Interfraternity Council Fall 2023 Recruitment Policy
Revised and passed on 3/28/2023 by a vote of 15-1.

Recruitment Overview
The Interfraternity Council (IFC) at the University of Arizona encourages chapters to utilize a year-round recruitment process. The Interfraternity Council will sponsor two formal recruitment weeks, which shall be known as the IFC Fall formal recruitment process and the IFC Spring Recruitment Week.

Specific dates and any policy changes will be voted upon as outlined in the IFC Constitution and Bylaws, the semester prior to each IFC sponsored recruitment week. The policies outlined in this document apply to both the IFC sponsored recruitment weeks as well to any chapter that chooses to recruit new members outside of the formal recruitment weeks.

Designated Recruitment Periods
There will be two dates that begin each designated recruitment period.
1. The first-time, first-semester freshman designated recruitment period will begin May 1, 2023, and will conclude on Tuesday, September 5, 2023.
   a. The chapters will refrain from giving out bids to a student who has never taken a college course during this period.
2. The formal designated recruitment period will begin on Tuesday, August 1, 2023, and will conclude on Tuesday, September 5, 2023.
   a. The chapters will refrain from giving out bids to any student during this period.

Beginning Wednesday, September 6, 2023 the chapters are encouraged to continue giving out bids and recruiting for their chapter. The chapters will host recruitment events on August 24, August 26-27 & September 2-4, 2023.

Recruitment Schedule
- Sunday, August 20 – PNM Orientation (PNMs only)
- Wednesday, August 23 – Round 1 | Meet the Chapters
- Thursday, August 24 – Values-based decision-making workshop (PNMs only)
- Friday, August 25 – Healthy Brotherhood program (PNMs only)
- Saturday, August 26 – Round 2 Day 1
- Sunday, August 27 – Round 2 Day 2
● Saturday, September 2 – Round 3
● Sunday, September 3 – Round 4
● Monday, September 4 – Round 5/Pref
● Tuesday, September 5 – Bid Day

Chapters are responsible for informing their active members, new members, and alumni of the recruitment guidelines, which are binding – no matter their actual involvement with the recruitment process. Each chapter is held responsible for the actions of its members and alumni. Penalties for the violation of any recruitment regulations may and will apply to any chapter or any member.

During the recruitment process, the Interfraternity Council expects fraternity members to express how they live up to the fraternal values of brotherhood, service, leadership, and scholarship. Further, it is expected that fraternity members share a zero-tolerance policy both on hazing and consumption of drugs and/or alcohol with any potential new members. The VP of Membership and President may refer a chapter to the Greek Standards Board.

**IFC Chapter Eligibility**

For Interfraternity Council recognized chapters to participate in the recruitment process at the University of Arizona, chapters must meet all of the following criteria:

1. The chapter must be financially current with all IFC dues, fines, and any other debts owed to the IFC.
2. The chapter must be financially current with all University of Arizona bills and fees, Fraternity & Sorority Programs auxiliary dues, fines, and any other debts owed to Fraternity & Sorority Programs and/or the Dean of Students Office.
3. The chapter must be current with all dues, fine, and other debts owed to their Inter/National Headquarters.
4. The chapter must be a recognized fraternity by the Interfraternity Council.
5. The chapter must be a recognized student organization at the University of Arizona.
6. The chapter must be in good standing with the Dean of Students Office, Fraternity and Sorority Programs, the Interfraternity Council, and its Inter/National organization.
7. The chapter must submit all necessary paperwork required by the IFC Vice President of Membership by the deadlines set forth.
8. The chapter president and recruitment chairman must attend all mandatory recruitment meetings.

**Potential New Member Eligibility**

For a potential new member to participate in the recruitment process at the University of Arizona, he must be full-time enrolled student at the University of Arizona.

All men who go through recruitment are recommended, but not required, to have at least a 2.75 cumulative core high school grade point average or a 2.50 cumulative college grade point average through the University of Arizona or official college transcript. Students under the recommended GPA requirement will be strongly encouraged to attend Greek Academy upon joining a Greek organization.
New Member Class GPA Requirement

Potential New Members will be required to uphold the academic standards of the University and the Greek community. Each semester, a chapter’s new member class is required to have a cumulative GPA above 2.75. The penalty for a new member class below a cumulative 2.75 GPA will be $100.00 per new member (total within pledge class).

