Interfraternity Council

RESOURCE MANUAL

advocate - collaborate - educate

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Introduction

The NIC has a storied history of collaboration with Interfraternity Councils to offer its expertise and guidance in ensuring operational success. Given its unique position within the industry, the NIC has a responsibility to utilize its collective knowledge and experience to connect with councils in order to assist in their development of optimal operations and effective educational opportunities. The hope of the NIC is that our efforts to raise each local fraternity community will collectively raise the global fraternity community.

This IFC Resource Manual has been assembled to provide your Interfraternity Council with information, model policies, resources, and best practices to assist in the optimal operations of your IFC. First, the manual provides model governing documents, such as Model IFC Constitution and Bylaws, Model Judicial Policies, Model Expansion Policies, and Model Recruitment Policies, which were designed to better assist your IFC in creating environments conducive to the success of the fraternities at your campus. Second, the manual reviews the seven essential IFC Executive Board officers and provides brief overviews for each position and the roles and responsibilities that should be included in their job descriptions. More detailed information about each of the IFC Executive Board officers can be found in the individual IFC Officer Guides provided by the NIC. Next, the manual includes information regarding NIC Standards, Position Statements, and other resources that should help your IFC better understand the commitments made by each of the seventy-five inter/national member fraternities. Lastly, the manual covers information on various NIC Programs that your IFC can attend, engage in important conversations about IFCs and the future of the fraternal movement with students from across North American, and take ideas back to your campus to elevate the fraternity community.

The NIC is prepared to assist your IFC by providing training and resources for IFC Executive Board officers, IFC Representatives, and IFC Advisors. This support focuses on the individual development and skills of officers, as well as providing training and resources designed to advance the role of the Interfraternity Council as the primary advocate, governance and educational body for the fraternity experience within a campus and local community.

If your council encounters issues, has concerns or questions about policies, or needs assistance, please reach out to the NIC Staff at your earliest convenience, as we are ready to partner with you to elevate your fraternity community.

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A History & Overview of the North-American Interfraternity Conference

The North-American Interfraternity Conference (NIC) has a long history as a body that has assisted fraternal organizations in their efforts to collaborate for the betterment of the fraternal movement. After several attempts at building a union of fraternal organizations, beginning as early as 1883, the NIC was founded on November 27, 1909 as the Interfraternity Conference and with an initial membership of twenty-six fraternal organizations. Since its inception, the NIC has evolved greatly and today has become a dynamic trade association for seventy-five member fraternities. However, the NIC's basic principle of representation, one fraternity equals one vote, has remained constant from its beginning to today. Each member fraternity has a voting delegate in the NIC's legislative body, the House of Delegates. Additionally, the NIC has a Board of Directors, which serves as the executive and administrative body of the conference. The NIC is headquartered in Indianapolis, Indiana and has a professional staff of ten led by the conference's President and Chief Executive Officer.

The NIC exists for the advancement of conditions conducive to the success of its member fraternities. In its work to ensure its members can operate in an environment in which they can thrive, the NIC utilizes a multi-faceted approach of advocacy, collaboration and education in its daily activities.

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Advocacy: A top priority for the conference is to advocate for the policy positions established by its membership, including the NIC Standards adopted by the membership in 2004. The NIC believes that adherence to the NIC Standards and other policy positions by both its member fraternities and by colleges and universities are paramount to the future success of the fraternal movement. In addition to policy advocacy, the NIC also serves as a public relations advocate for its member fraternities by promoting the important role fraternal organizations play in the co-curricular experience and in the personal development of male students.

Collaboration: The NIC works to foster collaborative relationships internally between its member fraternities by facilitating dialogue and promoting best practices through its awards recognition program. Additionally and just as important, the NIC works to foster collaborative relationships with many external stakeholders. The NIC works with similar many organizations within the Greek industry, such as the Fraternity Executives Association, the National Panhellenic Conference, the National Pan-Hellenic Council and others on matters that are relevant to all Greek organizations. Likewise, the NIC has long-standing established partnerships within higher education and advocates for the fraternal movement through these relationships.

Education: The NIC has placed a high priority on educational programming for members of fraternal organizations. The NIC's values-based leadership programming has reached tens of thousands of undergraduates over the years and helped to create better chapter and community leaders. Specifically, the NIC hosts the Undergraduate Interfraternity Institute (UIFI) which provides students with the awareness, motivation, and skills necessary to elevate their chapters, councils, and communities; the IMPACT institute that provides fraternity/sorority leaders the opportunity to elevate and lead their communities forward; and the Jon Williamson Futures Quest which asks new fraternity men what it means to be a fraternity man and provides them with the skills necessary to be ethical, values driven leaders within their organizations and communities.

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Members of the North-American Interfraternity Conference

Fraternity	Greek Letters	Founding Date	Website
Acacia		May 12, 1904	www.acacia.org
Alpha Chi Rho	ΑΧΡ	June 4, 1895	www.alphachirho.org
Alpha Delta Gamma	ΑΔΓ	October 10, 1924	www.alphadeltagamma.org
Alpha Delta Phi	ΑΔΦ	October 29, 1832	www.alphadeltaphi.org
Alpha Epsilon Pi	ΑΕΠ	November 7, 1913	www.aepi.org
Alpha Gamma Rho	ΑΓΡ	October 10, 1904	www.alphagammarho.org
Alpha Gamma Sigma	ΑΓΣ	January 28, 1923	www.alphagammasigma.org
Alpha Kappa Lambda	ΑΚΛ	April 22, 1914	www.akl.org
Alpha Phi Alpha	ΑΦΑ	December 4, 1906	www.alpha-phi-alpha.com
Alpha Phi Delta	ΑΦΔ	November 5, 1914	www.apd.org
Alpha Sigma Phi	ΑΣΦ	December 6, 1845	www.alphasigmaphi.org
Alpha Tau Omega	ΑΤΩ	September 11, 1865	www.ato.org
Beta Chi Theta	ΒΧΘ	June 2, 1999	www.betachitheta.org
Beta Sigma Psi	ΒΣΨ	April 17, 1925	www.betasigmapsi.org
Beta Theta Pi	ΒΘΠ	August 8, 1839	www.betathetapi.org
Chi Psi	ΧΨ	May 20, 1841	www.chipsi.org
Chi Phi	ΧΦ	December 24, 1824	www.chiphi.org
Delta Chi	ΔΧ	October 13, 1890	www.deltachi.org
Delta Epsilon Psi	ΔΕΨ	October 1, 1998	www.deltaepsilonpsi.org
Delta Kappa Epsilon	ΔΚΕ	June 22, 1844	www.dke.org
Delta Phi	ΔΦ	November 17, 1827	www.deltaphifraternity.org
Delta Psi / St. Anthony Hall	ΔΨ	January 17, 1847	www.stanthonyhall.org
Delta Sigma Phi	ΔΣΦ	December 10, 1899	www.deltasig.org
Delta Tau Delta	ΔΤΔ	January 1, 1858	www.delts.org
Delta Upsilon	ΔΥ	November 4, 1834	www.deltau.org
FarmHouse		April 15, 1905	www.farmhouse.org
Iota Nu Delta	ΙΝΔ	February 7, 1994	www.iotanudelta.org
Iota Phi Theta	ΙΦΘ	September 19, 1963	www.iotaphitheta.org
Kappa Alpha Order	ΚΑ	December 21, 1865	www.kappaalphaorder.org
Kappa Alpha Psi	ΚΑΨ	January 5, 1911	www.kappaalphapsi1911.com
Kappa Alpha Society	ΚΑ	November 26, 1825	www.ka.org
Kappa Delta Phi	ΚΔΦ	April 14, 1900	www.kappadeltaphi.org
Kappa Delta Rho	ΚΔΡ	May 17, 1905	www.kdr.com
Lambda Chi Alpha	ΛΧΑ	November 2, 1909	www.lambdachi.org
Lambda Phi Epsilon	ΛΦΕ	February 25, 1981	www.lambdaphiepsilon.com
Lambda Sigma Upsilon	ΛΣΥ	April 5, 1979	www.lsu79.org
Lambda Theta Phi	ΛΘΦ	December 1, 1975	www.lambda1975.org

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Fraternity	Greek Letters	Founding Date	Website
Nu Alpha Kappa	NAK	February 26, 1988	www.naknet.org
Omega Delta Phi	ΩΔΦ	November 25, 1987	www.omegadeltaphi.com
Phi Beta Sigma	ΦΒΣ	January 9, 1914	www.pbs1914.org
Phi Gamma Delta	FIJI	May 1, 1848	www.phigam.org
Phi Iota Alpha	ΦΙΑ	December 26, 1931	www.phiota.info
Phi Kappa Psi	ΦΚΨ	February 19, 1852	www.phikappapsi.com
Phi Kappa Tau	ΦΚΤ	March 17, 1906	www.phikappatau.org
Phi Lambda Chi	ΦΛΧ	March 15, 1925	www.philambdachi.org
Phi Sigma Kappa	ΦΣΚ	March 15, 1873	www.phisigmakappa.org
Phi Kappa Sigma	ΦΚΣ	October 19, 1850	www.pks.org
Phi Kappa Theta	ΦΚΘ	April 29, 1889	www.phikaps.org
Phi Mu Delta	ΦΜΔ	March 1, 1918	www.phimudelta.org
Phi Sigma Phi	ΦΣΦ	July 30, 1988	www.phisigmaphi.org
Pi Kappa Alpha	ΠΚΑ	March 1, 1868	www.pikes.org
Pi Kappa Phi	ΠΚΦ	December 10, 1904	www.pikapp.org
Pi Lambda Phi	ΠΛΦ	March 21, 1895	www.pilambdaphi.org
Psi Upsilon	ΨΥ	November 24, 1833	www.psiu.org
Sigma Alpha Epsilon	ΣΑΕ	March 9, 1856	www.sae.net
Sigma Alpha Mu	ΣΑΜ	November 26, 1909	www.sam.org
Sigma Beta Rho	ΣΒΡ	August 16, 1996	www.sigmabetarho.com
Sigma Chi	ΣΧ	June 28, 1855	www.sigmachi.org
Sigma Lambda Beta	ΣΛΒ	April 4, 1986	www.sigmalambdabeta.com
Sigma Nu	ΣΝ	January 1, 1869	www.sigmanu.org
Sigma Phi Delta	ΣΦΔ	April 11, 1924	www.sigmaphidelta.org
Sigma Phi Epsilon	ΣΦΕ	January 11, 1901	www.sigep.org
Sigma Phi Society	ΣΦ	March 4, 1827	www.sigmaphi.org
Sigma Pi	ΣΠ	February 26, 1897	www.sigmapi.org
Sigma Tau Gamma	ΣΤΓ	June 28, 1920	www.sigmataugamma.org
Tau Epsilon Phi	ΤΕΦ	October 10, 1910	www.tep.org
Tau Delta Phi	ΤΔΦ	June 22, 1910	www.taudeltaphifraternity.org
Tau Kappa Epsilon	ΤΚΕ	January 10, 1899	www.tke.org
Tau Phi Sigma	ΤΦΣ	November 11, 1992	www.tauphisigma.com
Theta Chi	ΘΧ	April 10, 2856	www.thetachi.org
Theta Delta Chi	ΘΔΧ	October 31, 1847	www.thetadeltachi.net
Theta Xi	ΘΞ	April 29, 1864	www.thetaxi.org
Triangle		April 15, 1907	www.triangle.org
Zeta Beta Tau	ZBT	December 29, 1898	www.zbt.org
Zeta Psi	ΖΨ	June 1, 1847	www.zetapsi.org

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NIC Standards

In 2004, the leadership of the North-American Interfraternity Conference's member fraternities passed a set of standards designed to propel fraternities to be who we say we are. These standards call upon fraternity and campus leadership to create some changes to today's fraternity and asks each member to live to the highest standards of fraternity membership.

These standards are a true partnership opportunity between fraternities and campus communities to raise the bar of the fraternity experience. The 20th century fraternity is no more. The 21st century fraternity will be built upon the solid values of each fraternity and will be a beacon of leadership with the campus educational environment. The standards embrace the common principles shared by all our organizations. Academic success, service and philanthropy within our community, leadership development, and social skill development are the cornerstones of the standards.

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NIC Standards for Member Fraternities

Member organization policies will include:

- Member's chapters agree to and support open expansion on their respective campuses.
- Member organizations are insured with liability coverage.
- Each associate/pledge/new member has a:

  - minimum high school GPA of 2.30 for first semester freshmen year; and

  - whichever is appropriate per NIC member decision:

    -- a minimum college GPA of 2.25 thereafter; or

    -- a GPA at or above each campus all-men's average thereafter.
- Annual cumulative GPA of whichever is appropriate per NIC member decision:

  - at least a 2.50; or

  - at or above each campus all-men's average.
- The associate/pledge/new member program shall last no longer than twelve weeks and encourages a program lasting less than twelve weeks.
- Fraternity-chapter women's auxiliary groups (i.e. "little sisters") are not allowed.
- Risk management policies addressing alcohol use, fire safety, hazing and sexual assault/abuse.
- Alcohol-free at all rush/recruitment activities, including formal, informal and summer/break recruitment activities.
- Alcohol-free associate/pledge/new member programs.
- Language allowing for immediate chapter emergency, temporary suspension by individual fraternity.

Each member will communicate its values through its ritual at least annually or as prescribed by its policies.

Each member organization will communicate the importance of its undergraduate members participating in educational programming (whether campus, national fraternity, or independently led) covering any of the following: academic achievement, alcohol consumption, career preparation, civic engagement, hazing, leadership development, sexual assault, and values and ethics.

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NIC Standards for Member Fraternities

Member organization reports the following data to the NIC by the 1st of November of each year:

- Number of pledges/new members
- Retention of pledges
- Number of Initiates
- Number of Initiated men (undergraduate)
- Retention of men for past academic year (annual retention rate for those who left fraternity prior to graduation)
- Graduation rate of members
- Number of chapters opened and size at the time of chartering
- Number of closed chapters and reason for closure
- Number of active chapters
- Number of members involved in campus leadership positions
- Number of community service hours
- Number of dollars raised for a charitable cause

The North-American Interfraternity Conference (NIC) is a voluntary trade association and membership in the NIC requires each member organization to adhere to certain Standards of Membership. However, nothing in the NIC Standards shall be interpreted as implying that a NIC member organization has a duty to supervise, direct, or control collegiate students or chapters associated with that member organization. Failure of a member organization to adhere to the NIC Standards shall subject the member organization to appropriate action by the NIC, up to and including suspension or expulsion of membership in this voluntary trade association.

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NIC Standards for Host Institutions

- No NIC member organization is prohibited from selecting undergraduates
  for the purpose of establishing a chapter on the campus.
- The host institution / IFC may not deter expansion by withholding membership in the IFC of any NIC member organization.
- Host institutions / IFC will not prohibit NIC member fraternities from recruiting on campus.
- Host institutions will:
  - Support open recruitment and will not prohibit men from participating
    in recruitment activities and joining an NIC member group.
  - Provide a for-credit leadership class for new members.
  - Encourage faculty advisors for chapters with incentives.
  - Provide individual chapter, fraternity/sorority community, and campus demographic information to requesting groups.
  - Provide impartial judicial process with right of appeal to member groups.
  - Work to reestablish a five-day academic week.
  - Provide financial management, property, and account collections support.
- Campus programming designed to inhibit/prevent problem behaviors (such as alcohol abuse or sexual assault) will not single out Greek organizations from other campus organizations for mandatory participation.
- Campuses asked to provide the following data:
  - Campus, all men's Greek and chapter GPA by semester.
  - Number of men pledged to all chapters within the academic year.
  - Number of men initiated into all chapters within the academic year.
  - Percent of fraternity men compared to number of men on campus.
  - Total number of chapters closed/opened within the academic year.
  - Total number of Greek-life full-time professionals on each campus.
  - Graduation rate of fraternity men compared to the number men on campus.

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NIC/IFC Affiliation & Annual IFC Chartering Fee Structure

What is IFC's relationship with the NIC?

At any host institution where two or more NIC Member Fraternities have established undergraduate chapters, an Interfraternity Council shall be established which will be chartered by the NIC. An IFC will be composed of all undergraduate chapters of NIC Member Fraternities present at a host institution and any other undergraduate fraternity chapters who wish to join. Note: IFC affiliation with the NIC does not give IFCs membership or voting rights in the North-American Interfraternity Conference, as that membership is restricted to inter/national men's fraternities.

