

Frequently Asked Questions for PNMs:

Q: Who are you?

A: Hey, man. I'm Kyle Kauffman, IFC VP of Recruitment. I'm a junior here at W&M. You can catch me around Williamsburg skateboarding, volunteering for Habitat for Humanity, and hanging outside with my friends. I hope you're doing well as we get the fall semester rolling.

Q: What does "PNM" mean?

A: Potential New Member (of a fraternity). If you are reading this, chances are that *you* are a PNM.

Q: What is the IFC?

A: The Interfraternity Council is the governing body for 13 fraternities dedicated to advancing the interests of fraternity men here on campus. The Council is composed of several members from various fraternities who meet regularly with all 13 fraternity presidents.

Q: When is Recruitment taking place?

A: Recruitment begins August 22nd, but no in-person events may occur until August 28th under the school's COVID-19 guidelines. Per the recruitment schedule, the first day for chapters to extend bids is Sept. 1, and the last day to extend bids is Oct. 8. PNMs must be initiated by Nov. 8.

Q: Do I *have to* go through recruitment in the fall 2020 semester to join a fraternity?

A: IFC fraternity recruitment usually occurs twice during the school year at W&M--once in the fall semester and once in the spring semester but is not as structured as you might think. The only thing you *have to* do is register and be eligible to accept a bid. Given the unpredictability of the pandemic, IFC is unsure as to whether we will be able to hold recruitment during the spring 2021 semester. It is for this reason that IFC will continue to provide the framework for W&M fraternity chapters to recruit PNMs this fall. You do not *have to* undergo recruitment this fall, but also be aware that the future is uncertain.

Q: What will fraternity recruitment look like at W&M?

A: Normally, (i.e. last year) fraternity chapters typically hosted in-person open houses, played pickup basketball with PNMs, took day trips to College Creek, etc. Of course, the world's current situation is such that these physical activities are largely out of the question. This year, fraternity recruitment will be mostly held virtually--through social media interactions, Zoom meetings, and other digital activity. In-person recruitment events and gatherings are still possible, but they must strictly abide by all W&M and Virginia COVID-19 guidelines. Effectively, this means that in-person recruitment events will be rare, can only occur after August 28th, and may only include interaction between a maximum of 5 people. A more concrete definition of an in-person recruitment event is *any pre-arranged interaction between brothers and PNMs (such as a meal, coffee, etc.)*. Each chapter will approach recruitment differently, so your best bet is to reach out to each fraternity and ask how best to meet chapter members.

Q: What if I am not on campus this fall?

A: That's ok! We understand that the pandemic has displaced people, disrupted plans, and caused confusion. For this reason, IFC has structured recruitment such that it can occur online if needed. Simply let chapters know should you not be able to come to campus this fall, and I'm sure accommodations will be made. You may still be active in the recruitment process through virtual open houses, Xbox parties, etc. despite not living near Williamsburg. Once close in-person interaction is safe, IFC, chapters, and W&M will look forward to your return.

Q: What should I do during virtual recruitment events?

A: In short, try to squeeze the most out of virtual recruitment events. Different virtual events will call for different interactions. While a Zoom brother Q&A panel format may be a lot of listening for you, a Zoom breakout session may call for much conversation and interaction. Before you join a virtual event, be sure to understand its format. Make sure you have a stable WiFi connection and ample device battery. Get to know who the fraternity brothers are, what values their organization champions, and how that organization may facilitate your personal growth. Above all else, make sure to *ask questions*. Fraternity members know this is an especially confusing and chaotic time, so fire away--any question is worth asking.

Q: What is recruitment registration?

A: Recruitment registration occurs every recruitment season. Registration allows the school to collect PNMs' simple W&M information such that IFC can conduct eligibility checks, standardize the bid extension process, and make the recruitment process more fluid overall. **All PNMs must register to receive a bid from a fraternity. To register, please fill out this online Tribelink form:** <https://tribelink.wm.edu/submitter/form/start/410463> . Additionally, weekly registration events will occur on Zoom throughout the fall in which IFC will provide more in-depth information about fraternity recruitment. The first Zoom registration event is August 20th at 8PM at <https://cwm.zoom.us/j/92080163971>.

Q: What are the eligibility requirements to join a fraternity at W&M?

A: To be eligible to receive a bid, a PNM must not be on disciplinary probation, have a deferred suspension status, or have a pending case involving possible violation of the Sexual Misconduct Policy or another serious student conduct matter. Additionally, any previously-issued disciplinary suspension shall deem the student ineligible to pledge a fraternity. By submitting a recruitment registration, the potential member is consenting to a search of university records by the Office of Student Conduct and to their disclosure of any potential members who have a disqualifying record. Additionally, PNMs must maintain a 2.5+ GPA to be eligible to accept a bid. The GPA requirement does not apply to incoming students who have not yet received grades from W&M. Should you miss the mark for one/both of the eligibility requirements, IFC does allow for PNMs to appeal their case with a chapter sponsor.

