Mercer University Interfraternity Council  
Recruitment Guidelines  
2015

Definitions

1. Recruitment is hereby defined as a process of mutual selection during an activity, or period of activities, in which an IFC member fraternity promotes its organization to influence and gain the membership of enrolled undergraduate students at Mercer University.

2. “Fraternity” is to be defined to include the actions of members and associate/pledge members, alumni and mother’s/father’s clubs, or anyone acting on behalf of the fraternity.

3. “Alcohol” is to be defined as any intoxicating spirit, including 3.2% beer, and so called “Non-Alcoholic” beers.

4. “Limited Contact” A period of time in which fraternity members or agents in the fraternity may not have excessive or prolonged contact with a new member including on or off campus outings or meetings (This includes residence halls, eateries, or Greek village).

5. “Potential New Member” is to be defined as any full time Mercer University Undergraduate students who satisfies all the Recruitment requirements and is participating in Mercer University Interfraternity Council Recruitment.

6. “New member” is hereby defined as a potential new members who has signed a Bid and a Grade Card Release Form.

7. A “bid” is hereby defined as any oral or written invitation to join an IFC member fraternity at the local or national level.

General Information

1. Recruitment activities shall be held beginning August 17, 2015 at 4pm. Bid Day will be Saturday, August 29, 2015. Info Nights will be Tuesday, August 18th and Wednesday, August 26th at 5:30pm in CSC Room 314. NOTE: All PNMs must attend at least one info night in order to receive a bid.

All Greek chapter social and recruitment events, outside of formal events sponsored by IFC and listed on the IFC Formal Recruitment schedule, are the sole responsibility of the sponsoring organization. Mercer University does not endorse or monitor these events. Organizations must adhere to all federal and state laws, as well the rules governing student behavior found in the Student Code of Conduct and IFC recruitment guidelines found below.

2. Any members (including alumni) are responsible for understanding and observing all recruitment guidelines.

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3. Continuous Open Bidding will begin one month following Bid Day and continues throughout the school year.
   a. A signed grade release card must be turned into the Greek life office and approved by a staff member prior to a bid being given out. During Formal Recruitment, potential member’s registration requires they approve having grades checked to go through Formal Recruitment.
   b. A COB must be reported within 24 hours of its acceptance by notifying the Interfraternity Council Advisor and having the new member sign the roster in the Greek Life Office.

   *These steps must occur through formal and informal recruitment year-round

4. The use of alcoholic beverages in the presence of potential new members during any period of the recruitment process (summer, orientation days, informal and formal periods) whether on or off campus is prohibited. Any prolonged interactions with a potential new member in a public venue that serves alcohol will be seen as a violation of this policy.

   During the recruitment period, chapters found to be recruiting with alcohol and/or have PNM’s in the presence of alcohol will be taken through the Mercer Judicial process and face sanctions up to suspension of a chapter from campus.

5. All upper-class men, including transfer students, must have a minimum 2.50 prior semester GPA or cumulative GPA. Freshman must have a 2.70 High School GPA to go through Formal Recruitment.

6. Bids may ONLY be offered on Saturday, August 29, 2015 to eligible potential new members who have submitted a complete Recruitment Application and grade release form online by Wednesday, August 26 at 5:30 pm. No bids may be offered prior to Saturday, August 29, 2015.

7. Bid Day shall officially end at 1:00 PM on August 29, 2015. Any further events are not subject to Mercer University IFC Recruitment Guidelines; but must be in accordance with national chapter, FIPG guidelines and Mercer conduct policies.

8. NEW FOR 2015: Panhellenic women are not to participate in any recruitment activities that take place on or off campus. Panhellenic women are not to be present for formal or non-formal events on campus until Bid Day on August 29, 2015. The only exception to this policy is Greek Grillers, which is open to all Greek students and organizations.

9. No males outside of the fraternity other than National Headquarter Staff, Alumni, or potential new members are allowed at Recruitment events.

