

ELON UNIVERSITY

Student Professional Development Center

Student and Employer Offer Expectations

The Student Professional Development Center (SPDC) at Elon University encourages students to allow themselves sufficient time to carefully consider their employment options and to make informed decisions.

To do this we support students by:

- Educating students on evaluating job offers
- Discouraging them from making hasty decisions which may result in them turning down an initial offer they already accepted
- Communicating that upon accepting an offer a student should no longer participate in on-campus recruiting programs

As we work to educate our students on the intricacies of managing the job search, we ask that you, as an employer, respect their decision making timeframe.

To do this we support employers by asking you to:

- Communicate all the details of the offer including salary and benefits packages
- Be clear about the timeline that you would like to hear back about your offer
- Extend an offer timeline, within reason, when asked by a student in a professional and informative manner

In addition, if economic realities force an employer to rescind an offer, we ask that the employer reports this to the SPDC prior to when the actual rescinding takes place with the student. This will allow the Elon University SPDC Career Advisors to prepare for the questions and concerns from the student, in addition to preparing to work with the student on conducting a new job search.

We highly value our relationships with employers and work diligently to nurture those relationships in all aspects of our work.

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