accepted an employment offer, allowing us to remove student access to our on-campus recruiting program and suspend interview privileges.

Additionally, if the Student Professional Center is made aware of an employer pursuing a student for a full-time or an internship position knowing that the student has already accepted an offer (verbally or written) with another organization, the employer may be subject to being banned from on-campus recruiting program for up to one year. This policy is in place to protect the employer with whom the student has accepted an offer and to protect the students from undue pressure.

**Rescind Policy**
If economic realities force an employer to rescind on offers, the employer must report this to Career Services prior to when the actual rescinding takes place with the student. This will allow Career Services to prepare for the questions and concerns from students, in addition to preparing to work with the students on conducting a new search. Career Services also would continue to engage the employer in discussion so as to determine best steps in moving forward with their recruiting relationship at Elon and assisting students who had their offer rescinded. Employers who rescind offers may be banned from the on-campus recruiting program for up to one year or longer.