Computer Selection Process (Campus Director)

At the end of specific rounds, as identified in the IFC Recruitment Master Schedule, both Potential New Members and Chapters will be asked to submit their preferences online using Campus Director. FSP staff, IFC Executive Board, and Recruitment Counselors will assist Potential New Members in making their selections at the end of the specified rounds. Chapter recruitment teams will receive Campus Director training prior to the start of recruitment and will be expected to comply with all listed deadlines that will be provided in the IFC Master Recruitment Schedule.

Recruitment Counselors and IFC Executive Board

The role of the Recruitment Counselor and IFC Executive Officers, during the recruitment week, is crucial to the success of the recruitment process, and the pledging of Potential New Members.

1. Recruitment Counselors are required to attend all training meetings instructed by the IFC Vice President of New Member Services and other FSP staff. Any missed training without being excused prior by the VP of Membership will result in removal from the Recruitment Counselor Process and a fine as listed below.
2. If a Recruitment Counselor drops out of the process at any point, there will be a penalty assessed to the corresponding chapter. The fine will be $500 per person after May 1, 2023.
3. Each chapter must have the minimum number of members designated by the VP of New Member Services apply by February 28th, 2023. Appropriate and qualified applications will be deemed so by the discretion of the Interfraternity Council Executive Board. For every Recruitment Counselor application under the minimum requirement, the chapter will be fined $200.
4. Recruitment Counselors will act in an appropriate (respectful, polite, and mature) and ethical manner at all times. They will always act as a role model. They represent the Greek system and the University of Arizona at all times. They will treat all fraternity members, advisors, alumni, IFC Council members, and FSP Staff members with the utmost respect to make recruitment a positive experience for all involved.
5. Recruitment Counselors will remain unbiased throughout the entire process. Recruitment Counselors will be expected to respond appropriately, in a way approved by the IFC, to any chapter-specific question from a PNM. If a Recruitment Counselor is found to have directly recruited to a PNM, a policy violation fine will be incurred and the Recruitment Counselor will be removed from the process.
6. During chapter visits Recruitment Counselors will be hosted in a specified area, determined by each chapter. During the remaining rounds, the Recruitment Counselors will be assigned to attend a specific chapter’s events and will be asked to remain in a specified area, within the chapter house/facility. Recruitment Counselors are not allowed to watch any recruiting activities.
7. Recruitment Counselors will complete all necessary forms and paperwork properly to ensure that recruitment is handled in the most professional manner possible.
8. Recruitment Counselors understand that they will be entrusted to use CampusDirector, and they understand to only use it for their assigned duties at the assigned times during recruitment. Using it for
personal chapter benefits is strictly PROHIBITED. Any Recruitment Counselor found using Campus Director for personal chapter use is subject to a $500 fine and the removal from their position (which would result in another $500 fine).

9. The Interfraternity Council has the authority to remove any Recruitment Counselors who they believe have violated the above guidelines or policy. If a Recruitment Counselor is removed for violations the chapter will be fined $500 per RC that is removed.

Potential New Member Contact

1. A chapter member, alumni member, or anyone acting on a fraternity’s behalf may not imply to a Potential New Member that he has an invitation to a recruitment event, ask him to join, or imply that he will receive a bid. This is considered oral bidding and will result in an infraction. Potential New Members will be informed by Campus Director of their event schedule. Chapters are prohibited from contacting PNMs outside of events.

2. A chapter or alumni member, or anyone acting on a fraternity’s behalf, may not make derogatory remarks, of any kind, to a Potential New Member, about another chapter, another fraternity member (within their own chapter or otherwise), nor about any other Potential New Member. Derogatory remarks will result in an infraction.

3. A chapter or alumni member, or anyone acting on a fraternity’s behalf, may not initiate contact with a Potential New Member by telephone, social media, in person, or in writing outside of scheduled recruitment events starting:
   a. May 1, 2023, if the student has never taken a college course (first-time, first-semester freshman)
   b. August 1, 2023, for all other students.

4. If a Potential New Member contacts an active chapter member during the formal recruitment week, the active member should refer the Potential New Member to the VP of Membership.

