

Job Offer Policy for Employers: Spring 2024

The Department of Accountancy at Northern Illinois University requires students to abide by our ["Ethical Job Search" Policy](#) prior to participating in any on-campus recruiting activities. Students are penalized for missing interviews, canceling appointments, etc. The Department of Accountancy enforces a zero-tolerance policy for students who renege on offers of employment or who conduct themselves unethically during their search.

In return, the Accountancy Department asks employers to:

- Provide students a minimum of three business days' notice for an interview. This will allow students to make proper arrangements to minimize academic and other conflicts.
- 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. If a student requests a one or two-week extension of the offer deadline, every effort should be made to extend the response deadline.
- Job offers should not be rescinded once made. Rescinding an offer means the student must restart their job search, often after declining other offers.

Spring Job Offer Policy: Internships and Full-Time Positions

Semester begins: January 16, 2024

Accountancy In Person Career Fair: February 15, 2024

Spring break is March 10-17, 2024

Semester ends: May 2, 2024

- Students receiving offers on or before March 8, 2024 will be given until March 22, 2024 to decide.
- Students receiving offers after March 8, 2024 will be given two weeks from the date of the offer to decide.

Students requesting extensions of internship offers due to scheduled, remaining second interviews should be granted such extensions in all but extenuating circumstances. For questions please contact Suzanne Youngberg at youngberg@niu.edu.