



MANUAL OF INFORMATION  
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Above any other document or manual, the National Panhellenic Conference (NPC) Manual of Information is the primary resource for College and Alumnae Panhellenic Associations.

This section introduces NPC, its philosophy and spirit and the member organizations that comprise it. The section concludes with an overview of agreements, policies and practices that govern NPC activities.

Note #1: NPC member organizations are formally named fraternities, sororities or societies. The name choice is unrelated to the organization's character as women's-only. Except when referring to a specific member organization's formal name, NPC typically refers to all member organizations as sororities.

Note #2: In 2022, NPC adopted "chair" for leadership positions. Historical references may still use "chairman" if that was the term used then.

## The National Panhellenic Conference

NPC is an organization composed of 26 inter/national Greek-letter women's-only sororities. Each member organization is an autonomous social group consisting of women who are college and university undergraduates and alumnae.

### Member Organizations (A-Z)

Alpha Chi Omega Fraternity ΑΧΩ

Alpha Delta Pi Sorority ΑΔΠ

Alpha Epsilon Phi Sorority ΑΕΦ

Alpha Gamma Delta Fraternity ΑΓΔ

Alpha Omicron Pi Fraternity ΑΟΠ

Alpha Phi Fraternity ΑΦ

Alpha Sigma Alpha Sorority ΑΣΑ

Alpha Sigma Tau Sorority ΑΣΤ

Alpha Xi Delta Fraternity ΑΞΔ

Chi Omega Fraternity ΧΩ

Delta Delta Delta Fraternity ΔΔΔ

Delta Gamma Fraternity ΔΓ

Delta Phi Epsilon Sorority ΔΦΕ

Delta Zeta Sorority ΔΖ

Gamma Phi Beta Sorority ΓΦΒ

Kappa Alpha Theta Fraternity ΚΑΘ

Kappa Delta Sorority ΚΔ

Kappa Kappa Gamma Fraternity ΚΚΓ

Phi Mu Fraternity ΦΜ

Phi Sigma Sigma Fraternity ΦΣΣ

Pi Beta Phi Fraternity ΠΒΦ

Sigma Delta Tau Sorority ΣΔΤ

Sigma Kappa Sorority ΣΚ

Sigma Sigma Sigma Sorority ΣΣΣ

Theta Phi Alpha Fraternity ΘΦΑ

Zeta Tau Alpha Fraternity ΖΤΑ

You can learn more about each member organization and its history by visiting

<https://npcwomen.org/about/our-member-organizations/>.

### NPC Mission

The National Panhellenic Conference champions the collective interests of our member organizations and preserves the women's-only sorority experience.

### NPC Vision

To foster thriving sorority communities.

### NPC Values\*

**Belonging:** We create opportunities to build supportive communities and positive relationships among our members.

**Collaboration:** We convene stakeholders and work together to achieve common goals.

**Relevance:** We adapt to trends influencing our industry to ensure our efforts positively impact the growth and sustainability of women's-only sororities.

**Respect:** We conduct our work with integrity, cultivate trust through open communication and acknowledge our stakeholders' varied perspectives.

*\*values are listed in alphabetical order*

*Adopted August 2024.*



## Functions of NPC

On July 1, 2019, NPC implemented a new governance and organizational structure. The structure includes a seven-member Board of Directors composed of five directors elected by the Council of Delegates and two directors appointed by their member organization (on a rotational basis). The NPC chair is elected by the Council of Delegates from the seven board members.

The Board of Directors leads NPC and has the authority and responsibility for overseeing its affairs. They establish corporate policy, set the strategic direction, oversee and secure resources and monitor organizational performance.

The Council of Delegates consists of one representative from each NPC member organization and has primary responsibility for Conference membership and Panhellenic policies. Each delegate is empowered to act and vote on behalf of her member organization. The NPC staff is responsible for the day-to-day management of the Corporation and works alongside the organization's volunteers.

## Authority of NPC

The NPC is a conference body that adopts policies, including the Unanimous Agreements, to govern its own internal operation. For a policy to become a Unanimous Agreement, each delegate on the Council of Delegates must vote in the affirmative.

All NPC member organizations must follow the Unanimous Agreements until they are amended or rescinded. Alumnae and College Panhellenics are also required to follow the Unanimous Agreements. NPC cannot breach in any way the rights and powers of the member organizations except as provided in the Unanimous Agreements.

NPC formulates policies on matters of mutual interest and concern and studies changing educational outlooks. Through peer group meetings and large group discussions at the NPC Annual Conference, NPC contributes to interfraternal understanding and friendship.

NPC collects annual dues from its member organizations, College Panhellenics and Alumnae Panhellenics. NPC also assesses an undergraduate per capita fee that is to be collected by each member organization on behalf of its initiated members and paid to NPC.

## Leadership

In 1910, the organization defined the officer-rotation plan, based on the date of admission to NPC, which remained in effect until 2019. The following year, it authorized the composition of the NPC Executive Committee: a president (i.e., chairman), secretary and treasurer for almost 100 years.

In 2012, the composition of the NPC Executive Committee expanded, and the officers of NPC (chairman and vice chairman) were considered members of the delegate body. They served in an established order of sorority rotation—first as vice chairman, then as chairman—and each position was a two-year term. The Advocacy chairman, Panhellenics chairman and Finance chairman were appointed by the NPC chairman and approved by the Board of Directors. These five officers served as members of the Executive Committee with voting privileges.

In October 2018, the NPC Board of Directors voted to change the organization's governance and organizational structure, effective July 1, 2019.

### Meetings

NPC met annually until 1914, when it voted to hold biennial sessions beginning in 1915. While some interim sessions had been held before 1971, a provision in the constitution was made at that time for the necessary sessions. NPC voted in 1993 to have an interim session in even-numbered years. In 2008, NPC voted to change the terminology of biennial and interim sessions to annual meetings. In 2018, NPC voted to move to an Annual Membership Meeting and add the NPC Annual Conference, beginning with the 2019-20 fiscal year.

### Requirements for Membership

A women's sorority must have been established in its inter/national character for at least 13 years. All of its collegiate chapters must be established in senior colleges and universities authorized to confer bachelor degrees and recognized by the appropriate regional association of colleges and universities. It must also have at least 14 chapters that have been established for a minimum of two years.

### Order of Rotation

<b>Member Organization Name</b>	<b>NPC Entrance Date</b>	<b>Next Rotation Years</b>
Pi Beta Phi	1902	2033-35
Kappa Alpha Theta	1902	2033-35
Kappa Kappa Gamma	1902	2035-37
Alpha Phi	1902	2035-37
Delta Gamma	1902	2037-39
Gamma Phi Beta	1902	2037-39
Alpha Chi Omega	1903	2039-41
Delta Delta Delta	1902	2039-41
Alpha Xi Delta	1904	2041-43
Chi Omega	1903	2041-43
Sigma Kappa	1905	2043-45
Alpha Omicron Pi	1905	2043-45
Zeta Tau Alpha*	1909	2045-47
Alpha Gamma Delta*	1909	2045-47
Alpha Delta Pi	1909	2047-49

Delta Zeta	1910	2047-49
Phi Mu	1911	2049-51
Kappa Delta	1912	2049-51
Sigma Sigma Sigma	1951	2025-27
Alpha Sigma Tau	1951	2025-27
Alpha Sigma Alpha	1951	2027-29
Alpha Epsilon Phi	1951	2027-29
Theta Phi Alpha	1951	2029-31
Phi Sigma Sigma	1951	2029-31
Delta Phi Epsilon	1951	2031-33
Sigma Delta Tau	1951	2031-33

\*The beginning of rotation under the governance structure was enacted in July 2019.

### History of NPC

NPC evolved gradually through a cooperative spirit among women's fraternities (sororities). As early as 1891, Kappa Kappa Gamma invited all Greek-letter women's collegiate fraternities (sororities) — seven at the time — to a meeting in Boston on April 16 and 17. The groups discussed interfraternity courtesy, jewelry, stationery and journalism. A second meeting was planned for 1893 at the Chicago World's Fair, and although some representatives were there, no records of the session exist.

Early histories of women's fraternities (sororities) contain accounts of "rushing and pledging agreements" or "compacts" among fraternities (sororities) on various campuses and many stories of cooperation and mutual assistance. However, no actual Panhellenic organization existed, and no uniform practices were observed. By 1902, it was obvious some standards were needed; therefore, Alpha Phi invited Pi Beta Phi, Kappa Alpha Theta, Kappa Kappa Gamma, Delta Gamma, Gamma Phi Beta, Delta Delta Delta, Alpha Chi Omega and Chi Omega to a conference in Chicago on May 24. Although Alpha Chi Omega and Chi Omega could not send delegates to this meeting, the session resulted in the organization of the first interfraternity association and the first intergroup organization on college campuses. (The North American Interfraternity Conference (NIC) for men's fraternities was organized in 1909.)

This meeting and the next few resulted in several mutual agreements, especially regarding pledging. Up to this time, no guidelines had been set. Women could be pledged to organizations before enrolling in college and even belong to more than one organization.

First called the Interfraternity Conference, the organization has been variously named and renamed the Inter-Sorority Conference (until 1908), the National Panhellenic Conference (until 1911), the National Panhellenic

Congress (until 1917), the National Panhellenic Conference (until 1921), the National Panhellenic Congress (until 1945) and finally, the National Panhellenic Conference.

The name change is significant to the NPC philosophy because the organization is a conference, not a congress. Other than the basic Unanimous Agreements that all organizations have voted to observe, NPC confines itself to policies and best practices and acts as a court of final appeal in any College Panhellenic difficulty. One of its greatest services is providing NPC College Panhellenic area advisors for College Panhellenics and NPC Alumnae Panhellenic area coordinators for Alumnae Panhellenics. In 1988, the 26 member organizations affirmed that NPC continues to operate as a conference.

That meant each NPC member organization was equally represented by a delegate and up to three alternate delegates. Each member organization was allowed one vote cast by the delegate. The delegate also served as an NPC Board of Directors member and was the liaison between her sorority and the other NPC organizations. The delegate body met biannually in person to conduct business. The delegates functioned year-round as members of NPC committees. This model was in effect until 2019.

For a complete history of NPC, please view the resource [“Adventure in Friendship”](#) on the NPC website.

### The Panhellenic Creed

*We, as Undergraduate Members of women's fraternities, stand for good scholarship, for guarding of good health, for maintenance of fine standards, and for serving, to the best of our ability, our college community. Cooperation for furthering fraternity life, in harmony with its best possibilities, is the ideal that shall guide our fraternity activities.*

*We, as Fraternity Women, stand for service through the development of character inspired by the close contact and deep friendship of individual fraternity and Panhellenic life. The opportunity for wide and wise human service, through mutual respect and helpfulness, is the tenet by which we strive to live.*

### NPC Insignia

In the NPC insignia (i.e., the coat of arms):

The shield is a protective influence for our entire membership.

A lamp denotes leadership, scholarship and enlightenment.

The laurel wreath signifies victory or achievement of ideals.

While the sword piercing the wreath indicates willingness to fight for ideals, it symbolizes, too, penalty of obligation, also bravery, achievement and discipline.

The mantling surrounding the shield is the protecting cloak that education gives us and is the protective influence of the organization.



Thus there in the mantle is inscribed the name of the NPC.

*(Adopted at the 1957 Biennial Session)*

### Registered Trademarks

NPC is the exclusive owner of its trademarks. To safeguard the appropriate use of our federally registered trademarks and guarantee quality products, NPC is one of many organizations that has a trademark licensing agreement with Affinity Consultants. All commercial use of NPC's trademarks must be administered through a license agreement with NPC.

We encourage NPC members to support our organization and buy exclusively from officially licensed NPC vendors. All official vendors are screened for high-quality products and good customer service.

- To shop for official NPC products, visit the [NPC store](http://npcstore.org). (npcstore.org) or view our entire list of licensed vendors at [greeklicensing.com](http://greeklicensing.com). Here, you can access a national network of vendors and request multiple quotes for your custom order needs.
- If you are shopping for products, look for the "Affinity Licensed Product" logo (pictured right).
- If you are a dues-paid College Panhellenic and would like to use the coat of arms on your website, letterhead or other printed materials, please contact the [NPC office](#).



### NPC Logos and Brand

The visual identity of NPC is more than just a logo. While it's the most easily identifiable thing about our brand, a visual identity requires a more holistic approach. It's an entire graphic experience that resonates with NPC. When done well, our visual identity helps convey our mission, vision and values to everyone involved.



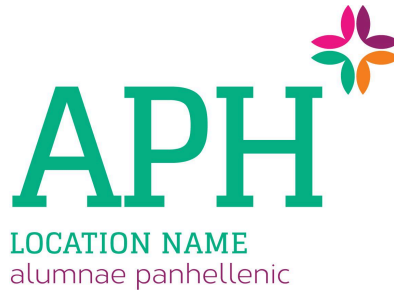
The current NPC logo and brand elements, introduced at the 2017 NPC annual meeting, showcase a new, fresh design that pays homage to the past.

The NPC logo consists of two elements: the wordmark and the logomark. The logo incorporates NPC's Greek-influenced laurel leaf and familiar Kelly green and adds new colors: plum, rose and pumpkin. Its design symbolizes unity, as the lively colors represent member organizations working together.

To complement the NPC logo, graphics for both Alumnae and College Panhellenics were created. These graphics provide distinctions for these organizations while creating consistency within the NPC brand. The Alumnae and College Panhellenics logos can be customized for the groups using them.

Alumnae and College Panhellenics may download their customized logo files from the NPC website under "Resources."

For more information on NPC branding and logos, please contact the [NPC office](#).





Since 1902, the NPC member organizations have unanimously agreed to follow certain procedures and ethics that ensure their mutual functions' orderly and equitable conduct.

Unanimous Agreements are the principles, procedures and behavioral expectations considered fundamental to ethical and harmonious intersorority life that they bind every NPC member organization. College and Alumnae Panhellenic Associations must operate according to these agreements, and all individual members must abide by them. Also included in the Unanimous Agreements are statements setting forth the rights of sororities as private, voluntary social organizations.

The Unanimous Agreements are adopted by a unanimous vote of the NPC voting body (the Council of Delegates). The delegate's vote is equal to her sorority's pledge that every collegiate and alumna member will abide by and honor the NPC Unanimous Agreements. A five-sixths vote of the Council of Delegates can amend them.

Each College Panhellenic (or Inter-Sorority Council or equivalent organization) and Alumnae Panhellenic must incorporate the NPC Unanimous Agreements into its procedures and operating methods (bylaws, standing rules, membership recruitment rules and other governing documents). Language that contradicts a Unanimous Agreement must be removed immediately; no vote is necessary.

NPC member organizations are formally named fraternities, sororities or societies. However, for the purposes of the Unanimous Agreements, policies and best practices, NPC refers to all member organizations as sororities.

## UNANIMOUS AGREEMENTS

### I. THE PANHELLENIC CREED

We, as Undergraduate Members of women's fraternities, stand for good scholarship, for guarding of good health, for maintenance of fine standards, and for serving, to the best of our ability, our college community. Cooperation for furthering fraternity life, in harmony with its best possibilities, is the ideal that shall guide our fraternity activities.

We, as Fraternity Women, stand for service through the development of character inspired by the close contact and deep friendship of individual fraternity and Panhellenic life. The opportunity for wide and wise human service, through mutual respect and helpfulness, is the tenet by which we strive to live.

### II. JURISDICTION OF PANHELLENIC ASSOCIATIONS

Panhellenic associations are based on democratic principles and are organized to afford cooperation among the women's sororities. All chapters involved in the Panhellenic association, regardless of their membership class, must be women's-only organizations. Panhellenic members must respect and obey the letter and spirit of all NPC Unanimous Agreements. Panhellenic associations' governing documents must conform to all Unanimous Agreements.

#### 1. College Panhellenic Associations

- a. A College Panhellenic Association must be established where two or more NPC sororities have installed undergraduate chapters.
- b. Each installed NPC sorority chapter is a regular member of the College Panhellenic Association. Each chapter has one vote.
- c. A College Panhellenic Association cannot expel a chapter of any NPC sorority from its membership.
- d. An NPC sorority chapter does not have the right to withdraw from its College Panhellenic Association.
- e. The administrative body of a College Panhellenic Association is a College Panhellenic Council. The Council conducts business by holding meetings or taking action by vote.
- f. A College Panhellenic Council must be composed of delegates selected by chapters of NPC sororities and any women's-only non-NPC sorority that is a member of the College Panhellenic Association.
- g. A College Panhellenic Council will take no action that infringes on the sovereignty, rights or privileges of the individual NPC sororities. Infringements include the following:
  - i. Requiring sorority chapters to maintain a specific scholastic grade point average (GPA).
  - ii. Requiring a scholastic GPA as a condition for a chapter's participation in membership recruitment.
  - iii. Requiring a scholastic GPA as a condition for a woman's participation in the membership recruitment process<sup>1</sup> or as a qualification for pledging or initiation.
  - iv. Requiring sorority chapters to maintain a minimum number of members.

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<sup>1</sup> College Panhellenics that wish to highlight the importance of academics by communicating GPA standards for women participating in recruitment must do so through educating potential new members, not through setting a minimum GPA.



- v. Surveying to collect data that reflects a chapter's internal information or requiring documents that are considered confidential material regarding the chapter's internal operations.
    - vi. Lowering a chapter's quota as a sanction.
    - vii. Requiring a chapter's Panhellenic delegate to be a specific chapter officer.
  - h. A College Panhellenic Council cannot include in its governing documents any language that infringes on the sovereignty, rights or privileges of the individual NPC sororities or that contradicts an NPC Unanimous Agreement or NPC policy. Such language must be removed immediately; no vote is necessary.
    - i. A College Panhellenic Council cannot adjudicate college/university policies, as those must be addressed by the institution.
    - ii. Except in routine matters, a College Panhellenic Council and its officers must act only upon a vote of the delegate body after referral to the member sorority chapters.
2. Alumnae Panhellenic Associations
- a. The administrative body of an Alumnae Panhellenic Association is an Alumnae Panhellenic Council.
  - b. Alumnae Panhellenic Councils must be composed of delegates selected by their organized alumnae groups. Delegate appointments are made according to the individual sorority's policy and are a basic right on which Alumnae Panhellenics may not infringe. When there is no alumnae group as determined by the member organization, an individual in good standing may represent her sorority on the council.
  - c. One vote must be granted to each NPC member sorority represented in the Alumnae Panhellenic Association.
  - d. An Alumnae Panhellenic Association cannot deny membership to any NPC sorority.
  - e. Alumnae Panhellenic Associations cannot expel a member organization of any NPC sorority from its membership in the Alumnae Panhellenic Association.
  - f. A re-established alumnae group must take its place in rotation in the Alumnae Panhellenic Association according to the date of its re-establishment.

### III. THE PANHELLENIC COMPACT

1. A woman who is or who has ever been an initiated member of an existing NPC sorority is not eligible for membership in another NPC sorority.
2. To be eligible to participate in Panhellenic recruitment and pledge an NPC sorority as a collegiate member, a woman must:
  - a. Not be simultaneously enrolled in high school and attending college.
  - b. Be an undergraduate regularly matriculated according to the definition of matriculation established by that institution.
3. An undergraduate woman may pledge an NPC sorority only during a regular academic term and not during any school recess or summer academic term except during a primary membership recruitment period and the ensuing continuous open bidding (COB) process when held immediately before an academic term.
4. Regardless of recruitment style, a potential new member (PNM) must sign the membership recruitment acceptance binding agreement (MRABA). All signed MRABAs must be kept by the College Panhellenic until the next primary recruitment.

