Mercer University Interfraternity Council
Recruitment Guidelines
2017

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 formal, scheduled, excessive, or prolonged contact with a potential new member
including on or off campus outings or meetings (This includes residence halls, eateries, or Greek
village).
5. “No Contact” refers to the period of time in which fraternity members or agents may not have
any contact with a potential new member in any circumstance (This does NOT prohibit anyone
from exchanging greetings).
6. “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.
7. “New member” is hereby defined as a potential new members who has signed a Bid and a Grade
Card Release Form.
8. 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 September 17, 2017 at 4:00pm. Bid Day will be
Saturday, September 23, 2017. Info Nights will be Monday, September 11 and Sunday,
September 17 at 5:30pm in CSC Conference Room 3. NOTE: All PNMs must attend at least one
info night in order to receive a bid.
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, as well the rules governing student behavior found in the
Student Code of Conduct and IFC recruitment guidelines found below.
3. Any members (including alumni) are responsible for understanding and observing all recruitment
guidelines.
4. Continuous Open Bidding will begin two weeks 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.

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

5. 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 and the Delayed Recruitment Policies for Greek Life.

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

7. Other unsafe or risky activities as recruitment functions are prohibited. Examples include but are not limited to activities involving firearms or other weapons, rock climbing, boating/skiing, skydiving, base jumping, etc. Exceptions would include activities coordinated by a third-party who assume liability and the activity if preapproved by the Office of Campus Life. If you have questions about whether an activity would be classified as “risky” please ask the IFC Advisor for clarification.

8. 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.

9. Bids may ONLY be offered on Saturday, September 23, 2017 to eligible potential new members who have submitted a complete Recruitment Application and grade release form online by Tuesday, September 19 at 12:00pm. No bids may be offered prior to Saturday, September 23, 2017.

10. Bid Day shall officially begin at 10:00am and end at 1:00pm on Saturday, September 23, 2017. All activities in Greek Village must stop at 1:00pm. 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.

9. 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 September 23, 2017. The only exception to this policy is Greek Grillers, which is open to all Greek students and organizations.

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

11. The IFC Recruitment staff will not be allowed to actively recruit for their chapter during Formal IFC Recruitment events. The Recruitment staff may reveal affiliation to PNM’s when appropriate or asked.

12. Any chapter that is found to have provided false information about another chapter or discouraged students from participating in formal recruitment 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 Tuesday, September 19 at 12:00pm 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

No Contact – May 5-August 20, 2017

Limited Contact – August 21-September 16, 2017

1. There will be no contact during the summer (May 5-August 20, 2017). The Summer Contact Policy is as follows (other than a formal approved event in the summer):

   a. ONE flyer or letter 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, 2017.
      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. Chapters may not host recruitment activities or any other function with PNMs present during the no contact period.

   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.

   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, during move in day, or any other time prior to formal recruitment (with the exception of the ONE preapproved recruitment activity).

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f. 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.

2. There will be a Limited Contact period between August 21 and September 16.
   a. The purpose of limited contact is to ensure fairness among fraternity chapters as well as to promote a positive recruitment experience for PNMs.
   b. Rule of thumb – “Public, on campus, and not scheduled/invited”
   c. Limited contact should not be considered “traditional recruitment.” Limited contact should be an interaction between Mercer students.
   d. Acceptable contact during the limited contact period would include the following (on campus only):
      i. Sitting with PNMs in the cafeteria or UC
      ii. Playing basketball on the IM courts
      iii. Attending student organization functions
      iv. Study sessions in the library for classes
   e. Fraternities and their members may NOT schedule or invite PNMs to participate in any of the activities listed above. Scheduling and/or inviting PNMs to participate makes the interaction a recruitment activity and violates the Delayed Recruitment and IFC Recruitment Guidelines.

3. At no time are fraternity members discouraged from exchanging greetings with PNMs. Be friendly and polite. If the conversation shifts to recruitment or is prolonged beyond simple pleasantries, let the PNM know that you cannot talk right now but look forward to speaking with them again at a later date.

4. 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.

5. 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 2:00 pm on Move-in Day.
   a. *Limited contact rule applies on move-in day.

6. 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.