10. The IFC Recruitment staff will not be allowed to actively recruit for their chapter during Formal IFC Recruitment events. The Recruitment staff may reveal

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affiliation to PNM’s when appropriate or asked.

11. Any chapter that is found to have provided false information about another chapter will be fined $100 per incident.

**Potential New Members Eligibility Requirements**

1. Attendance at Recruitment functions, bid acceptance, and fraternity membership is strictly limited to full time (12 credit hours) Mercer University Undergraduates.

2. All Potential new members must complete the IFC Recruitment FORM online before a bid will be extended. All Potential New Members must attend, at a minimum, one IFC Info Night. All Potential New Members must have completed the online form by the start of this event. Failure to attend one IFC Info Night or complete the IFC Recruitment Form by Wednesday, August 26th at 5:30pm will result in the PNM not being eligible to accept a bid.

3. All Potential new members that are upperclassmen should have attained at least a prior semester or cumulative 2.50 GPA in college course work previously attempted. If it is discovered that a Potential new member has signed a Bid and Grade Card Release Form and he does not have at least the required 2.50 GPA, then that new member is automatically disassociated. Requirement for all freshmen is a 2.70 High School GPA.

**Social Contact/Conversations**

1. There will be limited contact during the summer (May 5-August 17, 2015). The Summer Contact Policy is as follows (other than a formal approved event in the summer):
   a. Flyers and letters may be sent to the incoming male freshmen and their parents with pre-approval from the IFC Recruitment Staff and Advisor. The deadline for approval on newsletters or mailers and all promotional items is August 1, 2015.
      i. All printing and mailing costs will be covered by the chapters. All material will be turned over to the Office of Campus Life to mail in accordance with Admissions and Orientation as addresses will not be released.
      ii. IFC Executives will attend summer orientation sessions and distribute Greek life information.
      iii. If a chapter would like to host an event for incoming males in the summer they must get that event approved by the Office of Campus Life three weeks BEFORE the event. Invitations will be dealt with in the same way mailers are. If a chapter hosts an event in the summer and alcohol is present, the chapter will immediately face severe judicial sanctions including suspension from campus for a minimum of one year.
   b. IFC may mail a postcard to the incoming freshmen males and their parents as well as send out an electronic news letter about Greek Life at Mercer on behalf of IFC. The printing and postage costs will come from the IFC budget. IFC may include info in all Move-in Packets.

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c. Contact information for those men who sign-up for recruitment will be distributed monthly or weekly (depending how many new enrollee’s have registered) to the chapters. Contact with them shall still be non-invasive and only approved PR materials may be used.
   i. This information shall not be abused by over-contacting these individuals. Also, at no time may there be any parties or events with alcohol in which the potential new members are invited to (during the summer, formal recruitment, bid day, or associate membership period). IFC executives will be monitoring facebook and all other social networks.

d. Recruitment Favors: There shall be no distribution of any recruitment favors such as cups, t-shirts, posters, koozies, etc. to potential new members until BEAR FAIR

e. Residences: Potential new members may not reside in or enter fraternity houses or annexes during Fall/Summer Orientation period-including before move-in, on move-in day and through Bear Fair.

2. Under no circumstances shall a fraternity member promise an invitation or bid to a potential new member (i.e. verbally or in writing), or ask a potential new member to promise to join a fraternity.

3. Fraternity members will not be allowed to be in the Student Center unless they are in the Cafeteria after Preference signing and during Bid Acceptance, with the exception being during Bid Acceptance for two representatives from each chapter to be in the designated waiting area.

4. Fraternity members may attend activities designated as Orientation events, as long as they are following IFC, Mercer and Orientation Guidelines. Letters may NOT be worn until 2pm on Move-in Day. Members may not sit with freshman in the cafeteria or UC during move-in day.
   *Limited contact rule applies on move-in day.

5. Prior to placing an order, Recruitment Chairs must submit all promotional items (i.e. t-shirts, banners, flyers, posters, etc.) by August 1st to approve.

6. Once Bear Fair begins, chapters may have extended contact with potential new members during the recruitment period. Mercer and IFC policies apply during this time.