- a. During COB, the proof of a woman's membership acceptance must be a dated COB MRABA signed by the woman.
5. If through the membership recruitment process, including COB, a PNM signs a MRABA, receives a bid and then declines it or accepts a bid and then breaks her pledge, or has the pledge broken by an NPC sorority, she is ineligible to be pledged to another NPC sorority on the same campus until the beginning of the next primary membership recruitment period.
  - a. Exceptions to an individual's ineligibility to be pledged may be granted by the NPC Board of Directors in the following cases:
    - i. documented illegal conduct by the chapter offering the bid, or
    - ii. documented violation of NPC membership recruitment policies, or
    - iii. documented clerical or administrative errors made by campus or Panhellenic personnel during the Panhellenic membership recruitment process.
6. At a later date but before the next primary membership recruitment period, if the PNM who declined her bid expresses interest in being pledged to the chapter with which she originally matched, she may do so only if the chapter extends another bid and has quota or total spaces to fill.
7. If a PNM does not receive a bid at the end of the primary membership recruitment period, she is eligible immediately to participate in COB.
8. A woman who has accepted a bid either through primary or COB membership recruitment and who has had her pledge broken by an NPC sorority or has broken her pledge, may be repledged by the same NPC sorority chapter on the campus at any time before the beginning of the next year's primary membership recruitment period, even if the chapter is over total.
9. When a woman who has been pledged but not yet initiated transfers to another campus, her pledge is broken, and she is eligible to pledge an NPC sorority on the transfer campus at the earliest opportunity.
10. Women who have been pledged but not yet initiated into a chapter whose charter has been rescinded or relinquished or women of a newly establishing chapter that has been dissolved are eligible to pledge another NPC sorority immediately following the official release by the NPC sorority.

#### IV. STANDARDS OF ETHICAL CONDUCT

NPC encourages all Panhellenic women to:

1. Uphold and demonstrate the Panhellenic Creed in thought, word and action.
2. Conduct themselves in a manner consistent with the mission and values of NPC and the College Panhellenic.
3. Create friendly relations between sorority and nonsorority women, including promoting informative contact about the Panhellenic sorority experience with PNMs at all times, year-round.
4. Be respectful of the rights of every PNM to make a personal choice during recruitment, including but not limited to: not joining the sorority community, intentional single preferencing or preferencing all sorority chapters available.
5. Avoid disparaging remarks about any sorority or college/university woman.
6. Promote honesty, respect, sisterhood and cooperation within the College Panhellenic and its chapters.

In case of Panhellenic difficulties, all chapters involved must do their utmost to restore harmony and to prevent negative publicity, both on the campus and in the community.

## V. AGREEMENT ON EXTENSION

1. NPC believes that it is unethical for an NPC sorority to contact an institution and/or its students concerning the establishment of a chapter where the institution fails to meet the NPC requirements for a host institution. The institution must be a senior college or university that is authorized to confer a bachelor's degree and that has received a satisfactory rating by the pertinent recognized regional association of colleges and secondary schools or other recognized agency and/or entity that confers accreditation in the relevant jurisdiction.
2. The proper authority for extension on a campus has the responsibility for making extension decisions in alignment with NPC policies, procedures and best practices. The proper authority on a campus is:
  - a. Where there are two or more NPC sororities present on a campus and a College Panhellenic Council is established, the proper authority is the College Panhellenic Council. A two-thirds affirmative vote of the College Panhellenic Council authorizes the campus to open for extension.
  - b. Where there are two or more NPC sororities present on campus and a College Panhellenic Council is not established, the proper authority is the NPC chapters present on campus acting jointly. A two-thirds affirmative vote of the NPC chapters on campus authorizes the campus to open for extension.
  - c. Where there are no NPC sororities or one NPC sorority present on campus and the administration is willing to recognize women's sororities, the proper authority is a senior-level student affairs administrator. Written approval from the administrator to the NPC Panhellenic Extension Committee authorizes the campus to open for extension.
  - d. Where there are no NPC sororities or one NPC sorority present on campus and the administration is not willing to recognize women's sororities but does not discipline students for joining sororities, the proper authority is the NPC Panhellenic Extension Committee. A majority affirmative vote of the NPC Panhellenic Extension Committee authorizes the campus to open for extension.
3. Contact regarding extension by NPC sororities, volunteers, staff, collegiate and alumnae members must be in compliance with the following:
  - a. NPC sororities may be in contact with the administration of any college or university that does not have NPC sororities on campus, that meets the criteria listed in Unanimous Agreement V, No. 1, and where the administration serves as the proper authority.
  - b. When a campus is open for extension, NPC sororities may communicate with students, local sororities or interest groups only with prior permission of the proper authority.
  - c. When NPC sororities are contacted by students, local sororities or interest groups, they must refer the students, local sororities or interest groups to the proper authority and may have no further contact with the students, local sororities or interest groups until given permission by the proper authority.
  - d. When a local sorority or interest group is in discussions with an NPC sorority regarding affiliation after approval by the proper authority, no other group shall be in communication with the local sorority or interest group.
  - e. NPC sororities should not be in contact with students of any college or university concerning membership where the administration disciplines students for joining women's sororities.
4. Any newly establishing chapter of an NPC sorority shall become a provisional member of the College Panhellenic Association and shall conform to the association's established rules, regulations and policies.

## VI. COLLEGE PANHELLENIC MEMBERSHIP RECRUITMENT

1. Each College Panhellenic Council must establish rules governing membership recruitment activities.
2. All members, including alumnae and new members, are bound by College Panhellenic Association rules governing membership recruitment.
3. Each College Panhellenic Council shall establish a Bid Day to conclude the primary membership recruitment period. A Bid Day is the scheduled time when invitations to membership are issued.
4. Each NPC sorority chapter has the right to use COB to reach quota or its total allowable chapter size during the regular school year as defined by the school calendar. COB begins on Bid Day for chapters who did not achieve quota or total. To accommodate a newly establishing chapter or to allow a chapter to build its membership, the College Panhellenic Council may vote to suspend COB for a period not to exceed three weeks. The start and end dates for the COB moratorium must be set by a vote of the College Panhellenic, preferably during the academic term prior to implementing the moratorium. The College Panhellenic should consider the need for chapters not at quota or total to have up to one week to fill vacant spaces through COB before the moratorium begins.
5. Each College Panhellenic Association must prohibit the use of alcoholic beverages in membership recruitment and Bid Day activities.
6. Each College Panhellenic Association must prohibit the participation of men in membership recruitment and Bid Day activities.

## VII. COLLEGE PANHELLENIC ASSOCIATION PEER ACCOUNTABILITY PROCESS

### 1. Peer Accountability Process

Each College Panhellenic Association must follow the peer accountability process for the limited purpose of handling member organization infractions of:

- NPC Unanimous Agreements and policies
  - College Panhellenic bylaws and/or other governing documents
  - College Panhellenic membership recruitment rules/guidelines
  - College Panhellenic code of ethics
  - College Panhellenic standing rules
- a. The duties and responsibilities of the peer accountability board must be consistent with this and all other NPC Unanimous Agreements.
  - b. All members of the peer accountability board must be collegians from the College Panhellenics' member organizations.
  - c. NPC peer accountability forms must be used to ensure proper documentation and adherence to the NPC Unanimous Agreements.
  - d. All documentation of the peer accountability process, including reports/forms completed for each alleged violation, need to be retained by the fraternity/sorority advisor and the College Panhellenic for three years. This documentation must be available upon request from NPC.
- ### 2. Peer Accountability Process Overview
- The peer accountability process will be set in motion when an alleged infraction takes place and a College Panhellenic Alleged Infraction Report is filed. Infractions can only be filed against a chapter and not against any individuals.
- ### 3. Educational Outcomes

- a. Each College Panhellenic will strive to achieve a fair and reasonable resolution for infractions. Educational outcomes should fit the nature and degree of the infractions.
  - b. Monetary fines will be acceptable only for measurable infractions of the College Panhellenic's governing documents or stated membership recruitment rules.
    - i. The amounts of monetary fines must be predetermined by a vote of the College Panhellenic Council and stated in the College Panhellenic standing rules and/or membership recruitment rules prior to the beginning of recruitment.
  - c. Educational outcomes must not:
    - i. Forbid primary recruitment or COB activities or the observance of an inter/national sorority event such as an educational program, ritual ceremony or historical celebration.
    - ii. Affect a sorority chapter's quota or total.
    - iii. Affect the time of new member acceptance and/or initiation.
    - iv. Forbid the right of an NPC sorority to vote in College Panhellenic meetings.
    - v. Include removal from the College Panhellenic.
  - d. The duration of any educational outcomes imposed must not exceed one calendar year from the time the decision is final.
4. Appeals
- a. The decision of the College Panhellenic Association peer accountability board may be appealed by any involved party to the NPC Panhellenic Accountability Committee.
  - b. If the NPC Panhellenic Accountability Committee is unable to resolve the appeal, the file will be transferred to the NPC Board of Directors for final resolution. The decision of the board is final.

## VIII. NPC DECLARATION OF FREEDOM

Knowledge is essential to preserving the freedoms provided in the first 10 amendments of the U.S. Constitution, known as the Bill of Rights, and as provided by the Canadian Charter of Rights and Freedoms (Part 1, Constitution Act, 1982), known as the Guarantee of Rights and Freedoms.

Citizens of both the United States and Canada are guaranteed the rights of peaceful assembly and freedom of association. NPC is dedicated to preserving the freedom of citizens to choose their associates.

We, the members of the NPC, agree that we have a responsibility to contribute to accurate and thorough knowledge of the freedoms guaranteed by the U.S. Constitution and the Canadian Charter of Rights and Freedoms, and of any forces, organizations and ideologies that are potentially destructive to these freedoms.

## IX. PROTECTING THE RIGHT OF NPC MEMBERS TO REMAIN WOMEN'S-ONLY ORGANIZATIONS

NPC member organizations exist as women's-only private social organizations. We believe that the right to enforce such membership restrictions is rooted in the freedom of association protected by the First Amendment of the U.S. Constitution. The U.S. Congress has recognized that right by providing in Title IX of the Education Amendments of 1972 that the membership practices of social fraternities and sororities are excepted from the prohibition contained in Title IX against discrimination on the basis of sex in participation in educational programs or related activities (20 USC 1681) and in exempting "bona fide

private membership clubs" from the general prohibition against sex discrimination in employment practice (26 USC 501(c)). To further protect the right to maintain our membership policies, NPC reaffirms its long-held beliefs and policies in the form of a Unanimous Agreement.

1. The women's sororities of the NPC have the right to confine their membership to women and shall defend their right to exist as single-sex organizations.
2. Auxiliaries. Each College Panhellenic shall denounce the participation of undergraduate Panhellenic women in auxiliary groups to men's fraternities.
3. Men's recruitment. Each College Panhellenic shall denounce the participation of Panhellenic women in men's fraternity events when or where the primary purpose is recruitment.

Note: Certain Unanimous Agreements that pertain to College Panhellenics are further outlined and explained in the ["Resolved to Educate"](#) documents provided on the NPC website in the "Resources" section.



The NPC policies and best practices result from years of cumulative experience and study of many campus situations.

Policies are standards and procedures created by NPC vote, usually to address recurrent problems or operating issues College and Alumnae Panhellenics face. The policies must be followed because they reflect the combined knowledge and experience of the 26 autonomous member organizations. Alumnae and College Panhellenic operational policies are adopted and amended by the Council of Delegates.

Best practices are procedures formulated to help College and Alumnae Panhellenics, and their member chapters achieve the greatest success. Adherence to these practices is optional but strongly recommended by NPC committees, task forces or staff.

An efficient, effective Alumnae or College Panhellenic should adopt and implement NPC policies and best practices.

The following pages contain brief statements of NPC policies and best practices pertaining to Alumnae and College Panhellenics.

## POLICIES AND BEST PRACTICES

### Alumnae Panhellenics

#### Alumnae Panhellenic Scholarships (2024) – POLICY

Alumnae Panhellenics awarding scholarships must:

- Not ask applicants for personal/family financial information unless distributing need-based scholarships. If distributing need-based scholarships, it may only use the Student Aid Index (SAI), calculated by the U.S. Department of Education's Office of Federal Student Aid when determining student need.
- Not create conditions that a high school recipient participate in recruitment, pledge and/or join/be initiated into an NPC member sorority.
- Disperse funds directly to the institution of higher education, not to the student.

#### Dissolution (2014, 2021) – POLICY

When the active members of an Alumnae Panhellenic Association have reached a decision to no longer maintain the association's active status with the NPC, they shall send a notification and motion to dissolve the association by either email or letter to all Alumnae Panhellenic members remaining on record and the assigned NPC area coordinator.

- a. The notification shall include the time, date, location and/or method for how the Alumnae Panhellenic Association members will vote on dissolution. The recommended notification time should be at least two weeks prior to the date of the vote. If a meeting is not held, members may vote by email or letter.
- b. The motion of dissolution shall include but not be limited to the name of the association, the dissolution date and that all remaining assets shall be distributed to the NPC Foundation.
- c. Copies of all records of the dissolution shall be sent to the NPC office, the assigned NPC area coordinator and the Alumnae Panhellenics Committee chair.

#### Extension (1975) – POLICY

Alumnae Panhellenics should avoid participation in the extension process of selecting a new chapter on a college/university campus.

#### IRS Employee Identification Number (EIN) – POLICY

An Alumnae Panhellenic must obtain an EIN from the IRS and file a form 990-N e-postcard as required by the IRS.

#### Letters of Recommendation (1992, 2009, 2020, 2021) – POLICY

Any membership recruitment information distributed by College and/or Alumnae Panhellenics must not include reference to letters of recommendation as a requirement to participate in recruitment. Member organizations that accept/request letters of recommendation have the responsibility to educate members and PNMs about their policies. Additionally, member organizations that do accept/request letters of recommendation must clarify that letters will not be accepted that are procured by a PNM or her family in exchange for any type of compensation.



#### Tax Exempt Status – POLICY

Alumnae Panhellenics must apply to the state in which it is located for its own tax-exempt number if they choose to seek an exemption in that state.

#### Assistance – BEST PRACTICE

NPC encourages Alumnae Panhellenics to provide assistance with workshops and other activities at the request of the College Panhellenic.

#### Fundraising – BEST PRACTICE

NPC encourages fundraising for scholarship awards annually.

#### Recruitment Information Events (1993, 2018) – BEST PRACTICE

When there is an Alumnae Panhellenic in the area, the Alumnae Panhellenic is responsible for organizing membership recruitment information events. When there is no Alumnae Panhellenic in an area, membership recruitment information events may be organized by representatives from a minimum of two NPC organizations, with all efforts being made to include as many NPC organizations as possible.

- These events must represent all 26 NPC member organizations.
- Alumnae Panhellenics must not charge a fee, encourage providing gifts or require submitting information forms in order for participants to attend an event.
- It is not necessary to attend a sorority recruitment information event or register with an Alumnae Panhellenic to participate in membership recruitment on campus.
- These events are to promote the benefits of joining a sorority and messaging should be values-based.

#### Recruitment Information Form (1993, 2021) – BEST PRACTICE

The membership recruitment information form may include only the following:

- Name
- Hometown
- Personal email address
- Cell phone
- High school and college attended
- GPA (high school and college)
- Names of parent(s)/caregiver(s)
- Interests, activities and honors
- Signed and dated permission to release the information

#### Scholarship Awards Attendance (2018) – BEST PRACTICE

A condition of awarding scholarship monies to women should not be attendance at an Alumnae Panhellenic function.

### College Panhellenics

#### Academic Excellence

#### Academic Excellence (1989, 1995) – BEST PRACTICE

Reaffirmation that College Panhellenics be dedicated to academic excellence, strive to achieve the highest possible GPA and present a yearly program on promotion of study skills.

### Education (8th Ed.) – BEST PRACTICE

Emphasis should be on sorority education during the new member period, and there should be a reduction of pressure toward over-participation in campus activities and attendance at social affairs to ensure the best possible adjustment on the part of the new member.

### Scholarship (8th Ed.) – BEST PRACTICE

Assistance should be given to new members in their academic adjustment, and all members are encouraged to strive for high scholastic achievement. NPC sororities accept the responsibility to aid individual members in attaining high scholarly achievement.

## Alcohol

### Alcohol-Free College Panhellenic Events (2020, 2024) – POLICY

College Panhellenic-planned or -sponsored events must be alcohol-free.

### Prohibition on Alcohol Funding (2020, 2024) – POLICY

College Panhellenics cannot spend Panhellenic funds to purchase alcoholic beverages for any purpose.

### Alcohol Accountability (2009) – BEST PRACTICE

NPC member organizations continue to enforce their respective risk management policies and hold members and chapters accountable in accordance with the individual member organization's policies and procedures.

### Alcohol Acknowledgment of Chapter Rights (2009) – BEST PRACTICE

College Panhellenics acknowledge the right of member sororities to educate their members and enforce their respective risk management policies.

### Alcohol Awareness (2009) – BEST PRACTICE

NPC recommends that the College Panhellenics provide to local chapters, on an annual basis, relevant resource and programming information such as local speakers, campus seminar information, media resources and health center and counseling center contacts.

### Alcohol Dialogue (2009) – BEST PRACTICE

NPC recommends that College Panhellenics work in conjunction with other campus organizations to share and encourage dialogue about the respective risk management policies of the individual member organizations.

### Alcohol Education (2009) – BEST PRACTICE

NPC member organizations continue to educate their members on the risks associated with alcohol use, risk management policies of the individual organization as well as established NPC policies and Unanimous Agreements.

### Alcohol Initiatives (2009) – BEST PRACTICE

NPC recommends that College Panhellenics notify NPC member organizations when discussing risk management initiatives for the campus fraternity and sorority community.

#### Alcohol Review of Risk Management Policies (2009) – BEST PRACTICE

NPC member organizations continue to review risk management policies to encourage the hosting of chapter events that are consistent with the values of the respective organization.

#### College Panhellenic Support of Alcohol-Free Chapter Events (2001, 2009) – BEST PRACTICE

NPC recommends that College Panhellenics support and encourage chapters to have alcohol-free events with student organizations as well as men's fraternity chapters.

#### College Panhellenic Support of Alcohol-Free Fraternities (1997, 2009) – BEST PRACTICE

NPC recommends that College Panhellenics support men's fraternity chapters that choose to have alcohol-free facilities.

#### Product Identification (1991, 2009) – BEST PRACTICE

NPC affirms that College Panhellenics omit logos of companies involved in the sale, distribution and promotion of alcoholic beverages from T-shirts, cups, programs and all materials pertaining to fraternity/sorority activities.

### College Panhellenic Programming

#### Accessibility for Panhellenic Programs and Events (2021) – BEST PRACTICE

College Panhellenics should provide meaningful accessibility options during all sponsored programs and events, including recruitment, whenever possible. Accessibility options should be clearly and broadly communicated in all marketing materials.

#### Advisor Appreciation Month (2008) – BEST PRACTICE

The NPC declares the month of April as Advisor Appreciation Month.

#### Greek Weekend (1967) – BEST PRACTICE

It is recommended to limit Greek Week to a "Greek weekend" celebration, avoiding overemphasis of the social and activity phases of programs and promoting the constructive, inspirational aspects of fraternity and sorority life in accordance with the objectives of NPC and the NIC.

#### Month of the Scholar (2000, 2010) – BEST PRACTICE

This important NPC initiative promotes academic excellence and achievement in February.

### Extension

#### Extension Outreach (2024) – POLICY

NPC member organizations receiving extension communication directly from campuses or College Panhellenics will share that communication with the NPC Panhellenic Extension Committee who will confirm the validity and accuracy of the information shared and that proper NPC procedures have been followed.

#### Exploratory Visits (2003, 2024) – POLICY

The proper authority will determine whether or not exploratory visits are authorized.

Exploratory visits conducted by NPC member organizations will involve only campus administrators with no student contact.

#### Extension Presentations Participation (2012, 2022, 2023) – POLICY

Inter/national and regional officers/volunteers and headquarters staff (including traveling staff consultants) from other NPC member organizations shall not attend another member organization's presentation unless invited by the presenting NPC member organization. Recording and sharing of presentations is prohibited.