What can IFC expect from the NIC?

The NIC will provide staff, resources, and services to assist IFCs in instituting optimal operations, officer competencies, and best practices. The NIC will provide IFCs with an IFC Resource Manual, assist in reviewing and establishing IFC governing documents, and conduct ongoing training for IFC officers and host institutions. The NIC will assist local IFCs in becoming the primary advocate for the fraternity experience on their respective campuses.

How will the NIC help campus IFCs?

Through better interactions with IFCs, the NIC will be able to work with IFCs and host institutions to:

- Develop optimal IFC operations through dedicated staff (Coordinators of IFC Services) responsive to IFC operational needs, advocacy concerns, and policy inquiries from students and/or host institutions;
- Deliver base-level training, education, and ongoing services for all IFCs and IFC officers;
- Provide guidance and support in constitution/bylaws/policy changes, recruitment processes, and officer transitions;
- Develop resources and tools to assist IFCs with recruitment, marketing, and public relations to augment interest in joining fraternity, to better educate the potential recruit and his parents, and to promote fraternity on campus;
- Assist IFCs in crisis intervention and response, brand management, and values-based decision-making;

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- Offer guidance in identifying and preempting impending issues concerning campus relationship statements, recognition agreements, and indemnification clauses;
- Provide all IFCs with IFC best practices, NIC Standards education, and other generally accepted industry policies established by the NIC;
- Provide host institutions with highly qualified volunteers who have close proximity, local expertise, and institutional knowledge; and
- Establish formal reporting mechanisms for campus data and statistical information to better track industry information and trends for use by IFCs.

How much are the Annual IFC Chartering Fees?
IFCs will pay an annual chartering fee to the NIC, which shall be based upon the number of chapters in each IFC. The breakdown of annual IFC chartering fees for the 2012-13 academic year will be:

- 2-6 chapters: $90
- 7-12 chapters: $180
- 13-19 chapters: $270
- 20-39 chapters: $360
- 40+ chapters: $450

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Model IFC Constitution & Bylaws

CONSTITUTION OF THE INTERFRATERNITY COUNCIL AT [COLLEGE/ UNIVERSITY]

MISSION

We, the Interfraternity Council at **[college/university]** set forth this Constitution and Bylaws in order to cause closer working relationships and coordination among its Member Fraternities and **[college/ university]**, in accordance with the policies and standards established by the North-American Interfraternity Conference (NIC).

ARTICLE I – NAME

This organization shall be known as the Interfraternity Council (IFC) at **[college/university]**.

ARTICLE II – PURPOSE OF THE IFC

The purpose of the IFC shall be to:

A. provide a sovereign governance structure for its Member Fraternities;

B. promote the interests of its Member Fraternities;

C. promote the interests of men's fraternities in general;

D. discuss questions of mutual interest and present to its Member Fraternities such recommendations as the IFC deems appropriate;

E. promote the interests of **[college/university]**;

F. promote mutual cooperation between its Member Fraternities;

G. promote mutual cooperation between the IFC, fellow governing councils,
and student organizations at **[college/university]**; and

H. promote mutual cooperation between the IFC and **[college/ university]**, its students, faculty, staff, and local community.

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ARTICLE III – IFC MEMBERSHIP

Section I. Membership Eligibility

Membership in the IFC is open to chapters and colonies of fraternities at [**college/university**], as follows:

A. Any chapter or colony of a North-American Interfraternity Conference (NIC) member organization shall hold membership in the IFC.

B. Any chapter or colony of a local, state, regional, or inter/national fraternity, which is not a member of the NIC, may hold membership in the IFC.

Section II. Membership Classification for Member Fraternities

The membership classification of Member Fraternities shall be as follows

A. Full Member: Any fraternity chapter which has obtained its charter from its inter/national organization, or any local fraternity chapter. Full Membership grants the Member Fraternity all rights, privileges and responsibilities under the IFC Constitution and Bylaws.

B. Associate Member: Any fraternity colony of an inter/national organization. Associate Membership grants the Member Fraternity all rights, privileges, and responsibilities under the IFC Constitution and By-Laws, except that it does not have voting privileges, cannot hold IFC Executive Board positions, nor have an IFC Judicial Committee Justice.

For the purpose of this Constitution and the IFC Bylaws, both Full Members and Associate Members are referred to as Member Fraternities.

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Section III. Member Fraternity Minimum Expectations

Each Member Fraternity shall adhere to and abide by the following minimum expectations:

A. Each Member Fraternity shall comply with all policies set forth by:
   1. The IFC Constitution, Bylaws, Code of Conduct, and other policies.
   2. The rules and regulations of **[college/university]**.
   3. The general values-based conduct of fraternity men.

B. Each Member Fraternity shall maintain a minimum annual cumulative GPA of 2.50.

C. Each Member Fraternity shall be current on all IFC dues owed.

D. Each Member Fraternity shall submit required membership rosters to the IFC President, as follows:
   1. Active Member Roster: Active Member Rosters shall be submitted within one week of the beginning of each [semester/quarter/term].
   2. New Member Roster: New Member Rosters shall be submitted within one week of pledging any New Member.

E. Each Member Fraternity shall comply with the attendance policies for the IFC General Body and the IFC Judicial Committee, as outlined within this Constitution.

A Member Fraternity which has failed to meet any of the minimum expectations outlined in this Section shall be referred to the IFC Vice President of Judicial Affairs for potential judicial review.

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Section IV. Membership Status for Member Fraternities

The membership status of Member Fraternities shall be as follows:

A. Good Standing: A Member Fraternity shall be deemed to be in Good Standing if the Member Fraternity is not currently operating under Non-Status Sanctions or Status Sanctions, as defined within the IFC Bylaws, and is currently meeting the minimum expectations outlined in Section II of this Article.

B. Good Standing on Probation: A Member Fraternity shall be deemed to be in Good Standing on Probation if the Member Fraternity is currently operating under Non-Status Sanctions and currently meets the minimum expectations outlined in Section II of this Article.

C. Poor Standing: A Member Fraternity shall be deemed to be in Poor Standing if the Member Fraternity has been placed under Suspension by the IFC or has currently failed to meet the minimum expectations outlined in Section II of this Article.

Section V. Individual Member Definitions

For the purpose of this Constitution and the IFC Bylaws, and with an understanding that each Member Fraternity may have its own terminology for internal use, individuals will be defined as follows:

A. Active Member: An Active Member shall be defined as any man who has been initiated into any fraternity at **[college/university]**.

B. New Member: A New Member shall be defined as any man who has accepted a bid to join a fraternity at **[college/university]**, but has not been initiated into that fraternity.

C. Potential New Member: A Potential New Member shall be defined as any man who has not accepted a bid from any fraternity at **[college/university]**.

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Section VI. IFC Affirmation and Adoption of NIC Standards

The IFC affirms and adopts the NIC Standards, and each Member Fraternity shall be required to meet the following in order to maintain IFC membership:

A. Each Member Fraternity shall communicate its values through its Ritual at least annually or as prescribed by its policies; and

B. Each Member Fraternity shall regularly communicate the importance of its Active Members and New Members participating in educational programming covering the following topics: academic achievement, alcohol consumption, career preparation, civic engagement, hazing, leadership development, sexual assault/abuse, and values and ethics.

C. Each Member Fraternity shall have policies addressing the following:

   1. A policy requiring any Potential New Member to meet the following minimum educational standards in order to be offered a bid to join:

      a. For first semester freshmen, a minimum high school GPA of 2.30.

      b. For any student with an established college GPA, a minimum college GPA of 2.25 or be at/or above the institution's all-men's average.

   2. A policy requiring the Member Fraternity to maintain an annual cumulative GPA requirement of at least a 2.50 or be at/or above the institution's all-men's average.

   3. A policy requiring its New Member education program be no longer than twelve weeks.

   4. A policy requiring the Member Fraternity to have a prohibition against women's auxiliary groups, such as "little sisters".

   5. Risk management policies covering alcohol use, fire safety, hazing, and sexual assault/abuse.

   6. A policy requiring the Member Fraternity to support open recruitment and open expansion practices.

   7. A policy requiring all recruitment activities be alcohol-free.

   8. A policy requiring all New Member education activities be alcohol-free.

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ARTICLE IV – IFC GENERAL BODY

Section I. IFC General Body

The powers of the IFC shall be vested in the IFC General Body. The IFC General Body shall be the governing legislative body responsible for the general policies of the IFC, for electing its Executive Board, and for instructing its Executive Board as to the activities and operations of the IFC. All such activities shall respect the individual sovereignty of each Member Fraternity and shall not relinquish any governance authority to any other governing body.

Section II. IFC General Body Composition

The IFC General Body shall be composed of voting IFC Representatives from each Member Fraternity.

Section III. IFC Representatives

Each Member Fraternity shall have one IFC Representative, chosen by that Member Fraternity, who serves on the IFC General Body.

Section IV. IFC Alternate Representatives

Each Member Fraternity may also choose an IFC Alternate Representative, who shall represent that Member Fraternity in the IFC General Body in the absence of its IFC Representative.

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Section V. IFC Representative and Alternate Representative Eligibility

In order to serve as the IFC Representative or Alternate Representative for a Member Fraternity, individuals must meet the following requirements:

A. Be an Active Member or New Member, in good standing, of a Member Fraternity.

B. Maintain good academic standing with the [**college/university**].

C. Be devoted to the general ideals and principles of fraternity life and conduct himself in a professional manner consistent with the Mission and Purpose of the IFC, as defined within this Constitution.

D. Have a working knowledge of the IFC Constitution and Bylaws, [**college/university]** policies, NIC Standards, and FIPG risk management policies.

E. Not be a current member of the IFC Executive Board or currently serve as his Member Fraternity's IFC Judicial Committee Justice.

Section VI. Term of Office of IFC Representatives

The term of office for IFC Representatives shall be until their graduation, resignation, or replacement under the procedures determined by each Member Fraternity; or upon his election to serve on the IFC Executive Board or as his Member Fraternity's IFC Justice for the IFC Judicial Committee.

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Section VII. IFC General Body Meeting Polices

The IFC General Body shall conduct its meetings according to the following requirements:

A. The most recent edition of Robert's Rules of Order shall be used to run all meetings.

B. A majority of Member Fraternities present shall constitute a quorum in order to conduct IFC General Body business.

C. The IFC General Body shall conduct regularly scheduled business meetings at least twice a month during the academic year.

D. Special meetings may be called by the IFC President at any time or at the request of two Member Fraternities, with notice of the time, location, and purpose of the special meeting provided to all Member Fraternities at least 72 hours in advance.

E. Each Member Fraternity's IFC Representative or Alternate Representative is required to attend all meetings of the IFC. More than two absences per academic year shall result in the Member Fraternity being referred to the IFC Vice President of Judicial Affairs for potential judicial review.

Section VIII. IFC General Body Voting Policies

The IFC General Body shall operate utilizing the following voting policies:

A. Each Member Fraternity, in good standing, shall have one vote.

B. Individuals holding IFC Executive Board positions are not entitled to a vote.

C. In the event of a tie, the IFC President shall cast the deciding vote.

D. With the exception of the election of IFC Executive Board positions, there shall be no secret ballot votes.

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ARTICLE V – IFC EXECUTIVE BOARD

Section I. IFC Executive Board

The IFC Executive Board shall be responsible for carrying out the purpose and policies of the IFC and for its day-to-day operations and activities, as directed by the IFC General Body.

Section II. IFC Executive Board Composition

The IFC Executive Board shall be composed of the following positions with duties and responsibilities outlined within the IFC Bylaws:

A. President
B. Vice President of Judicial Affairs
C. Vice President of Recruitment
D. Vice President of Finance
E. Vice President of Scholarship
F. Vice President of Member Development
G. Vice President of Community Relations

Section III. IFC Executive Board Eligibility

In order to be elected and serve as a member of the IFC Executive Board, individuals must meet the following requirements:

A. Be an Active Member or New Member, in good standing, of a Member Fraternity.
B. Maintain good academic standing with the **[college/university]**.
C. Be devoted to the general ideals and principles of fraternity life and conduct himself in a professional manner consistent with the Mission and Purpose of the IFC, as defined within this Constitution.
D. Have a working knowledge of the IFC Constitution and Bylaws, **[college/university]** policies, NIC Standards, and FIPG risk management policies.
E. Not currently serve as his Member Fraternity's IFC Representative, Alternate Representative, or IFC Judicial Committee Justice.
F. Must complete formal judicial policies and procedures training.

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Section IV. IFC Executive Board Meeting Polices

The IFC Executive Board shall conduct its meetings according to the following requirements:

A. The most recent edition of Robert's Rules of Order shall be used to run all meetings.

B. A majority of IFC Executive Board members present shall constitute a quorum in order to conduct IFC Executive Board business.

C. The IFC Executive Board shall conduct regularly scheduled meetings on a weekly basis.

D. Special meetings may be called by the IFC President with notice of the time, location, and purpose of the special meeting provided to each IFC Executive Board member at least 72 hours in advance.

E. Each IFC Executive Board member is required to attend all meetings of the IFC Executive Board and all meetings of the IFC General Body. Absences may result in removal from office.

Section V. IFC Executive Board Voting Policies

The IFC Executive Board shall operate utilizing the following voting policies during IFC Executive Board meetings:

A. Each IFC Executive Board member shall have one vote.

B. The IFC President should refrain from casting his vote except for in the event of a tie. In such instances, the IFC President shall cast the deciding vote.

C. There shall be no secret ballot votes.

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Section VI. IFC Executive Board Election Policies

The following policies and procedures shall be utilized for the election and removal of IFC Executive Board officers:

A. Nominations for IFC Executive Board positions shall open two meetings prior to the last business meeting of each calendar year.

B. Elections and installations of IFC Executive Board officers shall take place during the last business meeting of each calendar year.

C. Each IFC Executive Board officer shall be elected by a majority of the votes cast by the IFC General Body.

D. Any individual serving in an IFC Executive Board position may be removed from his position by a 2/3 affirmative vote of the IFC General Body.

E. In the event of a vacancy in any IFC Executive Board position, the IFC President shall appoint a successor to complete the term under the advice and consent of the remaining members of the IFC Executive Board.

F. Should a vacancy occur in the office of the IFC President, a special election shall be held within two meetings after the vacancy was created.

Section VII. Report of IFC Officers

A report of any newly elected or appointed IFC Executive Board officers shall be submitted to the NIC within one week of the election or appointment.

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ARTICLE VI – IFC JUDICIAL COMMITTEE

Section I.1IFC Judicial Committee Jurisdiction

The IFC shall be a self-governing organization with an independent Judicial Committee which shall have jurisdiction over cases involving alleged Member Fraternity violations, including but not limited to:

A. The IFC Constitution, Bylaws, Code of Conduct, and other policies.

B. The rules and regulations of **[college/university]**.

C. The general values-based conduct of fraternity men.

Section II. IFC Judicial Committee Composition

The IFC Judicial Committee shall be composed of one IFC Justice from each Member Fraternity, chosen by that Member Fraternity, and shall be chaired by the IFC Vice President of Judicial Affairs.

Section III. IFC Justice Eligibility

In order to serve as the IFC Justice for a Member Fraternity on the IFC Judicial Committee, an individual must meet the following requirements:

A. Be an Active Member or New Member, in good standing, of an IFC Member Fraternity.

B. Maintain good academic standing with the institution.

C. Be devoted to the general ideals and principles of fraternity life and conduct himself in a professional manner consistent with the Mission and Purpose of the IFC, as defined within this Constitution.

D. Have a working knowledge of the IFC Constitution and Bylaws, [**college/university]** policies, NIC Standards, and FIPG risk management policies.

E. Not be a current member of the IFC Executive Board or serve as his Member Fraternity's IFC Representative or Alternate Representative for the IFC General Body.

F. Must complete formal judicial policies and procedures training prior to serving on an IFC Judicial Board hearing.

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Section IV. Term of Office of IFC Justices

The term of office for IFC Justices shall be until their graduation, resignation, or replacement under the procedures determined by each Member Fraternity; or upon his election to serve on the IFC Executive Board or as his Member Fraternity's IFC Representative or Alternate Representative for the IFC General Body.

Section V. IFC Judicial Policy

The Judicial Committee shall perform all duties and be subject to all regulations contained within the IFC Judicial Policy in the Bylaws.