Online Registration and Invites

All potential new members must register to participate in the IFC fall 2023 formal recruitment. Priority registration will open on April 1, 2023 and end July 14, 2023. The priority registration fee will be $100. Standard registration will open July 15, 2023 and end August 20, 2023. The standard registration fee will be $150.

The Interfraternity Council will advertise to all potential new members that the last day to register online for IFC Recruitment Week will be August 20, 2023. There will be no late registration for recruitment. If a potential new member fails to register for the IFC Fall 2023 Recruitment Week, they will not be eligible to participate in the formal recruitment process and cannot receive a bid on Bid Day, Tuesday, September 5, 2023. A chapter can offer them a bid the following day.

Chapters still interested in recruiting following formal recruitment should notify IFC on Wednesday of that week. They should provide contact or event information that can be shared with PNMs without bids.

Bids

Bids will be distributed by the IFC executive board rather than the individual chapters and will be available to be picked up at a designated room/area starting on Tuesday, September 5, 2023. Alcohol is prohibited from all Bid Day events, and throughout the entire day of Bid Day. A bid can be extended at any time throughout the year excluding during the designated recruitment periods.
If the chapter is hosting a Bid Day event, the location, description, and time must be emailed and approved by the Executive Vice President by **Monday, August 8, 2023 at 11:59pm.**

**Activities and Events**

Recruitment events will be held on **August 24, August 26-27, & September 2-4, 2023.** The specific times and requirements for each day of recruitment will be mandated by the IFC Master Schedule that will be provided to each of the chapters by the VP of Membership.

It is mandatory to schedule **all times** described by the IFC Master Schedule for potential new members to attend your chapter’s events. It is mandatory to schedule and participate in all times described by the IFC Master Schedule. If a recruitment activity must be changed, a written or verbal request must be submitted and accepted by the IFC VP of Membership 24 hours in advance.

All chapter events planned after the last IFC-approved recruitment event of the day during IFC-sponsored recruitment weeks, **must not include any potential new members.**

**Chapter Video Guidelines**

The IFC will share chapter-created information videos with the PNMs following PNM orientation. Each chapter is required to produce and submit the video in accordance with the chapter video guidelines listed at the end of this document. Chapter videos must be submitted by **August 1, 2023 by noon.**

**Event Locations**

All events, activities, and locations, including those located at a chapter facility, are to be approved in advance by the VP of Membership. No recruitment events during the IFC-sponsored recruitment weeks can occur in facilities that have not been previously approved by the Interfraternity Council. All events must occur within reasonable walking distance from campus. The deadline for event location approval is by **11:59pm on Tuesday, August 1st, 2023.** Chapters’ complete recruitment location should be emailed to the VP of Membership.

If a recruitment activity must be changed, a written or verbal request must be submitted and accepted by the IFC VP of Membership 24 hours in advance.
PROHIBITED CONDUCT

Chapters are responsible for informing their members and alumni of the recruitment policy, which are binding – no matter their actual involvement with the recruitment process. Each chapter is held responsible for the actions of its members and alumni. Penalties for the violation of any recruitment regulations may and will apply to any chapter or any member.

During the recruitment process, the Interfraternity Council expects fraternity members to express how they live up to the fraternal values of brotherhood, service, leadership, and scholarship. Further, it is expected that fraternity members share a zero-tolerance policy both on hazing and consumption of drugs and/or alcohol with any potential new members.

It is the IFC President and VP of Membership's sole discretion to enforce this document's fines and sanctions. All fines will be collected by the VP of Finance. Failure to comply will result in referral to the Greek Standards Board or Dean of Students dependent on the type of violation.

1. A chapter or alumni member, or anyone acting on the fraternity's behalf, may not imply to a Potential New Member that he has an invitation to a recruitment event, ask him to join, or imply that he will receive a bid. This is considered oral bidding and will result in an infraction.
   a. $500 fine/incident

2. A chapter or alumni member, or anyone acting on the fraternity's behalf, may not ask a Potential New Member to join or promise him a bid.
   a. $2,500 fine per incident and banned from one 24-hour period during the next fall IFC-sponsored recruitment process.

