Mercer University
Delayed Recruitment
Guidelines and Policies
Fall 2017
**Purpose:**
The purpose of delayed recruitment is to create a safe, positive environment for incoming first-year students to acclimate to campus prior to affiliating with a Greek letter organization.

**Dates:**
- Panhellenic Recruitment: September 10-15
- Interfraternity Council Recruitment: September 17-23
- National Panhellenic Council: September 10 (no interest meetings prior to date)
- Multicultural Greek Council: September 10 (no interest meetings prior to date)

*Delayed Recruitment Guidelines are in effect until the first day of the formal recruitment period for each council. MGC and NPHC councils must adhere to the guidelines until September 10.*

**Goals:**
1. To create a positive image of our Greek community
2. To allow first-year students time to acclimate to Mercer University
3. To increase the all-Greek GPA
4. To increase overall participation in recruitment and intake

**Scope:**
This policy applies to all first-year students and all members of a social Greek organization at Mercer University:
- IFC, Pan, NPHC, and MGC
- All organized or formal functions of Greek letter organizations and members on or off campus (recruitment, social, service, etc.)
- All contact within the Greek Village houses, freshman residence halls and Greek member residence hall rooms
- All informal contact between first-year students and social Greek members off campus.
- Informal, limited contact on campus will be determined per council.

**Definitions:**
Potential New Member: any Mercer University student of the same sex as your chapter not already a member of a Greek chapter.

First-year Student: All newly enrolled, designated first-year students at Mercer University regardless of age or number of credits when entering.

Chapter Events: Any pre-organized, planned event or gathering including but not limited to tailgating, recreational activities, eating meals together, parties on or off campus, studying as a group, date nights, formals, philanthropy events, community service, open houses etc..
**Policies:**

**Limited Contact:**

1) Greek students may interact with first-year students under the following circumstances:
   a) On campus
   b) In the classroom

2) Greek students may NOT interact with first-year students under the following circumstances:
   a) Off campus (The Lofts, other organization events, off campus houses, public venues and any other off campus location not specified)
   b) In the chapter houses
   c) At chapter events
   d) In first-year residence halls and current Greek member residence hall rooms

**Sanctioned Chapter Event:**

Each chapter may have one formal function ON CAMPUS prior to formal recruitment. The date and event must follow council guidelines and be pre-approved by the chapter council and Campus Life office. MGC and NPHC chapters may also hold one approved, on campus event prior to September 10. This can be an informational or another approved event per council and Greek Life guidelines.

MGC and NPHC Councils may also hold one approved council event prior to September 10.

**Reporting and Investigative Process:**

Reports of violations of the delayed recruitment policy may be made by any member of the Mercer community.

Once reported, the incident will be investigated following the non-academic misconduct process for student organizations or reported to the council if it violates the council limited contact policy-Level 1 Violation.

Following an expedited investigation, the case will be referred to the adjudicating body responsible for the level of the violation.

If found responsible, the student(s) and chapter will receive the fine and sanction appropriate for the violation.

Violations of the university code of conduct may be referred to the Office of Judicial Education for individual or chapter judicial charges.
## Violations/Sanctions:

<table>
<thead>
<tr>
<th>Type of Violation</th>
<th>Adjudicated by</th>
<th>Fine/Possible Sanctions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level One</td>
<td>Governing council limited contact violation</td>
<td>Chapter sanctions determined by council. **First year students involved with more than one Level 1 violation will not be allowed to accept a bid for one calendar year.</td>
</tr>
<tr>
<td>Level Two</td>
<td>Greek Life delayed recruitment policy violation</td>
<td>Campus Life $250.00 fine **First year student unable to accept bid for 1 year **Chapter unable to participate in recruitment until fine paid.</td>
</tr>
<tr>
<td>Level Three</td>
<td>Contact violation involving alcohol</td>
<td>Judicial Education $500.00 fine **First year student unable to accept bid for 1 year **Chapter may be unable to participate in recruitment depending on violation. **Referred to Office of Judicial Education for possible charges.</td>
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</tbody>
</table>

### EXAMPLES OF POLICY VIOLATIONS:

*Please note that any violation involving alcohol regardless of the type of infraction will be investigated under the student organization judicial policy. Serious infractions may result in suspension of the chapter from campus.*

*Should a chapter have multiple violations at any level, the Office of Campus Life may (in consultation with the Office of Judicial Education and the Dean of Students) remove a chapter from formal recruitment.*

**Level One Violation:**

Please refer to the following council specific information regarding a level one violation for each council.