Section VI. IFC Judicial Board Hearing Justice Selection

The IFC Vice President of Judicial Affairs will select five (5) Judicial Committee justices, as predetermined by an alphabetical rotation of the Member Fraternities, to hear a case. In the event the IFC Judicial Committee rotation for service on a Judicial Board hearing falls upon an IFC Justice whose Member Fraternity is involved in the alleged violation, the rotation will skip to the next Member Fraternity in the alphabetical rotation.

Section VII. IFC Judicial Board Hearing Attendance

All IFC Judicial Board hearings shall be conducted in accordance with the following requirements:

A. All IFC Justices assigned to an IFC Judicial Board hearing shall be present in order to conduct business on behalf of the IFC Judicial Committee.

B. Each IFC Justice assigned to an IFC Judicial Board hearing is required to attend the hearing. Failure of an IFC Justice to attend an IFC Judicial Board hearing for which he was assigned shall result in his Member Fraternity being referred to the IFC Vice President of Judicial Affairs for potential judicial review.

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Section VIII. IFC Judicial Board Hearing Voting Policies

All IFC Judicial Board hearings shall operate utilizing the following voting policies:

A. Each IFC Justice serving on an IFC Judicial Board hearing shall have one vote.

B. A majority vote shall govern all actions of an IFC Judicial Board.

ARTICLE VII – IFC COMMITTEES

Section I. Standing Committees

The IFC shall have the following standing committees chaired by its respective corresponding member of the IFC Executive Board:

A. Recruitment Committee

B. Finance Committee

C. Scholarship Committee

D. Member Development Committee

E. Community Relations Committee

Section II. Ad Hoc Committees

The IFC Executive Board or the IFC President may form ad hoc committees as deemed necessary to perform the work of the IFC. The IFC President shall appoint the ad hoc committee chairman and committee members with the concurrence of the IFC Executive Board.

Section III. IFC Committee Meeting Polices

All committees of the IFC shall conduct its meetings according to the following requirements:

A. The most recent edition of Robert's Rules of Order shall be used to run all meetings.

B. A majority of committee members present shall constitute a quorum in order to conduct committee business.

C. Each committee shall meet as called by its committee chair.

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ARTICLE VIII – CONSTITUTIONAL AMENDMENTS

Section I. Constitutional Amendments

This Constitution may be amended by a three-fourths (¾) affirmative vote of the IFC General Body provided notice of the proposed amendment has been provided to Member Fraternities at the preceding regularly scheduled business meeting of the IFC General Body.

Section II. Adoption

This Constitution shall become effective and shall supersede all previous Constitutions of the IFC when adopted by a three-fourths (¾) affirmative vote of the IFC General Body.

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BYLAWS OF THE INTERFRATERNITY COUNCIL AT [COLLEGE/UNIVERSITY]

ARTICLE I – ROLE OF THE IFC REPRESENTATIVE

Section I. IFC Representative

The duties and responsibilities of all IFC Representatives are as follows:

A. Serve as a representative and voice for his Member Fraternity's concerns regarding the fraternity community.

B. Represent the larger fraternity community's interests.

C. Inform his Member Fraternity of the actions, discussions, and workings of the IFC General Body.

D. Serve as a liaison between the IFC General Body and his respective Member Fraternity.

E. Serve as an active member of IFC Standing Committees and Ad Hoc Committees, as necessary.

F. Represent the highest ideals of fraternity life to the greater campus community.

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ARTICLE II – ROLE OF THE IFC EXECUTIVE BOARD OFFICERS

Section I. IFC President

The duties and responsibilities of the IFC President are as follows:

A. Provide guidance and focus to the efforts of the General Body and Executive Committee.

B. Preside over all meetings of the General Body and Executive Committee.

C. Cast the final vote in the event of a tie.

D. Build rapport and establish positive working relationships between IFC and Member Fraternity leaders.

E. Serve as the official spokesperson for the fraternity community

F. Establish positive working relationships with campus and local law enforcement agencies.

G. Regularly interact with the leaders of other governing councils and campus organizations.

H. Establish a working relationship with key college administrators.

I. Establish a working relationship with and communicate campus data, issues, and trends in a timely manner to the NIC.

J. Maintain current information for accurate Member Fraternity rosters.

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Section II. IFC Vice President of Judicial Affairs

The duties and responsibilities of the IFC Vice President of Judicial Affairs are as follows:

A. Serve as chair of the IFC Judicial Committee and serve as the non-voting
Chief Justice of all IFC Judicial Board hearings.

B. Investigate and refer to the IFC Judicial Board alleged violations of IFC policy, including but not limited to:

   1. the IFC Constitution, Bylaws, and policies;
   2. Federal, state, and local laws;
   3. the rules and regulations of **[college/university]**; and
   4. the general values-based conduct of fraternity men.

C. Ensure proper filing and preparation for all judicial actions.

D. Ensure compliance with all IFC judicial action imposed upon a Member Fraternity.

E. Educate Member Fraternities on the IFC Constitution and Bylaws, judicial processes, and risk management policies.

F. Conduct judicial policy and procedures training for new IFC Judicial Committee justices.

G. Assist in conflict mediation between Member Fraternities.

H. Review all IFC governance documents, at least annually.

Section III. IFC Vice President of Recruitment

The duties and responsibilities of the IFC Vice President of Recruitment are as follows:

A. Serve as chair of the IFC Recruitment Committee.

B. Utilize technology (social media, fraternityinfo.com, etc.) in recruitment and marketing efforts.

C. Produce and distribute promotional materials to all incoming students and unaffiliated students.

D. Develop recruitment workshops and programs for Member Fraternities.

E. Uphold the IFC Recruitment Policy and ensure no restrictive policies are placed on new member recruitment.

F. Maintain an interest list of Potential New Members.

G. Collect and maintain accurate New Member Rosters for each Member Fraternity.

H. Provide advice and support to Member Fraternity recruitment officers.

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Section IV. IFC Vice President of Finance

The duties and responsibilities of the IFC Vice President of Finance are as follows:

A. Serve as chair of the IFC Finance Committee.

B. Supervise the annual budget process.

C. Collect IFC Member Fraternity dues or other assessments as needed.

D. Maintain accurate records throughout the year through invoicing and receipts.

E. Review and approve all IFC Expenditure Request Forms and IFC Reimbursement Request Forms.

F. Make all disbursements with a cosigner.

G. Prepare financial statements monthly and at the end of each term for distribution to all Member Fraternities.

H. Make bank deposits when necessary and in a timely manner.

I. Provide advice and support to Member Fraternity financial officers.

Section V. IFC Vice President of Scholarship

The duties and responsibilities of the IFC Vice President of Scholarship are as follows:

A. Coordinate a scholarship chair orientation program for Member Fraternities.

B. Collect and distribute academic performance rankings.

C. Publish important academic dates and deadlines.

D. Collect and distribute information about campus academic services, such as tutors, the writing lab, math lab, learning assistance programs, interest tests, career counseling, placement workshops, and library resources.

E. Work individually with member fraternity scholarship chairs below the all-men's grade point average.

F. Build and maintain relationships with faculty, academic offices, and academic honorary societies.

G. Provide advice and support to Member Fraternity scholarship officers.

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Section VI. IFC Vice President of Member Development

The duties and responsibilities of the IFC Vice President of Member Development are as follows:

A. Develop best practices for new member and member education programs for Member Fraternities.

B. Collect and report new member retention, academic, and involvement statistics.

C. Organize, develop, and implement a new member orientation program.

D. Develop opportunities for continuing member education by collaborating with alumni, **[college/university]** offices and departments, and student organizations to offer educational programming covering the following topics: academic achievement, alcohol consumption, career preparation, civic engagement, hazing, leadership development, sexual assault/abuse, and values and ethics.

E. Provide advice and support to Member Fraternity member development officers.

Section VII. IFC Vice President of Community Relations

The duties and responsibilities of the IFC Vice President of Community Relations are as follows:

A. Serve as secretary of the IFC General Body.

B. Develop and execute a public relations and social media strategy.

C. Develop service projects and philanthropic events for Member Fraternities.

D. Collect and report Member Fraternity community service hours, philanthropic dollars, and activities.

E. Collect and disseminate information on the fraternity community to all campus and community media sources.

F. Keep the media informed on upcoming events or potential news.

G. Establish a positive working relationship with external constituents.

H. Assist in the development of various IFC publications and outreach programs.

I. Provide advice and support to Member Fraternity community service/philanthropy officers.

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ARTICLE III – ROLE OF THE IFC JUSTICE

Section I. IFC Justice

The duties and responsibilities of an IFC Justice are as follows:

A. Serve as an impartial justice, as called, on IFC Judicial Board hearings.

B. Uphold:

   1. the IFC Constitution, Bylaws, Code of Conduct, and policies;
   2. the rules and regulations of **[college/university]**; and
   3. the general values-based conduct of fraternity men.

C. Maintain confidentiality in all judicial hearings, matters, and deliberations.

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ARTICLE IV – ROLE OF IFC STANDING COMMITTEES

Section I. IFC Recruitment Committee

The IFC Recruitment Committee shall assist the IFC Vice President of Recruitment in the development and implementation of activities, programs, and resources that foster its Member Fraternities' ability to implement a successful and quality recruitment effort while ensuring no restrictive policies are imposed on new member recruitment.

Section II. IFC Finance Committee

The IFC Finance Committee shall assist the IFC Vice President of Finance in the development of IFC fiscal policies, annual budgets, and programs that assist Member Fraternities' financial officers. The Committee shall also review and/or propose changes to the IFC dues structure.

Section III. IFC Scholarship Committee

The IFC Scholarship Committee shall assist the IFC Vice President of Scholarship in the development and implementation of activities, programs, and resources that promote academic achievement within its Member Fraternities.

Section IV. IFC Member Development Committee

The IFC Member Development Committee shall assist the IFC Vice President of Member Development in the development and implementation of activities, programs, and resources for continuing and new member development covering topics such as alcohol consumption, career preparation, civic engagement, hazing, leadership development, sexual assault/abuse, and values and ethics.

Section V. IFC Community Relations Committee

The IFC Community Relations Committee shall assist the IFC Vice President of Community Relations in the development and implementation of activities, programs, and resources that promote the fraternity community and the encouragement of Member Fraternity involvement in service and philanthropic endeavors that enhance the reputation of the fraternity community at **[college/university]**.

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ARTICLE V – ROLE OF THE IFC ADVISOR

Section I. IFC Advisor

In accordance with the Standards and Guidelines for Fraternity and Sorority Advising Programs of the Council for the Advancement of Standards in Higher Education (CAS), the duties and responsibilities of the IFC Advisor are as follows:

A. Advise the IFC and its Member Fraternities.

B. Advise financial processes.

C. Coordinate life safety, facility management, and risk management programs in conjunction with local agencies.

D. Facilitate or provide resources, including potential presenters of campus or national renown to conduct workshops, programs, retreats, and seminars on relevant topics, including the following:

   1. Multicultural Competence.
   2. Leadership Development
   3. Recruitment and Intake
   4. Risk Management

E. Monitor membership and academic retention by Member Fraternity and the entire community for purposes of improving academic support and recommending intervention strategies.

F. Gather and disseminate information via meetings, websites, newsletters, social media venues, and/or information bulletins to the various entities in fraternity life.

G. Provide assistance and advice in planning and assessing IFC and Member Fraternity programs.

H. Organize and facilitate leadership programs, retreats, and workshops.

I. Connect the Members and New Members of Member Fraternities to leadership opportunities across campus, in the local community, and within their inter/national organizations.

J. Publish or share documents that focus on current events, leadership opportunities, trends, and other information regarding fraternity life.

K. Provide for the recording and archiving of information about the fraternal community and encourage Member Fraternity leaders to do the same within their organizations.

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Section II. Annual Data Reporting to the NIC

In accordance with the NIC Standards, IFC Advisors shall assist the IFC in providing the following data to the NIC annually:

A. Campus, All-Men's, All-Fraternity, and individual Member Fraternity GPA by [semester/quarter/term].

B. Total number of men who pledged all Member Fraternities each academic year.

C. Total number of men who were initiated in all Member Fraternities each academic year.

D. Percentage of fraternity men compared to the total number of all men at **[college/university]**.

E. Total number of chapter and colonies opened and closed in each academic year.

F. Total number of Greek life full-time professionals at **[college/university]**.

G. Graduation rate of fraternity men compared to the total number of all men at **[college/university]**.

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ARTICLE VI – FINANCIAL MANAGEMENT POLICY

Section I. Fiscal Year

The IFC Fiscal Year shall be from **[Month/Date]** to **[Month/Date].**

Section II. IFC Annual Budget

The Vice President of Finance and the IFC Finance Committee shall propose an annual budget to the IFC Executive Board by **[Month/Date]**. Upon adoption by the IFC Executive Board, the budget shall be presented to the IFC General Body for ratification.

Section III. IFC Contingency Account

The IFC Budget shall include a contingency account that equals 10-15% of the overall expenses. The contingency account shall be utilized for cost overruns in budgeted areas and/or unanticipated, unbudgeted items, such as new IFC programs developed after the budget was finalized. At the end of the fiscal year, any amount remaining in the IFC Contingency Account shall be carried over to the next fiscal year.

Section IV. Appropriate Use of IFC Funds

IFC funds are under the jurisdiction of the IFC Member Fraternities and shall only be used in a manner that benefits the fraternity community and that is congruent with the values of fraternity life. IFC funds shall not be used to purchase alcoholic beverages.

Section V. Expenditure Approval

The IFC President and the IFC Vice President of Finance shall approve all budgetary expenditures. Requests for budgetary expenditures shall be made utilizing the IFC Expenditure Request Form. All expenditure requests shall be submitted at least two weeks prior to the date of the requested disbursement.

Section VI. Requests for Reimbursement

Individuals or Member Fraternities conducting business on behalf of the IFC may request a reimbursement for their expenses utilizing the IFC Reimbursement Request Form. All reimbursement requests shall be submitted within two weeks of the purchase and are subject to the approval of the IFC President and IFC Vice President of Finance.

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Section VII. Signature Requirements for Financial Accounts and Transactions

The signature of both the IFC President and IFC Vice President of Finance shall be required on all IFC financial accounts and transactions.

Section VIII. Financial Reporting

The IFC Vice President of Finance shall provide a financial report to the IFC General Body on a monthly basis including all income and expenses during the given period of time and in relation to the overall budget for each line item.

Section IX. Financial Record Keeping

The IFC Vice President of Finance shall maintain accurate and organized financial records consisting of all receipts and invoices, copies of all monetary disbursements and deposits, IFC financial forms and reports, actual dues levied, canceled checks, ledgers, and journals.

Section X. Independent Annual Financial Audit

An independent audit of all IFC financial accounts shall occur within two weeks of the end of the fiscal year by a certified public accountant.

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ARTICLE VII – MEMBER FRATERNITY FINANCIAL OBLIGATIONS

Section I. IFC Active Member Fraternity Dues

The [semester/quarter/term] dues for each Member Fraternity shall be fixed at [$XX] per active member.

Section II. Establishment of IFC Member Fraternity Dues

Any proposed amendment to the established per active member dues in Section I of this Article shall be initiated utilizing the following protocol:

A. If the IFC Executive Board determines a need to amend the established per active member dues amount, it shall charge the IFC Finance Committee with assessing the current dues amount and providing a recommendation for possible amendments.

B. The IFC Executive Board shall consider any recommendations made by the IFC Finance Committee and propose an amendment to the dues amount to the IFC General Body.

C. A 2/3 vote of the IFC General Body is required to amend the IFC Member Fraternity dues amount.

Section III. IFC Member Fraternity Dues Assessment

The aggregate total of dues assessed shall be based upon each Member Fraternity's [semester/quarter/term] Active Member Roster that is filed with the IFC President in accordance with the requirements of Article III, Section III(E) of the Constitution. The IFC Vice President of Finance shall invoice each Member Fraternity within one week of receipt of an Active Member Roster or New Member Roster. Invoices shall be paid within two weeks of receipt.

Section IV. Delinquent Payments

Any amount unpaid by the due date shall result in a 10% penalty and loss of representation in the IFC General Body until payment has been made. Any amount unpaid within one month of the due date shall result in the Member Fraternity being referred to the IFC Vice President of Judicial Affairs for possible judicial action.

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ARTICLE VIII – IFC CODE OF CONDUCT

Section I. IFC Code of Conduct

As members of the IFC, we, the Member Fraternities, hereby agree to and adopt the following code of conduct:

A. We will know and understand the ideals expressed in our fraternity Rituals and will strive to incorporate them in our daily lives.

