Broad College of Business
MICHIGAN STATE UNIVERSITY

RENEGE POLICY

Definition of a renege: A renege occurs when a student accepts (verbally or via signature) a job offer for a full-time or internship position, then receives an additional offer for a full-time or internship position and withdraws the acceptance of the initial full time or internship position, regardless of how much time has elapsed since acceptance.

Note - Should you receive an offer and want to extend the deadline to weigh all possible options and avoid a renege, please immediately make an appointment with a professional career coach at the Russell Palmer Career Management Center. We can help you navigate by asking for an offer deadline extension which may avoid a potential renege. Please review the document "Managing Offers (Flowchart)" in Handshake for more information on avoiding reneges.

When you accept a job, verbally or by signing the offer letter, you make a major commitment to your new employer. Such a commitment should be made only if you intend to honor it. To continue discussions and/or interviews with other potential employers once you accept a full-time or internship offer is inappropriate and misleading. In addition, accepting an offer but later rejecting it as a result of receiving a "better" offer is unethical. Reneging can severely tarnish your professional reputation, not only in the short term but also for the duration of your career. Reneging also creates an obstacle in the Broad College's efforts to maintain positive relationships between corporate recruiters, alumni, and the Broad College. Typically, organizations/alumni affected by a renege will contact the Russell Palmer Career Management Center Team immediately. You can avoid a reneging situation by carefully managing your job search process by meeting with a Palmer Center professional career coach.

If you renege on a full-time or internship position, you must meet with the Palmer Center Assistant Dean of Career Management and Employer Relations. The Broad College of Business Sanctions for a renege may include:

- If you renege on a full-time offer, you will not be allowed to apply for jobs on Handshake or use alumni services provided by the Broad College.
- If you renege on an internship offer, you will not have access to Handshake for up to one-year post-internship.

The Russell Palmer Career Management Center staff is here to support you in your career search efforts. If you have reneged or find yourself in a situation where you are managing multiple offer deadlines, please contact our office.

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