

University of Michigan
College of Engineering
Engineering Career Resource Center
Guidelines for Employment Offers and Offer Deadlines

Guidelines for Employment Offers and Offer Deadlines:

Employers making an employment offer to a University of Michigan student are referred first to the NACE position on [Reasonable Offer Deadline Guidelines](#). Efforts should be made on the part of the employer to give students adequate time to fully consider an offer of an internship or full-time employment. In accordance with [NACE Principles of Professional Conduct](#), employment professionals will refrain from any practice that improperly influences and affects job acceptances. Such practices may include undue time pressure for acceptance of employment offers and encouragement of revocation of another employment offer. Employment professionals will strive to communicate decisions to candidates within the agreed-upon time frame. Likewise, students are coached on the importance of fully evaluating an offer, and avoiding declining an offer after acceptance whenever possible.

To curtail student declines after offer acceptance, it is highly recommended that employers offering full-time and internship offers remain open until November 30 and for at least a period of three weeks. This recommendation extends to offers given to current/previous summer interns. It is permissible to offer incentives to students who accept a position in advance of these dates.

Please contact the ECRC at ecrc-ocr@umich.edu or (734) 647-7160 to discuss any questions regarding this policy.