B. We will strive for academic achievement and practice academic integrity.

C. We will respect the dignity of all persons; therefore, we will not physically, mentally, psychologically or sexually abuse or harm any human being.

D. We will protect the health and safety of all human beings.

E. We will respect our property and the property of others; therefore, we will neither abuse nor tolerate the abuse of property.

F. We will meet our financial obligations in a timely manner.

G. We will neither use nor support the use of illegal drugs; we will neither misuse nor support the misuse of alcohol.

H. We acknowledge that a clean and attractive environment is essential to both physical and mental health; therefore, we will do all in our power to see that our properties are properly cleaned and maintained.

I. We will challenge all fraternity members to abide by these fraternal expectations and will confront those who violate them.

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ARTICLE IX – IFC JUDICIAL POLICY

Section I. IFC Judicial Powers and Responsibilities

Per Article VI, Section I of the IFC Constitution, the IFC shall be a self-governing organization with an independent Judicial Committee who shall have jurisdiction over cases involving alleged member fraternity violations of IFC policy, including but not limited to:

A. the IFC Constitution, Bylaws, Code of Conduct, and policies;

B. the rules and regulations of **[college/university]**; and

C. the general values-based conduct of fraternity men.

Section II. Due Process

In appearing before the Judicial Board, each Member Fraternity shall be granted certain rights termed "due process." Those rights are:

A. Right to be notified, in writing, of all charges, as outlined in the Bylaws;

B. Right to present a defense, including the calling of witnesses;

C. Right to question witnesses;

D. Right to be accompanied by an advisor for advisory purposes only, but not for representation;

E. Right to be notified, in writing, of all findings and sanctions imposed, as outlined in the Bylaws;

F. Right to appeal the decision, as outlined in the Bylaws.

G. Right against double jeopardy.

Section III. Filing of Complaints

Any individual or group may file a complaint against a Member Fraternity, specifying in writing the particular alleged acts of the accused. This must be done by submitting an IFC Judicial Complaint Form to the IFC Vice President of Judicial Affairs. The IFC Vice President of Judicial Affairs shall promptly review and investigate the allegation. Upon determination that an allegation has merit, the IFC Vice President of Judicial Affairs may charge a Member Fraternity with a violation.

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Section IV. Notification of Charges

Once the IFC Vice President of Judicial Affairs has determined the filed complaint has merit, the Member Fraternity is to be provided written notification of the charges at least one week in advance of the hearing. This written notification shall include the following:

A. Date, time and location of their informal judicial hearing;

B. Description of the alleged violation; and

C. Due Process Rights.

Section V. Investigatory Evidence

All evidence related to a complaint shall be compiled and presented to all parties prior to any Informal Judicial Hearing or Formal Judicial Board Hearing. All evidence shall be directly related to the complaint(s) alleged against the Member Fraternity and shall be approved by the IFC Vice President of Judicial Affairs prior to circulation.

Section VI. Informal Judicial Hearing

Upon a finding of the IFC Vice President of Judicial Affairs that a filed complaint has merit, he shall offer the charged Member Fraternity the opportunity to participate in an Informal Judicial Hearing.

In cases in which the charged Member Fraternity accepts an Informal Judicial Hearing, the IFC Vice President of Judicial Affairs shall meet with a representative of the charged Member Fraternity to discuss the allegations of the complaint. Within three (3) business days of the Informal Judicial Hearing, the IFC Vice President of Judicial Affairs may dismiss the complaint with a finding of no violations or provide the charged Member Fraternity with his finding of violations and recommendation for a resolution through disciplinary sanctions. The charged Member Fraternity has three (3) business days to accept or reject the terms of resolution. If the charged Member Fraternity accepts the resolution, the charged Member Fraternity waives all rights of appeal and the outcome is final.

If the charged Member Fraternity rejects the resolution, a Formal IFC Judicial Board Hearing will be convened to hear the case.

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Section VII. Prohibited Sanctions for Informal Judicial Hearings

The IFC Vice President of Judicial Affairs shall not recommend suspension or loss of IFC recognition through an Informal Judicial Hearing. Should the IFC Vice President of Judicial Affairs believe suspension or loss of IFC recognition is warranted, the case shall automatically be referred to a Formal IFC Judicial Board hearing.

Section VIII. Formal IFC Judicial Board Hearing

If:

A. the charged Member Fraternity rejects having an Informal Judicial Hearing;

B. the charged Member Fraternity rejects the Informal Judicial Hearing recommendation for resolution; or

C. the IFC Vice President of Judicial Affairs determines the allegation is egregious enough to warrant potential suspension or loss of IFC recognition;

the IFC Vice President of Judicial Affairs shall convene a Formal IFC Judicial Board Hearing.

In accordance with Article VI, Section VI, of the IFC Constitution, the IFC Vice President of Judicial Affairs will select five (5) Judicial Committee justices, as predetermined by an alphabetical rotation of the Member Fraternities, to hear the case. In the event the IFC Judicial Committee rotation for service on a Judicial Board hearing falls upon an IFC Justice whose Member Fraternity is involved in the alleged violation, the rotation will skip to the next Member Fraternity in the alphabetical rotation.

The IFC Vice President of Judicial Affairs shall serve as a non-voting Chief Justice and the procedural officer for all Judicial Board hearings.

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Section IX. Formal IFC Judicial Board Hearing Proceedings

For all IFC Judicial Board hearings, the following procedures shall be followed:

A. Participants: Attendance at all IFC Judicial Board hearings shall be limited to the Member Fraternities involved, any witnesses, the IFC Justices assigned to serve on the Judicial Board for the hearing, and the IFC Vice President of Judicial Affairs. Additionally, the charged Member Fraternity may be accompanied by its chapter advisor during any Judicial Board hearing. The chapter advisor must be registered as the official chapter advisor of the Member Fraternity.

B. Confidentiality: All individuals involved in a hearing are required to agree to a statement of confidentiality. Individuals shall not disclose information regarding the following:
   1. Any individuals, Member Fraternities, or IFC Justices involved.
   2. Details of the proceedings
   3. Witness testimony.

C. Hearing Process:
   1. Initiation of the Hearing: The IFC Vice President of Judicial Affairs shall inform all individuals present that the hearing will be conducted in an orderly manner and any person causing disruption will be asked to leave. Additionally, he shall advise the charged Member Fraternity of the formality of the hearing and the necessity of all parties to be truthful.
   2. Overview of Judicial Hearing Process: The IFC Vice President of Judicial Affairs shall outline the process for the remainder of the hearing as follows:
      a. Presentation of alleged charges, violations, and investigatory evidence against the charged Member Fraternity shall be presented by the IFC Vice President of Judicial Affairs:
         i. Charged Member Fraternity may ask questions;
         ii. IFC Justices may ask questions;
      b. Presentation of charged Member Fraternity:
         i. IFC Justices may ask questions;
      c Calling of Witnesses
         i. Charged Member Fraternity may ask questions;
         ii. IFC Justices may ask questions;
      d. Charged Member Fraternity may give final statement;
      e. IFC Justices deliberate in closed session to determine findings of responsibility and if necessary, appropriate sanction(s).

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Section X. Conflicts of Interest

In the event the IFC Vice President of Judicial Affairs' Member Fraternity is involved in the alleged violation, the highest ranking IFC Executive Board officer, starting with the IFC President, as listed in Article V, Section II of the IFC Constitution, shall serve in his stead.

Section XI. Prohibition on Recruitment Restrictions as a Sanction

The IFC Judicial Board may impose educational and punitive sanctions, as prescribed in the IFC Bylaws, but under no circumstances may it prohibit a Member Fraternity's ability to recruit.

Section XII. Non-Status Sanctions

The following are sanctions that may be imposed by the IFC Judicial Board and/or IFC Vice President of Judicial Affairs (including, but not limited to):

A. Letter of apology
B. Fines
C. Restitution
D. Educational programming
E. Public service to the campus or community
F. Meetings with campus office/departments
G. Loss of social event and/or campus event privileges
H. Loss of eligibility for IFC Awards
I. Censure

Section XIII. Status Sanctions

In the event of an egregious violation, the following are sanctions that may be imposed by the IFC Judicial Board for a specified period of time:

A. Suspension: Loss of IFC voting rights, removal from Good Standing status, and any additional sanctions listed in Non-Status Sanctions.
B. Loss of IFC Recognition: Loss of IFC recognition and its rights and privileges.

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Section XIV. Duration of Sanctions

Judicial action shall specify the duration and deadlines of any sanctions imposed. After such specified time, if the Member Fraternity has fulfilled the requirements of the sanctions imposed, the Member Fraternity shall return to good standing. In the event the Member Fraternity does not fulfill all of the requirements of the sanctions imposed, the IFC Vice President of Judicial Affairs shall convene a Formal IFC Judicial Board Hearing to determine future course of action.

Section XV. Notification of Findings

Within three (3) business days of any Informal or Formal Judicial Hearing, the IFC Vice President of Judicial Affairs shall communicate in writing to the charged Member Fraternity, its inter/national headquarters, and its chapter advisor, as well as any relevant **[college/university]** administrators, the alleged violation, the findings of the hearing, and any sanction(s) imposed.

The IFC Vice President of Judicial Affairs shall notify the IFC General Body of any sanctions imposed upon a Member Fraternity through any Informal or Formal Judicial Hearing.

Section XVI. Appeals

The IFC Judicial Board's decision is subject to appeal by a Member Fraternity within two weeks of receiving written notification of the decision. Appeals shall be made in writing to the IFC President and shall be made solely on the following grounds:

A. Error in the charge and/or Judicial Board Hearing process that materially affected the outcome.

B. The severity of the sanction did not match the severity of the violation.

C. New information that could not have been discovered prior to the IFC Judicial Board Hearing through the exercise of reasonable diligence.

Sanctions imposed through the Judicial Process shall stand until an appeal is heard.

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Section XVII. Non-Status Sanctions Appeals

The IFC Executive Board shall hear appeals for Non-Status Sanctions. The IFC Vice President of Judicial Affairs shall first present the IFC Judicial Board's decision and rationale for its actions. The appealing Member Fraternity shall then be afforded the opportunity to present its reasoning for seeking a reconsideration of the IFC Judicial Board's actions. Any individual from the appealing Member Fraternity serving on the IFC Executive Board shall not participate in the appeal proceedings. The IFC Executive Board may either dismiss the charge(s) with no sanctions or to alter the sanctions imposed by a two-thirds (2/3) vote. The decision of the IFC Executive Board shall be final for Non-Status Sanctions.

Section XIX. Status Sanctions Appeals

The IFC General Body shall hear appeals for Status Sanctions. The IFC Vice President of Judicial Affairs shall first present the IFC Judicial Board's decision and rationale for its actions. The appealing Member Fraternity shall then be afforded the opportunity to present its reasoning for seeking a reconsideration of the decision. Upon completion of the Member Fraternity appeal presentation, all representatives of the Member Fraternity shall be dismissed from the meeting, including the Member Fraternity's IFC Representative and Alternate Representative.

The IFC General Body shall first vote on whether to uphold the status sanction, which shall require a two-thirds (2/3) vote. In the event the IFC General Body fails to uphold the decision, the IFC General Body shall determine by a two-thirds (2/3) vote to either dismiss the charge(s) with no sanctions or to alter the sanctions imposed.

The decision of the IFC General Body shall be final with no further appeal rights.

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ARTICLE X – EXPANSION POLICY

Section I. Expansion Philosophy

In accordance with the North-American Interfraternity Conference's Position on Open Expansion, the IFC at **[college/university]** believes the best interests of higher education and of the fraternity movement are served through the establishment of new chapters that provide a fraternal experience for an increasing number of college men. Expansion gives men more choices; it brings new influence and direction to a campus fraternal community; it provides new leadership and renewed motivation. To that end, the Member Fraternities of the IFC:

A. Will not prohibit an inter/national organization from selecting undergraduates for the purpose of establishing a chapter on the campus; and

B. Will not deter expansion by withholding membership in the IFC for any inter/national member organization.

Section II. Expansion Processes

There are several routes for an expansion to occur, including:

A. Open Invitation to Colonize: In the event the IFC wishes to seek expansion opportunities, a formal invitation shall be sent to inter/national organizations requesting Letters of Intent. The IFC President shall contact the North-American Interfraternity Conference (NIC) for assistance with communicating with inter/national organizations. If multiple inter/national organizations submit Letters of Intent, the IFC President will coordinate with the inter/national organizations and the NIC to establish an agreeable timeline for expansion.

B. Inter/national Fraternity Colonization: If an inter/national fraternity petitions to join the IFC, a Letter of Intent shall be sent to the IFC President.

C. Student Interest Group Colonization: A group of enrolled students at **[college/university]** may choose to form a chapter that is affiliated with an inter/national organization and may seek membership in the IFC as a result of that affiliation. The group of interested students shall submit a Letter of Intent that includes a Letter of Endorsement from the inter/national organization.

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Section III. Letter of Intent

A Letter of Intent shall consist of information pertinent to educating the fraternity community on the inter/national organization, including:

A. Overview of the Fraternity's History, Mission, and Values;

B. Summary of the Colonization Plan, including: outline of the colonization timeline, inter/national and/or local support, and contact information; and

C. Statement of agreement with the Minimum Expectations as stated in Article III, Section III and the NIC Standards as stated in Article III, Section VI of the IFC Constitution.

Upon receipt of the Letter of Intent, the IFC President shall notify the IFC General Body of the inter/national fraternity's intent and the process by which the inter/national organization intends to colonize. Following NIC Standards, the IFC General Body shall grant the organization Associate Membership.

Section IV. Granting of Associate Member Status

Associate Membership grants the Member Fraternity all rights, privileges, and responsibilities under the IFC Constitution and By-Laws, except that it does not have voting privileges, cannot hold IFC Executive Board positions, nor have an IFC Judicial Committee Justice.

Section V. Granting of Full Member Status

Upon chartering with its inter/national organization, the Associate Member Fraternity shall become a full member of the IFC with all rights privileges and responsibilities under the IFC Constitution and Bylaws.

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ARTICLE XI – RECRUITMENT POLICY

Section I. Recruitment Philosophy

The IFC supports open recruitment and believes a man shall be free to join a Member Fraternity at a time that is mutually beneficial to both himself and the Member Fraternity. To this end, the IFC shall not establish policies that inhibit men from participating in recruitment activities and joining Member Fraternities.

Section II. Membership GPA Requirements

Any Potential New Member shall meet the following GPA requirement in order to be accepted as a New Member by any Member Fraternity:

A. a minimum high school GPA of 2.3 for first semester freshmen; or

B. a minimum college GPA:

   1. of 2.25; or

   2. at/or above the institution's all-men's average.

Section III. IFC Sponsored Recruitment

Under the guidance of the IFC Vice President of Recruitment, the IFC shall designate periods of time during each [semester/quarter/term] when the IFC will assist Member Fraternities by advertising their recruitment events, hosting campus-wide recruitment events, and educating Potential New Members on the fraternity community.

The IFC Vice President of Recruitment shall solicit and maintain a Potential New Member Roster, which shall be a roster of men interested in fraternity recruitment, and shall make that list available to each Member Fraternity.

Section IV. Year-Round Recruitment

Member fraternities are encouraged to participate in year-round recruitment and shall establish recruitment practices and timelines as determined to best serve that Member Fraternity.

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Section V. Member Fraternity Recruitment

Each Member Fraternity shall develop recruitment events, materials, and activities that are:

A. Values-based;

B. Alcohol-free and illegal substance-free;

C. Generally in good taste;

D. Not derogatory, degrading, or slanderous; and

E. In support of the National Panhellenic Conference's Unanimous Agreement X that supports each College Panhellenic denouncing the participation of undergraduate Panhellenic women in men's recruitment.

Section VI. Bidding

Each Member Fraternity shall reserve the right to extend or retract a bid utilizing a process and timeline as determined by that Member Fraternity.

Each Potential New Member shall reserve the right to accept or decline any bid at any time without any penalty or pressure placed upon the Potential New Member.

Section VII. Report of New Members

Each Member Fraternity shall submit a New Member Roster to the IFC Vice President of Recruitment within one week of pledging any New Member.

Section VIII. New Member Disassociation / De-pledging

A New Member shall reserve the right to disassociate / de-pledge from the new member process of any Member Fraternity at any time and may accept a bid from another Member Fraternity at any time following that disassociation / de-pledging.