**NPHC/MGC:** No limited contact violations apply so no Level 1 violations can occur. Default to Delayed Recruitment policy violations beginning with Level 2.
**Level Two Examples:**

Any contact off campus including the Lofts, contact in a residence hall room, Greek Village houses or first year student residence halls. Examples include but are not limited to the following:

- Studying with first-years in a freshman residence hall.
- Inviting first-years to the chapter house to hang out whether inside or outside of the house.
- Inviting a first-year student (male or female) to a date night or chapter event on or off campus.
- Going to a social event with another student organization off campus that first-years will be at. Exceptions will be made for other student organization events on campus, however this does not preclude a Level One Violation.
- Going to lunch off campus with a first-year student. This includes Mercer Village.

**Level Three Examples:**

ANY Interaction listed above where alcohol is present.

- Bowling and drinking beer and first-year students show up. You need to leave at this point immediately.
- Extended contact downtown in any capacity in which alcohol is present. The Bull etc.
- Hosting a party at an off campus house and first-year students are present.
- Any chapter member, whether one or ten, at an unaffiliated off campus party (football, lacrosse etc.) and first-year students are present.
- Chapter member drinks with a first-year student in any location. Residence hall, The Bull, The Lofts, a restaurant etc.
Panhellenic Limited Contact Guidelines

The point of limited PNM contact is not to discourage you from creating friendships with incoming first year students in your classes, but to ensure each and every PNM can have a positive, fair, and unbiased Panhellenic Recruitment experience. The following guidelines should be followed to ensure limited contact is achieved:

**Basic guidelines:**
1. Do not discuss any specific chapter with any potential new member.
2. You should not find yourself in a situation with a Potential New Member in any situation that can be avoided, or that is not sanctioned by Panhellenic Executive Council.
3. Always have a Go Greek, Go Bears attitude when interacting with Potential New Members.

**Appropriate conversation topics:**
General friendly conversation topics 😊
- Family
- Hometown
- Hobbies
- Go Greek!

**Topics to NOT discuss:**
- Specific Panhellenic chapters
- Panhellenic recruitment specifics
- Parties, alcohol, fraternities, bars, downtown etc.

**Appropriate situations:**
- Class
- University extracurricular activities/club meetings
- Sports teams
- Meeting for class group projects
  - Note - it is encouraged to avoid working with PNMs on group projects or in study groups to limit inappropriate contact. Obviously in some cases this arrangement cannot be avoided.
  - Meetings should be on campus and never in housing of either the Greek Woman or the PNM

**Inappropriate situations:**
- Dining/eating with PNMs
- Any other bonding activities (bowling, going shopping, going running, working out, movies, QuadWorks events, etc.)
- Hanging out in the housing of a Greek Woman
- Plans to meet outside of class if not specifically for a class projects

**Examples of things that should not be said or done:**
- Gifts of ANY kind are considered a recruitment infraction.
- Excessive compliments

**How to answer difficult questions/situations:**
- “What chapter are you in?”
o “I am a member of chapter XYZ. As a Panhellenic woman I encourage you to go through formal Panhellenic recruitment and meet members of each chapter! Our campus is home to Alpha Delta Pi, Alpha Gamma Delta, Chi Omega, and Phi Mu.”
  - This is not the time to promote your sisterhood or your chapter. This is the time to encourage the potential new member to go Greek.

- “What has been your favorite thing about going Greek?”
  - “Greek life has brought many positive influences to my life. I encourage you to go through formal Panhellenic recruitment and hear the viewpoints of several Panhellenic women.”
  - This is not the time to promote your sisterhood or your chapter. This is the time to encourage the potential new member to go Greek. Any specific positive attributes mentioned should relate to Mercer Greek life or Panhellenic as a whole.

- “What is chapter XYZ like on campus?”
  - “I encourage you to go through formal recruitment and meet the women in that chapter!”
  - Do not play into the idea of chapter stereotypes. Discourage this train of thought

- “How do I sign up for recruitment/should I sign up for recruitment/I’m thinking of signing up for recruitment/ I have a question about formal recruitment” etc.
  - “I think it’s great you are considering going Greek! Let me give you the contact information of the Pan women overseeing recruitment, and they will be able to answer your questions.”

- “Do chapters at Mercer haze/does your chapter haze?”
  - Mercer University and Mercer Panhellenic has a zero tolerance policy on hazing.

- A PNM sees you on campus outside of class and wants to stop and chat.
  - Have short, simple conversation using above guidelines. Allowed to wave, exchange pleasantries, just avoiding recruitment discussion and pressing your chapter onto her.

REMINDER: All unaffiliated women on campus are considered potential new members. These guidelines are made with all unaffiliated women in mind. Fill out a prior contact form for upperclassmen you are already friends with.
Mercer Interfraternity Council
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).
   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 2pm on Move-in Day.
   a. *Limited contact rule applies on move-in day.