Guidelines and Procedures for Alumni

1. Alumni are involved in Recruitment to assist with a successful Recruitment, and may participate in recruiting potential new members at formal summer events approved in advance by the Office of Campus Life.

Individual Chapter Recruitment Regulations

1. All IFC member fraternities must submit a complete list of recruitment events, with dates, times and locations by August 7, 2015.

2. **All Greek chapter social and recruitment events, outside of formal events sponsored by IFC and listed on the IFC Formal Recruitment schedule, are the sole responsibility of the sponsoring organization. Mercer University does not endorse or monitor these events. Organizations must adhere to all federal and state laws,

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as well the rules governing student behavior found in the Student Code of
Conduct and IFC recruitment guidelines.

2. All Formal and Informal Recruitment functions must be held in accordance with
each fraternity's respective risk management policies and Mercer policies.

3. The IFC Vice President and Advisor must approve all publicity, t-shirts, locations
etc. by August 7, 2015. Any changes to the Recruitment schedule, t-shirts,
publicity etc. must be approved at least 24 hours prior to the event by the IFC
Advisor and IFC Vice President.

4. Recruitment Events (including all periods of recruitment) may not be scheduled at
any location over 30 miles from Mercer University campus, exceptions must be
approved by IFC Vice President and Advisor.

5. No fraternity members shall talk negatively about or commit any discriminating
action toward other fraternities, in any manner whatsoever, at any time with a
potential new member.

6. All chapter Recruitment functions (including informal events) must end by 12:00
midnight every weekday and 2:00 am for Friday and Saturday, exceptions must
be approved by IFC Vice President and Advisor.

7. At least one IFC Exec may stop by any on or off campus recruitment events
during the recruitment period. If execs are not let into events in a timely manner
failure to comply will result in an IFC and/or Mercer judicial hearing.

Potential New Members

1. Potential new members who are unable to attend required IFC events during the
Formal Recruitment week due to academic conflicts must submit a written
excuse or email to the IFC Advisor no later than two hours before that particular
set of events begins.

2. Potential new members may not attend any fraternity parties involving alcohol
from May 5, 2015 until the end of the recruitment process-1pm on August 29,
2015. Alcohol may not be used in the recruitment of potential members. If the
Office of Campus Life and Mercer University officials are made aware of these
events, Mercer Police will investigate and chapters will go through the Mercer
judicial system with severe sanctions if found responsible.

**Including the possibility of suspension from the campus for a determined
amount of time. Infractions that do not fall under Mercer judicial will be referred
to IFC Judicial.

3. Once a Bid is accepted, it is binding and may not be changed for 30 days from bid
day.

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4. If a potential new member commits a recruitment infraction, he may be released from Recruitment.

5. Strict silence is the period in which there will be no conversation or contact with potential new members by fraternity members, new members, and alumni:
   a. This includes all references to fraternity- verbal, written, printed, or typed.
   b. Strict silence is designated as the period of time from the end of Preferential Night until he reports to the fraternity from which he accepts a bid.

Formal Recruitment Events

General
1. The acceptance or decline of bids by the potential new member will be done under the supervision of the Director of Recruitment and Interfraternity Council Advisor.
2. Members of Interfraternity Council Executive Board and/or Mercer University officials will be present in the fraternity houses during all formal IFC recruitment events.

Bear Fair, August 17, 2015
- Bear Fair 4:00 – 6:00 PM, University Center

IFC Info Night, August 18, 2015
- All potential new members are required to attend at least one IFC Info Night session for Recruitment in Room 314 at 5:30pm. Failure to do so will result in not being able to accept a bid.
- PNMNs will receive information about Greek Life, Fraternity Life, sign important documents, and be educated about the rush process.
- All IFC chapters will be permitted to have two members and a table inside the room to speak with PNMNs about the chapter at the conclusion of the meeting.
- Fraternity houses will be open from 6:00pm until 9:00 pm for the day listed.