Each Member Fraternity shall submit an updated New Member Roster to the IFC Vice President of Recruitment within one week of any New Member disassociating / de-pledging.

Section IX. Comity

No Member Fraternity shall initiate communication with a New Member or Member of another Member Fraternity about disassociation / de-pledging in order to become a New Member or Member of their own Member Fraternity.

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ARTICLE XII – PUBLICATION AND DISTRIBUTION OF CONSTITUTION AND BYLAWS

Section I. Publication and Distribution of Constitution and Bylaws

The IFC's current Constitution and Bylaws shall be published on the IFC website.

An updated copy of the IFC Constitution and Bylaws will be electronically distributed to each Member Fraternity and the NIC after any amendment is adopted.

ARTICLE XIII – AMENDMENTS

Section I. Amendments

These Bylaws may be amended by a two-thirds (2/3) affirmative vote of the IFC General Body provided notice of the proposed amendment has provided to Member Fraternities at the preceding regularly scheduled business meeting.

Section II. Adoption

These Bylaws shall become effective and shall supersede all previous Bylaws of the IFC when adopted by a two-thirds (2/3) affirmative vote of the IFC General Body.

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Model Judicial Policies

The IFC Judicial Policies are a critical component to IFC being a self-governing organization and holding member fraternities accountable to established fraternity community values, policies, and general good conduct. Included below are sample IFC Judicial Policies from the Model Constitution and Bylaws that your IFC can utilize in the development of your IFC Judicial Policies for your IFC. For the purposes of the IFC's governing documents, the IFC should establish in its Constitution the jurisdiction, composition, selection, and overview of IFC judicial system, and in its Bylaws set out the specific procedures for judicial cases from filing a complaint to the appeals process.

For the IFC Constitution:

Article [number] – IFC JUDICIAL COMMITTEE

Section I. IFC Judicial Committee Jurisdiction

The IFC shall be a self-governing organization with an independent Judicial Committee which shall have jurisdiction over cases involving alleged Member Fraternity violations, including but not limited to:

A. The IFC Constitution, Bylaws, Code of Conduct, and other policies.

B. The rules and regulations of **[college/university]**.

C. The general values-based conduct of fraternity men.

Section II. IFC Judicial Committee Composition

The IFC Judicial Committee shall be composed of one IFC Justice from each Member Fraternity, chosen by that Member Fraternity, and shall be chaired by the IFC Vice President of Judicial Affairs.

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Section III. IFC Justice Eligibility

In order to serve as the IFC Justice for a Member Fraternity on the IFC Judicial Committee, an individual must meet the following requirements:

A. Be an Active Member or New Member, in good standing, of an IFC Member Fraternity.

B. Maintain good academic standing with the institution.

C. Be devoted to the general ideals and principles of fraternity life and conduct himself in a professional manner consistent with the Mission and Purpose of the IFC, as defined within this Constitution.

D. Have a working knowledge of the IFC Constitution and Bylaws, **[college/university]** policies, NIC Standards, and FIPG risk management policies.

E. Not be a current member of the IFC Executive Board or serve as his Member Fraternity's IFC Representative or Alternate Representative for the IFC General Body.

F. Must complete formal judicial policies and procedures training prior to serving on an IFC Judicial Board hearing.

Section IV. Term of Office of IFC Justices

The term of office for IFC Justices shall be until their graduation, resignation, or replacement under the procedures determined by each Member Fraternity; or upon his election to serve on the IFC Executive Board or as his Member Fraternity's IFC Representative or Alternate Representative for the IFC General Body.

Section V. IFC Judicial Policy

The Judicial Committee shall perform all duties and be subject to all regulations contained within the IFC Judicial Policy in the Bylaws.

Section VI. IFC Judicial Board Hearing Justice Selection

The IFC Vice President of Judicial Affairs will select five (5) Judicial Committee justices, as predetermined by an alphabetical rotation of the Member Fraternities, to hear a case. In the event the IFC Judicial Committee rotation for service on a Judicial Board hearing falls upon an IFC Justice whose Member Fraternity is involved in the alleged violation, the rotation will skip to the next Member Fraternity in the alphabetical rotation.

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Section VII. IFC Judicial Board Hearing Attendance

All IFC Judicial Board hearings shall be conducted in accordance with the following requirements:

A. All IFC Justices assigned to an IFC Judicial Board hearing shall be present in order to conduct business on behalf of the IFC Judicial Committee.

B. Each IFC Justice assigned to an IFC Judicial Board hearing is required to attend the hearing. Failure of an IFC Justice to attend an IFC Judicial Board hearing for which he was assigned shall result in his Member Fraternity being referred to the IFC Vice President of Judicial Affairs for potential judicial review.

Section VIII. IFC Judicial Board Hearing Voting Policies

All IFC Judicial Board hearings shall operate utilizing the following voting policies:

A. Each IFC Justice serving on an IFC Judicial Board hearing shall have one vote.

B. A majority vote shall govern all actions of an IFC Judicial Board.

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For the IFC Bylaws:

Article [number] – IFC Judicial Procedures

Section I. IFC Judicial Powers and Responsibilities

Per Article VI, Section I of the IFC Constitution, the IFC shall be a self-governing organization with an independent Judicial Committee who shall have jurisdiction over cases involving alleged member fraternity violations of IFC policy, including but not limited to:

A. The IFC Constitution, Bylaws, Code of Conduct, and policies;

B. the rules and regulations of **[college/university]**; and

C. the general values-based conduct of fraternity men.

Section II. Due Process

In appearing before the Judicial Board, each Member Fraternity shall be granted certain rights termed "due process." Those rights are:

A. Right to be notified, in writing, of all charges, as outlined in the Bylaws;

B. Right to present a defense, including the calling of witnesses;

C. Right to question witnesses;

D. Right to be accompanied by an advisor for advisory purposes only, but not for representation;

E. Right to be notified, in writing, of all findings and sanctions imposed, as outlined in the Bylaws;

F. Right to appeal the decision, as outlined in the Bylaws.

G. Right against double jeopardy.

Section III. Filing of Complaints

Any individual or group may file a complaint against a Member Fraternity, specifying in writing the particular alleged acts of the accused. This must be done by submitting an IFC Judicial Complaint Form to the IFC Vice President of Judicial Affairs. The IFC Vice President of Judicial Affairs shall promptly review and investigate the allegation. Upon determination that an allegation has merit, the IFC Vice President of Judicial Affairs may charge a Member Fraternity with a violation.

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Section IV. Notification of Charges

Once the IFC Vice President of Judicial Affairs has determined the filed complaint has merit, the Member Fraternity is to be provided written notification of the charges at least one week in advance of the hearing. This written notification shall include the following:

A. Date, time and location of their informal judicial hearing;

B. Description of the alleged violation; and

C. Due Process Rights.

Section V. Investigatory Evidence

All evidence related to a complaint shall be compiled and presented to all parties prior to any Informal Judicial Hearing or Formal Judicial Board Hearing. All evidence shall be directly related to the complaint(s) alleged against the Member Fraternity and shall be approved by the IFC Vice President of Judicial Affairs prior to circulation.

Section VI. Informal Judicial Hearing

Upon a finding of the IFC Vice President of Judicial Affairs that a filed complaint has merit, he shall offer the charged Member Fraternity the opportunity to participate in an Informal Judicial Hearing.

In cases in which the charged Member Fraternity accepts an Informal Judicial Hearing, the IFC Vice President of Judicial Affairs shall meet with a representative of the charged Member Fraternity to discuss the allegations of the complaint. Within three (3) business days of the Informal Judicial Hearing, the IFC Vice President of Judicial Affairs may dismiss the complaint with a finding of no violations or provide the charged Member Fraternity with his finding of violations and recommendation for a resolution through disciplinary sanctions. The charged Member Fraternity has three (3) business days to accept or reject the terms of resolution. If the charged Member Fraternity accepts the resolution, the charged Member Fraternity waives all rights of appeal and the outcome is final.

If the charged Member Fraternity rejects the resolution, a Formal IFC Judicial Board Hearing will be convened to hear the case.

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Section VII. Prohibited Sanctions for Informal Judicial Hearings

The IFC Vice President of Judicial Affairs shall not recommend suspension or loss of IFC recognition through an Informal Judicial Hearing. Should the IFC Vice President of Judicial Affairs believe suspension or loss of IFC recognition is warranted, the case shall automatically be referred to a Formal IFC Judicial Board hearing.

Section VIII. Formal IFC Judicial Board Hearing

If:

A. the charged Member Fraternity rejects having an Informal Judicial Hearing;

B. he charged Member Fraternity rejects the Informal Judicial Hearing recommendation for resolution; or

C. the IFC Vice President of Judicial Affairs determines the allegation is egregious enough to warrant potential suspension or loss of IFC recognition;

D. the IFC Vice President of Judicial Affairs shall convene a Formal IFC Judicial Board Hearing.

The IFC Vice President of Judicial Affairs will select five (5) Judicial Committee justices, as predetermined by an alphabetical rotation of the Member Fraternities, to hear the case. In the event the IFC Judicial Committee rotation for service on a Judicial Board hearing falls upon an IFC Justice whose Member Fraternity is involved in the alleged violation, the rotation will skip to the next Member Fraternity in the alphabetical rotation.

The IFC Vice President of Judicial Affairs shall serve as a non-voting Chief Justice and the procedural officer for all Judicial Board hearings.

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Section IX. Formal IFC Judicial Board Hearing Proceedings

For all IFC Judicial Board hearings, the following procedures shall be followed:

A. Participants: Attendance at all IFC Judicial Board hearings shall be limited to the Member Fraternities involved, any witnesses, the IFC Justices assigned to serve on the Judicial Board for the hearing, and the IFC Vice President of Judicial Affairs. Additionally, the charged Member Fraternity may be accompanied by its chapter advisor during any Judicial Board hearing. The chapter advisor must be registered as the official chapter advisor of the Member Fraternity.

B. Confidentiality: All individuals involved in a hearing are required to agree to a statement of confidentiality. Individuals shall not disclose information regarding the following:
   1. Any individuals, Member Fraternities, or IFC Justices involved.
   2. Details of the proceedings
   3. Witness testimony.

C. Hearing Process:
   1. Initiation of the Hearing: The IFC Vice President of Judicial Affairs shall inform all individuals present that the hearing will be conducted in an orderly manner and any person causing disruption will be asked to leave. Additionally, he shall advise the charged Member Fraternity of the formality of the hearing and the necessity of all parties to be truthful.
   2. Overview of Judicial Hearing Process: The IFC Vice President of Judicial Affairs shall outline the process for the remainder of the hearing as follows:
      a. Presentation of alleged charges, violations, and investigatory evidence against the charged Member Fraternity shall be presented by the IFC Vice President of Judicial Affairs:
         i. Charged Member Fraternity may ask questions;
         ii. IFC Justices may ask questions;
      b. Presentation of charged Member Fraternity:
         i. IFC Justices may ask questions;
      c. Calling of Witnesses
         i. Charged Member Fraternity may ask questions;
         ii. IFC Justices may ask questions;
      d. Charged Member Fraternity may give final statement;
      e. IFC Justices deliberate in closed session to determine findings of responsibility and if necessary, appropriate sanction(s).

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Section X. Conflicts of Interest

In the event the IFC Vice President of Judicial Affairs' Member Fraternity is involved in the alleged violation, the highest ranking IFC Executive Board officer, starting with the IFC President, as listed in Article V, Section II of the IFC Constitution, shall serve in his stead.

Section XI. Prohibition on Recruitment Restrictions as a Sanction

The IFC Judicial Board may impose educational and punitive sanctions, as prescribed in the IFC Bylaws, but under no circumstances may it prohibit a Member Fraternity's ability to recruit.

Section XII. Non-Status Sanctions

The following are sanctions that may be imposed by the IFC Judicial Board and/or IFC Vice President of Judicial Affairs (including, but not limited to):

A. Letter of apology
B. Fines
C. Restitution
D. Educational programming
E. Public service to the campus or community
F. Meetings with campus office/departments
G. Loss of social event and/or campus event privileges
H. Loss of eligibility for IFC Awards
I. Censure

Section XIII. Status Sanctions

In the event of an egregious violation, the following are sanctions that may be imposed by the IFC Judicial Board for a specified period of time:

A. Suspension: Loss of IFC voting rights, removal from Good Standing status,
and any additional sanctions listed in Non-Status Sanctions.
B. Loss of IFC Recognition: Loss of IFC recognition and its rights and privileges.

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Section XIV. Duration of Sanctions

Judicial action shall specify the duration and deadlines of any sanctions imposed. After such specified time, if the Member Fraternity has fulfilled the requirements of the sanctions imposed, the Member Fraternity shall return to good standing. In the event the Member Fraternity does not fulfill all of the requirements of the sanctions imposed, the IFC Vice President of Judicial Affairs shall convene a Formal IFC Judicial Board Hearing to determine future course of action.

Section XV. Notification of Findings

Within three (3) business days of any Informal or Formal Judicial Hearing, the IFC Vice President of Judicial Affairs shall communicate in writing to the charged Member Fraternity, its inter/national headquarters, and its chapter advisor, as well as any relevant **[college/university]** administrators, the alleged violation, the findings of the hearing, and any sanction(s) imposed.

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The IFC General Body shall hear appeals for Status Sanctions. The IFC Vice President of Judicial Affairs shall first present the IFC Judicial Board's decision and rationale for its actions. The appealing Member Fraternity shall then be afforded the opportunity to present its reasoning for seeking a reconsideration of the decision. Upon completion of the Member Fraternity appeal presentation, all representatives of the Member Fraternity shall be dismissed from the meeting, including the Member Fraternity's IFC Representative and Alternate Representative.

The IFC General Body shall first vote on whether to uphold the status sanction, which shall require a two-thirds (2/3) vote. In the event the IFC General Body fails to uphold the decision, the IFC General Body shall determine by a two-thirds (2/3) vote to either dismiss the charge(s) with no sanctions or to alter the sanctions imposed.

The decision of the IFC General Body shall be final with no further appeal rights.

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Model Expansion Policy

As an advocacy body, the IFC has the responsibility to protect not only the rights of the fraternities on your campus but the rights of all the non-fraternity men, as well. Open Expansion is the policy of all NIC member fraternities and it means that the IFC and the NIC member fraternities on a given campus will support another NIC member fraternity in their efforts to establish a chapter, believing that the expansion of the fraternity community will be a benefit to all the chapters on a given campus.

Included below is a sample IFC Expansion Policy that provides a framework for working with both students and inter/national organizations during their efforts to establish a chapter on campus. It is important to note that the IFC should serve as an information provider and local expert throughout this process, not as a gatekeeper or decision-maker.

ARTICLE [number] – EXPANSION POLICY

Section I. Expansion Philosophy

In accordance with the North-American Interfraternity Conference's Position on Open Expansion, the IFC at **[college/university]** believes the best interests of higher education and of the fraternity movement are served through the establishment of new chapters that provide a fraternal experience for an increasing number of college men. Expansion gives men more choices; it brings new influence and direction to a campus fraternal community; it provides new leadership and renewed motivation. To that end, the Member Fraternities of the IFC:

A. Will not prohibit an inter/national organization from selecting undergraduates for the purpose of establishing a chapter on the campus; and

B. Will not deter expansion by withholding membership in the IFC for any inter/national member organization.

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There are several routes for an expansion to occur, including:

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B. Inter/national Fraternity Colonization: If an inter/national fraternity petitions to join the IFC, a Letter of Intent shall be sent to the IFC President.

C. Student Interest Group Colonization: A group of enrolled students at **[college/university]** may choose to form a chapter that is affiliated with an inter/national organization and may seek membership in the IFC as a result of that affiliation. The group of interested students shall submit a Letter of Intent that includes a Letter of Endorsement from the inter/national organization.

Section III. Letter of Intent

A Letter of Intent shall consist of information pertinent to educating the fraternity community on the inter/national organization, including:

A. Overview of the Fraternity's History, Mission, and Values;

B. Summary of the Colonization Plan, including: outline of the colonization timeline, inter/national and/or local support, and contact information; and

C. Statement of agreement with the Minimum Expectations as stated in Article III, Section III and the NIC Standards as stated in Article III, Section VI of the IFC Constitution.