#### Interested Sororities (1993, 2020) – POLICY

Only sorority informational material will be presented during the extension process to the College Panhellenic Association or to the local/interest group. All gifts and favors shall be eliminated until an NPC member organization has been invited to establish. There shall be no promising of future gifts, grants or scholarships as part of the presentations made during the extension process.

#### Proper Authority Role in Local Sorority/Interest Group Affiliation (2007, 2020, 2022) – POLICY

When issuing an invitation to an NPC member organization to establish a new chapter with the intent to affiliate members of a local sorority or interest group, the proper authority must make the final determination as to which NPC member organization is invited. In making its decision, the proper authority shall give due consideration to the preference of the local sorority or interest group.

#### Re-establishment (1992, 2017, 2020) – POLICY

Re-establishment is the process by which an NPC member organization returns to a host institution where it previously had an installed chapter. The invitation to re-establish comes from the College Panhellenic Council or the host institution. The approval of the College Panhellenic Council or host institution is required for the re-establishment of a chapter, regardless of the length of time a charter has been dormant.

#### Re-establishment Agreement (2023) – POLICY

##### 1. Creation of a Re-establishment Agreement.

When a chapter of an NPC member organization closes on a campus, the NPC member organization may propose a re-establishment agreement as follows:

- a. The NPC member organization may propose a re-establishment agreement to the host institution if a chapter is closed due to the loss of recognition by the host institution. The agreement will be in effect upon mutual agreement by the NPC member organization and the host institution.
- b. The NPC member organization may propose a re-establishment agreement to the College Panhellenic Council. The agreement will be in effect if approved by a majority affirmative vote of the College Panhellenic Council.
- c. If there is no College Panhellenic Council established, the NPC member organization may propose a re-establishment agreement to the proper authority for extension as defined in Unanimous Agreement V, No. 2. The agreement will be in effect upon mutual agreement by the NPC member organization and the proper authority.

##### 2. Returning to Campus When a Re-establishment Agreement is in Effect.

- a. If the re-establishment agreement is between the NPC member organization and the host institution, the NPC member organization may re-establish on the campus as provided for in the agreement.
- b. If the re-establishment agreement is between the NPC member organization and College Panhellenic Council, the NPC member organization may re-establish on the campus as provided for in the agreement.

and if approved by the College Panhellenic Council, regardless of the length of time a charter has been dormant/closed.

c. In all other cases, the NPC member organization may re-establish on the campus as provided for in the agreement and if approved by the proper authority as defined in Unanimous Agreement V, No. 2, regardless of the length of time a charter has been dormant/closed.

#### Re-establishment Notification (2003, 2017, 2020) – POLICY

NPC member organizations will notify the NPC Panhellenic Extension Committee promptly when a defined plan for re-establishment is submitted to and approved by the College Panhellenic or host institution.

#### Stacking (2012, 2014, 2015, 2017, 2020) – POLICY

NPC member organizations will not enter into stacking agreements with College Panhellenic Councils or host institutions. Stacking agreements have been used to invite two or more NPC member organizations to establish or re-establish a chapter on a campus over a defined time period during a single extension process.

#### Use of Social Media in Extension (2014, 2020, 2023) – POLICY

NPC member organizations, collegiate and alumnae members of NPC sororities, and friends and supporters of NPC member organizations are prohibited from campaigning on behalf of an NPC organization(s) during exploratory visits, the extension application and the on-campus presentation process. Campaigning includes, but is not limited to, the use of social media. Therefore, asking members to lobby/leverage their alumnae or friends and/or flood the campus with social media communication supporting the selection of a specific sorority is inappropriate. It is appropriate to thank a campus/College Panhellenic but not to further the organization's interest.

Once an NPC organization is selected to establish or re-establish a chapter, the inter/national organization, collegiate and alumnae members of NPC organizations, and friends and supporters of NPC member organizations are encouraged to support the establishment or re-establishment of the NPC member organization on social media in a tasteful manner.

#### Chapter Re-Establishment (2022) – BEST PRACTICE

Chapter re-establishment is the process by which an NPC member organization returns to a host institution where it previously had an installed chapter. The invitation to re-establish a chapter comes from the College Panhellenic Council or the host institution.

The re-establishment process is guided by a written agreement, plus annual communication between the College Panhellenic or host institution and the member organization throughout the length of the agreement. Often, the fraternity/sorority advisor will support the College Panhellenic by serving as the point of contact for the agreement.

If a chapter is closed by the NPC member organization, the following items apply:

- **Written agreement**

The member organization should develop a written re-establishment proposal. The proposal should include a timeline and conditions for the re-establishment. (See [Sample Resolution for Re-establishment](#) on the NPC website.)

- **Timeline**

The chapter must be closed for at least 12 months before the re-establishment is implemented.

- **Submission**

The proposal should be submitted to the College Panhellenic within 90 days after the chapter closes. (If a break in the academic year occurs within 90 days, the timeframe may be extended by the length of the break.) The member organization shall also send a copy of the re-establishment proposal to the NPC Panhellenic Extension Committee.

- **Approval**

The College Panhellenic will share the re-establishment proposal with the College Panhellenic Council for review and discussion. The re-establishment proposal must be approved by a majority vote of the College Panhellenic Council. The vote must be properly recorded in the minutes and a copy of the minutes must be sent to the NPC Panhellenic Extension Committee.

- **Annual discussion**

The NPC member organization and the College Panhellenic (typically Panhellenic leadership and the fraternity/sorority advisor) or host institution (if there is no established Panhellenic) shall participate in an annual discussion about the status of the re-establishment agreement.

- The annual discussion should be scheduled in advance with a mutual agreement on the date, time and whether it will take place in person or virtual means.
- The discussion should result in a mutual determination to renew (continue the agreement under existing terms and timeline), edit (alter the terms and timeline), terminate (end the agreement) or implement (start the process of the NPC member organization's return to campus according to the timeline) the agreement.
- The College Panhellenic Council must document the outcome of the annual discussion in the College Panhellenic Council meeting minutes and a copy of the minutes must be sent to the NPC Panhellenic Extension Committee.

- **Expected communication prior to re-establishment implementation**

At least one academic term prior to the proposed return date, the NPC member organization may offer to provide an update to the College Panhellenic Council on its re-establishment plan. If the College Panhellenic invites the member organization to provide such an update, it may be in person or virtual as mutually determined.

If the host institution closes a chapter, the following items apply:

- **Written agreement**

The member organization and/or the host institution should develop a written re-establishment proposal. The proposal should outline the terms and sanctions required by the host institution as well as a timeline for the chapter to return. The written agreement should be signed by both parties.

- **Timeline**

The chapter must be closed for at least 12 months before the re-establishment is implemented.

- **Submission**

The agreement should be submitted to the NPC Panhellenic Extension Committee within 90 days after the chapter closes. (If a break in the academic year occurs within 90 days, the timeframe may be extended by the length of the break.) The member organization shall also send a copy of the re-establishment agreement to the College Panhellenic Council if there is a College Panhellenic.

- **Ongoing discussion**

NPC recommends the NPC member organization maintain regular contact with the host institution to discuss the status of the re-establishment agreement.

- **Expected communication prior to re-establishment implementation**

- At least one academic term prior to the proposed return date, the NPC member organization may offer to provide an update to the host institution on its re-establishment plan. If the host institution invites the member organization to provide such an update, it may be in person or virtual as mutually determined.
- At least one academic term prior to the proposed return date, if there is a College Panhellenic Council on the campus, the NPC member organization should inform the College Panhellenic Council about its re-establishment plan and return date.
  - The NPC member organization should confirm with the NPC Panhellenic Extension Committee that it has coordinated with the College Panhellenic Council (as applicable) and informed the Council of the re-establishment plan and return date.

### Chapter Reorganization (2022) — BEST PRACTICE

Chapter reorganization is a process by which an NPC member organization rebuilds a chapter at a host institution without closing the chapter. This process does not require a vote of the College Panhellenic. Chapter reorganization should follow these guidelines:

- The member organization should develop a chapter reorganization plan that includes a timeline with a start date that is fully implemented within 12 months.
- The member organization should share the reorganization plan with the College Panhellenic.
- The plan may include requests for College Panhellenic support, cooperation and possible involvement.
- The plan's objectives and strategies should meet the host institution's membership requirements for a recognized student organization.
- The plan should determine the status of chapter members.
- The member organization may periodically review the progress of the plan with the College Panhellenic.
- At the conclusion of the plan's timeline, the member organization and the College Panhellenic should meet. If the plan has not been fully implemented, the College Panhellenic should be allowed to consider extension.

### Extension Timing (2022) — BEST PRACTICE

The College Panhellenic Council and the host institution will allow a reasonable period of time (generally a minimum of two primary recruitment periods) for a newly re-established or reorganized chapter to achieve stability before extension is considered.

Note: “Two primary recruitment periods” means two primary recruitments after the establishing chapter’s initial recruitment activities.

## General College Panhellenic Policies and Procedures

### Business Meetings (2022) – POLICY

A College Panhellenic Association should conduct business — as defined by holding a College Panhellenic council meeting or taking action by vote — only during the regular academic year and primary recruitment if held outside of the regular academic term. For unforeseen circumstances that cannot wait until that time, a College

Panhellenic Association may meet and take action by vote. Conducting business outside of the regular academic year and primary recruitment, if held outside of the regular academic term, must not be the normal course of business for a College Panhellenic Association.

#### College Panhellenic Membership Statuses (2020) – POLICY

There can be three types of membership within College Panhellenics: regular, provisional and associate as defined by the NPC.

#### Panhellenic Leadership (1993, 2018, 2022) – POLICY

All College Panhellenic delegates, officers, recruitment counselors and committee members must be initiated members in good standing with their member organizations, be active participants in their collegiate chapter and be enrolled in the institution where the chapter is located.

#### Participation in Men's Organizations' Activities (2023) – POLICY

Undergraduate Panhellenic women will not participate in men's fraternity events when or where the primary purpose is recruitment. Additionally, undergraduate Panhellenic women will not participate in auxiliary groups to men's fraternities, such as Little Sister programs.

#### Promotion of the Sorority Experience (2020, 2023, 2024) – POLICY

NPC member organization chapters have the right to communicate with, contact and promote the overall sorority experience and membership opportunities to PNMs. College and Alumnae Panhellenics are prohibited from restricting NPC member organization chapters in these efforts. All sorority promotion should be positive and in the spirit of Panhellenic unity through all forms of communication (e.g., print, digital, in-person).

#### Call for Values Congruence (2003) – BEST PRACTICE

NPC and its member organizations are committed to working with all the stakeholders to contribute to the success and well-being of their collegiate members.

#### Discussion of Panhellenic Matters with Nonmembers (8th Ed., 2020) – BEST PRACTICE

The proper authority of discussion of Panhellenic matters is the College Panhellenic Council (chapter delegates).

#### Insignia of NPC (1987) – BEST PRACTICE

The insignia of NPC may be used by member organizations in any approved manner that is in accord with good taste and the dignity of NPC.

#### Officer Qualifications (2021) – BEST PRACTICE

The Panhellenic president and recruitment officer should have a minimum of one year of College Panhellenic experience prior to serving.

#### Officer Vacancy in Rotation (1978, 2020) – BEST PRACTICE

If a College Panhellenic officer is unable to fulfill her term and her sorority is unable to provide a qualified replacement, the sorority next in rotation shall assume the responsibility for the office; a sorority filling any unexpired term shall not relinquish its regular order.



#### Over Programming (1994) – BEST PRACTICE

College Panhellenics and fraternity/sorority advisors are encouraged to have balanced calendars and to establish reasonable award criteria. NPC member organizations shall express concern to campus administrators about time commitments required for compliance with relationship statements and annual audit requirements.

#### Overnight Socials (1979, 2020) – BEST PRACTICE

NPC encourages its member sororities to hold socials in the college/university community area, where overnight accommodations would not be involved.

#### Positive Interaction (1988) – BEST PRACTICE

NPC is dedicated to the promotion of programming and activities that support human dignity, fraternal values and constructive interaction and the elimination of all activities that are destructive, demeaning, abusive and/or promote divisiveness among organizations and/or promote negative images of the fraternity/sorority community.

#### Publicity (1967) – BEST PRACTICE

Panhellenics are encouraged to have positive publicity concerning Panhellenic events during the year.

#### Recognition (1965) – BEST PRACTICE

Recognition of an NPC College Panhellenic Association is vested in the NPC by virtue of the membership of individual students in NPC member sororities.

#### Respect for Diversity of Religious and Cultural Holidays (2007, 2021) – BEST PRACTICE

All College Panhellenics should schedule recruitment or other major Panhellenic events so they do not conflict with religious or cultural holidays.

#### Response to Institutions (1997) – BEST PRACTICE

NPC member organizations are encouraged to acknowledge information from institutions, to conduct a timely investigation, to take prompt action if the situation warrants and to respond accordingly.

#### Social Conduct (8th Ed.) – BEST PRACTICE

NPC sororities and their members maintain high ethical, social and cultural values through recommended programs, daily examples of adherence to high standards of conduct and living the NPC Panhellenic Creed. Where campus regulations are inadequate, it is recommended that College Panhellenic chapters, by mutual agreement, establish rules relating to residence and social conduct of their members to illustrate the continuing value of sororities in a complex college/university community.

#### Social Event/Peer Monitoring System (1996) – BEST PRACTICE

NPC member organizations are encouraged to advise their members to refrain from serving as Panhellenic or fraternity/sorority enforcement officials at social events.

#### Student Government (8th Ed.) – BEST PRACTICE

Representation in student government shall be on the basis of one's campus citizenship and not on the basis of one's social affiliation; thus, NPC opposes the use of College Panhellenics as branches of student government.

#### Support of Fraternal Councils (1972, 1973) – BEST PRACTICE

NPC recognizes and commends the cooperation of the College Panhellenic Associations and other campus Greek-letter organization councils, including but not limited to the Interfraternity Council (IFC), Multicultural Greek Council (MGC), National Asian Pacific Islander Desi American Panhellenic Association (NAPA), National Association of Latino Fraternal Organizations (NALFO), National Pan-Hellenic Council (NPHC), or other fraternity/sorority councils on your campus, in areas of common concern, including community service projects, campus activities and programs of scholarship, but stresses that College Panhellenic Associations and other Greek-letter organization councils limit their combined activities to these areas, retaining private identities as College Panhellenic Associations and individual councils.

#### Voluntary Association (8th Ed., 9th Ed.) – BEST PRACTICE

Affirmation of the rights and freedoms basic to the formation and continuation of voluntary associations as guaranteed in the First Amendment to the U.S. Constitution, "... the right of the people peaceably to assemble" and the inherent right to free choice in their association with others.

#### Voluntary Association (1969) – BEST PRACTICE

Presentation of a united front of solid support for any College Panhellenic member chapter that is being attacked for attempting to exercise its freedom of association.

### Membership Recruitment

#### Chapter Recruitment Events (1989, 2022) – POLICY

Membership recruitment counselors and other designated Panhellenic personnel must not be present at chapter membership recruitment events held in either physical or virtual spaces. The exception to this is the permitted presence of fraternity/sorority advisors and official NPC recruitment observers.

#### Continuous Open Bidding (2022, 2023, 2024) – POLICY

During the primary recruitment term, COB cannot precede or replace primary membership recruitment.

On campuses with deferred (spring primary) membership recruitment, any COB prior to the scheduled primary membership recruitment period is limited to upperclass and transfer women.

The College Panhellenic cannot place restrictions on the COB process, which may include (but is not limited to) designated COB dates, schedules and bid distribution.

#### Counselors (2010) – POLICY

Recruitment counselors shall not be involved with any PNMs in the process of completing and signing the MRABA.

#### Financial Transparency (1963, 2017, 2018, 2020, 2023) – POLICY

Regardless of recruitment style, all chapters will share detailed financial information (member dues, chapter fees and assessments, etc.) with PNMs before extending a bid.

#### Invitations for Membership (2005, 2024) – POLICY

The name of every woman whom a sorority invites to attend and who attends that sorority's preference event should appear on the sorority's bid list.

#### Letters of Recommendation (2020, 2021) – POLICY

Any membership recruitment information distributed by College and/or Alumnae Panhellenics must not include reference to letters of recommendation as a requirement to participate in recruitment. Member organizations that accept/request letters of recommendation have the responsibility to educate members and PNMs about their policies. Additionally, member organizations that do accept/request letters of recommendation must clarify that letters will not be accepted that are procured by a PNM or her family in exchange for any type of compensation.

#### Panhellenic Recruitment Eligibility (2020) – POLICY

For the purpose of participation in Panhellenic recruitment, woman is defined as an individual who consistently lives and self-identifies as a woman. Each women's-only NPC member organization determines its own membership selection policies and procedures.

#### Quota Addition Procedures (2007, 2017) – POLICY

Quota additions shall be placed by the release figure methodology (RFM) specialist in collaboration with the fraternity/sorority advisor in a manner that is optimal for the community and PNMs.

In placing quota additions, the RFM specialist and the fraternity/sorority advisor shall consider and balance preference for chapters with smaller total membership, for placing PNMs with chapters with lower relative recruiting strength, for PNMs' first choice, for even distribution of PNMs and for PNM position on a chapter's bid list. College Panhellenics that do not use RFM should consult with the NPC area advisor when placing quota additions.

The quota addition procedure shall never include a woman who has failed to accept or attend any membership recruitment event for which there was room in her membership recruitment schedule (with a fully structured or partially structured recruitment), or has failed to list on her MRABA all sorority chapters appearing on her preference schedule.

#### Recruitment Style (2003, 2023) – POLICY

Should a change in recruitment style be determined by a College Panhellenic, the implementation of the new style shall go into effect for the next regularly scheduled primary recruitment period, or a future primary recruitment period as voted upon by the College Panhellenic.

#### Snap Bidding Eligibility (1995, 2024) – POLICY

A PNM who withdraws from the primary recruitment process before the signing of her MRABA is eligible for snap bidding.

#### Strict Silence (1995, 2020, 2024) – POLICY

Strict silence is observed only between the end of preference events and bid distribution.

#### Tiered Recruitment Registration Fees (2021) – POLICY

College Panhellenics will not use tiered or "early bird" recruitment registration fee pricing nor will they institute a late fee.

#### Values-Based Recruitment (1989, 1991, 1997, 2003, 2015, 2019, 2022) – POLICY

All College Panhellenics and their member chapters must incorporate the following policies into their membership recruitment programs:

- Focus on conversations between chapter members and PNMs about organizational values and member organizations.
- Establish guidelines for membership recruitment budgets and set a cap on membership recruitment expenses, including the value of all donated goods and services.
- Keep decorations to a minimum and confined to the interior space used for recruitment rounds.
- Eliminate the required purchasing of recruitment event attire for chapter members.
- Eliminate gifts, favors, letters and notes for PNMs.
- Eliminate all forms of bid promising, oral or written, to join a certain sorority before bids are distributed by Panhellenic.
- Eliminate extraneous and costly performances. This includes but is not limited to, recruitment skits and door stacks.

#### Badges and Insignia (1971, 1995) – BEST PRACTICE

The wearing of badges and insignia shall be encouraged at all times, except for membership recruitment counselors and Panhellenic officers during the recruitment process.

#### Chapter Code of Ethics (1995) – BEST PRACTICE

Prior to recruitment each member chapter of a College Panhellenic shall be encouraged to develop a code of ethics for the recruitment process for the academic year.

#### Fall Recruitment (1983) – BEST PRACTICE

NPC reaffirms the recommendation for a fall primary membership recruitment period.

#### Fees (1967, 2021) – BEST PRACTICE

The membership recruitment registration fee should be limited to a minimum administrative fee to cover only essential costs. The fee should not include costs for meals, lodging or attire that may be necessary for PNMs or Panhellenic members.