IFC Formal Night, Thursday, August 20
- All potential new members will meet in 314 to go over the schedule for the evening.
- Fraternities may not host band parties or any other form of outdoor entertainment on Formal Night.
- During scheduled night, all doors in the fraternity houses MUST remain open except for a Ritual closet.
- Potential new members must spend a minimum of 15 minutes in each of the houses.
- Interfraternity Council officers will escort each of the potential new members into the fraternity houses.

Greek Grillers/Activity Night, Monday, August 24
Fraternity members will be at information tables under a tent at Cruz Plaza or Tattnall Park. Grilling/cooking, Q&A, live music and activities.

All activities (i.e. band parties, blowups, etc.) must be submitted to the Interfraternity Council Advisor for approval prior to the event.

This is the only event Panhellenic women may be participating in. All Greek chapters and members are invited.

**IFC Info Night and Registration Deadline, Wednesday, August 26 5:30pm**
- Second chance info night for those that missed first info night
- All PNMs MUST be registered prior to the start of this meeting and attend an info night. Failure to meet this obligation will result in the PNM not being eligible for a bid.

**Preference Card Signing Day- Friday, August 28**
- Preferential Cards will be filled out on August 28, 2015 from 9:00am to 3:00pm in the campus life office.
- Upon the ending of this night, chapters will have no contact with potential new members starting at 8:30pm and ending on Bid Day.

**Selective Night- Friday August 28, 2015**
- All potential new members will meet in 314 at 5:30pm to walk to the village for the event.
- Only fraternity members and potential new members are allowed in the fraternity houses from 5:30pm until 8:00pm.
- Potential new members must visit all houses that are preffed in order to be eligible to accept a bid. Potential new members will be unable to accept a bid for one full semester if they fail to attend all fraternity houses which they preffed.
  
  **All potential new members must be out of the Greek Village by 8:00pm.**
- Fraternity members and their alumni may not have any contact with potential new members until the potential new member has accepted a bid on August 29, 2015.
- All Bids will be due to the Campus Life Office by 7:00 AM on August 29, 2015.

**Bid Day, Saturday, August 29, 2015**
- The Bid Process will be open to potential new members from 10:00am-11am.
- Bids will be accepted in 314 and members accepting bids will then be escorted into Conference Room 1 to wait with their respected fraternity of choice.
- Fraternity members (including alumni) shall have no contact with the potential new members until after the 11am acceptance deadline.
- During this process, fraternity members shall not be allowed in the CSC unless eating in the cafeteria with the exception being during Bid Acceptance for two representative from each chapter to be in the designated waiting area.
- Fraternities shall be allowed to have two initiated members in Conference Room 1 for the acceptance of bids, not including the IFC Executive Committee.
- Bid Day will commence in the Greek Village starting roughly around 11am with the running of the hill. Events will include meet and greets and pictures.
  
  *All chapters must book their own bid day photographers*

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Anyone showing signs of drinking or intoxication will be asked to leave and will not be allowed to participate in Bid Day activities. This includes Fraternity Men and New Members. Mercer police will also investigate any formal alcohol violations.

*Mercer police will be responsible for enforcement of this policy on bid day.

**Violations and Penalties**

1. Fines will be imposed for delinquent submission of bids. Bids must be submitted by 7:00am on August 29, 2015 before Bid Day. The fine will be $5 per minute up to a $100 fine.

2. All Mercer University Interfraternity Council Recruitment Guidelines shall bind alumnae and any person specifically affiliated with an individual fraternity at Mercer.

3. Violations of Recruitment Guidelines or of IFC constitution by any fraternity member will result in a Mercer Judicial Investigation. If violation is only covered under IFC policies, chapters may go through IFC Judicial and face sanctions. Please refer to the judicial process in the IFC constitution.

4. Violations of Recruitment Guidelines by a potential new member may make him ineligible to be pledged by a fraternity at Mercer University until the Spring 2016 semester.

5. Any violation of the Mercer University Code of Conduct, policies or regulations will automatically result in a Mercer University Judicial Board hearing.