Upon receipt of the Letter of Intent, the IFC President shall notify the IFC General Body of the inter/national fraternity's intent and the process by which the inter/national organization intends to colonize. Following NIC Standards, the IFC General Body shall grant the organization Associate Membership.

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Upon chartering with its inter/national organization, the Associate Member Fraternity shall become a full member of the IFC with all rights privileges and responsibilities under the IFC Constitution and Bylaws.

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Model Recruitment Policy

Recruitment is the lifeblood of a fraternity as new members bring fresh ideas and perspectives to the rich history and tradition of fraternal organizations. The IFC can best serve its member fraternities by promoting the fraternal experience, educating potential recruits on what it means to be a fraternity man and how to join, and providing general recruitment training and education for its member fraternities. Moreover, it is the duty of the IFC to ensure that there are no policies in place that restrict the ability of a chapter to recruit or a man to join an IFC member organization.

ARTICLE [number] – RECRUITMENT POLICY

Section I. Recruitment Philosophy

The IFC supports open recruitment and believes a man shall be free to join a Member Fraternity at a time that is mutually beneficial to both himself and the Member Fraternity. To this end, the IFC shall not establish policies that inhibit men from participating in recruitment activities and joining Member Fraternities.

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B. a minimum college GPA:

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Under the guidance of the IFC Vice President of Recruitment, the IFC shall designate periods of time during each [semester/quarter/term] when the IFC will assist Member Fraternities by advertising their recruitment events, hosting campus-wide recruitment events, and educating Potential New Members on the fraternity community.

The IFC Vice President of Recruitment shall solicit and maintain a Potential New Member Roster, which shall be a roster of men interested in fraternity recruitment, and shall make that list available to each Member Fraternity.

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Member fraternities are encouraged to participate in year-round recruitment and shall establish recruitment practices and timelines as determined to best serve that Member Fraternity.

Section V. Member Fraternity Recruitment

Each Member Fraternity shall develop recruitment events, materials, and activities that are:

A. Values-based;

B. Alcohol-free and illegal substance-free;

C. Generally in good taste;

D. Not derogatory, degrading, or slanderous; and

E. In support of the National Panhellenic Conference's Unanimous Agreement X that supports each College Panhellenic denouncing the participation of undergraduate Panhellenic women in men's recruitment.

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Each Member Fraternity shall reserve the right to extend or retract a bid utilizing a process and timeline as determined by that Member Fraternity.

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Each Member Fraternity shall submit a New Member Roster to the IFC Vice President of Recruitment within one week of pledging any New Member.

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A New Member shall reserve the right to disassociate / de-pledge from the new member process of any Member Fraternity at any time and may accept a bid from another Member Fraternity at any time following that disassociation / de-pledging.

Each Member Fraternity shall submit an updated New Member Roster to the IFC Vice President of Recruitment within one week of any New Member disassociating / de-pledging.

Section IX. Comity

No Member Fraternity shall initiate communication with a New Member or Member of another Member Fraternity about disassociation / de-pledging in order to become a New Member or Member of their own Member Fraternity.

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Model IFC Code of Conduct

The IFC Code of Conduct serves as a public statement of the shared values and aims of the fraternity community. As a way to affirm each member fraternity's commitment to these shared values, the IFC should create a Code of Conduct that each organization agrees to and affirms. Below is a sample IFC Code of Conduct for your IFC to utilize in the creation of your Code of Conduct.

IFC CODE OF CONDUCT

As members of the IFC, we, the Member Fraternities, hereby agree to and adopt the following code of conduct:

A. We will know and understand the ideals expressed in our fraternity Rituals and will strive to incorporate them in our daily lives.

B. We will strive for academic achievement and practice academic integrity.

C. We will respect the dignity of all persons; therefore, we will not physically, mentally, psychologically or sexually abuse or harm any human being.

D. We will protect the health and safety of all human beings.

E. We will respect our property and the property of others; therefore, we will neither abuse nor tolerate the abuse of property.

F. We will meet our financial obligations in a timely manner.

G. We will neither use nor support the use of illegal drugs; we will neither misuse nor support the misuse of alcohol.

H. We acknowledge that a clean and attractive environment is essential to both physical and mental health; therefore, we will do all in our power to see that our properties are properly cleaned and maintained.

I. We will challenge all fraternity members to abide by these fraternal expectations and will confront those who violate them.

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IFC Executive Board Officer Descriptions

IFC President

The IFC President's role lies with the effective administration of the IFC and serving as the official spokesman of the fraternity community. The IFC president presides over IFC Executive Board and General Body meetings. This also includes training elected officers and IFC representatives, providing guidance and supervision for IFC officers during their term of duty, and building rapport between member fraternities.

Specific Duties and Responsibilities

A. Provide guidance and focus to the efforts of the General Body and Executive Board.

B. Preside over all meetings of the General Body and Executive Board.

C. Cast the final vote in the event of a tie.

D. Build rapport and establish positive working relationships between IFC and Member Fraternity leaders.

E. Serve as the official spokesperson for the fraternity community.

F. Establish positive working relationships with campus and local law enforcement agencies.

G. Regularly interact with the leaders of other governing councils and campus organizations.

H. Establish a working relationship with key college administrators.

I. Establish a working relationship with and communicate campus data, issues, and trends in a timely manner to the NIC.

J. Maintain current information for accurate Member Fraternity rosters.

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IFC Executive Board Overview

The IFC Executive Board shall be responsible for carrying out the purpose and policies of the IFC and for its day-to-day operations and activities, as directed by the IFC General Body. Executive Board Officers should include: President, Vice President of Judicial Affairs, Vice President of Recruitment, Vice President of Finance, Vice President of Scholarship, Vice President of Member Development, and Vice President of Community Relations.

Key Relationships

- **Campus Administration:** IFC Advisor, Dean of Students, VP of Student Affairs, University/College President, Chief of Police
- **Fraternity Community:** Member Fraternity Presidents
- **Campus Community:** NPC/NPHC/MGC/NALFO Council Presidents, Student Government President, Editor-in-Chief of Student Newspaper
- **NIC Staff:** Director of Student Affairs & Coordinator of IFC Services

Resources & Programs

IFC Resource Manual, IFC President Guide, Model IFC Constitution and Bylaws, Officer Transition Guide, IFC Officer Webinars, IFC Academy, IFC Strategic Consultation.

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IFC Vice President of Judicial Affairs

The IFC Vice President of Judicial Affairs' role is to educate member fraternities on IFC policies and adjudicate alleged policy violations through the IFC Judicial Process. The Vice President of Judicial Affairs serves as the Chair of the IFC Judicial Committee and Chief Justice of Judicial Board hearings.

Specific Duties and Responsibilities:

A. Serve as chair of the IFC Judicial Committee and serve as the non-voting Chief Justice of all IFC Judicial Board hearings.

B. Investigate and refer to the IFC Judicial Board alleged violations of IFC policy, including but not limited to:

   1. the IFC Constitution, Bylaws, and policies;
   2. Federal, state, and local laws;
   3. the rules and regulations of the college; and
   4. the general values-based conduct of fraternity men.

C. Ensure proper filing and preparation for all judicial actions.

D. Ensure compliance with all IFC judicial action imposed upon a Member Fraternity.

E. Educate Member Fraternities on the IFC Constitution and Bylaws, judicial processes, and risk management policies.

F. Conduct judicial policy and procedures training for new IFC Judicial Committee justices.

G. Assist in conflict mediation between Member Fraternities.

H. Review all IFC governance documents, at least annually.

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IFC Judicial Committee Overview

The IFC shall be a self-governing organization with an independent Judicial Committee that shall have jurisdiction over cases involving alleged Member Fraternity violations, including but not limited to:

A. The IFC Constitution, Bylaws, Code of Conduct, and other policies.

B. The rules and regulations of the college.

C. The general values-based conduct of fraternity men.

Key Relationships

- **Campus Administration:** IFC Advisor, Student Conduct Officer, Chief of Police
- **Fraternity Community:** Member Fraternity Judicial Board Officers
- **NIC Staff:** Coordinator of IFC Services

Resources & Programs

IFC Resource Manual, IFC Vice President of Judicial Affairs Guide, Model IFC Constitution and Bylaws, Model Judicial Policy, Model IFC Code of Conduct, BYOB Guide, IFC Officer Webinars, IFC Academy

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IFC Vice President of Recruitment

The IFC Vice President of Recruitment's role is to promote the entire fraternity community, educate potential members on the fraternity experience, and support the recruitment efforts of the Member Fraternities. The Vice President of Recruitment serves as the Chair of the IFC Recruitment Committee.

Specific Duties and Responsibilities

A. Serve as chair of the IFC Recruitment Committee.

B. Utilize technology (social media, fraternityinfo.com, etc.) in recruitment and marketing efforts.

C. Produce and distribute promotional materials to all incoming students and unaffiliated students.

D. Develop recruitment workshops and programs for Member Fraternities.

E. Uphold the IFC Recruitment Policy and ensure no restrictive policies are placed on new member recruitment.

F. Maintain an interest list of Potential New Members.

G. Collect and maintain accurate New Member Rosters for each Member Fraternity.

H. Provide advice and support to Member Fraternity recruitment officers.

IFC Recruitment Committee

The IFC Recruitment Committee shall assist the IFC Vice President of Recruitment in the development and implementation of activities, programs, and resources that foster its Member Fraternities' ability to implement a successful and quality recruitment effort while ensuring no restrictive policies are imposed on new member recruitment.

Key Relationships

- **Campus Administration:** IFC Advisor, Orientation Office, Admissions Office, Student Activities Office
- **Fraternity Community:** Member Fraternity Recruitment Chairs
- **Campus Community:** Student Programming Committee, Student Newspaper, Athletic Teams, Orientation Leaders, Tour Guides
- **NIC Staff:** Coordinator of IFC Services

Resources & Programs

IFC Resource Manual, IFC Vice President of Recruitment Guide, Model IFC Constitution and Bylaws, Model Recruitment Policy, Model Expansion Policy, IFC Officer Webinars, IFC Academy

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IFC Vice President of Finance

The IFC Vice President of Finance's role is to serve as the chief financial officer of the IFC, maintain all financial records and accounts, and ensure good stewardship over IFC monies. The IFC Vice President of Finance serves as the Chair of the IFC Finance Committee.

Specific Duties and Responsibilities

A. Serve as chair of the IFC Finance Committee.

B. Supervise the annual budget process.

C. Collect IFC Member Fraternity dues or other assessments as needed.

D. Maintain accurate records throughout the year through invoicing and receipts.

E. Review and approve all IFC Expenditure Request Forms and IFC Reimbursement Request Forms.

F. Make all disbursements with a cosigner.

G. Prepare financial statements monthly and at the end of each term for distribution to all Member Fraternities.

H. Make bank deposits when necessary and in a timely manner.

I. Provide advice and support to Member Fraternity financial officers.

IFC Finance Committee

The IFC Finance Committee shall assist the IFC Vice President of Finance in the development of IFC fiscal policies, annual budgets, and programs that assist Member Fraternities' financial officers. The Committee shall also review and/or propose changes to the IFC dues structure.

Key Relationships

- **Campus Administration:** IFC Advisor
- **Fraternity Community:** Member Fraternity Finance Officers
- **Campus Community:** Student Government Finance Committee, Student Programming Committee
- **Local Community:** Local Accountant
- **NIC Staff:** Coordinator of IFC Services

Resources & Programs

IFC Resource Manual, IFC Vice President of Finance Guide, Model IFC Constitution and Bylaws, Model Financial Management Policy, Model Expense Reimbursement Form, Model Reimbursement Request Form, IFC Officer Webinars, IFC Academy

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IFC Vice President of Scholarship

The IFC Vice President of Scholarship's role is to encourage high academic achievement for both individuals and Member Fraternities, as well as to develop specific programs to promote scholarship in the fraternity community. The IFC Vice President of Scholarship serves as the Chair of the IFC Scholarship Committee.

Specific Duties and Responsibilities

A. Coordinate a scholarship chair orientation program for Member Fraternities.

B. Collect and distribute academic performance rankings.

C. Publish important academic dates and deadlines.

D. Collect and distribute information about campus academic services, such as tutors, the writing lab, math lab, learning assistance programs, interest tests, career counseling, placement workshops, and library resources.

E. Work individually with member fraternity scholarship chairs below the all-men's grade point average.

F. Build and maintain relationships with faculty, academic offices, and academic honorary societies.

G. Provide advice and support to Member Fraternity scholarship officers.

IFC Scholarship Committee

The IFC Scholarship Committee shall assist the IFC Vice President of Scholarship in the development and implementation of activities, programs, and resources that promote academic achievement within its Member Fraternities.

Key Relationships

- **Campus Administration:** IFC Advisor, Provost, Faculty, Department Chairs, Library, Writing/Resource Centers, Academic Affairs/Deans Office
- **Fraternity Community:** Member Fraternity Scholarship Chairs, Faculty Advisors
- **Campus Community:** Peer Tutors, Academic Honor Societies, Gamma Sigma Alpha
- **NIC Staff:** Coordinator of IFC Services

Resources & Programs

IFC Resource Manual, IFC Vice President of Scholarship Guide, Model IFC Constitution and Bylaws, IFC Officer Webinars, IFC Academy

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IFC Vice President of Member Development

The IFC Vice President of Member Development's role is to encourage Member Fraternities to foster environments for lifelong learning and development by creating and implementing activities, programs, and resources for continuing and new member education. The IFC Vice President of Member Development serves as the Chair of the IFC Member Development Committee.

Specific Duties and Responsibilities

A. Develop best practices for new member and member education programs for Member Fraternities.

B. Collect and report new member retention, academic, and involvement statistics.

C. Organize, develop, and implement a new member orientation program.

D. Develop opportunities for continuing member education by collaborating with alumni, administrative offices and departments, and student organizations to offer educational programming covering the following topics: academic achievement, alcohol consumption, career preparation, civic engagement, hazing, leadership development, sexual assault/abuse, and values and ethics.

E. Provide advice and support to Member Fraternity member development officers.

IFC Member Development Committee

The IFC Member Development Committee shall assist the IFC Vice President of Member Development in the development and implementation of activities, programs, and resources for continuing and new member development covering topics such as alcohol consumption, career preparation, civic engagement, hazing, leadership development, sexual assault/abuse, and values and ethics.

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Key Relationships

- **Campus Administration:** IFC Advisor, Student Activities Office, Leadership Office, Resource Centers, Career Center, Counseling Center, Health Center
- **Fraternity Community:** Member Fraternity New Member Educators, Member Education Chairs, Leadership Development Chairs
- **Campus Community:** Honor Societies, Student Government, Student Programming Committee, GAMMA
- **NIC Staff:** Coordinator of IFC Services

Resources & Programs

IFC Resource Manual, IFC Vice President of Member Development Guide, Model IFC Constitution and Bylaws, IFC Officer Webinars, IFC Academy, Undergraduate Interfraternity Institute, IMPACT, Futures Quest

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IFC Vice President of Community Relations

The IFC Vice President of Community Relation's role is to promote the fraternity community and its programs, activities, and events, as well as encourage Member Fraternities to engage in community service and philanthropic endeavors. The IFC Vice President of Community Relations serves as the Chair of the IFC Community Relations Committee.

Specific Duties and Responsibilities

A. Serve as secretary of the IFC General Body.

B. Develop and execute a public relations and social media strategy.

C. Develop service projects and philanthropic events for Member Fraternities.

D. Collect and report Member Fraternity community service hours, philanthropic dollars, and activities.

E. Collect and disseminate information on the fraternity community to all campus and community media sources.

F. Keep the media informed on upcoming events or potential news.

G. Establish a positive working relationship with external constituents.

H. Assist in the development of various IFC publications and outreach programs.

I. Provide advice and support to Member Fraternity community service/philanthropy officers.

IFC Community Relations Committee

The IFC Community Relations Committee shall assist the IFC Vice President of Community Relations in the development and implementation of activities, programs, and resources that promote the fraternity community and the encouragement of Member Fraternity involvement in service and philanthropic endeavors that enhance the reputation of the fraternity community.

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Key Relationships

- **Campus Administration:** IFC Advisor, Student Activities Office, Community Service Office, Public Relations and Marketing Office
- **Fraternity Community:** Member Fraternity Community Service Chairs, Philanthropy Chairs, Public Relations Chairs
- **Campus Community:** Community Service Organizations, Alternative Spring Break, Up `til Dawn, Philanthropic Programs
- **Local Community:** Community Service Sites and Philanthropic Charities
- **NIC Staff:** Coordinator of IFC Services

Resources & Programs

IFC Resource Manual, IFC Vice President of Community Relations Guide, Model IFC Constitution and Bylaws, IFC Officer Webinars, IFC Academy

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Establishing an Interfraternity Council

At any host institution where two or more NIC Member Fraternities have established undergraduate chapters, an Interfraternity Council shall be established which will be chartered by the NIC.