Q: What is a "bid"? How does the bid extension process work?

A: A bid is a formal invitation to join a fraternity chapter as a new member. Essentially, it is the end goal of recruitment for PNMs. PNMs may receive any number of bids from different fraternities. Essentially, if a PNM is registered, and a chapter likes that PNM and wishes to extend a bid to him, IFC will conduct an eligibility check on the PNM. Should that PNM pass the eligibility check, the chapter is free to extend a bid to that PNM, at which point he will become a new member of the fraternity.

Q: Am I guaranteed a bid?

A: Unfortunately, no. Fraternities vote on each of their PNMs to decide whether they will be a good fit for that brotherhood.

Q: What are my options if I receive a bid?

A: Overall, PNMs have two options upon receiving a bid: accept or deny. Accepting a bid makes you a new member of the fraternity, and denying a bid lets the fraternity know that you do not wish to join. A PNM can *deny* as many bids as he wants, but he can only *accept* one bid. Technically, some chapters provide the option to defer a bid, meaning the PNM postpones joining the fraternity until some later date while that original bid remains on the table. However, IFC does not have a policy about bid deferral, so it is a good idea to ask each chapter about its bid deferral policy.

Q: Do I have to visit every fraternity?

A: No, you do not have to visit every chapter, but you should visit as many as you want to help you get an idea of what you are looking for. You will have the freedom to choose which fraternities you spend time with.

Q: What are fraternity dues like, especially in the time of coronavirus?

A: Every chapter handles dues differently, so I have no guarantees. Your best bet is to simply ask each chapter about their dues as well as whether coronavirus has impacted those dues.

Q: What will fraternity recruitment cost me?

A: The \$30 bid signing fee is the only cost associated with recruitment, and it is only incurred should you accept a bid. Some chapters will cover this fee for you, while others may not; when you receive information about a bid, you will also receive specific instructions about how to pay it.

Q: I don't know Greek. How do I read/recognize Greek letters around campus?

A: I figured you'd ask that. Below is a list of all 13 W&M IFC fraternities by **English spelling**, Greek letters, and "*common shorthand*":

Alpha Epsilon Pi: ΑΕΠ, "*A-E-P*"

Alpha Tau Omega: ΑΤΩ, "*A-T-O*"

Beta Theta Pi: ΒΘΠ, "*Beta*"

Delta Chi: ΔΧ, "*D-Chi*" → "Chi" is pronounced as "Ky" as in "Kyle"

Kappa Alpha Order: KA, “K-A”

Kappa Delta Rho: KΔP, “K-D-R” → “Rho is pronounced like “row”,

Kappa Sigma: KΣ, “Kap-Sig”

Lambda Chi Alpha: ΛΧΑ, “Lambda-Chi” → “Chi” is pronounced as “Ky” as in “Kyle”

Phi Gamma Delta: ΦΓΔ, “Fiji”

Sigma Alpha Epsilon: ΣΑΕ, “S-A-E”

Sigma Chi: ΣΧ, “Sig-Chi” → “Chi” is pronounced as “Ky” as in “Kyle”

Sigma Phi Epsilon: ΣΦΕ, “Sig-Ep”

Sigma Pi: ΣΠ, “Sig-Pi”

Why is Delta Phi (ΔΦ) not included on the previous list?

Last academic year, the Delta Phi Chapter at William & Mary had their recognition as a student organization suspended until at least spring 2024. This was due to multiple hazing incidents over the past few years. You can find more information on the FSL website

(<https://www.wm.edu/offices/fsl/announcements/notice-regarding-the-omega-alpha-chapter-of-delta-phi.php>)

Q: How does IFC approach hazing?

A: Let me be clear: hazing should have *absolutely no role* in fraternity recruitment and new member processes--or in any W&M organization, for that matter. W&M defines hazing as “acts which endanger the mental or physical health or safety of a student, or which destroy or remove public or private property, for the purpose of initiation, admission into, affiliation with or as a condition for continued membership in, a group or organization.” Additionally, hazing is a Class 1 misdemeanor in Virginia. In short, IFC and W&M condemn all hazing or hazing-related activities. Such behavior will be met with comprehensive punitive measures from the school. To help prevent hazing on campus, W&M also offers a platform to anonymously report hazing concerns at <https://www.wm.edu/report/index.php>.

Q: What are your tips to have a successful recruitment process?

A: I know it’s corny, but be yourself, man. For real. It’s the best advice I can give. Just like you are looking for a fraternity that fits you and who you hope to become, fraternity brothers are also looking for PNMs who fit well into their organization. Being genuine, sharing your interests, and going out of your way to meet new people are all strategies that will help you in the end.

Q: Who should I reach out to if I have more questions about fraternity recruitment?

A: You can reach out to me, Kyle Kauffman (IFC VP of Recruitment), at kpkauffman@email.wm.edu.