

FAQs on Dealing with Internship Offer Deadlines

- 1. Recruiting deadlines for on-campus recruiting:** If a firm carries out its recruiting through the Career Center's on campus interview process (which starts on September 25), they are requested to follow Duke's policy on October 27 offer deadlines – see <https://studentaffairs.duke.edu/career/about-us/policies/recruiting-policies-employers>. However, it's becoming increasingly hard for Duke to enforce a late October deadline, since so much recruiting has gone off campus, and has been happening as early as July & August.
- 2. Recruiting deadlines for off-campus recruiting:** Firms that carry out their interviews outside of the Career Center process (which includes all recruiting prior to 25th September) are not obligated to observe any deadlines, and can in fact give you whatever deadline they wish. And of course they have an incentive to make the deadline as tight as possible, so that they can quickly make offers to "on hold" candidates if their first choice students decline.
- 3. Asking for extensions on offer deadlines:** It is always OK to ask a firm to give you an extension if they initially ask for a very quick response. They won't take your offer away if you ask for an extension(!), but in some cases they will refuse to extend, and others might only extend for a week or two. They might also put some pressure on you to stick with the initial deadline. It's very unlikely that they will push back the offer deadline into late September or October (which is what you would need if you wanted to go through the full recruiting process with firms interviewing on campus).
- 4. Asking for an expedited recruiting process:** For students who already hold offers with tight deadlines but with firms that are not your top choice: some of you have asked your preferred firm to speed up the recruiting process so that it can be completed prior to the deadline on your (less preferred) existing offer. While there is nothing wrong with asking, it's not very likely that you will get a positive response. This is happening with so many students right now that firms responding to *all* expedite requests would effectively be changing their entire recruiting calendar! And if you *don't* already hold a firm offer (but have super days lined up, say), it's even less likely that they will expedite.