An IFC will be composed of all undergraduate chapters of NIC Member Fraternities present at a host institution. An undergraduate chapter from a non-NIC Member Fraternity may associate with the IFC pursuant to its agreement to abide by NIC Standards and other generally accepted industry policies established by the NIC.

Step-by-Step Process

1. Contact the NIC Director of Student Affairs with your intent to form an Interfraternity Council.
2. A meeting should be called with the chapter presidents of each fraternity chapter on campus to discuss the steps, process, and desire to form an IFC and review NIC policies, best practices, and standards.
3. Each inter/national organization with a fraternity chapter on the campus will be notified by the NIC of the intent to form an IFC.
4. Each fraternity chapter should select an IFC Representative who will serve on an IFC Formation Committee to draft the IFC Constitution and Bylaws utilizing the NIC's Model IFC Constitution and Bylaws.
5. Upon adoption of the IFC's governance documents by the fraternity chapters, and submission for review by the NIC, the IFC will elect officers in accordance with the IFC Constitution and Bylaws and notify the NIC of those officers.
6. The IFC charter will be sent from the NIC to the IFC President after prompt payment of Annual IFC Chartering Fees.
7. A NIC Coordinator of IFC Services will contact the IFC President to assist with officer training, general operations, and goal setting.

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APPENDIX A

NIC Position Statement on the Benefits of Fraternity Membership

College!

The opportunities that are in front of you are endless. The friends, the networking, the experiences, and the challenges make the college experience unlike any other in your life. You have some unanswered questions going through your mind whether you're a first year student, a continuing student, or a transfer student:

- Will I fit in and make friends?
- How can I succeed academically?
- Will I get lost in the crowd and become just another number?
- Will I be able to get involved on campus and better my leadership skills?
- How can I get a good job when I graduate?
- Where can I find other people who like to do the same things that I do?

These concerns are very common. Everyone likes to belong…to feel a part of something. Fraternity offer the chance to meet others who share your interest and values…natural friends.

Fraternities can help you find your niche on campus…be your home away from home…offer resources to help you achieve your academic goals…encourage you to get involved in campus organizations…let you play on that winning intramural team…and give you a group of friends that will cheer you on when you're successful and will support you when the going gets tough.

Fraternity membership asks you to **EXPECT MORE FROM YOUR COLLEGE EXPERIENCE**

Not sure if Fraternity membership is right for you?

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Benefits of Fraternity Membership include

- The joiner will have a supportive group of friends during college…and beyond
- Scholastic resources available to help the joiner achieve academic goals
- Leadership skills development and a chance to practice as a chapter officer or committee member
- Regional and International conferences that will introduce brothers from across the US and Canada
- Encouragement to get involved in other clubs and campus organizations
- Participation in intramural athletic events, Greek week, and Homecoming
- Community service projects that will allow for personal development and a great chance to give back to the campus, civic group, or national philanthropy
- Exposure to career opportunities through interaction with over 5 million fraternity alumni across the globe

Answers to some of the most frequently asked questions:

I want to succeed academically. Will fraternity membership help or hinder my efforts?

Getting good grades in college can be tough. It takes hard work, commitment, and knowing the right resources. In the fraternity, you can use the network of members who already take advantage of campus resources such as the library, computer and math labs, and job placement centers. Most fraternities offer educational workshops on study skills, time management, stress management, study hall/hours, in-house tutors, and award and incentive programs to help you achieve academic success. You are responsible for your own success but fraternity membership can help you reach your academic goals.

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I heard fraternities emphasize leadership. What opportunities will I have?

In fraternities, you're in charge. Everyone is a leader, whether you're an officer or committee member, you'll find everyone working together for common goals. You'll learn how to manage a budget, run a meeting, speak in public, and motivate others…skills that will help you throughout your life. It takes more than just a degree to get that great job!

What about Hazing?

Hazing is absolutely forbidden. You do NOT have to prove yourself. Each fraternity does have expectations of their members and those should be explained to your during recruitment. If they are not, ASK what will be expected of you as a new member.

Does it cost a lot to be a member?

Fraternities are not expensive. Each fraternity is self-supported from dues paid by members. If housing is offered, lodging and meals are very competitive with other housing options.

What about community service?

Whether raising funds for a charity or volunteering your time to help others, you'll see that fraternities are committed so serving others. From volunteering at a local elementary school to blood drives, service is a fun and important part of the fraternity experience.

What type of guy joins a fraternity?

ALL TYPES. While many men join as freshmen, many sophomores, juniors, and transfer students also join. Having members with different backgrounds and experiences is what makes the fraternity a great organization. Each individual gets to share his talents!

How do I join?

Fraternities are always seeing new members. Just like researching, visiting, and choosing a college the same practice will aid you in choosing a fraternity. Each is unique, yet each will be primarily concerned with friendships, scholarship, leadership, and service. Seek out a member of the Greek community on your campus or the student involvement center for more information. Or, contact the NIC at 317-872-1112.

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APPENDIX B

NIC Position Statement on Expansion

Expansion!

For some the word expansion represents optimism, much as the men and women who settled the land that is now this great nation of the United States felt. They saw opportunity and certainly with it came responsibility and accountability. That is the way our country has grown since its founding. With that growth comes progress. Still for others, the word expansion takes on a scary image; a vision associated with the loss of their influence and sharing of power.

Within the fraternity industry there are two primary positions: Expansion is positive because it will give our students more choices, it will bring new influence to a campus fraternal community, and it will provide new leadership. For others, they see expansion as a negative change; additional choices for students may mean a loss of membership and may mean that growth and progress will leave them behind.

The NIC responds to the major expressed concerns.

We aren't ready for another chapter!

The students will decide if a campus is ready for another fraternity chapter. The NIC has confidence in the students deciding if a particular chapter is offering something of value to its members. If it is, then students will join the organization and if it isn't, then its longevity will be minimal.

There are only so many men to go around!

The so-called universe of prospective members is the total number of undergraduate men. Until the number of fraternity men on a campus begins to approach 75% then this is an unfounded worry.

We have to build up the weak chapters before we expand!

Chapters become weakened due to many factors: Poor recruitment techniques, cliques, hazing, lack of enforcement of risk management policies, lack of interest, poor internal leadership, weak mentoring by alumni, financial mismanagement, etc. Students listen to what is being promised during recruitment and if it isn't delivered after they become a member then they become disenchanted and drift away. Membership at that point has lost its value.

The college/university is not responsible for the survival of a chapter. . Some chapters need to close and in some instances the sooner the better. Life support is only advantageous for chapters if there is a clear road to recovery and all parties are heavily invested in the process.

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We don't have the resources to provide to another chapter!

A Greek professional, already overworked and overburdened, may think of another chapter and scream with added frustration. That shouldn't be the response. A new chapter is one more opportunity for developing leadership, the development of lifelong friendships which will result in more invested alumni for the college/university, and additional philanthropic and community service efforts.

We already have plenty of chapters for them to choose between!

A law of nature is that you can't force a friendship. No matter how hard you try, it doesn't work. Americans want to be able to choose what they will wear, what political party they will join, if any, where they will live, where they will work, and especially with whom they will associate. The same holds true for choosing the right fraternity for them.

The university won't recognize them because the IFC won't recognize them and vice-versa!

This circle is unprincipled and intended to protect those who restrain free-trade and protect their perceived turf. Any group of men, obeying the applicable laws and following the regulations required of any student organization, should be recognized by a college/university, whether public or private.

In Conclusion

Each fraternity chapter can be considered a small business whose products should be the development of lifelong friendships, the development of leadership qualities and experience, the achievement of high academic accomplishments, and the development of philanthropic and community service activities. For those chapters who fulfill those promises, business will be good, but for those who fall short, bankruptcy and foreclosure await. We owe it to the students to continue to provide them an opportunity to choose. Expansion creates competition and through competition will come growth and progress.

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APPENDIX C

NIC Position Statement on Recruitment

In the 1800's the word "rush" described the various activities used by fraternity men to entice freshmen to join their chapters. Today the word "recruitment" is more accurate in describing a carefully crafted plan of action by the more successful chapters in communicating the benefits of fraternity membership to potential new members. Recruitment is a deliberate process that should involve every member of the chapter with an emphasis on traditional fraternity values.

There are common terms requiring a universal understanding:

Continuous Recruitment/24-7 – recruitment is a constant process that happens every day, regardless of the time of year and regardless of whether or not school is in session.

Rationale: friendships are developed continuously; therefore recruitment is a continuous process of the establishment of mutual friendships.

NIC Position: support

Summer Recruitment – coordinated either by an IFC or individual chapter and occurs when the campus is not in session. Events can take place on the campus, in a chapter house, or at another designated location.

Rationale: Recruiting practices that bring chapter members to the potential new member are ideal for building individual friendships. Summer recruitment can and should involve the potential new members parents as well.

NIC Position: support

Delayed Recruitment – a coordinated recruitment process conducted after the beginning of the first academic period, usually between four and eight weeks after the first day of classes.

Rationale: potential new members will be introduced to fraternities after they have had a chance to begin their classes.

NIC Position: although this recruitment period is supported we strongly recommend campuses adopt a continuous recruitment plan in order to allow the potential new member to decide when it is right for him to join.

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Deferred Recruitment – potential new members are required by the campus to wait a certain amount of time or complete a designated number of credits before being allowed to join a fraternity. In many cases, this is second semester, but there are campuses that require sophomore credits.

Rationale: this allows the student(s) to become acclimated to the college setting allowing a less stressful transition from high school.

NIC Position: the NIC does not support deferred recruitment. Independent research shows that membership in a fraternity leads to higher campus retention rates than non-fraternity men and the graduation rate among fraternity men is higher than non-fraternity men.

Formal Recruitment – a designated and coordinated "rush" period, usually organized and handled by the IFC. In most cases, potential new members are required to register for "rush," attend a certain number of "rush" events, and cannot accept a bid until a designated date.

Rationale: the process seems to promote a "fair" approach, allowing all chapters to meet the men going through "rush." This process is easier for a chapter, who waits for the men to come to them.

NIC Position: the NIC supports formal recruitment when used in conjunction with continuous and summer recruitment.

What is each seeking to accomplish?

The continuous and summer recruitment efforts recognize the reality of friendships. There is no set time to make a friend or for mutual interests to begin with an investment of time and dedication to similar goals.

Delayed recruitment is designed to allow the new freshmen to get to know the fraternities before deciding which to join.

Formal rush is a desire of fraternity men to do a minimum amount of work and a university's belief that this type of recruitment is better organized and will result in more men joining.

Deferred recruitment is usually born out of frustration on the part of the college/university administrators in dealing with dysfunctional behavior on the part of some fraternity men and the misplaced belief that this will change a campus culture that is centered on the consumption of alcohol.

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There are several concerns voiced by both Greek professionals and IFC leadership:

Fewer Men Joining - The campus, as well as the individual chapters, have a tendency to measure success in terms of number of men pledged. Number of men pledged/new members is not an accurate measuring tool. Meaningful filters and predictors of future success are high school GPA, membership and leadership position in clubs, membership in National Honor Society, high school sport's participation and involvement in philanthropic and community service projects.

Coaches Restrict Joining - Many team coaches were not a member of a fraternity when an undergraduate. Consequently, they do not relate to what a fraternity is really about, instead listening and believing in the inaccurate stereotype(s). The way to counter this is to have a plan to recruit the scholar-athlete and included in that plan should be meetings with their coach to address their fears. A coach may view fraternity membership as an exercise in fun and games, punctuated by hazing and drinking. Coaching is his livelihood and his family is depending on his contract to either be renewed (extended) or his moving on to a higher paying position. Either way, a winning record leads to success in employment and he wants nothing to interfere.

Fewer Legacies - The person being recruited has a member in his immediate or extended family who was/is in a fraternity. Each inter/national fraternity should capture this data from its alumni annually and disseminate this information to their appropriate chapter for use in recruitment.

Deferred Recruitment - Deferred recruitment can generate, and usually does, strong feelings on each side of a discussion. There is only anecdotal data that non-fraternity men enjoy higher GPA's than non-fraternity men during the semester of their new member period. It should also be noted that there have been no studies conducted since the NIC Standards were enacted in 2004, which includes shortened new member programs.

Deferred recruitment is a broad-brush punitive action applied against all current members and their respective chapters whether or not involved in activities resulting in disciplinary actions against the chapter. It represents a double standard since it does not apply to all student organizations.

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The NIC's position is that on a typical campus:

A. fraternity membership leads to a higher retention rate than the general male undergraduate population, which is in the best interests of a college/university,

B. fraternity membership leads to a higher graduation rate than the general male undergraduate population, which is in the best interests of a college/university,

C. fraternity membership leads to a higher proportion compared to the general male alumni population, of contributions to a college/university educational foundation following graduation, which is in the best interests of a college/university,

D. fraternity membership leads to higher amounts of philanthropic and community service activities than the general male undergraduate population, which bring credit to the college/university,

and furthermore:

1. deferred recruitment is a double standard that does not apply to all student organizations including sports teams that have lower retention rates, lower graduation rates and are involved in actions that result in disciplinary actions such as expulsion from the college/university and incarceration by some individuals,
2. deferred recruitment is a punishment inflicted on all without regard to whether members in a given chapter have done something wrong,
3. deferred recruitment does not change an alcohol based campus culture,
4. deferred recruitment denies a basic human emotion, the establishment of friendships,
5. deferred recruitment denies the research that shows that fraternity membership leads to higher retention rates and higher graduation rates,
6. deferred recruitment does not accomplish anything other than deny a person a basic right guaranteed by the United States Constitution in the Bill of Rights…the right to mutual association.

In conclusion:

The NIC's member fraternities are sympathetic to the concerns of colleges and universities in dealing with the multiple challenges associated with alcohol and its relationship to dysfunctional behavior. We are also dedicated to high academic achievement. We favor cooperative/partnering actions that will lead to positive change in a campus' culture. Deferred recruitment is not such an action.

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APPENDIX D

NIC Position Statement on the Role of IFC

The evolution of the campus interfraternal council has been one that has taken various shapes at individual institutions. The NIC seeks to give thought and feedback on what we believe is the primary role of the representative body of fraternity men on a campus while understanding that there are multiple models for effective Interfraternity Councils.

The role of the IFC mirrors, in many ways, the role of the NIC toward its member fraternities. Where the NIC seeks to advocate through collaboration and education on an international level the IFC must act as the voice of the fraternity movement on the individual campus.

Advocates – The IFC constitutes the representative body of student leaders working on behalf of all member fraternities. The IFC must show a commitment to advocating for the fraternity movement and for each member within the campus community.

> **Rationale**: The IFC is the only student organization on campus that has as its members the several chapters of men's fraternities. The IFC should take necessary steps to ensure chapter compliance with national and international policies, the IFC constitution and bylaws, and work towards full implementation of the NIC Standards

Collaboration – In order to create the most positive environment for fraternity growth the IFC must take advantage of partnerships and forge alliances on campus. While other Greek umbrella groups are natural allies, the administrative partnerships can ultimately be the most valuable for the Council.

> **Rationale**: Natural partners could include the Panhellenic Council, NPHC, NALFO, multi-cultural Greek council, etc. The IFC must take the time to cultivate and maintain these relationships and work toward community planning for the Greek system on the individual campus.
>
> It is also important for the IFC to maintain close relationships with the fraternity / sorority life office, residence life, new student orientation, the office of admissions, the office of the vice president of student affairs, and the college or university president. These relationships are important to establish the IFC as the primary advocacy group on campus and to ensure timely communication and effective partnerships.

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Education - The NIC believes that the council should realize the potential they have to educate member chapters about the NIC Standards, risk management guidelines, institutional policies, and local law. These continuing education opportunities, and the distribution of best-practices among council members, should be a benefit to membership in the IFC

Rationale: While programming opportunities are important, the role of the IFC as an educator must be seen as more than just a programming board. When new issues face the fraternity community on campus the IFC must be on the forefront of being able to accurately represent their member organization and ensure that information is being distributed. Additionally, when issues arise that affect the ability of fraternities to operate successfully (poor academic performance, hazing, alcohol abuse) the IFC should consider educational means to address these issues and work towards their mitigation.

