



Center for Career Advancement

Bucknell University Interviewing and Employment Offer Guidelines

Bucknell University's Center for Career Advancement requires students to agree to abide by a binding agreement of internship/job search ethics prior to participating in any interviews. Our Career Center enforces a zero-tolerance policy for students who renege on offers of employment or who conduct themselves in an unethical way during their search. In return, the Center for Career Advancement asks employers to:

- Provide students a minimum of three business days' notice for an interview, virtual or in person. This allows students time to make proper travel arrangements (if needed) and speak with faculty/coaches to manage academic, varsity athletic and other conflicts successfully, as well as prepare for their important conversations with you.
- Provide fair and reasonable time periods for students to evaluate employment offers prior to making a decision that will affect their future careers and personal lives. A reasonable recommended period is a minimum of three weeks. We also recommend students who return from a summer internship with a full-time offer request a reasonable extension (late October) of their decision deadline if they plan to participate in fall recruiting. Exploding offers put undue pressure on students and compromise our efforts to enforce student policy against renegeing.
- Uphold job offers. Rescinding an offer means the student must restart their job search, often after declining other offers. It also risks creating a negative reputation on campus for your organization.

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