**Individual Chapter Recruitment Regulations**

1. All IFC member fraternities may host ONE recruitment activity between August 21 and September 16.
2. Fraternities may host chapter recruitment activities Monday, September 18 and Thursday, September 21.
3. These activities must be submitted to campuslife@mercer.edu by August 1st, be approved by the Office of Campus Life and the IFC Executive Board, and must follow all recruitment/Mercer/IFC/FIPG guidelines.
4. In order to maximize the opportunities for fraternities and PNMs to interact at approved events, no events shall overlap. If fraternities propose events that overlap, the fraternity who submitted their proposal FIRST will be give the date/time requested and the second/third/etc fraternity will have to choose an alternate date/time.

**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**

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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.

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

6. The IFC Vice President and Advisor must approve all publicity, t-shirts, locations etc. by August 20, 2017. Any changes to the Recruitment schedule, t-shirts, publicity etc. but be approved at least 24 hours prior to the event by the IFC Advisor and IFC Vice President.

7. 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.

8. 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.

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

10. 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 events from May 5, 2017 until the end of the recruitment process – 1:00pm on September 23, 2017 (other than formal recruitment functions sponsored by IFC or chapter recruitment functions during formal recruitment that have been approved by IFC and Campus Life).

3. 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.

4. Once a bid is accepted, it is binding and may not be changed for two weeks from bid day.

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

6. 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.

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Formal Recruitment Events

General
1. The acceptance or decline of bids by the potential new member will be done under the supervision of the Recruitment Chair and IFC 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.
3. Events are tentative and subject to change. Please refer to www.mercer.edu/greek for the most updated schedule. If there are changes to the scheduled, IFC will notify chapter presidents.

Bear Fair - August 21, 2017
- Bear Fair 4:00pm – 6:00pm, University Center

Greek Grillers - Thursday, August 31, 2017
- 5:00pm – 7:00pm on Cruz Plaza
- All Greek organizations will host tailgating tents/tables at the first football game
- PNMs are invited to visit chapters and socialize
- Contact rules at this event do not apply
- Alcohol is strictly prohibited at this event

Service Saturday - Saturday, September 9, 2017
- IFC will host several locations for PNMs and chapter representatives to participate in community service
- There will be activities to follow on Cruz Plaza

IFC Info Night - Monday, September 11, 2017 - 5:30pm - CSC Conf Rm 3
- All potential new members are required to attend at least one IFC Info Night session for Recruitment in Conference Room 3 at 5:30pm. Failure to do so will result in not being able to accept a bid.
- PNMs 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 PNMs about the chapter at the conclusion of the meeting.

IFC 2nd Info/Formal Night - Sunday, September 17, 2017 - 5:30pm - CSC Conf Rm 3
- 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.
- All potential new members will meet in Conference Room 3 to go over the schedule for the evening/week.
- 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 10 minutes in each of the houses.
- Fraternity houses will be open from 6:00pm until 9:00pm for the day listed.
- Interfraternity Council officers will escort each of the potential new members into the fraternity houses.

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Preference Card Signing Day - Friday, September 22, 2017
- Preferential Cards will be filled out on September 22, 2017 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.

Preferential Night - Friday, September 22, 2017
- All potential new members will meet in CSC 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 September 23, 2017.
- All Bids will be due to the Campus Life Office by 7:00am on September 23, 2017.

Bid Day - Saturday, September 23, 2017
- The Bid Process will be open to potential new members from 10am-1pm.
- Bids will be accepted from Campus Life and members accepting bids will then be escorted into Conference Room 1 to wait with their respective fraternity of choice.
- Fraternity members (including alumni) shall have no contact with the potential new members until after the 10am 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
- 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.

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Violations and Penalties

1. Fines will be imposed for delinquent submission of bids. Bids must be submitted by 7:00am on September 23, 2017 before Bid Day. The fine will be $5 per minute up to a $100 fine. Bids received after 8:00am will NOT be accepted or distributed to recruitment participants.

2. All Mercer University Interfraternity Council Recruitment Guidelines shall bind alumnæ 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 IFC Recruitment Guidelines by a potential new member may make him ineligible to be extended or accept a bid by a fraternity at Mercer University for up to one year.

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

Contact Information
Campus Life – 478-301-2868 – campuslife@mercer.edu
Mercer IFC – merceruifc@gmail.com