Marketing – The IFC is the chief marketer of the fraternity experience on campus. Efforts to promote joining and to show the value of the fraternity experience are critical to providing a benefit to membership in the council. Additional marketing resources can be found at www.fraternityinfo.com.

NIC Standards – The campus IFC should partner with inter/national fraternities in implementing the NIC Standards. In 2004 the NIC House of Delegates passed a set of minimum requirements for all member organizations and all those institutions which host NIC member fraternities. The standards for campuses fall to the IFC to help implement and enforce. Below are several of the standards that regularly affect IFC's. The NIC Standards can be found in their entirety at www.nicindy.org or www.nicstandards.com.

Expansion – Open expansion policies should be regularly communicated and enforced by the IFC. NIC member chapters are expected to support other fraternities in their efforts to grow the number of fraternity men on campus.

Recruitment – Open recruitment policies are important to maintain a values-based fraternity experience on campus. The IFC should work through marketing efforts to promote the fraternity experience and ensure that there are no restrictive policies in place that are barriers to the joining process.

Data Collection – The IFC should regularly collect data related to the fraternity experience on campus. Men pledged, initiated, and their retention, as well as comparative data between fraternity men and non-fraternity men related to graduate rates, retention percentage, and hiring after graduation are all important statistics to be able to effectively communicate the value of fraternity membership to non-members to assist IFC members in their own efforts to improve.

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APPENDIX E

Joint Resolution of the Association of Fraternity Advisors and the North-American Interfraternity Conference Regarding Rush Restrictions as a Disciplinary Sanction

[Adopted December 8, 1987] [Re-affirmed December 4, 1999]

Whereas, general fraternities and host institutions believe in a shared set of principles as outlined in the rituals of general fraternities and mission statements of colleges/universities; and

Whereas, host institutions and general fraternities agree on the need for adherence to these high standards of ethical behavior and accountability for their violation; and

Whereas, institutional codes of student conduct, Interfraternity Council/ judicial board policies, and general fraternity conduct codes should insure due process and contain specific written provisions for the use of educational and developmental sanctions, as well as those which are punitive in nature; and

Whereas, sanctions which are educational and developmental will enable undergraduate chapter leaders, college/university officials, and general fraternity personnel to address cases of inappropriate behavior, redirect organizational attitudes, and ensure long-range stability; now, therefore, be it

Resolved by the Association of Fraternity Advisors and the North-American Interfraternity Conference:

1. Communication and cooperation between general fraternities and host institutions are essential if each is to fulfill its goal of holistic education and personal development of students.
2. In matters of chapter discipline, host institutions and general fraternities should work together in an integrated approach that considers recent chapter history, chapter self-disciplinary procedures and sanctions, and human development. Where possible and appropriate, educational, developmental, and punitive sanctions should be jointly agreed upon and jointly imposed.
3. Restrictions on rush when used for disciplinary purposes are neither educational nor developmental and therefore are not an acceptable sanction for men's fraternities.

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APPENDIX F

IFC Strategic Consultation

An IFC Strategic Consultation is a way to help elevate an Interfraternity Council through a strategic planning, training, and assessment. Consultations are flexible, on-site programs that bring together the multiple stakeholders of a campus fraternity community to address key issues and roadblocks facing an IFC and its fraternity community. Consultations help IFCs reach their full potential, meet the needs of its member fraternities, and ensure compliance with NIC Standards through hands-on training and strategic planning.

IFCs and campuses may request the services of the NIC, whose responsibility is to provide an expert, independent review of the current state of the IFC and provide specific training and resources to IFC officers regarding key issues and roadblocks.

After the NIC Director of Student Affairs completes a one- or two-day on-campus consultation, a written report focused on strengths, limitations, threats, and NIC Standards compliance is provided to the IFC and host institution.

Timeline

1. IFC/Campus requests an IFC Strategic Consultation and identifies possible dates for on-campus visit, potential focus areas, and training topics.
2. IFC Strategic Consultation Contract is sent to IFC/Campus.
3. IFC/Campus schedules all stakeholder interviews (2 weeks prior to visit).
4. IFC/Campus submits requested pre-visit data to NIC Director of Student Affairs (2 weeks prior to visit).
5. Logistics of on-campus visit are finalized (1 week prior to visit).
6. On-campus consultation occurs.
7. Written report is submitted to IFC/Campus (2 weeks following visit).
8. Follow-up with IFC/campus, as needed.

Cost

The cost of an IFC Strategic Consultation depends on length and scope of the consultation, but typically ranges from $1200-1500 (inclusive of travel and expenses).

Questions? Interested in hosting a consultation?
Contact Jameson Root at 317-872-1112, or root@nicindy.org.

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APPENDIX G

IFC Academy

IFC Academy is an NIC program designed to provide hands-on training and tools to help ensure the success of Interfraternity Councils and individual council officers. IFC Academy is a one day program that helps councils and council officers refocus their commitment and re-engage their council. At IFC Academy, participants benefit from the knowledge and experience of NIC staff and other industry leaders on how they can be a values-based, high functioning governing council that is ensuring community accountability while advocating for the needs of fraternity life on their campus.

Outcomes of IFC Academy include:

- A **renewed passion** for engaging and enhancing the fraternity community.
- Tangible **benchmarks** to measure organizational success.
- **Tools to assess** how councils should respond to the needs of its chapters.
- A process to implement the **NIC Standards** on your campus.
- An emboldened sense of ensuring community **accountability.**

Time & Location

The timing of the Academy is designed to reach the most people at the beginning of their terms. Our research indicates that 65% of councils elect officers in the fall term. The NIC has historically held IFC Academy in late January, based on feedback from past graduates. These past graduates say the timing allows the council to return to campus and have enough time to start the conversations and implement changes.

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IFC Academy 2013 will be held **January 26, 2013** at the Sheraton Indianapolis City Centre Hotel. Reserve your rooms by January 15, 2013 for the discounted rate.

Indianapolis is easily accessed for campuses close enough to drive in and is served by a terrific, reasonably priced International Airport. Indianapolis will allow us to use the resources of the many Inter/National Headquarters and staff that are located here. We intend to include executive directors and industry leaders in our programming. This may be the first time that many of the officers have the opportunity to visit their headquarters and talk with the staff. Councils could arrange to visit headquarters on either Friday or Sunday.

The **Sheraton Indianapolis City Centre Hotel** has been selected to be our host hotel. The rate for the hotel rooms will be $99/night.

While councils are at the Academy, your attention and focus will be fully on the important issues facing your community. However, the downtown location offers you the opportunity to explore within walking distance of the hotel some of the unique characteristics of our great city, such as the NCAA Hall of Champions, Circle Center , and other cultural outlets.

Professional Setting & Background

The IFC Academy curriculum is designed by professional staff from the NIC and is communicated through fraternity executives, former inter/national presidents, attorneys, and other leaders in the fraternal world. Dress for the Academy will be professional. In addition, during the Academy, participants are expected to fully participate in all aspects and remain substance free. The programs will be facilitated by NIC professional staff and volunteers, attorneys, fraternity executives, and campus professionals.

Cost

The registration fee for IFC Academy is $150 per participant. This fee covers meals and all materials on the day of Academy. Each institution is responsible for the travel and lodging expenses of their participants.

Questions? Interested in attending IFC Academy?
Contact Jameson Root at 317-872-1112, or root@nicindy.org

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APPENDIX H

NIC Educational Programming

The NIC has placed a high priority on educational programming for members of fraternal organizations. The NIC's values-based leadership programming has reached tens of thousands of undergraduates over the years and helped to create better chapter and community leaders. Specifically, the NIC hosts the Undergraduate Interfraternity Institute which provides students with the awareness, motivation, and skills necessary to elevate their chapter, council, and community; the IMPACT institute that provides fraternity/sorority leaders the opportunity to elevate and lead their communities forward; and the Jon Williamson Futures Quest which asks new fraternity men what it means to be a fraternity man and provides them with the skills necessary to be an ethical, values driven leader within their organization and community.

Undergraduate Interfraternity Institute

The Undergraduate Interfraternity Institute (UIFI) is a five-day leadership institute that provides students with the context and skills necessary to positively influence their chapter, council and fraternity / sorority community. It is the premier interfraternal leadership experience for undergraduate fraternity and sorority leaders. Specifically, UIFI offers participants the opportunity to explore, define, and enhance their leadership skills, personal awareness, and commitment to their fraternity or sorority, while growing to expect values-based action from themselves and those they lead. During each day of the curriculum, there is an increasing level of focus on understanding of self as well as developing that personal commitment to values based action. Participants will leave UIFI with a plan of action that will propel them forward as they work to elevate their organization and community.

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The Jon Williamson Futures Quest



The Jon Williamson Futures Quest provides leadership training to men who have joined a fraternity in the last year. At Futures Quest, participants will learn new skills related to ethical decision making and problem solving, conflict management, values integration, and effectively taking risks. All of this is then correlated to the pivotal role that fraternal values play in both effective leadership and being a fraternity man. Through Futures Quest we strive to answer the question of what does it mean to lead a fraternity and then provide the skills necessary to make that vision a reality. Futures Quest is a unique program in that it creates a proactive approach to leadership development and a student's journey as a fraternity man. At Futures Quest, we are not focused on solving the problems of a student's chapter, but rather proactively providing participants with the skills necessary to predict, diagnose, and address the challenges that do arise.

IMPACT

IMPACT
A Program of the North-American Interfraternity Conference

The purpose of IMPACT is to enable fraternity and sorority communities to address their current reality and assist students in developing the skills necessary to confront their challenges and positively elevate their community. IMPACT is designed to foster improved relationships among campus leaders through an intensive, interactive two and one half day program. The IMPACT curriculum emphasizes problem solving, leadership development, values-based decision making, effective communication, and community development. Through the IMPACT institute and curriculum, participants discuss the practices of leadership, the real challenges that face their community and interfraternal experience, confrontation skills, and creating a positive vision that inspires and enables others. From that point, participants begin to apply those focus areas to the development of a community that is grounded in the shared values of the fraternal experience and as a result creates a culture of leadership and values congruence.

Questions? Interested in participating in a NIC educational program? Contact Will Foran at 317-872-1112, or foran@nicindy.org

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APPENDIX I

NIC Awards of Distinction



The NIC Awards of Distinction are another way the NIC seeks to advocate for the fraternity experience, collaborate with both internal and external stakeholders, and educate others about the positive achievements of fraternity men, chapters, and councils across North America. In our role as a trade association it is important that we promote the fraternity movement, highlight best practices, and share the impact of fraternity men across the industry.

Those chapters and individuals who have been recognized by their campus peers and especially by their inter/national organizations are examples of nominees we hope of recognize with the NIC Award of Distinction.

The NIC Awards of Distinction will be awarded at the NIC Annual Meeting in four categories:

The **Undergraduate Award of Distinction** seeks to recognize the fraternity man who has found in his experience an outlet for developing as both a leader and a better man. The recipient(s) will strive to embody the values of his fraternity and will expect the same from those with whom he associates.

The **Chapter Award of Distinction** recognizes the undergraduate chapter which is highly functioning, in compliance with NIC Standards, seeks to educate others about the benefits of a values based fraternity experience, and works to maintain a healthy relationship with their inter/national organization.

The **Alumni Award of Distinction** recognizes the fraternity man who has given specifically of his time, talents, and service to the betterment of the fraternity. The service can be given at the local, regional, or national level.

The **Council Award of Distinction** is given to the Interfraternity Council which operates in full compliance with NIC Standards and works to maintain an environment on their respective campus which is conducive to the success of member chapters.

In order to submit a nomination for one of the NIC Awards of Distinction, please send all materials supporting the candidate(s) and a letter endorsing the nomination from the inter/national organization to the NIC. This process is purposefully open to allow for any materials that the nominator believes highlight the efforts of the nominee.

Please visit the NIC website for more information, including nomination forms, deadlines, past winners, and updates.

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APPENDIX J

Coalition Assessment Project

FRATERNITY & SORORITY COALITION
ASSESSMENT PROJECT

The purpose of the Fraternity & Sorority Coalition Assessment Project is to objectively assess and communicate the overall health of a fraternity and sorority community, in order to advance the fraternal movement within colleges and universities across North America.

The Project is uniquely positioned in the assessment market through the structure and expertise of the Coalition: the North-American Interfraternity Conference, Inc., the National Panhellenic Conference, Inc., the Association of Fraternity/Sorority Advisors, the National Pan-Hellenic Council, Inc., and the National Association of Latino Fraternal Organizations, Inc.

Institutions may request the services of a Coalition Assessment Team, whose responsibility is to provide an expert, independent review of the current state of the fraternity/sorority community. Teams are uniquely tailored to the make-up and needs of the host institution. After a one-to-two-day on-campus visit is completed, the team will prepare for the host institution a report that focuses on strengths, limitations, and recommendations (including best practices) in these five areas:

- Developing positive interpersonal relationships;
- Advancing leadership development;
- Strengthening social IQ, citizenship, and/or service learning;
- Assessing graduation rates of members and advancing academic interest;
- Effective campus interface to and support of the fraternity/sorority community.

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TIMELINE

1. Institution requests an assessment and identifies possible dates for on-campus visit.
2. Letter of Agreement is sent to institution. Institution appoints Blue Ribbon Committee to serve as support for staff and community during and after the assessment (6-8 weeks prior to visit).
3. Team is coordinated, tailored to the make-up and needs of the fraternity/sorority community.
4. Campus submits requested pre-visit data to Coalition (2 weeks prior to visit)
5. Logistics of on-campus visit are finalized (3 days prior to visit).
6. On-campus Coalition Assessment occurs. Team confers and writes final report.
7. Report edited by Coalition Director and campus contact. Final report received by campus (within 6-10 weeks after visit). Team Lead returns to campus to present report to stakeholders (optional).
8. Follow-up with campus by Coalition Director at 3, 6, and 12-months post-visit.

COST

The cost of an assessment depends on the size of the fraternity/sorority community. Campuses are encouraged to seek funding from the President or Vice President for Student Affairs, not from students.

• 12 or fewer chapters: $4,000 fee plus team expenses (travel, lodging, meals)

• 13-30 chapters: $6,000 fee plus team expenses

• 31 or more chapters: $8,000 fee plus team expenses

Questions? Interested in hosting a visit?
Contact Kristin Fouts at 317-876-4691, or assessment@nicindy.org

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APPENDIX K

NIC Staff

Contact the NIC for all your resource and educational needs, campus and community development issues, and NIC Standards implementation.

Pete Smithhisler | President & CEO
Contact Pete for support related to member fraternities, governmental affairs, freedom of association issues, and university relations issues. pete@nicindy.org

Jameson Root | Director of Student Affairs
Contact Jameson for information and support regarding IFC Affiliation, IFC Academy, IFC Consultations, Grade Reporting, recruitment and expansion, and the NIC Awards of Distinction. root@nicindy.org

Tim Mousseau | Coordinator of IFC Services
Contact Tim for information and support regarding IFC operations, IFC officer training and transitioning, and IFC resources and best practices. tim@nicindy.org

Matt Welch | Coordinator of IFC Services
Contact Matt for information and support regarding IFC operations, IFC officer training and transitioning, and IFC resources and best practices. matt@nicindy.org

Wade Lowhorn | Director of University Relations & Public Policy
Contact Wade with questions and concerns regarding IFC policies, campus relationship statements, government relations, insurance, and NIC Standards compliance. wade@nicindy.org

Will Foran | Vice President of Education
Contact Will for support related to educational programming, IMPACT, Futures Quest, the Undergraduate Interfraternity Institute (UIFI), Alumni Academy, and
other leadership development matters. foran@nicindy.org

Andy Huston | Director of Member Services
Contact Andy with questions regarding online initiatives, campus resources,
NIC business meetings, and Associate Membership. andy@nicindy.org

Kristin Fouts | Director of the Fraternity/Sorority Coalition Assessment Project
Contact Kristin with questions regarding the Coalition Assessment Project. kristin@nicindy.org

Shelley Meltzer | Office Manager
Contact Shelley with general NIC questions, IFC resources and jewelry, and IFC fees payments. admin@nicindy.org

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Recognition Pins



NIC Member Pin



IFC Rep Pin



IFC Officer Pin



IFC President Pin

Details & additional information at nicindy.org

North-American Interfraternity Conference

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