#### Officer Selection (2022) – BEST PRACTICE

The College Panhellenic officer selection process may include rotation, election or an election-rotation combination to provide successful leadership and equitable and fair representation of the NPC member organizations. College Panhellenics with four or fewer chapters are encouraged to use the practice of rotation.

### Potential New Member's Bill of Rights (1989) – BEST PRACTICE

Sorority is a social experience based on the fundamental right of a free people to form voluntary associations, and sorority membership is a social experience arrived at by mutual choice and selection. The mutual selection choice is only as effective as is factual information available; therefore, all College Panhellenics shall be encouraged to adopt the PNM's Bill of Rights.

#### PNM's Bill of Rights

- The right to be treated as an individual
- The right to be fully informed about the recruitment process
- The right to ask questions and receive true and objective answers from recruitment counselors and members
- The right to be treated with respect
- The right to be treated as a capable and mature person without being patronized
- The right to ask how and why, and receive straight answers
- The right to have and express opinions to recruitment counselors
- The right to have inviolable confidentiality when sharing information with recruitment counselors
- The right to make informed choices without undue pressure from others
- The right to be fully informed about the NPC Unanimous Agreements implicit in the MRABA signing process
- The right to make one's own choice and decision and accept full responsibility for the results of that decision
- The right to have a positive, safe and enriching recruitment and new member experience

### Primary Recruitment Scheduling (2021) – BEST PRACTICE

NPC encourages wherever possible that primary recruitment occur following the start of classes. Where this is not possible, the College Panhellenic will make every effort to limit additional costs and to market to all audiences the sorority experience.

### Rules (1963) – BEST PRACTICE

NPC recommends the evaluation and simplification of membership recruitment rules, eliminating those impossible to enforce or that may bring criticism and misunderstanding of the sorority community.

### Virtual Open House Round (2021) – BEST PRACTICE

In an effort to reduce costs and provide a more authentic recruitment experience, College Panhellenics should host the open house round of recruitment virtually.

### Total

Note: The work of NPC's Total Method Setting Team/RFM specialists preempts all NPC total policies through the 2024-25 academic year. Questions about the work of the Total Method Setting Team should be directed to the NPC office.

#### Adjusting Total (2013, 2015, 2016, 2019, 2021, 2023) – POLICY

A College Panhellenic should evaluate total every term. In the academic term that primary recruitment is held, total is determined and announced following bid matching and before the start of bid distribution.

In the academic term(s) in which primary recruitment does not take place, the revised total must be determined and then announced within 24 hours of the start of the academic term. For fall primary recruiting campuses, total cannot be set to less than 95% of the total that resulted from the adjustment in the most recent academic term in which primary recruitment was held.

#### Determining Chapter Size (2024) – POLICY

For the purpose of setting total, the following individuals will be counted:

- Every undergraduate woman who is a new member of a chapter.
- Every undergraduate woman who is an initiated member of a chapter.
  - Members who are away from campus for only one academic term.
- Every affiliated undergraduate transfer member. If a chapter is at total and wishes to affiliate a transfer member, it may do so even though the addition of that member will put the chapter over total.

For the purpose of setting total, the following individuals will not be counted:

- Members who are away from campus for an entire academic year.
- Members who the member organization grants alumnae status as part of a reorganization.

Vacancies in chapter total are not created by the granting of inactive status or alumnae status to a member who has less than a full college year remaining before graduation where there is no other compelling reason or personal circumstance/emergency for granting a change in status.

#### New Member (1981) – POLICY

A woman who has fulfilled the requirements for initiation before the expiration of her one-year pledge or new member term and who has not yet been initiated is not counted in the primary recruitment's new quota, but she is included in the chapter's total.

#### Options in Determining Total (2009, 2015, 2019, 2020, 2022, 2023) – POLICY

Total for a College Panhellenic community is set using one of the following methods:

1. Average or median chapter size (whichever is larger).
2. Midpoint between median and largest chapter size.
3. Largest Chapter Size (LCS).
4. LCS plus up to 20 women.

When a campus experiences greater than a 2% decrease in the open house pool over the previous year, total must be set at midpoint or higher.

For College Panhellenics with only two chapters: When selecting a method among the four options, total will be set at the number yielded by the calculation or 40, whichever is higher.

For College Panhellenics with facilities: If half or more of all chapters are not meeting facility obligations, total will be set using method 4. All chapters—whether or not they have a facility—will be included when determining what percentage of chapters are not meeting their facility obligation. Total will automatically be reset to LCS plus one unless this policy requires a total setting method that will set total at a higher number. Facility obligation shall be defined as the revenue from chapter membership necessary to support facility expenses. Each NPC Inter/national organization will report to NPC on behalf of its local chapters, by June 30 of each year, whether its chapters are meeting their facility obligations.

Note: Certain College Panhellenic policies and best practices are further explained in the ["Resolved to Educate"](#) documents provided on the NPC website in the "Resources" section.



The NPC position statements reflect the collective stance of the 26 NPC member organizations on specific topics of critical importance. Approved by the NPC Board of Directors, they ensure the accurate and consistent dissemination of information to media, industry partners, member organizations and members.



## POSITION STATEMENTS

### Academic Requirements

The National Panhellenic Conference (NPC) is one of the world's largest organizations advocating for the sorority experience and is the trade association for 26 inter/national women's only sororities. Our member organizations exist and have existed throughout their history as private women's-only social organizations, for which membership practices are excepted from the Education Amendments of 1972 (Title IX). These protections allow NPC member organizations to set their own academic requirements for joining, initiating, maintaining membership and leading a chapter.

We understand that some colleges and universities may set GPA requirements for participation in any registered student organization, and we do not oppose requirements that are applied evenly across all organizations or students of a specific institution. However, it is beyond the domain of colleges and universities to influence the membership practices of our member organizations; therefore, we believe strongly that they should not impose GPA requirements for eligibility to join, initiate, maintain membership, to serve as a chapter officer or as an officer of our College Panhellenic Associations.

NPC organizations are committed to supporting their members academically. We understand the need for members to prioritize academics and consider academic success and excellence a core value of our organizations. We take pride in including women of various learning abilities in our community and our organizations provide both academic and emotional support for those with learning challenges. It is worth noting that on a majority of campuses where College Panhellenic communities are hosted, the all-sorority average GPA is higher than the unaffiliated women's average and/or all-women's average GPA, demonstrating the positive role our organizations play in our members' academic lives.

### Against Discrimination

The National Panhellenic Conference (NPC), one of the world's largest organizations advocating for women, is the trade association for 26 inter/national women's-only sororities. Federal law recognizes the right of college fraternities and sororities to maintain their single-sex membership policies. Consistent with that right, the 26 NPC sororities are organizations of women. NPC member organizations do not discriminate in membership selection on any basis prohibited by law.

### Against Hazing

The National Panhellenic Conference (NPC), one of the world's largest organizations advocating for women, is the trade association for 26 inter/national women's-only sororities. Since 1943, with the creation of our first Anti-Hazing Committee, NPC has taken a public stand against hazing. Additionally, each NPC member organization has its own set of policies condemning hazing.

NPC actively supports both state and federal legislation that requires increased anti-hazing efforts by institutions of higher education, national organizations and local campus organizations. We endorse a three-tiered approach to eliminating hazing.

- Education: Increased anti-hazing, anti-bullying and bystander intervention education for secondary school and undergraduate students. Additionally, college/university faculty and staff should participate in annual anti-hazing education.

- **Transparency:** Increased requirements for publicly reporting acts of hazing adjudicated on campus, including names of student organizations found responsible for threatening the well-being of others.
- **Accountability:** Increased criminal penalties, both misdemeanor and felony, for individuals and organizations found guilty of hazing.

NPC is a proud founding member of the Anti-Hazing Coalition (AHC). The AHC is a collaboration between NPC, the North American Interfraternity Conference (NIC) and several parents of college students who lost their lives to hazing. This coalition has worked together to advocate for the passage of anti-hazing legislation and to educate hundreds of thousands of undergraduate students on the need to eliminate hazing.

NPC and several of its 26 member organizations also support a national anti-hazing hotline: 1-888-NOT-HAZE (1-888-668-4293).

### Against Sexual Assault

The National Panhellenic Conference (NPC), one of the world's largest organizations advocating for women, is the trade association for 26 inter/national women's-only sororities. NPC deplores the act of sexual assault. We support the rights of not only our members but all women who are survivors of sexual assault. A woman's right to report and seek a fair, supportive and timely due process will remain a priority for NPC. We support the collective efforts of our sorority organizations and those men, women, colleges and university officials who seek substantive change to prevent such conduct and eradicate violence against women. NPC commits to partnering with institutions of higher education to make our campuses safe for all who attend.

### Alcohol and Controlled Substances

The National Panhellenic Conference (NPC), one of the world's largest organizations advocating for women, is the trade association for 26 inter/national women's-only sororities. These 26 member organizations were founded—and remain today—to create safe spaces for women on college/university campuses and support good citizenship, scholarship, leadership and engagement on campus. NPC and its member organizations take great care to promote the health and safety of members. This includes NPC and member organizations developing and enforcing expectations, policies and procedures regarding the use of alcohol and other controlled substances, particularly during events and in chapter facilities.

### *NPC Member Organization Policies*

As part of good citizenship, NPC and its member organizations expect members to uphold all local, state and national laws, including those related to the approved and/or prohibited use of alcohol and controlled substances.

Moreover, each NPC member organization is a private member organization that has its own expectations, policies and procedures for its organization and members. Those policies and practices are aligned with the best interests of the organization's members and are monitored and enforced by the individual member organization with and by its members. That includes any expectations, policies and procedures regarding the use of alcohol and other controlled substances by collegiate members.

Specifically, NPC member organizations:

- Develop and enforce policies on social event planning/guidelines where alcohol is present, such as requiring a third-party vendor—a best practice that mirrors countless college/university policies in place.
- Provide ongoing education regarding alcohol and substance use to their members.
- Encourage alcohol-free social activities.

NPC member organizations also have the right to set the expectations, policies and procedures for alcohol and controlled substance use in their facilities. Furthermore, it is important to note the vast majority of sorority chapter facility residents are under the legal drinking age in the United States, and member organizations take that into account as they develop and enforce their policies and procedures.

#### *College and Alumnae Panhellenic Policies & Expectations*

Per NPC policy, College Panhellenic-planned or -sponsored events shall be alcohol-free. Moreover, College Panhellenics shall not spend Panhellenic funds to purchase alcoholic beverages for any purpose.

Attendees at Alumnae Panhellenic events with alcohol present are expected to demonstrate good citizenship and model responsible drinking behaviors.

#### *Partnerships With Institutions of Higher Education*

NPC and its member organizations also seek to be good partners with institutions of higher education regarding the health and safety of our members and their students. We recognize those institutions may have specific policies for students and student organizations regarding alcohol and substance use. Members, chapters and College Panhellenics are expected to uphold these campus policies and student conduct codes, and violations by individuals and organizations shall be adjudicated by the appropriate college/university entity.

#### **All-Greek Councils**

The National Panhellenic Conference (NPC), one of the world's largest organizations advocating for women, is the trade association for 26 inter/national women's-only sororities. Through its governance documents known as Unanimous Agreements, NPC supports the creation of a College Panhellenic Association in Unanimous Agreement II, which states that a College Panhellenic Association must be established where two or more NPC sororities have installed undergraduate chapters on campus. These female student-led governing bodies should be a distinct and defined operating unit with their own governing documents (bylaws/standing rules/ethics) that also adhere to NPC Unanimous Agreements adopted by the member organizations. Student leaders are selected by either election or rotation to serve as association officers.

In addition, NPC promotes self-governance through Unanimous Agreement VII, which establishes a peer accountability process to review member organization infractions of NPC Unanimous Agreements, the College Panhellenic bylaws, membership recruitment rules and guidelines, the College Panhellenic Association code of ethics and College Panhellenic standing rules. This process outlined in Unanimous Agreement VII and the Peer Accountability Procedure Guide establishes notice and record-keeping requirements, provides for resolution, assesses educational outcomes and sets up an appeals process.

The only recognized official campus organization representing NPC and its member sororities is the College Panhellenic Association, registered with NPC. All-Greek councils, which can include a variety of groups on

campus that represent both men's and women's groups — many of which do not have inter/national supporting organizations or established standards — may not adhere to the same expectations or requirements as those set forth by NPC member organizations. All-Greek councils are not recognized by NPC or its member organizations as official campus groups, particularly as it pertains to maintaining NPC's single-sex status as a women's-only organization.

### Citizenship, Service and Philanthropic Events

The National Panhellenic Conference (NPC), one of the world's largest organizations advocating for women, is the trade association for 26 inter/national women's-only sororities. A College Panhellenic is composed of the chapters of NPC sororities and any women's-only local, inter/national or regional non-NPC member organizations on a college/university campus. A College Panhellenic's purpose, in part, is to instill the value of good citizenship and give service to the community and campus in which it is located.

NPC encourages College Panhellenics to foster opportunities for all sorority women to be active citizens by serving their campuses and communities. Caring for others, respecting the law and improving communities through volunteering are important components of sorority membership.

College Panhellenics are encouraged to focus on efforts that can help sorority women engage with the campus and local community to help develop relationships, create meaningful partnerships and provide for transformational shared experiences. Rather than simply fundraising, College Panhellenics should focus on service events/activities.

Philanthropic, community service or fundraising events/activities hosted by College Panhellenic chapters and/or other organizations that include participation by sorority women must be devoid of destructive, divisive or abusive actions as those are directly contrary to good citizenship. All College Panhellenic chapters are expected to follow their own alcohol, drug and risk management policies and college/university policies before, during and after these events.

NPC considers it unacceptable to promote

- Negative images of women and the sorority community.
- Demeaning actions toward others, including incivilities, cultural insensitivity and sexual harassment.
- Any actions that negatively affect public perception of the sorority community.

Such activities directly violate our time-honored organizational values, risk management policies and the highest standards of human dignity. These are the foundation of the sorority experience, and anything to the contrary must not be part of our culture.

### Commitment to Offering Equitable and Accessible Membership Opportunities

The National Panhellenic Conference (NPC), one of the world's largest organizations advocating for women and the trade association for 26 inter/national women's-only sororities, believes in the continued value of women's-only sororities to empower collegiate and alumnae women and provide networks of support for them.

NPC expressly condemns all forms of discrimination and is committed to welcoming all women, regardless of their age, ethnicity, race, religious beliefs, socioeconomic status, body type, sexual orientation and abilities,

within the Panhellenic sisterhood. We pledge to create equitable and accessible opportunities for all women to participate as members and leaders within this community. Additionally, NPC is committed to engaging in discussion with and delivering education to Panhellenic women regarding ongoing work related to providing these opportunities.

While NPC does not dictate nor determine membership policies of its member organizations, we encourage each organization to foster a culture where diversity is valued and the contributions of women of all backgrounds are celebrated. These organizations, consistent with federal law, do maintain single-sex membership policies.<sup>2</sup>

### Fraternity/Sorority User Fees

The National Panhellenic Conference (NPC), one of the world's largest organizations advocating for women, is the trade association for 26 inter/national women's-only sororities. NPC and its member organizations continue to advocate for college affordability for today's students. The promotion of college affordability is a pillar of the NPC Government Relations Platform as NPC regularly engages with policymakers and leaders across higher education to affirm the value of women's-only organizations as a means to empower today's collegiate women.

Our organizations provide an added value and a transformative experience for undergraduate women, which, we acknowledge, comes at an expense to our members. We do all we can to limit those expenses. Additional expenses like those that are levied by an institution of higher education to sorority members are discouraged by NPC.

If an institution of higher education determines a need for a fraternity/sorority user fee, NPC encourages critical assessment to determine an appropriate fee for a campus and the size of the Panhellenic community. This assessment should consider the programming already offered to sorority members and the current fees assessed by the College Panhellenic and sorority chapters. The aim should be to avoid overlapping or redundant purposes and expenses wherever possible.

In partnership, NPC requests that institutions engage College Panhellenic officers, chapter leaders and alumnae advisors in a dialogue as soon as a fee begins to be considered. College students are responsible consumers and expect transparency in the collection and use of their money and NPC encourages sorority members to make financial decisions responsibly.

To create checks and balances between institutions of higher education and sorority members, NPC has created a list of recommendations, including

- Policies and procedures established do not infringe on the rights of sororities as private member organizations.
- Clear documentation of the policies, procedures and restrictions of these fees to be used only for the sorority community.

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<sup>2</sup> The term "single-sex" is used in reference to our organizations that are women's only. We understand that many members may prefer the term "single-gender" and that there is a difference between the two words; however, "single-sex" is used within Title IX and Unanimous Agreement IX. For consistency with those documents, we have chosen to use "single-sex" here.

- Annual reporting and analysis of the fees assessed and the specific use.
- Establish an advisory board of students and alumnae to participate in the annual analysis of the services provided by the fee.
- The institution collects these fees from each student at the same time and in the same manner as tuition and other fees. (Fees should not be collected by chapters or the College Panhellenic.)

### Independent College Panhellenics

The National Panhellenic Conference (NPC), one of the world's largest organizations advocating for women, is the trade association for 26 inter/national women's-only sororities. There are a handful of College Panhellenic Associations that do not participate in the host institution's student organization recognition process, and NPC refers to these associations as independent College Panhellenic Associations. Though independent College Panhellenics function separately from the host institution, they are fully recognized by NPC and their member chapters' participating inter/national organizations.

Independent College Panhellenics are not typical, but there are various reasons for forgoing recognition, including that the institution does not offer recognition. Becoming an independent College Panhellenic is not a decision taken lightly or without the assistance of NPC and inter/national organizations.

The functionality of independent College Panhellenics is no different from College Panhellenics that are recognized by their institutions, except the Panhellenic community receives all of its guidance and coaching directly from NPC and the participating inter/national organizations. They are expected to uphold the same expectations and requirements as other College Panhellenics, including NPC Unanimous Agreements and policies. They also abide by the policies and procedures of their inter/national organizations across all areas of chapter operations, including risk management.

These College Panhellenics and their member chapters operate to continue to provide a valuable sorority experience on their campuses. NPC and member organizations lead in supplying them with the resources needed for success.

NPC currently supports the following independent College Panhellenic Associations:

#### **United States**

- Bloomsburg (Bloomsburg University)
- Cambridge (Harvard University)
- Durham (Duke University)
- Georgetown University
- Princeton University
- Santa Clara University
- University of Chicago
- Yale University

#### **Canada**

- Carleton University
- McGill University
- University of British Columbia
- University of Manitoba
- University of Toronto
- University of Waterloo
- Western University

## Opposing Reporting Requirement for Member Organization Personnel

The National Panhellenic Conference (NPC), one of the world's largest organizations advocating for women, is the trade association for 26 inter/national women's-only sororities. Within each organization's structure, a team of elected and/or appointed personnel (e.g., chapter leaders, volunteer advisors, organization staff including traveling consultants and facility directors) support collegiate chapters operating on campuses across the United States and Canada. The relationships built between these women—collegiate and alumnae—are one of the hallmarks of the collegiate experience for many sorority members. Those relationships extend past discussions of chapter operations and develop into opportunities for personal support and professional mentoring that may not be found elsewhere in the member's life.

In the past several years, two federal laws regarding campus crime reporting and the designation of individuals as reporters have begun to be interpreted by Institutions of Higher Education (IHE) as applying to member organization personnel:

1. Title IX of the Education Amendments of 1972 requires certain categories of individuals (employees and others) to be "mandatory reporters" (MRs) with an obligation to report incidents of sexual discrimination and/or violence on a college campus to the institution's Title IX office; and
2. The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) requires certain university officials with significant responsibilities for students, determined by the IHE, to be "campus security authorities" (CSAs) with an obligation to report acts of criminal activity on a college campus to the institution's police department.

