

## Reasonable Offer Period Expectation

As a member of the National Association of Colleges and Employers (NACE), the University of Texas School of Information Career Services honors the NACE Principles for Professional Conduct, including guidelines for full-time (permanent) and internship offers of employment. The guidelines are discussed below; for more information, please visit the NACE website at [http://www.naceweb.org/legal/ethical\\_issues.aspx](http://www.naceweb.org/legal/ethical_issues.aspx)

We recognize that coming to campus to recruit our students is a significant commitment of time and resources and we believe making reasonable offers will produce the best possible outcome for both students and employers. Candidates who are given sufficient time to thoroughly evaluate their employment options are less likely to renege on an acceptance and more likely to feel and speak positively about the company.

In accordance with the NACE guidelines and consistent with UT's McCombs School of Business, we request that our students be given a **minimum three-week period** to evaluate any offer of employment (full-time and internship) without offer consequence. The offer window would commence on the date in which both parties agreed on the offer terms (preferable in writing).

**\*\*We request your adherence to this policy even if the candidate has completed an internship with your company.**

Any recruiter attempting to place "improper influence" or pressure on students in making an employment decision will be considered to be in violation of NACE guidelines and the School of Information Career Services policies.

If a student reneges on a written acceptance of employment, please notify our office immediately as we expect them to honor their commitments as part of their ethical agreement with Career Services. We would appreciate the opportunity to educate the student on the importance of professional integrity and the ramifications of unprofessional conduct.

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