

Offer Policy

For Heinz College Career Services and the Career and Professional Development Center:

Our offer policy was created in the spirit of being respectful of employers' timelines and hiring needs while providing students with sufficient time to consider offers of employment. It is designed to minimize incidents of renegeing (pursuing and accepting an employment offer after accepting another offer). It has been our experience that students who feel undue pressure to make an employment decision are often more prone to renege after accepting; adhering to the timeframes detailed in the offer policy is therefore in the best interests of both employers and students.

Fall Interviews:

For all offers received from a summer internship, students must be given at least until Oct. 1st or three (3) weeks (whichever is later) to respond. For all offers generated from fall Recruiting, students must be given until Nov. 15th or three (3) weeks (whichever is later) to respond.

Spring Interviews:

All offers resulting from spring recruiting must provide students a minimum of three (3) weeks to respond.

Employers found not honoring offer dates will receive the invitation to schedule OCR dates two (2) weeks after OCR scheduling begins for all employers, with no Day-After-Fair Interviewing in fall at CPDC Career Fairs.