NPC supports and applauds the efforts of IHEs to provide education and information regarding campus support resources and the process of reporting to whom; however, our member organizations oppose the designation of member organization personnel as MRs and/or CSAs. In these roles—elected or appointed organization personnel do not represent the institution, nor are they empowered by the institution to take any action on its behalf. Due to this lack of connection, there is no reason for the institution to extend its reporting duties to these individuals. The only exception to this position is when these individuals are also employed by the IHE and have this designation based on their duties and responsibilities outlined by the institution.

Classifying member organization personnel as MRs/CSAs significantly changes the dynamics of the relationship between the women within the organization. It reduces the likelihood that a collegian might confide in a chapter sister with a leadership position, a volunteer advisor or an organization staff member and may thereby prevent the collegian from getting the help they need. NPC applauds the 2017 decision of the University of Oregon to allow "student-directed employees" to provide care and support to students while also allowing the student to decide on when/where/how to report. This designation applies to most faculty, student employees and officers of the administration.

The strength of the sorority community depends on the intergenerational friendships and genuine connections fostered through sisterhood. Requiring mandatory reporting under any regulation, be it Title IX or the Clery Act, may affect NPC member organizations' ability to support survivors, recruit and retain critical volunteers and sorority employees, and impede the ultimate goal of the regulations.

NPC member organizations believe in empowering witnesses and survivors of all campus crime by providing campus-specific support resources and referring individuals to either private or confidential counseling centers, advocates or law enforcement, depending on the choices of the impacted individual. However, NPC sororities are united in our obligation to chapter leaders, volunteer advisors and organization staff and cannot support any attempts to designate them as MRs under Title IX or CSAs under the Clery Act.

### Primary Recruitment

The United States Supreme Court has granted individual students and student organizations the freedom to associate without restrictions [Healy v. James, 408 U.S. 169 (1972)]. NPC, one of the world's largest organizations advocating for women, supports the right of association through its governance documents known as Unanimous Agreements. Unanimous Agreement VIII reinforces the right to associate. NPC believes the freedom to associate extends to the timing of recruitment.

#### *Endorsement of Fall Primary Recruitment*

NPC defines primary recruitment as the period during the academic year when events are held by each NPC sorority on campus to select new members. NPC endorses primary recruitment occurring at the beginning of the fall academic term for these reasons:

- **Freedom of association**  
NPC organizations should be free to recruit, select and enroll new members at any time that other student organizations—such as intercollegiate athletics, musical ensembles and other recognized student organizations—may do so to uphold students' rights to freely associate and ensure a fair and equitable application of student policy.
- **Acclimation**  
Provides women an early opportunity to adapt to the demands of campus life, including academic, social, cultural and service components, by quickly affiliating with a supportive subset of women students.
- **Retention**  
Engages women as quickly as first-year students so they can continue toward degree completion.
- **Mentoring**  
Provides woman-to-woman mentoring opportunities via collegiate chapter members and alumnae.
- **Academic support**  
Encourages women to engage in chapter academic study and scholarship groups immediately.
- **Time management**  
Provides optimum experience without distractions from recruitment activities throughout the fall academic term.
- **Scheduling**  
Offers fewer disruptions caused by inclement weather conditions.

Additionally, sorority programming and expectations follow the missions of higher education institutions by fostering a spirit of sisterhood. This serves as a safety net for young women as they acclimate to a college/university environment. Sorority programming and services also provide first-year women with a sound base for educational success throughout college.

Moreover, studies indicate that student retention is enhanced by sorority membership, where sharing common interests and values with mutually supportive members leads to greater collegiate satisfaction.



NPC believes there is no substitute for the enrichment sororities offer young women as part of the college/university experience, and this enrichment is most beneficial early in the academic year. NPC asserts deferred recruitment is not in the best interests of the health and welfare of a sound sorority community and its members.

### *Setting the Time for Recruitment*

When campuses mandate deferred recruitment, also known as second academic term recruitment, they are inappropriately controlling our membership processes, which are part of our right to associate.

NPC has established in Unanimous Agreement VI. College Panhellenic Membership Recruitment, the College Panhellenic Council is the authority to establish and regulate membership recruitment rules and activities for a campus. Those activities include organizing and implementing the primary recruitment period, as well as determining the timing of recruitment.

NPC believes all decisions regarding the timing of recruitment, including any changes to timing, should be made by the members of the College Panhellenic in an informed decision, in consultation with their respective NPC member organizations, the NPC office, the NPC area advisor and the campus-based professionals at the institution.

### Right to Assemble

The National Panhellenic Conference (NPC), one of the world's largest organizations advocating for women, is the trade association for 26 inter/national women's-only sororities. NPC affirms the rights of students to associate with an organization on such terms and conditions as the student and the organization exclusively agree as granted by the U.S. Constitution.

NPC acknowledges that colleges and universities have the right to establish fair and reasonable rules and regulations for all student organizations seeking to receive and maintain institutional recognition as listed in their college/university student handbooks. However, in the absence of due process, colleges and universities do not have the right to restrict and interrupt regular chapter operations nor infringe on a private organization's right to

- Assemble
- Recruit members
- Educate or initiate members

No infringement shall occur without due process and notice provided to the inter/national organizations. NPC supports the right of association through its governance documents known as Unanimous Agreements. Unanimous Agreement VIII reinforces the right to assemble.

### Right of Association as Women's-Only Organizations

The National Panhellenic Conference (NPC), one of the world's largest organizations advocating for women, is the trade association for 26 inter/national women's-only sororities. NPC supports the right of association through its governance documents known as Unanimous Agreements. Unanimous Agreement VII reinforces the right to associate.

NPC's 26 member sororities exist and have existed throughout their history as women's-only private social organizations.

NPC values its ability to remain an independent voice for women. Through recruiting, educating and initiating sorority members, women are supported as they uphold both the ideals stated in the NPC Panhellenic Creed and the ideals of their individual member organizations.

The U.S. Congress recognized in Title IX of the Education Act Amendments of 1972 that the membership practices of social fraternities and sororities are excepted from the prohibition against sex-based discrimination in education programs or related activities.

The U.S. Supreme Court also has affirmed that the "right to freedom of association is a right enjoyed by religious and secular groups alike."

In addition, according to Unanimous Agreement IX, each College Panhellenic Association shall denounce the participation of undergraduate Panhellenic women in auxiliary groups to men's fraternities and in men's primary recruitment activities.

### Role of College Panhellenics in Safety and Risk Management

The National Panhellenic Conference (NPC), one of the world's largest organizations advocating for women, is the trade association for 26 inter/national women's-only sororities. NPC supports the formation of College Panhellenic Associations through its governance documents known as Unanimous Agreements. Unanimous Agreement II directs that a College Panhellenic Association must be established where two or more NPC sororities have installed undergraduate chapters on campus.

The purpose of a College Panhellenic is to

- Promote the growth of individual chapters and the sorority community.
- Organize and sponsor a women's-only membership recruitment program.
- Conduct the business of the College Panhellenic during the academic year.
- Encourage the highest possible academic, social and moral standards.
- Coordinate activities, establish orderly procedures and provide for programming in addition to recruitment.
- Adjudicate all matters related to the NPC Unanimous Agreements, College Panhellenic bylaws and/or other governing documents, College Panhellenic membership recruitment rules, College Panhellenic code of ethics and College Panhellenic standing rules.
- Actively support the mission of its host institution.
- Promote good public relations.
- Give service to the community and campus.
- Sponsor Junior Panhellenic, if appropriate, for specialized programming efforts.
- Promote friendship, harmony and unity among members, chapters, faculty, administrators and campus groups.

Each NPC member organization sets, monitors and enforces its expectations, policies and procedures for its members; therefore, it is not the place of a College Panhellenic to enforce them. Nor, based on its stated purpose, should the College Panhellenic develop new policies or add additional requirements to sorority members or chapters of the College Panhellenic community regarding safety/risk management or social policies. Safety/risk management or social policy concerns related to the behaviors of individuals and/or chapters should be referred back to the chapter and/or inter/national member organization. More importantly, the College Panhellenic should not attempt to adjudicate any violation of safety/risk management or social policies. The College Panhellenic only adjudicates matters found in the governing documents of the association, namely the College Panhellenic Association bylaws, standing rules and recruitment rules.

In the event College Panhellenic officers and/or the fraternity/sorority advisor are concerned about the safety/risk management of the entire community, they should gather the chapter leaders together to discuss the issues and potential action items. The results of those conversations should not be the creation of policies to be adjudicated by the College Panhellenic. Instead, each chapter must work with its respective member organization to create the desired change.

NPC and its member organizations recognize that higher education institutions may have safety/risk management or social policies required of all student organizations, such as event registration procedures. The appropriate college/university entity shall adjudicate violations of campus policies or student conduct codes by individuals and organizations.

### Standards of Conduct

The National Panhellenic Conference (NPC), one of the world's largest organizations advocating for women, is the trade association for 26 inter/national women's-only sororities. All NPC member organizations have a common set of values, including friendship, service and support. In upholding these values, NPC and our member organizations expect all Panhellenic women to maintain high standards of conduct.

NPC Unanimous Agreement I. The Panhellenic Creed sets an expectation for Panhellenic women that emphasizes mutual respect for others: "... We, as Fraternity Women, stand for service through the development of character inspired by the close contact and deep friendship of individual fraternity and Panhellenic life. The opportunity for wide and wise human service, through mutual respect and helpfulness, is the tenet by which we strive to live."

Unanimous Agreement IV. Standards of Ethical Conduct further outlines how sorority members are to act in accordance with dignity and good manners. Specifically, they are expected to

- Conduct themselves in a manner consistent with the mission and values of NPC and the College Panhellenic.
- Create friendly relations between sorority and nonsorority women.
- Avoid disparaging remarks about any sorority or college/university woman.

NPC member organizations also set minimum expectations for collegiate sorority chapters and their members regarding respecting human dignity, wellness and student safety and member organizations have programming that can deepen members' learning and development in these areas.

NPC member organizations have conduct processes to address situations in which chapters or members do not meet expectations for maintaining high standards.

NPC encourages all Panhellenic women to take personal responsibility for their actions and uphold these expectations per the Unanimous Agreements and NPC member organization policies, procedures and principles.

### Transparency in the Joining Process

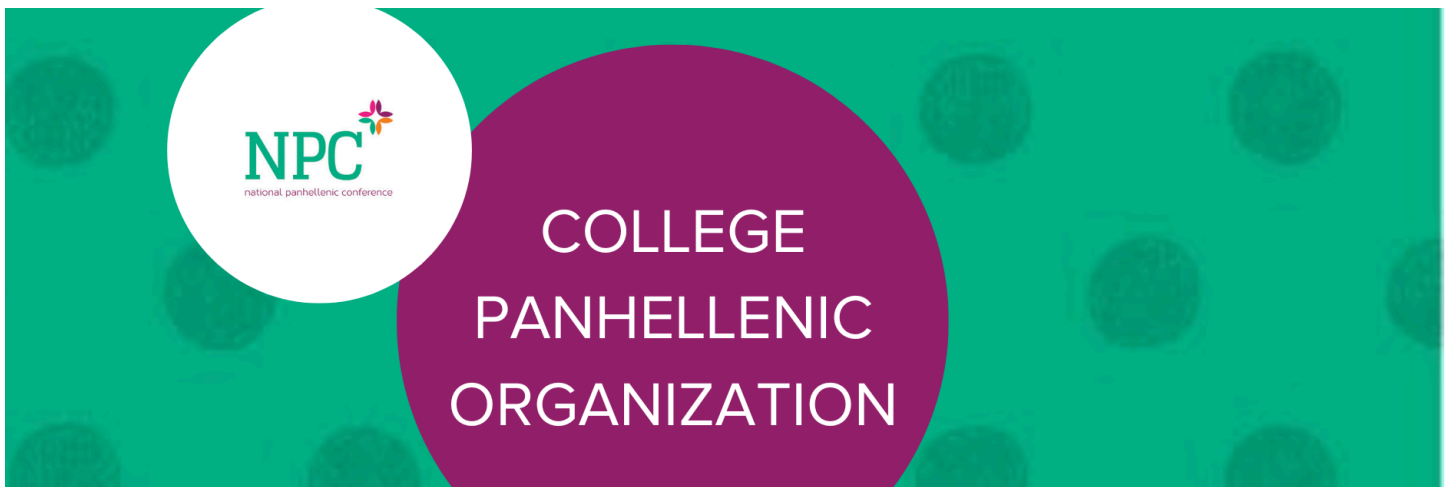
The National Panhellenic Conference (NPC), one of the world's largest organizations advocating for women, is the trade association for 26 inter/national women's-only sororities. NPC is committed to reducing barriers within the sorority joining process and providing potential new members (PNMs) with an experience based on the transparent sharing of factual information. (This has been at the front of the Conference's efforts since the original adoption of the Potential New Member's Bill of Rights in 1989.)

PNMs deserve to be fully informed about the recruitment process and to have the opportunity to ask questions and receive objective answers in a positive and respectful environment free from undue pressure or influence. NPC shares information about the Panhellenic recruitment process and preparing for recruitment at no cost to encourage any PNMs who may be interested in joining to feel equipped and empowered to participate fully. NPC does not believe paid recruitment consultants or coaches are a necessary component of recruitment, nor are they advised.

There are no secrets about the Panhellenic joining process. PNMs and their families can find all the information they need about preparing for and participating in recruitment in several places, including through:

- Visiting [TheSororityLife.com](https://www.TheSororityLife.com), NPC's website for PNMs and their caregivers.
- Calling the NPC office directly.
- Calling the fraternity and sorority life office on the campus where the PNM is enrolled as a student.
- Connecting with the more than 5 million sorority alumnae across the globe who are neighbors, teachers, former high school classmates, etc. who want to share their sorority experience with more women.

Additionally, most College Panhellenic Associations provide recruitment counselors to help guide and coach PNMs before and during the recruitment process. Recruitment counselors are current collegiate sorority members. They are committed to providing sound and neutral guidance throughout the process—everything from explaining terminology to ensuring the PNM is in the right place at the right time.



A successful College Panhellenic must be clear in its purpose and be well-organized to achieve its mission and goals.

This section reviews critical information for College Panhellenics, including how to establish and operate a College Panhellenic.

## COLLEGE PANHELLENIC ORGANIZATION

### Overview

Panhellenic associations are based on democratic principles and are organized to foster cooperation among women's sororities. Regardless of their membership class, all chapters involved in the Panhellenic Association must be women's-only organizations. Panhellenic members must respect and obey the letter and spirit of all NPC Unanimous Agreements, and their governing documents must conform to all Unanimous Agreements.

### Purpose

The purpose of a College Panhellenic is as follows:

- Promote the growth of individual chapters and the sorority community.
- Organize and sponsor a women's-only membership recruitment program.
- Conduct the business of the College Panhellenic during the academic year.
- Encourage the highest possible academic, social and moral standards.
- Coordinate activities, establish orderly procedures and provide for programming in addition to recruitment.
- Adjudicate all matters related to the NPC Unanimous Agreements, College Panhellenic bylaws and/or other governing documents, College Panhellenic membership recruitment rules, College Panhellenic code of ethics and College Panhellenic standing rules.
- Actively support the mission of its host institution.
- Promote good public relations.
- Give service to the community and campus.
- Sponsor Junior Panhellenic, if appropriate, for specialized programming efforts.
- Promote friendship, harmony and unity among members, chapters, faculty, administrators and campus groups.

### Membership

"Panhellenic" is sometimes mistakenly thought to be the officers of the organization or even the administrators who work with fraternity/sorority life. In fact, a College Panhellenic Association is a chartered affiliate of NPC and a democratic entity composed of all members of the NPC sororities on campus.

A College Panhellenic Council is the association's governing body and is composed of one delegate and one alternate from each regular, provisional and associate member chapter at the institution. The College Panhellenic Council is responsible for local Panhellenic operations in accordance with NPC Unanimous Agreements, policies, best practices and procedures.

In accordance with the Panhellenic Leadership Policy (1993, 2018, 2022) – POLICY, all College Panhellenic delegates, officers, recruitment counselors and committee members must be initiated members in good standing with their member organizations, be active participants in their collegiate chapter and be enrolled in the institution where the chapter is located.

## Membership Statuses

There can be three types of membership within College Panhellenics: regular, provisional and associate, as defined by the NPC (College Panhellenic Membership Statuses (2020) - POLICY).

The membership statuses are defined as:

- The regular membership of the College Panhellenic Association shall be composed of all installed chapters of NPC sororities at the institution. Regular members of the College Panhellenic Association shall pay dues as determined by the Panhellenic Council.
- The provisional membership of the College Panhellenic Association shall be composed of all newly established chapters of NPC sororities at the institution. Provisional members shall pay no dues and shall have a voice but no vote on all matters. A provisional member shall automatically become a regular member upon being installed as a chapter of an NPC sorority.
- The associate membership of the College Panhellenic Association shall be composed of women's-only local sororities or inter/national or regional non-NPC member organizations. The membership eligibility requirements and the process for submitting an application and approval of the application shall be determined by the Panhellenic Council. Associate members shall pay dues as determined by the Panhellenic Council. An associate member shall have a voice and one vote on all matters except extension-related matters. If they do not participate in the primary recruitment process, they shall not have a vote on recruitment rules and the establishment or the modification of Panhellenic total. An associate member may be expelled for cause by a majority vote of the Panhellenic Council. An associate member shall not be entitled to vote on the question of its expulsion.

## Associate Member Eligibility

Each College Panhellenic will contact the NPC office by email or phone when an organization requests to become an associate member of the College Panhellenic Association and NPC will determine if they meet the eligibility requirements. The College Panhellenic Council will determine additional criteria required to be met in determining associate member status at its campus and incorporate those criteria into its College Panhellenic Association bylaws, taking into account each of the following:

- All chapters involved in the College Panhellenic Association, regardless of their membership class must be women's-only organizations.
- The minimum membership size requirement of the prospective associate member organization, with a stated requirement that women in the prospective associate member organization must not be members of any other organizations currently in the College Panhellenic Association.
- The length of time a group must exist before applying for associate member status.
- The internal governance policies the applying group must have before being granted associate member status, with a stated requirement that the applying group's risk management policies and practices (including policies on alcohol, social functions and hazing) comply with the requirements of the College Panhellenic Association's and host institution's policies and with applicable laws.
- The vote requirement necessary for the College Panhellenic to approve applications for associate member status (e.g., a simple majority, two-thirds vote).
- The process by which applications for associate membership will be received and considered.
- Any other matter deemed pertinent to associate member status by the College Panhellenic.

Each College Panhellenic also will determine the privileges and responsibilities of associate members once admitted to the College Panhellenic Association, taking into account each of the following:

1. The level and type of participation required or permitted in College Panhellenic Association affairs, with a stated requirement that all associate members must abide by all NPC Unanimous Agreements and be subject to the College Panhellenic Association bylaws and governing documents (excluding recruitment rules unless they participate in the primary recruitment process).
2. Members of sororities holding associate membership in the Panhellenic will be eligible to serve as officers but should not serve as president or the officer in charge of recruitment.
3. Whether associate members will:
  - a. Have a voice and one vote in all matters except those that are extension-related. If not participating in the primary recruitment process, they will not have a vote on recruitment rules and establishment or modification of Panhellenic total.
  - b. Pay full or partial dues.
  - c. Be allowed or required to participate in any or all Panhellenic and fraternity/sorority programming such as Greek Weekend, honoraries, awards programs, etc.
  - d. Be subject to the peer accountability process.
  - e. Be allowed or required to participate in organized recruitment and, if not, any restrictions on the timing and/or manner of associate member recruitment.
  - f. May be expelled for cause by a majority vote of the Panhellenic Council. An associate member shall not be entitled to vote on the question of its expulsion.
4. That associate membership in a College Panhellenic Association cannot and does not confer or imply any guarantee that an associate member will be permitted to affiliate with an NPC organization, such authorization being conveyed only on a separate extension vote of the regular members of the College Panhellenic when campus numbers warrant a vote to open for extension.
5. How the College Panhellenic will monitor associate members' adherence to the requirements for their continued status.
6. Any other matter deemed pertinent to associate member status by the College Panhellenic.

