



University of Wisconsin - Madison, Interfraternity Council Recruitment Rules

The following rules have been adopted by the University of Wisconsin - Madison, Interfraternity Council. These rules were passed by during the general council meeting. All chapters are expected to know, understand and follow all the recruitment rules. There is an overall expectation of respect and inter fraternalism for all fraternity members throughout the year.

- I. Recruitment Dates/Structure
 - A. The Vice President of Recruitment will work with the Officer of Fraternity & Sorority Life to determine the recruitment dates and length.
 - B. The Vice President of Recruitment will work with the IFC President and IFC advisor to determine the structure of recruitment.
- II. Recruiting Administration
 - A. Vice President of Recruitment and IFC advisor will administer recruitment software to chapters, answer questions and support the recruitment of all IFC chapters.
 - B. The Vice President of Recruitment can propose additional recruitment expectations if seen necessary.
 - C. Vice President of Recruitment and IFC advisor will determine when recruitment registration opens and closes.
 - D. The Vice President of Recruitment will chair regular meetings with all chapters recruitment chairs.
 1. The Vice President of Recruitment will host timely meetings with the recruitment chairs to prepare and discuss recruitment for each upcoming semester.
 2. The Vice President of Recruitment will establish forms of communication such as an email list and a GroupMe with all of the chapters recruitment chairs.
- III. Definitions
 - A. Membership Recruitment Activity/Event (ie. Chapter event)
 1. Any planned and/or sponsored activity by a fraternity, regardless of location.
 2. Any promotion that includes, but is not limited to: utilizing any form of social media, print materials, or campaigning to advertise, market, invite (via. Social media, text message, etc.) or otherwise nonmembers to attend an event.
 3. Any funding that includes, but is not limited to: payments made from chapter dues, the chapter bank account, a collection of funds from chapter members, or an individual member.

- B. Potential New Member (PNM) – Any student currently enrolled at the University of Wisconsin-Madison, or Madison Area Technical College (ex. Edgewood) who is not currently affiliated with a fraternity.
- C. Recruitment (Rush) - a period of time where a series of events are offered by established chapters to potential new members with the opportunity to get acquainted with one another before joining a chapter.
 - 1. Initial Recruitment Period - The period of recruitment where no bids can be given out to allow potential members and chapters to get to know each other. This period typically is the first two weeks of the recruitment period.
 - 2. Rolling Recruitment - The period of recruitment that begins after the initial recruitment period and continues until the end of recruitment which is determined by the Vice President of Recruitment. During this period chapters can choose to participate and actively recruit and expend bids throughout this time.
- D. Bids - A bid is a formal invitation that chapters offer potential new members. Accepting a bid indicates a potential new member has joined a chapter by joining their new member process that eventually leads to initiation.
- E. New Member Process (Pledging) - This process is a formal orientation to the organization they have decided to join. The organizational history, mission, values, and purpose are taught during the course of the semester they join. This process differs for every chapter.
- F. Initiation - An event that indicates the admittance of new members into a chapter and the completion of the new member process.
- G. Underground Recruitment - Recruitment done by chapters not recognized by IFC, highly discouraged.

IV. Recruitment Timeline

- A. The Vice President of Recruitment will set recruitment timeline which will include:
 - 1. Recruitment start date and end date.
 - 2. An IFC recruitment orientation for potential new members.
 - 3. At least one tabling event was held for all chapters to attend at the start of recruitment.
 - 4. A date and time when bids can begin to be extended.
 - 5. Due date for all bid lists to be submitted to IFC.
- B. All IFC sponsored events may require full and mandatory participation by all IFC chapters if the chapter chooses to participate in recruitment that given semester.
 - 1. Chapters with unique situations may petition the VP of Recruitment for exception from this regulation.
- C. Rolling Recruitment will begin the day bids can initially be extended and will continue until the end of the recruitment period.
 - 1. It is up to the discretion of the chapter if they wish to participate and must inform IFC if they are choosing to do so.
 - 2. A second tabling or IFC sponsored event may be held for all chapters actively participating in rolling recruitment.

V. Eligibility

- A. All potential new members must be full time students, enrolled in 12 units at UW-Madison or Madison Area Technical College.

- B. All potential new members must register for recruitment through CampusDirector in order to receive a bid through the IFC sponsored recruitment process.

VI. General rules for IFC chapters

A. Meetings.

- 1. All chapters are required to attend all regular meetings hosted by the Vice President of Recruitment. The meetings will include information regarding recruitment regulations, the recruitment timeline, operations of IFC hosted events, and any other information that is deemed relevant to the recruitment period.
 - a) Chapters that do not attend all the regular meetings could lose the ability to host social events that semester.
 - b) Optional workshops may be offered for all chapters to help improve recruitment strategies, marketing methods, etc.

B. Events.

- 1. Chapter's recruitment events must be approved by the Vice President of Recruitment.
 - a) All events are required to be reported and approved via online submission to IFC before the chapter markets or posts of social media about their events.
 - b) The Vice President of Recruitment may reserve dates and locations for individual chapter recruitment events.
- 2. Chapters are expected to host two open house events before hosting private or invite only events.
 - a) Open house events means that potential new members have the opportunity to attend a chapter without invitation.**
- 3. Chapters are not permitted to host recruitment events on religious or cultural holidays including but not limited to: Rosh Hashanah, Yom Kippur, Chinese New Year, etc.
- 4. Use or encouragement of alcohol or other drugs is strictly prohibited at all IFC recruitment related functions and chapter events during the recruitment period.
 - a) This includes the prohibition of hosting any social events with alcohol.
 - b) A chapter cannot host a social event until an official bid list is submitted by the chapter to IFC.
 - (1) The start of social events is determined by IFC and Panhellenic Vice Presidents of Risk Management.
 - c) If a recruitment event is hosted at a third party venue where alcohol is, or can be served, no alcohol may be served to anyone at the event.
- 5. All recruitment event themes and activities must be appropriate, inclusive, and respectful of all backgrounds and identities.
- 6. Individuals that identify as women should not be present at any recruitment.
 - a) Expectations including those that work for the organization (ie. chef, house director, etc.) or staff a third party person.

C. Communication/Marketing.

1. All recruitment marketing materials including by not limited to recruitment shirts, recruitment videos, and flyers must not:
 - a) objectify women.
 - b) contain or resemble alcohol or drugs paraphilia/logos.
 - c) appropriate or mock cultures or social identities.

D. Bid Extension.

1. Bid extension date and time is determined by the Vice President of Recruitment.
 - a) If a fraternity is found to extend bids early that is then the set time by the Vice President of Recruitment they will receive the following a fine of \$100 per day early. (ex. 4 days early equal \$400 fine)
2. All bids are extended by chapter individually.
3. Potential new members have 4 days to accept or decline a bid.
4. Bid list and new members list will be due by a specific date and time determined by the Vice President of Recruitment and Vice President of Risk Management.
 - a) If a fraternity does not submit their bids on the due date(s) determined by the Vice President of Recruitment the chapter will receive a fine of \$50 per every week late.
 - b) All fraternities participating in rolling recruitment must update the IFC of potential new members who have accepted bids by adding them to the chapter new member list on CampusDirector.

VII. Amendments.

- A. The IFC general counsel may override the VP of Recruitment's decision with a two-thirds vote of members present.

VIII. Violations

- A. Violations of any recruitment policies can be submitted to the IFC Judicial Board.
 1. Punishment will be dealt out accordingly by the IFC Judicial Board.