3. A chapter or alumni member, or anyone acting on the fraternity's behalf, may not make derogatory remarks, of any kind, to a Potential New Member, about another chapter, another fraternity member (within their own chapter or otherwise), nor about any other Potential New Member. Derogatory remarks will result in an infraction.
   a. Any offense - $500.00 fine

4. There is to be no alcohol or illegal substance, including marijuana, involved with any aspect of recruitment, including all recruitment activities or events outside of the IFC Recruitment Week, this includes Bid Day.
   a. Empty items and containers visible to potential new members – Any offense $200 fine.
   b. Items and containers that contain alcohol or other substance – Any offense $500 fine.
   c. Any person(s) actively consuming item(s) or container(s) that contains alcohol or other substance – First offense $1,000 fine and removal of members involved from all recruitment events. The second offense is a referral to the Greek Standards Board.
5. All activities must be in correspondence with all Inter/National, federal, state, and local laws and policies, CDC guidelines, and University policies. In addition, all activities must comply with the University of Arizona code of conduct.
   a. Any offense – Referral to the Dean of Students Office

6. Videos of social events are not to be shown to PNMs. Videos of registered philanthropy events are permitted; however, they cannot contain the following specifics: References to drugs and alcohol (solo cups, cans, visibly intoxicated members) and use of women for promotional purposes.
   a. Any offense - $50 fine

7. The presence of women and non-registered men cannot be present at recruitment events. Only national headquarters representatives, chapter advisors, alumni, and/or facility staff are exceptions.
   a. First offense - $1,000.00 fine
      i. $50 fine per every additional person (i.e. one woman would be the first offense ($1,000) and every additional woman would be $50).

8. Chapters are not permitted to enter residence halls without permission. Flyers must be approved by Housing & Residential Life before being posted.
   a. Any offense – $500 fine and removal of flyers

9. The creation of recruitment apparel to be worn specifically by women is not allowed by the Interfraternity Council because it promotes the use of women as a recruitment tool. It is the view of the Interfraternity Council that this practice is outdated and sexist and is a negative promotion of fraternal values as it could potentially lead to a Title IX violation/issue. This policy also supports the National Panhellenic Council’s decision to not allow the distribution of recruitment clothing specifically for men.
   a. Any offense - $500 fine

10. The names and marks of the University of Arizona or of individual fraternities will not be used in the promotion of alcohol, tobacco, or drug products, or of the University of Arizona. Groups wishing to use the University of Arizona logos/marks or their national fraternity logos/marks must follow prescribed processes according to the University or fraternity.
    a. First offense – Fine of $20 per member of the organization OR if a receipt can be provided the fine is $20 per item ordered.
    b. Second offense - Referral to Greek Standards Board

11. It is mandatory to schedule and participate in all times described by the IFC Master Schedule. If a recruitment activity must be changed, a written or verbal request must be submitted and accepted by the IFC VP of Membership 24 hours in advance.
    a. Any offense – Potential removal from recruitment

12. Recruitment events may not take place outside of the University of Arizona’s main campus. All recruitment events must be held at a recognized housing facility, on-campus facility, or a nearby third-party vendor.
    a. Any offense - $1,000.00 fine and referral to the Greek Standards Board
13. Chapter does not release PNM on time according to the master schedule. The chapter will have a 5-minute buffer.
   a. Any offense - $50 per minute after the 5-minute buffer ends.

14. Chapters are expected to comply with all listed deadlines that will be provided in the IFC Master Recruitment Schedule. Failure to do so is prohibited conduct.
   a. $10 per minute that a chapter’s selections have not been submitted.

15. Failure to submit the chapter video.
   a. $500 per day if the video is late.

**CHAPTER DEADLINES**

1. Chapter event locations must be submitted by 11:59 pm on Tuesday, August 1st to the VP of Membership. Email - arizonafcmembership@gmail.com
2. Final chapter video must be submitted by noon on Tuesday, August 1st to the VP of Membership. Email - arizonafcmembership@gmail.com
3. Final bid day event location, as well as a description of the event and time, must be approved by the Executive Vice President by 11:59 pm on Monday, August 8th. Email - arizonafcevp@gmail.com
4. Chapter preference selections are due according to the master schedule.