### Organization

Each College Panhellenic establishes its own bylaws, code of ethics and recruitment regulations within the framework provided by the NPC Manual of Information. Unanimous Agreements and policies must be honored as part of these governing documents, and a College Panhellenic's own governing documents should not contradict NPC policies and procedures.

A College Panhellenic is a forum and voting body. Its effectiveness depends on the respect it earns from its member organizations and the rest of the campus community. To be influential, it must operate with professionalism and integrity. A College Panhellenic Council functions most effectively when the delegates of its member organizations know proper Panhellenic procedures and are dedicated to working together in harmony and cooperation.



## Representatives

Individual chapters and the Panhellenic community benefit when each chapter selects its best-qualified members as delegate and alternate delegate to the College Panhellenic. To represent the chapter effectively, these representatives must be informed, knowledgeable about proper Panhellenic procedures and willing to act on chapter opinion rather than individual conviction.

## Rights of Sorority Chapters

The College Panhellenic Council and its advisors must bear in mind the member chapters give the Panhellenic its authority. The council and advisors guide; they do not decide. A College Panhellenic Council cannot deny a member chapter the right to operate according to its policies and procedures, including rights such as initiating a woman when she has met the requirements of her sorority.

## Ethics

Sorority women working together serve as role models. They encourage their members to be law-abiding citizens, mindful of others' rights and dedicated to representing and upholding the principles espoused by every member organization.

## Organization and Management

Panhellenic delegate responsibilities

- Must attend all Panhellenic meetings
- Must understand and support NPC Unanimous Agreements, policies and procedures
- Must understand local Panhellenic policies and procedures
- Should know when to consult her sorority's chief panhellenic officer for assistance and advice regarding Panhellenic concerns
- Should be prepared and knowledgeable about College Panhellenic concerns, the views of the member organization and chapter, and how to voice concerns to the Panhellenic Council
- Should present regular reports on the work of the College Panhellenic Association during chapter meetings

## Panhellenic Files

Permanent records are to be kept in a central location accessible to Panhellenic officers, such as a Panhellenic office, if space is available. Careful record-keeping is essential. NPC recommends the outgoing Panhellenic president check the files (both current and historical, both printed and electronic) with her successor during officer transition to ensure they are complete. The following materials are valuable for reference:

- College Panhellenic bylaws: Keep an up-to-date copy in the current file.
- NPC Manual of Information: Keep a link to the current manual in the current file.
- Meeting minutes: Keep in the current file for four years and then transfer to historical files.
- Financial records, reports and budgets: Keep in current file for seven years.
- Membership recruitment statistics: Keep in the current file for five years and then transfer to historical files.
- Membership recruitment materials, including recruitment rules, pamphlets, programs, bulletins, evaluations, event schedules, etc.: Keep in the current file for five years.
- Name, address and contact information of the current NPC area advisor: Keep in the current file.

- Reports and project evaluations: Keep in the current file for five years.
- Peer accountability records: Keep in a locked file for three years.
- Procedure notebooks: Refer to this section's Panhellenic Council officer notebook information.
- Historical files, including correspondence of permanent interest: NPC recommends backing up electronic files and storing them safely in a location protected from fire.

### Officer Selection

NPC encourages the practice of rotation of Panhellenic offices, especially for campuses with four or fewer member organizations. Rotation provides each sorority the opportunity and responsibility for Panhellenic service. Chapters must be aware of the terms their representatives are expected to serve and are responsible for selecting the best-qualified members to be Panhellenic leaders. Please refer to Officer Selection (2022) – BEST PRACTICE.

- The rotation order is based on the date the chapter was installed on campus (oldest first), and the order should be noted in the Panhellenic bylaws.
- If a representative from the sorority, in turn for rotation, is not prepared to serve as an officer, the Panhellenic Council determines how the office is filled.
- If an officer cannot complete her term and her sorority cannot provide a qualified replacement, the sorority next in rotation order assumes the office. A sorority filling an unexpired term does not relinquish its regular order. Example: Alpha's officer leaves office midterm. Alpha has no qualified replacement, so Beta fills the remainder of the unexpired term. Beta then serves its regular term in that office.
- If the College Panhellenic wishes, it may allow members of associate-member organizations to hold office, but they should not serve as the president or the officer in charge of recruitment.

On campuses with more than four NPC chapters, College Panhellenics should select officers using a combined rotation-election plan or a straight election plan.

When using a rotation-election plan, a certain number of chapters (depending on the number of chapters and the number of Panhellenic offices) rotate into eligibility for the designated offices each year. Officers are selected from those eligible representatives. The remaining officer positions are filled by election.

While most College Panhellenics choose to have officers serve for a calendar year, depending on campus characteristics (e.g., where many Panhellenic women hold internships or co-ops or study abroad), the College Panhellenic may decide officers should serve for an academic year.

Panhellenic bylaws would state one of the following options:

- The offices of president, vice president, secretary and treasurer [list specific additional officers, if applicable] of the [name of institution] College Panhellenic Association shall be held in rotation by each eligible woman's sorority chapter in order of its installation at [name of institution]. If a member from the women's sorority, in order of rotation, is not prepared to serve as a designated officer, the College Panhellenic Council shall determine how the office shall be filled.
- The offices of [list specific officers] of the [name of institution] College Panhellenic Association shall be held in rotation by each eligible woman's sorority chapter in order of its installation at [name of institution]. If a member from the women's sorority, in order of rotation, is not prepared to serve as a designated officer, the College Panhellenic Council shall determine how the office shall be filled.

- The offices of [list specific officers] of the [name of institution] College Panhellenic Association shall be elected by ballot, except if there is only one nominee for an office, that nominee shall be declared elected.
- The offices of president, vice president, secretary and treasurer [list specific additional officers, if Applicable] of the [name of institution] College Panhellenic Association shall be elected by ballot unless there is only one nominee for an office, then that nominee shall be declared elected.

Note: For more information, see the “[College Panhellenic Officer Election Resources](#)” on the NPC website.

### Delegate and Officer Orientation

Hold a meeting or retreat for incoming and outgoing officers and delegates, allowing time for both general education and one-on-one training. Before the retreat or workshop, the current Panhellenic Council could prepare a resource list for attendees. The resource list should include the NPC Manual of Information, Panhellenic bylaws and other governing documents. During this time, individual officers should explain their responsibilities and share procedural notebooks, reference material, evaluations and suggestions. Delegates should share their information-gathering and presentation techniques with their chapter and parliamentary procedures for discussion, motion-making and voting (refer to Panhellenic files).

New officers and delegates should be presented with available resources, such as

- Publications and websites: NPC Manual of Information, College Panhellenic Newsletter and npcwomen.org
- Human resources: NPC area advisor, chief panhellenic officer, fraternity/sorority advisor and NPC office staff

The officers should set council and individual goals and priorities for their term of office. These goals should be shared and discussed with the Panhellenic Council as a whole.

### Panhellenic Council Officer Notebook (Suggested Contents)

1. Resources and rosters
  - a. NPC area advisor information
  - b. Campus fraternity/sorority advisor
  - c. Panhellenic Executive Board directory
  - d. Panhellenic Council directory
  - e. Chapter presidents directory
  - f. Junior Panhellenic Council directory (if applicable)
  - g. Contact information for other peer governing councils (e.g., IFC, NPHC)
  - h. Local Alumnae Panhellenic president information
2. Meeting minutes, agendas and committee reports
3. Calendars
  - a. Panhellenic calendar
  - b. College/university calendar
  - c. Community activity calendar
4. Position descriptions
5. Panhellenic governing documents

- a. Panhellenic bylaws and standing rules
  - b. Membership recruitment rules
  - c. Panhellenic Code of Ethics
  - d. Other Panhellenic policies: risk management, philanthropy, etc.
6. Panhellenic budget and financial reports
  7. NPC resources
    - a. The current edition of the Manual of Information, available online at [npcwomen.org](http://npcwomen.org)
    - b. NPC store information, prices and ordering, including custom orders, are available online at [npcstore.org](http://npcstore.org)
  8. Correspondence
  9. Statistical information
  10. Pertinent college/university information and policies
  11. Marketing plan and timeline

### Fraternity/Sorority Advisor

A fraternity/sorority advisor counsels a College Panhellenic Association regarding its goals, programs and regulations. The fraternity/sorority advisor is usually a college or university administrator but may be an alumna of an NPC sorority hired by the College Panhellenic or serving as a volunteer.

Qualifications for a fraternity/sorority advisor should include:

- Knowledge and an understanding of NPC policies, Unanimous Agreements and procedures.
- An interest in and understanding of the ideals and goals of sororities.
- An understanding of the relationship among NPC, its member sororities and their collegiate chapters.
- A desire to assist the College Panhellenic in maintaining orderly and harmonious relationships within its membership and promoting constructive programs and projects on the campus and in the community.
- Membership in an NPC sorority, if possible.

### Relationship of Advisor to a College Panhellenic

The role of an advisor is to provide guidance, counsel and support, helping the College Panhellenic function effectively per NPC and college/university policy.

### Fraternity/Sorority Advisor Files

In addition to the materials already listed for College Panhellenic files, the fraternity/sorority advisor should keep these records:

- Chapter membership statistics, lists of new members and initiates and recorded changes in membership status
- Lists of Panhellenic officers, chapter officers, alumnae advisors and inter/national officers
- Signed copies of MRABAs and bid lists in a confidential file for three years
- Proceedings from Panhellenic peer accountability resolution meetings in a confidential file for three years

### Panhellenic Alumnae Advisory Council

College Panhellenics may be assisted by a Panhellenic Alumnae Advisory Council. These advisor groups are composed of alumnae members of NPC sororities. They are organized to provide support for the activities and programs of the College Panhellenic and to serve as a liaison between the college/university and sorority alumnae in the community. The Panhellenic Alumnae Advisory Council should not be confused with the local Alumnae Panhellenic Association.

### NPC College Panhellenic Area Advisor

NPC provides every College Panhellenic with an NPC area advisor as one of its services. They are well-versed in Panhellenic policies and practices. They provide assistance if needed and advice backed by practical experience. Because the NPC area advisor is a volunteer, they must plan to fulfill any requests by the College Panhellenic well in advance for any potential campus visits, meeting attendance, and/or workshops.

### NPC Area Advisor Responsibilities

The NPC area advisor:

- Interprets and clarifies what is in the NPC Manual of Information, including the Unanimous Agreements, policies and best practices
- Serves as a liaison between NPC, NPC's member organizations, the fraternity/sorority advisor and the College Panhellenic officers
- Keeps the College Panhellenic advised of the latest NPC policies and procedures
- Reviews the College Panhellenic's working documents (e.g., bylaws, standing rules, recruitment rules, code of ethics) and suggests changes when needed
- Offers new ideas on Panhellenic procedures, programming and officer training
- Provides advice on how to market recruitment and the sorority experience to PNMs and build positive perceptions of sorority life on campus and in the community
- Assists the College Panhellenic with problem-solving
- Works closely with the College Panhellenic to help resolve issues/concerns
- Welcomes the opportunity to observe, learn and work with a College Panhellenic

### College Panhellenic Responsibilities to the NPC Area Advisor

- Keeps them informed when changes in bylaws, membership recruitment rules and procedures are being considered and during discussions of total and extension
- Submits Panhellenic governing documents annually or when the Panhellenic Council has approved changes
- Tells the NPC area advisor about problems before they become critical
- Sends new ideas for officer training, programs and projects
- Keeps communication open
- Submits Panhellenic meeting minutes for both the Council and Executive Board (if applicable)

## Junior Panhellenic

A Junior Panhellenic is an educational and service program sponsored by and modeled on the College Panhellenic. It is composed of representatives who are new members and newly initiated members from all College Panhellenic member chapters on campus. It encourages the special responsibilities and good campus citizenship that sorority membership entails and fosters intergroup relationships. Refer to the College Panhellenic Programming resources for more information on Junior Panhellenic.

## All-Greek Council

An All-Greek Council can provide a forum for discussion and communication among all Greek-letter groups. Such a council may be practical, especially on a large campus with many sororities and fraternities. It can coordinate joint activities such as educational programming, Greek Weekend, philanthropic or service projects, fraternity/sorority newspapers, newsletters and electronic communications that promote fraternity and sorority life.

An All-Greek Council should be a separate organization, and the NPC has a position statement explaining this expectation. Both the NPC and the NIC recommend separate College Panhellenic associations and Interfraternity Councils. The organization and procedures differ enough to make a College Panhellenic and an Interfraternity Council function more efficiently when operated independently.

- **Purpose**

An All-Greek Council should foster the cooperation of sorority women and fraternity men in carrying out a specific project or reaching a particular goal. All activities should reflect all fraternal organizations' ideals, values and standards.

- **Organization**

It should include representatives from the College Panhellenic, IFC, MGC, NAPA, NALFO, NPHC, or other fraternity/sorority councils on your campus. Selection and size of the representation depend on the size of the campus fraternity/sorority community. However, each organization represented should have one vote.

- **Authority**

Responsibilities should be restricted to those necessary to accomplish the All-Greek Council's goals and function. Membership recruitment programming and peer accountability boards are not proper functions of an All-Greek Council. Working with the college/university administration to give fraternities and sororities a place in summer orientation for new students is a proper function.

- **Meetings**

Meetings should be held when needed to achieve the council's purpose. If there is no convenient central meeting place, a rotation of meeting places among chapters is suggested.



Membership recruitment is one of the most visible, rewarding and important activities coordinated by the College Panhellenic. Successful membership recruitment requires a huge organizational effort. The College Panhellenic should separate the recruitment operation into segments or processes. Careful and collaborative planning of each recruitment process will increase the ultimate success of the College Panhellenic's effort.

This section is designed to address those recruitment processes in sequential order. While determining the best recruitment style for a particular College Panhellenic is necessary, other processes listed are equally, if not more important, to successful recruitment.

## COLLEGE PANHELLENIC MEMBERSHIP RECRUITMENT

### Values-Based Recruitment

NPC comprises values-based organizations. The 26 NPC member organizations are bound together by the shared values of the NPC Panhellenic Creed. Since NPC expects member organizations and their members to uphold shared values, those values should be displayed through the activities of College Panhellenics and individual chapters. College Panhellenics and individual chapters ensure recruitment events are values-based and reflect the NPC sorority experience. A values-based approach should be used with all recruitment styles.

Recruitment aims to form connections between PNMs and chapter members and focus on a values-centered conversation experience. Focusing on equitable experiences between chapters and PNMs prioritizes genuine conversations about organizational values and fosters a more meaningful connection between PNMs and chapter members. It also emphasizes authenticity, integrity and ethical conduct in recruitment activities.

Consider the following when implementing values-based recruitment:

- **Equitable experiences & ethical behavior**

Recruitment should be conducted to promote equity, ensuring all PNMs feel welcome and respected.

This should be encouraged by:

- Establishing and adhering to a recruitment code of ethics for chapters and PNMs that can be leveraged for accountability and ensure that the recruitment is conducted ethically
- Providing accommodations for PNMs with disabilities or special needs, chapters can demonstrate their commitment to accessibility and inclusivity

- **Values-first engagement**

Recruitment events should accurately portray the values, benefits and requirements of sorority membership. This should be encouraged by:

- Focusing on genuine connections and conversations rooted in shared values
- Prioritizing meaningful conversations over superficial exchanges. This includes conversations about membership requirements, such as event attendance and financial obligations
- Eliminating skits, songs and other staged performances, chapters can promote authenticity and integrity in recruitment programs and focus on values-based conversations
- Eliminating costuming and matching outfits so that chapter members display their individuality and authentic selves to PNMs

- **Financial responsibility and resourcefulness**

Recruitment should not create a financial burden for the College Panhellenic, the chapters, individual chapter members or PNMs. This should be encouraged by:

- Keeping decorations for recruitment events to a minimum
- Setting budgets for chapters so that chapters can evaluate their budgets to fit members' needs rather than for recruitment
- Including donated goods in the budget



## Recruitment Styles

Determining and implementing the appropriate recruitment style for a primary recruitment process requires careful planning.

NPC approves three recruitment styles for the primary recruitment process:

- Continuous recruitment (CR)
- Partially structured recruitment (PSR)
- Fully structured recruitment (FSR)

The College Panhellenic, in consultation with the fraternity/sorority advisor and NPC area advisor, should complete the Recruitment Style Assessment to determine the style best suited to the campus.

## Assessment for Determining Recruitment Styles

The Recruitment Style Assessment will help determine if the Panhellenic should consider a specific recruitment style change for the primary recruitment process. No style is best, but it is important to select the recruitment style most appropriate for the College Panhellenic community and campus.

These indicators suggest changes are necessary for the primary recruitment style executed:

- Panhellenic lost more PNMs between registration and the open house round than in previous years.
- More women withdrew from the process between the open house round and the preference round.
- Although recruitment numbers are stable or increasing, the Panhellenic community lost chapters on campus.
- Chapter(s) matched less than half of quota even with recruitment numbers stable or increasing.
- All chapters are consistently recruiting to total, and there is still a surplus of interested women who are not participating in the current primary recruitment because of its structure/style.

The Panhellenic should review the Recruitment Style Assessment results and ask each delegate to do the same with their member organization's chief panhellenic officer.

The Recruitment Style Assessment includes the steps for assessing the College Panhellenic recruitment data.

- **Quota evaluation**  
This step determines whether or not RFM is needed for primary recruitment.
- **Recruitment statistics evaluation**  
This step looks at the specifics of the Panhellenic community related to the average open house pool, quota and total matched from the past three years and the number of chapters on campus.
- **Assessment results**  
The final step assists College Panhellenics in translating this information into the recommended style of primary recruitment and the overall characteristics that work best for the style.

After the Recruitment Style Assessment is complete, the College Panhellenic, in consultation with the fraternity/sorority advisor, chapter advisors and the NPC area advisor should evaluate the following:

- The recommended format based on the Recruitment Style Assessment recruitment trends
- Marketing to PNMs
- Changes in past and current enrollment of women on campus and future projections
- Interest in sorority life

### Recruitment Style Elements

Below are the common characteristics of the NPC-approved recruitment styles and the implementation elements for each style. College Panhellenics should consider both Panhellenic and campus characteristics when evaluating recruitment styles.

Note: [Sample schedules for all styles](#) are on the NPC website.

### Continuous Recruitment (CR)

Campus characteristics

- Most women on campus exhibit little interest in joining a sorority.
- PNMs are interested in a flexible approach to joining a sorority.
- There is a low percentage of undergraduate women who join a sorority.

Panhellenic characteristics

- Chapters recruit almost as many or more women through COB as during FSR or PSR.
- Quota historically ranges from one to nine.
- The community may be losing chapters.

### Implementing CR-Style Elements

- **Primary recruitment**

The College Panhellenic adopts one academic term for primary recruitment (the earliest allowable time a woman may join a sorority on campus).

- **Marketing**

The Panhellenic community should market the sorority experience year-round and promote membership benefits. The College Panhellenic and chapters should interact with all unaffiliated women on campus to help them become interested in the sorority experience. These communications should be informative about the overall sorority experience and opportunities to join and answer questions from PNMs and parents/caregivers. Throughout the year, the College Panhellenic should highlight the characteristics of each chapter in the Panhellenic community. Chapters and members may be more direct in developing relationships with PNMs through individual outreach. Each chapter should have a specific marketing plan for year-round promotion and, specifically, membership recruitment.

