

CAMPUS RECRUITING POLICIES FOR EMPLOYERS

Job and Internship Offer Policy

The Boston College Career Center aims to support recruiting practices that are reasonable and appropriate for employers and students alike. Recognizing that students need time to make informed decisions when comparing and responding to offers, and employers need to be able to effectively manage their time-sensitive recruitment processes, the following guidelines are intended to provide students and employers a fair and transparent framework for managing the offer phase of the recruiting process.

All Boston College students should review our [Social Responsibility Agreement](#) (under Post Jobs and Internships, Job and Internship Offer Policy) prior to participating in campus recruitment. The agreement includes policies for students who miss campus interviews, act unethically during the job/internship search process, or renege on employment offers. In return, we encourage our employer partners to uphold the [NACE Principles for Ethical Professional Practice](#), [NACE's Principles for Ethical Professional Practice to AI](#), and abide by the [Advisory Opinion: Setting Reasonable Deadlines for Job Offers](#). These principles discourage employers from engaging in practices that could make students believe they were pressured to accept job offers and undermine the process that allows candidates to make an informed decision. As such, we ask employers to abide by the following job and internship offer decision deadlines.

Type of Offer Extended	Recruiting Cycle/Semester	Requested Deadline
Full-Time, Internship, or Leadership Program	Fall 2026 and Spring 2027	2 weeks from the date of the written offer Employers are asked to consider requests for additional flexibility on a case by case basis.

Additional Policies and Considerations

Please note that the following policies are also available to students.

Exploding Offers

Employers should provide fair and reasonable time periods for students to evaluate employment offers prior to making a decision. Asking a student to make a decision on the spot or asking a student to respond to a hypothetical offer is considered an unacceptable practice. Employers should refrain from using exploding offers and special incentives such as diminishing bonuses and location preference to induce a student to accept an offer early as these practices place undue pressure on students.

Second Round Interviews

Employers who conduct extensive second round or “super day” interviews are asked to share these dates with our office at the time of scheduling their first round campus interviews. To create a fair and equitable process, employers should not schedule second round interviews during the first week of campus recruiting. If a second round interview conflicts with a student’s previously scheduled first round interview, class, or other valid conflict, employers should offer alternative second round interview date options.

Written Offers

Employers are expected to keep students informed of their status in the hiring process and to communicate hiring decisions within two to three weeks, unless otherwise communicated to the student. Employers should extend offers in writing. The offer should include all appropriate terms and conditions, including, but not limited to, position

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title/description, location, benefits, start date, salary, and/or bonuses.

Offer Extensions

Students are encouraged to meet with a Career Center staff member to navigate the job offer and negotiation process. We guide students on how to make a decision within the dates noted above, however, sometimes there are extenuating circumstances and students may ask for extensions. We ask that employers consider each request on a case-by-case basis, and to be flexible in accommodating these requests when possible.

Alcohol Policy

Serving alcohol should not be part of the recruitment process on or off campus, even if all students are of legal drinking age. Offering alcohol can inappropriately shift the focus of the event and may put students in an uncomfortable position. The Boston College Career Center does not support serving alcohol as part of the recruitment process and will not promote such events.