

## Offer Guidelines Policy

The Knowlton Center for Career Exploration at Denison University has developed the following recommendations concerning the timeline for students to accept job and internship offers. We seek to create an environment that is fair to students and employers with these recommendations and follow the [NACE Principles for Ethical Professional Practice](#).

If employers make offers at the end of the summer to their interns, we strongly encourage the hiring organization to give interns until November 1 in order to make an informed decision, allowing candidates full participation in fall on-campus recruiting.

If employers make offers to candidates during the fall recruiting cycle, in order to make an informed decision, we strongly encourage hiring organizations to give these candidates until December 1, or at least two weeks, whichever is longer, to make a decision.

Please contact the Knowlton Center for Career Exploration with any questions:  
740-587-6656/[career@denison.edu](mailto:career@denison.edu).