- **Registration**

A registration process is recommended. However, the College Panhellenic can assist in collecting names and contact information to provide to chapters. Chapters are responsible for one-on-one outreach and connection with PNMs and for collecting and leveraging PNM contact information.

- **PNM orientation**

The purpose of PNM orientation is to provide the opportunity for PNMs to be introduced to, learn more about and understand the opportunities for membership in the sorority chapters on campus. Orientation can have many styles to fit the needs of your campus, such as virtually through an email introduction, a tabling session open for PNMs to visit, small group gatherings or a more structured orientation if desired. An orientation should result in more contact information gathered from PNMs interested in the sorority experience by completing an interest form that all chapters can access.

- **Recruitment counselors**

Recruitment counselors are not required but may be used as influencers or ambassadors to the sorority experience. They may assist in marketing the sorority experience, provide information about joining opportunities to PNMs and answer questions from PNMs and parents/caregivers. College Panhellenic officers may serve as recruitment counselors and Panhellenic delegates could be utilized as recruitment counselors.

- **Recruitment schedule**

The College Panhellenic does not set a recruitment schedule or restrict chapter events. Chapters determine recruitment events and logistics. The College Panhellenic may create a centralized schedule to share in its marketing efforts to PNMs.

- **Financial transparency**

Each chapter should work with its inter/national organization to determine this execution. Chapters are responsible for sharing the financial obligations of membership before extending a bid.

- **RFM**

RFM is not used.

- **Quota**

Not used; chapters bid to total. However, the anticipated number of PNMs each chapter will recruit can be used to calculate total.

- **MRABA**

PNMs accepting a bid must sign the CR/COB MRABA.

- **Bid matching**

No bid matching is necessary with this style.

- **Bid Day**

There is no formal or collective bid distribution. Bid Day can simply be a date identified and set so that the College Panhellenic and chapters complete primary recruitment for that academic year. COB would begin immediately following Bid Day. The College Panhellenic should experience a seamless transition from CR to COB. Should the College Panhellenic wish to celebrate the chapters' new members, a social event may be scheduled at an appropriate and convenient time to honor new members.

- **Total**

Total is set before chapters begin recruitment and should consider the number of women currently and potentially interested in sorority membership.

## Partially Structured Recruitment (PSR)

### Campus characteristics

- The pool of PNMs initially interested in sorority membership is large enough for a central planning process.
- FSR presents a barrier to converting interested women into members (large withdrawal rates).

## Panhellenic characteristics

- Quota has historically ranged from 10-24 PNMs.
- The open house pool has historically ranged from one to 99 PNMs.
- There are three to five NPC chapters on campus.
- The community needs more flexibility in scheduling and implementing recruitment events (considering the size of the commuter population).
- The community may be losing chapters.

## Implementing PSR-Style Elements

- **Primary recruitment**

The College Panhellenic adopts one academic term for primary recruitment (the earliest allowable time a woman may join a sorority on campus).

- **Marketing**

The Panhellenic community should market the sorority experience year-round and promote membership benefits. The College Panhellenic and chapters should interact with all unaffiliated women to help them become interested in the sorority experience in alignment with the Promotion of the Sorority Experience – POLICY. These communications should be informative about the overall sorority experience and opportunities to join and answer questions from PNMs and parents/caregivers. During recruitment, the College Panhellenic should highlight the characteristics of each chapter in the Panhellenic community and provide information about all opportunities to join. Chapter communication should be informative about the chapter/organization and direct PNMs to the College Panhellenic's resources regarding recruitment information.

- **Registration**

A simplified registration is suggested. College Panhellenics should open a centralized registration form three months before recruitment begins and keep it open as long as possible, typically through the conclusion of the open house round. The College Panhellenic should eliminate all barriers to recruitment to allow PNMs to participate in recruitment at any point.

- **PNM orientation**

The purpose of PNM orientation is to provide the opportunity for PNMs to be introduced to, learn more about and understand the opportunities for membership in the sorority chapters on campus. Orientation can have many styles to fit the needs of your campus, such as virtually through an email introduction to a tabling session open for PNMs to a more structured orientation if desired. An orientation should result in more recruitment registrations from PNMs interested in the sorority experience.

- **Recruitment counselors**

Recruitment counselors should be used as ambassadors to the sorority experience. They should be selected and trained to assist in marketing the sorority experience, communicate directly with PNMs to facilitate continued interest and retention in the recruitment process and answer questions from PNMs and parents/caregivers.

- **Recruitment schedule**

The College Panhellenic votes to set the timing of recruitment and the date for the distribution of bids. The schedule of recruitment events should provide flexibility so that a PNM can attend events for every chapter without having to shift their personal schedule drastically. Even with a flexible schedule, PNMs must attend an event for all participating chapters before they can submit priorities.

- **Financial transparency**  
All chapters will share detailed financial information (member dues, chapter fees, assessments, etc.) with PNMs. See the NPC website for [implementation guidelines](#).
- **RFM**  
RFM is used, and the College Panhellenic must use an approved RFM format.
- **Quota**  
Every chapter is entitled to bid to quota.
- **MRABA**  
PNMs must sign the MRABA after the preference round to receive a bid for membership through the primary recruitment process.
- **Bid matching**  
Bid matching is used.
- **Bid Day**  
The College Panhellenic schedules the date of bid distribution. Local campus needs and situations determine location and timing. Every effort should be made to avoid conflicts with religious or cultural holidays.
- **Total**  
Total is determined and announced following bid matching and before the start of bid distribution.

### Fully Structured Recruitment (FSR)

#### Campus characteristics

- The number of PNMs is relatively large, and recruitment registration remains high.

#### Panhellenic characteristics

- Quota has historically been 25 PNMs or more.
- The open house pool has historically been 100 PNMs or more.
- There are six to 26 NPC chapters on campus.
- At a minimum, 80 women are being matched through the recruitment process.

### Implementing FSR-Style Elements

- **Primary recruitment**  
The College Panhellenic adopts one academic term for primary recruitment (the earliest allowable time a woman may join a sorority on campus).
- **Marketing**  
The Panhellenic community should market the sorority experience year-round and promote membership benefits. The College Panhellenic and chapters should interact with all unaffiliated women to help them become interested in the sorority experience in alignment with the Promotion of the Sorority Experience – POLICY. These communications should be informative about the overall sorority experience and opportunities to join and answer questions from PNMs and parents/caregivers. During recruitment, the College Panhellenic should highlight the characteristics of each chapter in the Panhellenic community and provide information about all opportunities to join. Chapter communication should be informative about the chapter/organization and direct PNMs to College Panhellenic resources regarding recruitment information.

- **Registration**  
Detailed registration information is requested. The registration should include contact information and the opportunity for PNMs to submit optional data about themselves as an introduction to the chapters.
- **PNM orientation**  
The purpose of PNM orientation is to provide the opportunity for PNMs to be introduced to, learn more about and understand the opportunities for membership in the sorority chapters on campus. Orientation may be a more formal event where College Panhellenic officers and alumnae can promote the values of the lifelong sorority membership experience. In addition to providing information about each chapter, this session may also provide information about recruitment logistics to support the PNM through the recruitment process.
- **Recruitment counselors**  
Recruitment counselors should be used as ambassadors to the sorority experience. They should be selected and trained to assist in marketing the sorority experience, communicate directly with PNMs to facilitate continued interest and retention in the recruitment process and answer questions from PNMs and parents/caregivers.
- **Recruitment schedule**  
The College Panhellenic votes on when to set the timing of recruitment and the date for the distribution of bids. PNMs are provided with a set schedule of events to visit each chapter.
- **Financial transparency**  
All chapters will share detailed financial information (member dues, chapter fees, assessments, etc.) with PNMs. The College Panhellenic will specify the round of recruitment in which the financial information will be shared. See the NPC website for [implementation guidelines](#).
- **RFM**  
RFM is used, and the College Panhellenic must use an approved RFM format.
- **Quota**  
Every chapter is entitled to bid to quota.
- **MRABA**  
PNMs must sign the MRABA after the preference round to receive a bid for membership.
- **Bid matching**  
Bid matching is always done.
- **Snap bidding**  
Used as necessary to assist chapters that did not match to quota.
- **Bid Day**  
The College Panhellenic schedules the date of bid distribution. Local campus needs and situations determine location and timing. Every effort should be made to avoid conflicts with religious or cultural holidays.
- **Total**  
Total is determined and announced following bid matching and before the start of bid distribution.

## Recruitment Guidelines

All membership recruitment programs are planned to provide opportunities for the greatest number of women to become part of the sorority community while protecting the rights and privileges of individuals, NPC chapters and member organizations.

- A College Panhellenic must follow all Unanimous Agreements and policies found in the Unanimous Agreements and Policies and Best Practices sections found earlier in this manual.
- A membership recruitment schedule of events and activities should complement the institution's orientation programs and/or academic schedule and not conflict with them.
- College Panhellenics and individual chapters must ensure recruitment events are values-based and reflect the sorority experience.
- The College Panhellenic recruitment rules should use the [NPC recruitment rules template](#).
- Limit recruitment registration fees to a minimum administrative fee to cover only essential costs. No additional fees to cover social events or philanthropic donations should be part of recruitment registration.
- Snap bidding is allowed only for those chapters that did not match to quota in the bid-matching process. Women who participated in at least the first round of recruitment are eligible for snap bidding. A woman does not need to have submitted preferences to be eligible for snap bidding. Snap bids should be coordinated and extended through the College Panhellenic before total is determined and set. College Panhellenics should set a brief window of time for snap bidding and communicate it to the community for planning purposes.
- A chapter matching to quota, but with spots left to fill in total, may COB to reach total, once total has been set.
- COB begins on Bid Day and is open to all unaffiliated women on campus without requiring prior participation in a primary recruitment period. NPC chapters nor PNMs should be required to register for COB.
- Local alumnae and collegiate members from other chapters may only be involved in recruitment as the Panhellenic recruitment rules allow. Their participation or assistance should be a behind-the-scenes role, and they should only actively participate in the recruitment process if designated inter/national member organization staff, volunteers, organizational visitors and traveling leadership consultants.

## Optimal Timing for Primary Recruitment

NPC considers early fall to be the optimum time to implement the primary membership recruitment process, especially a fully structured recruitment, for these reasons:

- **Freedom of association**  
NPC organizations should be free to recruit, select and enroll new members at any time that other student organizations—such as intercollegiate athletics, musical ensembles and other recognized student organizations—may do so to uphold students' rights to associate freely and ensure a fair and equitable application of student policy.
- **Acclimation**  
It provides women with an early opportunity to adapt to the demands of campus life, including academic, social, cultural and service components, by quickly affiliating with a supportive subset of women students.

- **Retention**  
Engages women as quickly as first-year students so they can continue toward degree completion.
- **Mentoring**  
Provides woman-to-woman mentoring opportunities via collegiate chapter members and alumnae.
- **Academic support**  
Encourages women to engage in chapter academic study and scholarship groups immediately.
- **Time management**  
Provides optimum experience without distractions from recruitment activities throughout the fall academic term.
- **Scheduling**  
Offers fewer disruptions caused by inclement weather conditions.

In some situations, the college/university mandates primary recruitment be held after the first academic term or further delayed in the first academic term for entering students. In these cases, during the fall term, the Panhellenic community should concentrate on marketing the sorority experience to first-year women and provide opportunities for upperclass women and transfer students to join sororities, allowing them the maximum time possible to benefit from membership.

### Recruitment Rules for College Panhellenics

All College Panhellenics should use the recruitment rules template on the NPC website.

Certain rules governing membership recruitment are necessary to ensure orderly procedures. Recruitment rules should be simple, fair and few. Long lists of specific rules are unnecessary and can create distrust among chapters and members. The spirit of Panhellenic unity is very important, especially during the recruitment process for membership.

Recruitment rules should not be part of the College Panhellenic bylaws. They are to be included in the standing rules.

Rules will vary depending on the recruitment style the Panhellenic chooses. However, the Unanimous Agreements and some rules apply to all recruitment styles. A Panhellenic should develop a separate code of ethics for the Panhellenic community and PNMs so there is less need for a long recruitment rule list.

### Panhellenic Code of Ethics

Today's Panhellenic Code of Ethics should support ethical decision-making by the College Panhellenic and apply to both the day-to-day activities and recruitment activities of a Panhellenic and its chapters. The code of ethics will be used year-round to incorporate the Panhellenic ideals, promote whole-hearted cooperation, eliminate negative competition and support NPC Unanimous Agreements and policies.

### Goals of a Code of Ethics

- List the values and goals of the Panhellenic community.
- Reflect the mission and motto of Panhellenic life.
- Describe the high standards of the Panhellenic community.



- Define membership opportunities for women on campus.
- Reflect an environment of fairness, respectfulness and authenticity in the Panhellenic community.

Note: A [Code of Ethics template](#) is available on the NPC website.

### Total

Note: The work of NPC's Total Method Setting Team/RFM specialists preempts all NPC total policies through the 2024-25 academic year. Questions about the work of the Total Method Setting Team should be directed to the NPC office.

Total is the allowable chapter size and includes both new and initiated members. The purpose of total is to provide opportunities for growing the Panhellenic community, ensuring parity among the chapters and allowing the maximum number of women to participate in the sorority experience.

When total is too low:

- The Panhellenic community cannot grow because there are not enough spaces to accommodate women interested in sorority membership.
- The smaller chapters cannot close the size disparity with the larger chapters in the community.

When total is too high:

- PNMs have incentives to withdraw from the recruitment process and join chapters during COB when they do not receive an invitation to return to the chapter of their choice.
- Larger chapters participate in COB, interfering with smaller chapters' recruitment effectiveness.

### Vacancies in Total Chapter Size

Vacancies in the chapter membership roll can be filled only if the chapter is below total. A chapter may exceed total due to its participation in Panhellenic recruitment when quota-total and a preferential bidding system are used. If, at any time during the academic year, a chapter falls below total, the chapter is eligible to COB to reach total again.

### Quota

Quota is a procedure that maximizes the opportunity for PNMs and chapters to complete recruitment successfully.

Quota is the number of women each sorority may pledge during a primary recruitment process. It is used with FSR and PSR.

Chapters can pledge up to quota through the primary recruitment period or in COB. Once a chapter has pledged to quota and is at or above campus total, it may not fill spaces until its membership size drops below total.

College Panhellenics may choose to use primary and secondary quotas to maximize the placement of interested women. These are two different quotas, and chapters can pledge to quota in both classifications. Chapters can only fill quota vacancies with a woman from the same quota classification (e.g., a secondary quota is filled only by a student from the secondary pool).

If a chapter falls below total at any point in the given academic year, even if it pledged to quota, it is eligible to pledge additional women to reach total. A chapter may not participate in COB unless it falls below campus total and/or did not pledge to quota.

### Setting Quota

Quota is not set until the preference round has been completed and the bid matching results are factored into the equation. To optimize the number of PNMs matched and to achieve parity, quota is run at different numbers by the fraternity/sorority advisor and RFM specialist within the projected quota range to determine a quota that is in the best interest of the community and maximizes the number of PNMs placed without jeopardizing the overall results. A quota range is given to chapters during the recruitment process as a planning tool to estimate a range in which quota may be set. The fraternity/sorority advisor communicates the quota range to chapters only after the open house pool is determined.

Chapters receiving quota additions must count those women in total. Suppose a woman declines her bid who was a quota addition. In that case, the chapter is only eligible to fill any vacancy that occurs if the chapter has space remaining in total.

### Secondary Quota

Some College Panhellenics find the use of a secondary quota valuable in situations when there is a significant number of non-first-year students who are interested in recruitment and/or the Panhellenic historically matches a low percentage of upperclass PNMs in the recruitment process. The determination to implement a secondary quota must be voted on by the College Panhellenic before recruitment begins in consultation with the RFM specialist and the NPC area advisor—ideally, a College Panhellenic votes on implementing a secondary quota the term before primary recruitment. Secondary quota is not the answer for every College Panhellenic but instead in circumstances that will help place upperclass students who have traditionally not been placed.

Once a Panhellenic votes to establish a secondary quota, individual chapters may not opt out of accepting those women.

### Vacancies in Quota

A vacancy in quota occurs in the following situations:

- When a woman declines her matched bid after membership recruitment.
- When a woman does not participate in an organization's new member ceremony and/or does not sign documentation or agreements with the member organization indicating her intent to become a new member.

A chapter may immediately extend a bid to another woman in these situations, even if the chapter is over total. However, if a chapter has received quota additions, the chapter may only pledge additional women to the established quota. They cannot offer bids to or pledge additional women to fill vacancies in quota additions. For example, if quota was 25 and a chapter matches to quota (25) plus received two quota additions (total of 27 new members), the chapter may not fill any openings from declined bids until they drop below 25 new members.

If a chapter matches to quota and is above total, and all PNMs go through the formal pledging ceremony, the chapter is unable to fill any vacancies until the chapter drops below total should a new member break her pledge.

## COB

Some chapters want to meet many women during COB and will have events anyone can attend. If requested by the host chapter, the College Panhellenic should help with promotion by sharing the host chapter's event information on its marketing channels.

## Marketing

All recruitment styles should include a year-round marketing plan created by the College Panhellenic.

The best time to develop a marketing plan is immediately after College Panhellenic officers are installed. The College Panhellenic Marketing Toolkit is a resource found on the NPC website. It contains education and tools to help College Panhellenics develop their plan and assess their efforts. When developing the plan and messaging, be mindful that while the College Panhellenic promotes the Panhellenic sorority experience, it is likely not the only sorority experience on campus. The College Panhellenic should also work to foster relationships with other fraternity/sorority councils to market the overall sorority experience on campus.

For more recruitment and year-round marketing information and resources, please visit the [Marketing and Communications section](#) on the NPC website.

## PNM Orientation

Each College Panhellenic should design an ongoing PNM orientation process that serves the needs of its campus and its recruitment style. Orientation sessions may be in-person, via video conference or via a campus learning management system.

### Orientation goals

1. Provide the PNM an opportunity to see a welcoming, authentic and realistic picture of sorority membership.
2. Provide a comfortable environment for the PNM to feel at ease with the process.
3. Create various activities to encourage the PNM to complete the process and join a Panhellenic sorority chapter on that campus.

### A successful orientation program includes

- Sessions that promote sorority membership to PNMs
- A setting that provides information that enables PNMs to make informed decisions about choosing a sorority

- An opportunity to bring more women into the community to nurture and retain them in membership
- A forum for sharing and demonstrating the inherent values of membership
- Content that emphasizes the Panhellenic spirit and the similarity of fundamental values of all sororities

### Suggested Agenda for Orientation Meetings

1. A college/university official, College Panhellenic officer, faculty member or fraternity/sorority advisor should provide a welcome. Sorority representatives from other councils should also be invited to share a welcome.
2. Provide an informational segment by College Panhellenic officers to share their sorority membership experience.
3. Review the PNM Bill of Rights.
  - a. Discuss the chapters' responsibilities to PNMs and all members. Include information on alcohol and hazing policies.
  - b. Discuss PNMs' responsibilities in the recruitment process.
  - c. Discuss PNMs' responsibilities if they become members. Include grade and time requirements for membership. If housed, provide those requirements.
4. Describe the availability of academic assistance and support.
5. Discuss the ethics of recruitment, including the Panhellenic Code of Ethics.
6. Outline opportunities for the development of chapter and campus leadership skills.
7. Outline the average cost of sorority membership and explain that specific financial information will be shared during a specified round of recruitment.
8. Ask alumnae and collegiate members to talk about their experiences and how they live the values expressed in their founding principles (e.g., friendship, sisterhood, development of individual potential, networking as alumnae and organization assistance).
9. Include an informal social event at which the PNMs may interact with College Panhellenic Council members, recruitment counselors and each other.
10. Review membership recruitment guidelines that apply to PNMs.
11. Explain how PNMs will make decisions and utilize priority ranking for their selections throughout the primary recruitment process. Clarify the difference between priority/cluster ranking and mutual selection, which only happens during bid matching.
12. Explain the MRABA so that the PNM is knowledgeable and equipped to make informed and educated priority ranking decisions.
13. Close the meeting by breaking into recruitment counselor groups so that PNMs may ask specific questions and receive answers.