**Appeals**

Any chapter found in violation of the IFC Recruitment Policy may appeal the infraction and any sanctions within ten (10) days of being formally being notified of being found in violation by submitting an appeal including the rationale behind the appeal in writing to the IFC VP of Membership and President. The IFC Vice President of Membership and IFC President will then refer the appeal to the Greek Standards Board. All decisions made by the Greek Standards Board will be final with no opportunity for further appeal.
Chapter Video Guidelines for IFC Fall 2023 Recruitment

The Interfraternity Council Executive Board and IFC Advisor reserve the right to request edits and/or revisions of any video submitted that is out of compliance with the following:

Deadline:
1. An approved video by August 1, 2023, arizonaifcmembership@gmail.com by 12:00 p.m. (Noon)
   a. It is your responsibility to submit drafts before the approval deadline.
2. There will be a fine of $500 per day if the chapter video is not approved.

Logistics:
1. 3 minutes minimum to 5 minutes maximum long
2. Recorded horizontally

Required:
1. Introduce yourself and reaffirm the organization’s values
2. Count of membership size
3. Chapter academic requirement for joining
4. Financial obligations for joining and membership dues after initiation
5. For example, let them know what the new member dues is and then what they will pay after becoming a member
6. Expectations of new members
7. Keep it positive and uplifting
8. Highlight organization’s accomplishments and awards

Recommendations:
1. Mention things you like about college and your fraternity
2. Highlight members from each New Member Class
3. Please utilize PowerPoint, Prezi, or Google Slides
4. Prioritize academics and support
5. Focus on brotherhood
6. Professional and personal development
7. Leadership opportunities
8. Service projects

Restrictions:
1. Don’t talk about other chapters in a negative way.
2. No professional services can be used for production.
3. No cursing, alcohol (Bottles, cans, red solo cups), or drugs allowed in videos (speaking of and/or displaying)
4. Women participating in philanthropy events may only be shown.
5. Avoid talking about social parties. Weekenders are ok to talk about.
6. Do not talk about bad news.
7. No house tours of any kind.
8. A chapter may not post the video until after the VP of Membership has granted permission.
Recruitment Master Schedule Fall 2023

**Monday, May 1st**

**First-time, First-semester Freshman Designated Recruitment Period Begins**

Chapters can no longer distribute bids or communicate with a student who has not taken a college course.

**Tuesday, August 1st**

**Formal Designated Recruitment Period Begins**

Chapters can no longer distribute bids or communicate with a potential new member.

**Sunday, August 20th**

**PNM Orientation**

- **11:00 AM – 12:00 PM PNM Orientation Session 1**
  - Building/Room: ENR2 N120
- **12:30 PM – 1:30 PM PNM Orientation Session 2**
  - Building/Room: ENR2 N120

- **11:00 AM – 1:30 PM Recruitment Counselors meet with PNMs.**
  - Various spots on campus
- **4:00 PM – 5:00 PM Recruitment BIG Meeting**
  - Building/Room: ENR2 N120
  - Advisors, Presidents, Visiting HQ Volunteers/Staff, Recruitment Chairs, and Recruitment Teams should attend
**WEDNESDAY, AUGUST 23RD  ROUND I / OPEN HOUSE**
(PNMs will visit with all participating chapters)

5:00 PM – 9:00 PM  **IFC MEET THE CHAPTERS IN THE SUMC BALLROOM**
All participating chapters will have an information table in the ballroom. PNMs will have an opportunity to visit with all chapters. More information about how this event will run will be shared later.

After visiting all chapters PNMs enter preferences via Campus Director App
**Deadline: Friday, August 25th by 1:00 PM**

**CAMPUS DIRECTOR CHAPTER SELECTIONS**
- All Round 2 selections must be done through Campus Director
- Final Round 2 selections must be completed no later than Friday, August 25th by 1:00 PM

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**THURSDAY, AUGUST 24TH  MAKING VALUES-BASED DECISIONS WORKSHOP**
(PNMs only)

5:30 PM – 6:30 PM  **SESSION 1**
**BUILDING/ROOM: ENR2 N120**

6:50 PM – 7:50 PM  **SESSION 2**
**BUILDING/ROOM: ENR2 N120**

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**FRIDAY, AUGUST 25TH  HEALTHY BROTHERHOOD PRESENTATIONS**
(PNMs only)

5:30 PM – 6:30 PM  **SESSION 1**
**BUILDING/ROOM: ENR2 N120**

6:50 PM – 7:50 PM  **SESSION 2**
**BUILDING/ROOM: ENR2 N120**

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**SATURDAY, AUGUST 26TH  ROUND II / DAY 1**
(PNMs visit up to 14 fraternities over 2 days: 40 minute events)

