Appendix C

IFC Recruitment Guidelines

Interfraternity Council

Procedures and Guidelines for Fraternity Recruitment

Each chapter is free to conduct its recruitment program as it sees fit, provided the chapter stays within the guidelines set forth by the IFC and the College of William and Mary.

1. All IFC sponsored recruitment events will be alcohol and substance free
2. Fraternity recruitment will be open to any and all unaffiliated men
3. All fraternity men, shall conduct themselves in thought, word, and deed in a way that upholds the best interests of the prospective member and ALL individual fraternities.

Chapters have the option of conducting a pledge period in either or both semesters for any interested men. Pledge periods, however, must be completed no later than one week before the last day of classes. Fraternities are encouraged to hold continuous recruitment through both semesters but a new member must pledge and initiate the same semester in which he receives his bid. Bids must be extended with the understanding that the potential new member will, that semester, take pledge status and begin a new member education program with the intention of initiating. Fraternities are forbidden from soliciting a formal commitment from a potential new member if it is not that fraternity’s intention to pledge him that semester.

The IFC Recruitment Policy designates five specific dates/time periods for fraternity recruitment:

1. **The First Day to Offer Bids**: designated by IFC, this date will occur shortly after the Open House events at the beginning of the semester.
2. **IFC Recruitment Registration Day**: registration closes this day. To receive a bid, during structured recruitment, a student must be registered by two days prior to the IFC Designated Bid Day. Exceptions can be granted at the discretion of the IFC Recruitment Chair. The form will be opened prior to the start of recruitment as determined by the IFC.
3. **The IFC Designated Bid Day**: designated by IFC, this traditional bid day will the first day that new members may formally sign their membership bids.
4. **The IFC Recruitment Signing Period**: will run from Bid Day until the Initiation Deadline. The signing period allows for chapters to engage in open, continuous recruitment (with pledging commitments) until the Initiation deadline. Each chapter must submit a full and complete roster by the Friday before the Initiation deadline.
5. **The IFC Initiation Deadline**: All members pledged in a given semester must be initiated by the IFC Initiation Deadline which will occur at least one week prior to the last day of classes.

Chapters choosing to offer bids and subsequently pledge in a given semester are free to offer bids to any perspective new member who has successfully filled out the required recruitment registration on or after the IFC designated first day to offer bids. The manner in which the chapter presents its bid to the prospective new member is left up to that chapter, keeping in mind College policies concerning activities within residence halls.

Chapters presenting bids to prospective new members must clearly articulate to the new member his three options regarding the bid:

- He may accept the bid
- He may decline the bid
- He may defer making a decision regarding the bid up until the point at which the chapter is no longer accepting new members (this will occur between the designated IFC Bid Day and the end of the IFC Recruitment Signing Period.

Upon receiving his bid the prospective new member is under no obligation to make a formal commitment to the chapter offering the bid. After offering its bids, the individual chapter will then report them to the IFC Recruitment Chair who will keep a record of the chapter's bids throughout the recruitment process. Fraternities may continue extending bids until the end of the IFC Recruitment Signing Period.

An IFC managed Bid Day will occur on a date set by the IFC. All new members will pay an IFC pledging fee and will sign a form releasing their grades and adding them to the member roster of their fraternity. For those new members who join during the signing period (after the designated bid day), the IFC Organizational Chair shall issue an invoice to the chapter to collect the Bid Day fee.
Fraternity Recruitment Promotion:
The IFC will be responsible for organizing and promoting several campus-wide recruitment events throughout the year. Examples are as follows:
1. Greek information sessions
2. Hall programs to promote the Greek system as a whole
3. Fraternity information tables in the Sadler Center
4. Fraternity Open Houses

Guidelines on Recruitment Promotion by individual chapters are as follows:
1. Individual chapters are free to advertise their own events (not campus-wide recruitment events), provided they abide by the College Posting Policies (see the Student Handbook).
2. The use of table tents and mailings are restricted to the IFC.
3. Chapters may offer scholarships as long as the recipient is not required to join. The mailing restriction is lifted in this case. Fraternity Scholarship mailings must be approved by the IFC Recruitment Chairman before being distributed through campus mail. Following selection, the IFC Recruitment Chairman shall be notified of a chapter’s scholarship recipients.

Fraternity Open Houses
In addition to chapter recruitment events, each chapter will hold one (1) Open House event on a collective date followed by an Open House period. Chapter will hold three (3) additional Open House events of their own choosing during the Open House period. The period to hold Open Houses will be determined the preceding academic year. Having an Open House period affords chapters a measure of flexibility but in return chapters must adhere to the following guidelines:
1. Host Open House events on campus or at a public location. Open Houses may not take place at private residences.
2. The first Open House must take place at the set date and time by the Interfraternity Council.
3. Subsequent Open Houses must take place between 5pm – 10pm on weekdays and 10am – 8pm on weekends.
4. Chapters must provide the date, time and location of all open house events to the IFC Recruitment Chair by August 1st for the Fall semester and January 15th for the Spring semester. Failure to do so, will result in the chapter’s Open House events not be publicized by IFC.

Provisions for Expansionary Fraternities:
Provisions for New Fraternities with expansionary status permitted to colonize by the IFC.
Such Chapters:
1. Must adhere to all IFC recruitment policies including those covered in this Provision Section.
2. May extend Bids only after the designated IFC Bid Day
3. May send one letter to eligible unaffiliated men (through campus mail) prior to the start of that semester’s recruitment that details the expansion of a new fraternity on campus.
4. May offer informational sessions and information tables starting the week of Bid Day.
5. May promote recruitment through (additional) mailings, postings, and table tents starting the week of Bid Day.
6. Must provide the IFC with a written plan of recruitment by the meeting four weeks prior to bid week.

Chapters on all levels of IFC membership are required to follow all guidelines of the Recruitment Policy.

(Passed April 12th, 2006; Revised April 14, 2010; Revised April 20, 2011; Revised April 2014)

Recruitment Guidelines for New Members from the IFC Bylaws

Article IV Scholarship

Section A. Undergraduate men must have a minimum 2.0 W&M GPA in order to be eligible to pledge a fraternity. (Entering students with no W&M GPA on file will be assumed to fulfill this minimum requirement). A prospective member may petition to pledge a fraternity if he has less than a cumulative 2.0 GPA and feels that extenuating circumstances led to his failure of
reaching the minimum 2.0 W&M GPA. Chapters may not pledge these men unless the petition is accepted, and may not pledge them until after they have received notification.