

EMPLOYMENT OFFER POLICIES

Michigan State University and the Broad College of Business understand that the recruiting process consists of stringent deadlines for both the employer and students. It is the University's position that students make the best decisions when offered the opportunity to evaluate all of their options and seek appropriate counsel; this approach minimizes reneges on job offers.

The following policies apply to all students at Michigan State University, however, there may be exceptions*:

- All offers must be in writing. The start of the offer decision deadline starts with the date of a complete written offer.
- Students need a reasonable amount of time to evaluate and respond to an employment offer. All offers should remain open for a minimum of three weeks and sometimes significantly longer (see below). If necessary, we encourage you to consider extending your offer deadline upon reasonable request from the student.
- Exploding offers are prohibited. Exploding offers are offers given during the interview with the explicit or implied intention that the offer will be rescinded if not accepted on the spot.
- Students face serious consequences for renegeing on an accepted offer.

During high volume on-campus recruiting seasons in the fall and spring, our goal is to provide all participating employers a reasonable amount of time to complete their recruiting process and allow students enough time to respond to offers. Please contact our office at 517.432-0830 should you have offer deadline questions.

FALL RECRUITMENT

OFFERS EXTENDED AS A RESULT OF A PAST INTERNSHIP OR CO-OP

For full-time conversion offers or returning internship/co-op offers:

Must remain open until: **3 weeks after offer is made or November 1, whichever comes later**

OFFERS EXTENDED AS A RESULT OF FALL INTERVIEWS (SEPTEMBER 1 – OCTOBER 31)

For full-time or internship offers:

Must remain open until: **3 weeks after offer is made or November 15, whichever comes later**

SPRING RECRUITMENT

OFFERS EXTENDED AS A RESULT OF SPRING INTERVIEWS (JANUARY 1 – FEBRUARY 28)

For full-time or internship offers:

Must remain open until: **3 weeks from the time of offer or March 15, whichever comes later**

OFF SEASON

OFFERS EXTENDED THROUGHOUT THE REMAINDER OF THE YEAR

A minimum of 3 weeks after the offer is made

**Big Four and other larger regional/national public accounting firms have an established, specific set of recruiting guidelines; these public accounting firms should plan to follow the recruiting guidelines as established annually by these firms and the University.*