8:00 AM – 8:30 AM  Recruitment Counselors meet at FSP for coffee and food

8:30 AM – 9:00 AM  PNMs and Recruitment Counselors meet and organize

**EVENT SCHEDULE**

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**Sunday, August 27th**  
**Round II / Day 2**

(PNMs visit up to 14 fraternities over 2 days: 40 minute events)

8:00 AM – 8:30 AM  Recruitment Counselors meet at FSP for coffee and food

8:30 AM – 9:00 AM  PNMs and Recruitment Counselors meet and organize

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6:30 PM – 8:00 PM  PNM Selections

Following their last event PNMs enter preferences via Campus Director app, various RC meeting locations
CAMPUS DIRECTOR CHAPTER SELECTIONS
- All Round 3 selections must be done through Campus Director
- Final Round 3 selections must be completed no earlier than your last event and no later than Tuesday, August 29th by Midnight (11:59 PM)

Saturday, September 2nd Round III
(PNMs visit up to 7 fraternities: 50 minute events)

8:00 AM – 8:30 AM Recruitment Counselors meet at FSP for coffee and food

8:30 AM – 9:00 AM PNMs and Recruitment Counselors meet and organize

EVENT SCHEDULE
START END EVENT
9:00 AM 9:50 AM Event 1
10:05 AM 10:55 AM Event 2
11:10 AM 12:00 PM Event 3
12:00 PM 1:00 PM BREAK/LUNCH ON YOUR OWN
1:00 PM 1:50 PM Event 4
2:05 PM 2:55 PM Event 5
3:10 PM 4:00 PM Event 6

30-MINUTE BREAK

4:30 PM 5:20 PM Event 7

5:35 PM 6:25 PM Event 8

6:30 PM – 8:00 PM PNM Selections

Following their last event PNMs enter preferences via Campus Director app,

Various RC meeting locations

CAMPUS DIRECTOR CHAPTER SELECTIONS
- All Round 4 selections must be done through Campus Director
- Final Round 4 selections must be completed no earlier than your last event and no later than Saturday, September 2nd by 11:59 PM

Sunday, September 3rd Round IV
(PNMs visit up to 4 fraternities: 60 minute events)

8:00 AM – 8:30 AM  Recruitment Counselors meet at FSP for coffee and food

8:30 AM – 9:00 AM  PNMs and Recruitment Counselors meet and organize

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Following their last event PNMs enter preferences via Campus Director app, 
Varied RC meeting locations

CAMPUS DIRECTOR CHAPTER SELECTIONS
- All Pref selections must be done through Campus Director
- Final Pref selections must be completed no earlier than your last event and no later than Sunday, September 3rD by 11:59 PM

Monday, September 4th  Pref (Invite Only)
(PNMs visit up to 2 fraternities: 60 minute events)

2:30 PM – 3:00 PM  Recruitment Counselors meet at FSP for energy drinks and snacks

3:00 PM – 3:30 PM  PNMs and Recruitment Counselors meet and organize

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<td>6:30 PM</td>
<td>Event 2</td>
</tr>
<tr>
<td>5:00 PM – 10:30 PM</td>
<td>PNM Selections in the Electrical and Engineering Computer Lab and ENGR 318 Lab</td>
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<td></td>
</tr>
</tbody>
</table>

Following their last event PNMs enter preferences via Campus Director website, 
Recruitment counselors present to help PNMs make selections.

CAMPUS DIRECTOR CHAPTER SELECTIONS
- Final Bid list must be done through Campus Director
- **Final Bid list must be completed no earlier than your last event and no later than Tuesday, September 5th by 12:30 AM**

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**Tuesday, September 5th**

**Bid Day**

9:00 AM Chapter President & Recruitment Chairs bring bid cards to FSP and review their bid list. Bid cards filled out and organized by the last name.

9:00 AM IFC Exec meet at FSP
9:30 AM IFC Exec set-up bid pick up in the multipurpose room
9:30 AM IFC Exec contact PNMs not receiving bids
12:00 PM – 3:00 PM PNMs receiving bids pick them up

5:00 PM – 8:00 PM **Chapter Bid Day Celebrations (Alcohol Free)**

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**Wednesday, September 6th**

**Designated Recruitment Period Ends**