



UNIVERSITY OF IOWA COLLEGE OF LAW POLICY ON OFFERS AND ACCEPTANCES

The University of Iowa College of Law's Office of Career Services abides by the NALP guidelines concerning the time line of offers, offer hoarding and acceptances. Pursuant to those guidelines, no student shall have more than three offers open as of November 1 and shall render his/her decision regarding employment by December 1st or the offer will be retracted unless other arrangements have been made between student and employer.

In addition to these NALP guidelines, it is our policy that students shall not continue to take flybacks after they have accepted an offer for summer and/or permanent employment. A student who exhibits such behavior is not only acting unprofessionally, but damaging the school's reputation and other students' opportunities for employment with that employer. If we learn that a student is continuing to interview after accepting an offer for employment and we have enough

information to back up this claim, we will contact employers with whom we know you have interviewed to check on the status of your recruitment. If we confirm the belief that you are misusing the process, then it is our duty to protect those opportunities for other students. We will notify employers that you have already accepted an offer elsewhere, if you do not consent to do so on your own. We will require you to apologize to any and all employers with whom you interviewed after accepting a position for employment. Those letters will need to be delivered to our office with an addressed envelope containing proper postage. Upon approval by the Director of Career Services, the letter will be sent to the employer(s) involved. The Dean of Students and the Dean of the Law School will receive a written report documenting your misuse of the recruitment process and you will not be permitted to use our services during the remainder of your time at the University of Iowa College of Law.