### Scheduling Orientation Activities

The orientation process should be a time to make new friends and learn about the College Panhellenic community. Plan a variety of activities to provide PNMs with a comfortable, convenient and informative experience.

Suggested activities include:

- A kick-off College Panhellenic event featuring an inviting, relevant picture of College Panhellenic life (regardless of recruitment style)

- An open house event set in a central location to provide an opportunity for each individual organization to present its chapter in a Panhellenic atmosphere (i.e., community fair)
- Small group sessions facilitated by recruitment counselors are throughout the recruitment process

Orientation information relating to specific recruitment styles is found under "Recruitment Styles" in this manual section.

When scheduling orientation activities, remember the goal of maximizing attendance, considering the time of day, day of the week, location accessibility, etc.

### Recruitment Counselors

NPC provides a Recruitment Counselor Training Guide with recommendations for a successful recruitment counselor program. Find the [Recruitment Counselor Training Guide](#) on the NPC website.

### Recruitment Counselor Program Goals

A well-implemented recruitment counselor program is one of the most effective aids in increasing sorority membership growth. This positive step helps participants better understand the recruitment process. It is one-on-one guidance by an experienced sorority woman committed to offering her talents and service to PNMs.

Enthusiasm and sincere interest in the welfare of PNMs by well-trained, impartial recruitment counselors enhance the Panhellenic community and the entire fraternal community.

The goals of a recruitment counselor program are to:

- Provide support, friendship and individual guidance to women participating in the recruitment process by sorority members who are educated to represent Panhellenic attitudes and ideals.
- Provide objective and impartial guidance to PNMs throughout recruitment.
- Promote an understanding of the mutual selection process.
- Promote an understanding of the benefits of sorority affiliation and emphasize the similarities in ideals and goals of all women's sororities.
- Encourage PNMs to accept the maximum number of invitations possible during each recruitment round and complete the recruitment process.
- Promote membership recruitment, retention and pledging by communicating realistic expectations of the recruitment process.

### Recruitment Counselor Affiliation or Disaffiliation

Each College Panhellenic that uses recruitment counselors must decide whether the recruitment counselors will disaffiliate or remain affiliated to their chapter during recruitment. Disaffiliated recruitment counselors step away from their chapter and hide their sorority affiliation from PNMs. Affiliated recruitment counselors remain affiliated with their chapter while serving as recruitment counselors. If a College Panhellenic chooses to use disaffiliated recruitment counselors, disaffiliation can begin no earlier than 30 days before primary recruitment begins.

Affiliated recruitment counselors are ideal for College Panhellenics struggling to attract strong candidates, facing many disaffiliation infractions, spending too much time hiding or masking recruitment counselor affiliation before recruitment or hosting deferred or sophomore recruitment (when sorority chapter membership is likely already known). Additionally, affiliated recruitment counselors recenter the primary recruitment process around the PNMs' experience and lessen the focus around a recruitment counselor's affiliation. NPC encourages all College Panhellenics to openly discuss whether affiliated recruitment counselors would benefit their community and create a more authentic recruitment experience.

There are several positive merits of a recruitment counselor maintaining affiliation:

- Encourages chapters to ensure their most qualified members are nominated for consideration as recruitment counselors
- Reduces PNM stress by providing a more open and honest space to communicate
- Promotes and models appropriate Panhellenic behavior on campus
- Eliminates the considerable energy and time spent hiding or masking recruitment counselor affiliation on social networking sites, on campus and within the chapters
- Removes the desire of PNMs to exert significant effort to determine their recruitment counselor's affiliation

Whether the College Panhellenic implements a disaffiliated or affiliated recruitment counselor program, it should establish an agreement outlining the guidelines and expectations for its community.

The recruitment counselor is responsible for working for the greater good of the College Panhellenic by being impartial and fair when working with PNMs. Recruitment counselors serve as representatives of the College Panhellenic. No special information should be shared or implications given to a PNM about one's chapter or its membership selection process and decisions. Recruitment counselors should exhibit a Panhellenic spirit and be supportive of all chapters on campus, not encourage or promote one chapter over another. Specific questions about a chapter should be directed to the chapter. The recruitment counselor training program should include discussion and role-playing scenarios for handling situations and questions that might arise from PNMs.

Suggested items to include in the recruitment counselor agreement:

- Statement of what affiliation or disaffiliation will look like, such as a list of chapter and campus activities that recruitment counselors can or cannot participate in before and during recruitment
- Behavioral expectations of recruitment counselors
- Guidelines on using social media accounts and specified dates when the outlined use is in place
- Recommendations on recruitment counselor contact with their chapter members, including housing, meals, etc.
- Protocols for using and displaying sorority letters and membership identifiers, such as clothing, jewelry and accessories

In all cases, each recruitment counselor is expected to continue to execute her role with a Panhellenic mindset to carry out her duties.

## Recruitment Counselor Qualifications and Selection

Recruiting and selecting the best recruitment counselors is one of the most important parts of recruitment preparation. Please refer to the [Recruitment Counselor Training Guide](#) for specific information.

Recruitment counselors are undergraduate chapter members in good standing who:

- Are sorority members holding regular membership in the College Panhellenic Association
- Are dependable, responsible and available to PNMs
- Are enthusiastic and have a positive attitude toward sorority experiences
- Are objective and impartial
- Have strong listening skills and the ability and willingness to keep information confidential.
- Are sensitive and perceptive to others' feelings while remaining objective
- Are representative of the best qualities of Panhellenic women
- Are willing to refrain from contacting or having contact with their chapter members within the specified timeframe

The Panhellenic recruitment team may handle the selection of the recruitment counseling team with assistance from the fraternity/sorority advisor. Personal interviews and applications from interested candidates are part of the selection process. Representation from each NPC chapter is desirable and should be considered along with the candidate's qualifications.

It is recommended that selection is completed in the term before recruitment so that thorough training can be conducted in preparation for recruitment. It is important to:

- Develop a positive Panhellenic spirit among the team.
- Communicate comprehensive knowledge about all of the NPC chapters on campus.
- Have a thorough understanding of the recruitment rules, policies and procedures.

See Panhellenic Leadership Policy (1993, 2018, 2022) – POLICY.

## Panhellenic Officers and Recruitment Counselors Orientation

College Panhellenic officers and recruitment counselors involved in the orientation process will feel more comfortable if they are familiar with talking points that may be used to encourage sorority membership during orientation. These talking points include but are not limited to:

- A good democratic social experience
- Academic support and achievement
- Life-long friendships
- Campus involvement
- Networking
- Accountability
- Participation in programs NPC and member organizations' offers to educate members on making safe choices.
- Value of membership beyond college years
- Development of a woman's potential through leadership opportunities and group support

## Recruitment Counselor Program Evaluation

The Panhellenic should create a short evaluation questionnaire through which recruitment counselors, PNM's, Panhellenic officers and chapter recruitment officers can provide feedback on the quality and effectiveness of the recruitment counselor program. Questions on the evaluation should be specific to each of these constituencies.

Evaluate the orientation program and all facets of the implementation and mechanics of the counseling program. The results become an important part of the overall Panhellenic recruitment process evaluation held after recruitment is completed. A sample evaluation form is available in the [Recruitment Counselor Training Guide](#).

## RFM

On campuses using FSR and PSR, College Panhellenics use RFM to manage the number of invitations issued by each participating chapter.

### RFM Background

RFM began in 2003 with ten pilot campuses. The methodology is based on a mathematical model to determine the number of invitations issued by each participating chapter in the recruitment process.

The purpose behind using RFM is threefold:

1. To enable each sorority to invite enough PNM's to each event to attain quota after recruitment
2. To allow each PNM to investigate realistic options methodically and ultimately match with a sorority she prefers
3. To maximize the number of PNM's who ultimately affiliate with a sorority through recruitment

College Panhellenics and chapters that use RFM see these benefits:

- A higher percentage of chapters pledge quota
- PNM's who complete recruitment in good faith and maximize their options are matched
- Campuses achieve parity, which equals a stronger Panhellenic community
- PNM's can focus on chapters with a real opportunity to pledge
- Chapters can focus on PNM's they are interested in pledging

Each College Panhellenic is assigned an RFM specialist trained to work with the Panhellenic during recruitment. No Panhellenic should attempt to implement RFM without NPC assistance.

RFM works best when the individual chapters follow the invitational and flex list recommendations. However, there may be times when a chapter and its inter/national organization may decide to make intentional membership selection decisions by choosing not to follow the exact carry figures given. These exceptions must be made and communicated to the RFM specialist so that she can accommodate the RFM projections for a College Panhellenic.



Note: The math modeling behind RFM and the software used to implement it are proprietary and cannot be reproduced. The software used for RFM modeling does not interact with any of the computer software used by campuses for invitations and bid matching. College Panhellenics using RFM must use a computer software program for bid matching.

### Recruitment Invitational Lists

All chapters need to follow the recommendations given to invite the maximum number of PNMs allowed for each round for RFM to work properly. Inviting fewer women than the carry figure issued, or "underinviting," is discouraged. Doing so jeopardizes a chapter's chances of matching to quota, and pervasive underinviting in the community will jeopardize overall retention.

If a chapter underinvites by a significant amount, the RFM specialist will notify that chapter's inter/national organization. It is, however, within each chapter's rights to determine its membership criteria, and no chapter should be forced to invite women it does not wish to affiliate with, nor should the chapter be penalized by the Panhellenic for doing so. As soon as any chapter knows a PNM will not be offered a bid, the chapter should discontinue inviting her to recruitment events, even if this puts the number invited below the chapter's carry figure. It is unfair for any PNM to be invited to events at a chapter that has already decided to release her.

### Flex Lists

Chapters will be asked to prepare flex lists for each round. A flex list is two lists of PNMs — a plus list and a minus list. These lists are used to help optimize the invitations issued by all sororities. Flex lists are powerful tools that enable the RFM specialist to ensure the number of PNMs returning to each chapter's events most closely approximates the return number being targeted for that chapter, based on the number of PNMs a chapter needs for a successful recruitment conclusion.

The RFM specialist draws from a flex plus list if a chapter does not perform as well as expected. Similarly, the RFM specialist draws from the flex minus list if a chapter's performance exceeds projected expectations. Chapters that receive a flex minus list request from the RFM specialist must submit a flex minus list.

Flex plus lists cannot be mandatory because a chapter cannot be required to invite women it does not wish to affiliate with. The Panhellenic cannot fine or penalize a chapter for not submitting a plus list. Chapters that underinvite or do not provide flex plus lists risk not matching to quota.

Chapters need to be aware that placing legacies on either flex list could present problems for a chapter and its legacy policy if its legacy is either added or released during the flex process.

### RFM Format

College Panhellenics must use the approved RFM formats. Using the proper RFM format — the maximum number of events a PNM can attend each round — is vital to the success of RFM for any College Panhellenic. For RFM carry figures to work effectively, there should be an even — or close to even — release structure throughout the recruitment process. Format changes do not need to be voted on by the Panhellenic Council.

The smallest release should happen after the first round. For example, on a campus with six chapters, an event format of 6-4-2 allows for a decrease of two events in each round. The first release should be the smallest if the difference cannot be even. Using the correct format is especially critical for chapters with mid- and high-relative recruiting strength factors that need to release many more PNMs in the first invitational round. For example, an event format should be 7-5-2 for a College Panhellenic with seven chapters. In addition, unnecessary rounds in recruitment are not allowed (such as 4-4-3-2 or 3-3-2).

If a College Panhellenic adds or loses a chapter between primary recruitments, a format change is required and should be determined in consultation with the RFM specialist. If this happens, all historical RFM data will reset based on the new RFM format used.

Note: See the NPC website for the [list of approved RFM formats](#).

### RFM Communication, Roles and Responsibilities

The RFM specialist:

- Works with the fraternity/sorority advisor on RFM-related matters throughout the RFM process
- Recommends to the Panhellenic and fraternity/sorority advisor necessary format (event progression) changes as needed and directed by the RFM model
- Copies the NPC area advisor on initial RFM correspondence with the campus
- Follows up with the NPC area advisor after recruitment as needed to report overall recruitment results and issues that need to be addressed
- Prepares and distributes the total summary report to the fraternity/sorority advisor and NPC area advisor immediately following bid matching
- Shares any general concerns/issues with the NPC area advisor that may have been discussed with or raised by the fraternity/sorority advisor during the recruitment process
- Communicates with a member organization's RFM contact and/or chief panhellenic officer if experiencing an issue with a chapter not following suggested invite numbers, flex numbers and/or sudden change or concern in recruitment performance
- Communicates to the NPC area advisor and the fraternity/sorority advisor the method by which total will be set in the non-primary recruitment term

The NPC area advisor:

- Has regular communication with the Panhellenic and the fraternity/sorority advisor on Panhellenic operations, answers questions, and advises on on-campus situations
- Responds to action required regarding the results of primary recruitment
- Advises on all matters related to the peer accountability process

The chief panhellenic officer or member organization's RFM contact:

- Communicates with the RFM specialist if her organization's chapter will incorporate any special recruitment strategies that would impact the number of women invited to rounds of recruitment.
- Ensures her organizational contacts respond promptly to requests/issues raised by the RFM specialist during recruitment.

## MRABA

NPC member organizations want every PNM to be informed about her options for joining a sorority. An MRABA must be signed to receive a bid from a sorority on campus. The MRABA is used on every campus that has NPC member organizations.

A College Panhellenic must review the MRABA with PNMs throughout the recruitment process so PNMs are familiar with the content before signing. MRABA forms can be signed on paper, first signed on paper, then inputted electronically into a software system or directly submitted electronically. It is critical when a PNM indicates she has completed her selections that she is informed that once the MRABA is submitted, changes cannot be made to her selections listed or the order of her preference.

The College Panhellenic should also provide the MRABA, the COB MRABA, and the MRABA for newly established chapters for PNMs. The MRABA must be used after FSR and PSR. A COB MRABA is used for CR and COB. An MRABA for newly establishing chapters should be used only during times of extension on a campus.

All PNMs participating in a FSR or PSR should be given final instruction via the MRABA script during the time of signing by someone other than a recruitment counselor.

### Persons Assisting with MRABA Signing

A College Panhellenic can enlist campus staff or alumnae volunteers to assist in the MRABA signing on campus since recruitment counselors should not be involved in the MRABA signing process. See Counselors (2010) – POLICY.

Below are guidelines for those assisting with the signing of the MRABA:

- Those assisting should be Panhellenic brand ambassadors. They should only speak with a Panhellenic spirit, not representing any particular organization and not indicating any affiliation (e.g., displaying or speaking about insignia, badge, colors).
- There should be minimal conversation (if any) with the PNM when she is making her selections. The PNM should come to the MRABA signing ready to finalize her selection. Those assisting with the MRABA signing should not coach or question the PNM to help her make a decision. The conversation should only be reserved for procedural questions/answers regarding the MRABA.
- If questions arise or a PNM needs more guidance, the fraternity/sorority advisor should provide the proper support.
- A PNM might complete her MRABA quickly; others will take time to deliberate their decisions.
- A PNM should only list those sororities from which she is willing to accept a bid. She should not be forced to list all sororities she visited during preference events.

Note: The MRABA script and forms are available in the Resource Information section of this manual. Additionally, a video explanation of the MRABA is available on The Sorority Life [website](#).

## MRABA Appeal Process

If, through the membership recruitment process, a PNM signs a MRABA, receives a bid and then declines it, she is ineligible to be pledged to another NPC sorority on the same campus until the beginning of the next primary membership recruitment period. In limited circumstances, a PNM may appeal this ineligibility. Exceptions to an individual's ineligibility to be pledged may be granted by the NPC Board of Directors in the following cases:

- Documented illegal conduct by the chapter offering the bid, or
- Documented violations of NPC membership recruitment policies, or
- Documented clerical or administrative errors made by campus or Panhellenic personnel during the Panhellenic membership recruitment process.

A PNM may request an MRABA appeal from her fraternity/sorority advisor, who should contact the NPC area advisor or NPC office. The form contains instructions for completion and outlines the supporting documentation that must be received by the NPC office for the appeal packet to be considered complete. All items must be received no later than 30 calendar days from the date of the alleged infraction or grievance (including college/university breaks). If the MRABA appeal does not meet one of the three exception criteria, if any piece of the appeal packet is missing and/or the submission of all materials exceeds 30 calendar days, the appeal will not be processed. Upon receipt of all materials in the timeframe granted, the NPC office will open an investigation.

Upon completing the investigation, the NPC office notifies the student of the decision to grant or not grant the appeal. A copy is sent to the NPC area advisor, fraternity/sorority advisor and other parties involved. If an appeal is granted, the PNM is released from the binding agreement with that organization. This does not mean that the PNM will be placed in a new organization. It means she will not be bound to wait until the next year's primary membership recruitment period to join another NPC sorority on campus. Decisions are final.

## Bid Matching

To ensure bid matching is a successful procedure, the following factors are necessary:

- A woman must be willing to accept a bid from any sorority she lists on her MRABA.
- A sorority should be willing to issue an invitation to membership to any woman who is invited and attends its preference event. The name of every woman whom the sorority invites and who attends that sorority's preference event should appear on the sorority's bid list.
- A period of strict silence exists from immediately following the final preference event to the time when bids are distributed. Twenty-four hours of silence should be the maximum time allowed for bid matching and distribution of bids. A shorter time discourages unethical pressures.
- Confidentiality is important for all parties.
- Undergraduate members never participate in the bid-matching process.
- If the bid-matching process is not computerized, each chapter is entitled to and expected to have one or more alumna representatives present for the bid-matching process.
- There are no Panhellenic regulations regarding the placement of legacies. Legacy regulations and placement on the chapter's bid list are specific to each chapter and member organization.
- Panhellenic recruitment regulations apply to all women equally.

- Sorority members remain in their chapter houses or designated rooms to receive their new members, if there is no Panhellenic welcome event.
- The day bids are distributed is considered the final day of the primary membership recruitment period, and all membership recruitment rules and NPC Unanimous Agreements prohibiting the use of alcoholic beverages and participation of men in membership recruitment are in effect.

### Bid Lists

1. At a specified time, each sorority turns in the list of women it wishes to invite to membership.
  - a. For bid matching by hand, lists are prepared in duplicate; one copy is for use in bid matching, to be retained in a confidential file, and the other is to be returned to the alumna representative of the chapter when bid matching is completed.
  - b. For bid matching by hand, the sorority bid lists are typed on paper and ruled in three columns:
    - i. Left column: A preferential list of the chapter's first choices numbered up to the set quota.
    - ii. Right column: A list in preferential order of the chapter's additional choices, which may number as many as the chapter wishes.
    - iii. Center column: A blank list numbered to the set quota. This column is where matched bids will be entered.
2. Whether bid matching by hand or computer, each chapter is responsible for checking the submitted bid list for accuracy and ensuring all names included are women who attended the chapter's preference events.
3. Along with its bid list submission, each sorority provides the Panhellenic with enough formal invitations to membership in envelopes for each PNM expected to be offered bids. These invitations are addressed after the bid-matching process is completed.

Invitations for Membership – POLICY (2005, 2024): The name of every woman whom a sorority invites to attend and who attends that sorority's preference event should appear on the sorority's bid list.

### Hand Bid Matching

When a College Panhellenic has a smaller number of PNMs participating in primary recruitment, using the full RFM isn't necessary. However, many College Panhellenics still find it important to bring structure to the recruitment process, especially during the final phase—bid matching. In these cases, hand bid matching is required. The fraternity/sorority advisor and the NPC area advisor facilitate this process.

Hand bid matching follows the same principles as the automated bid matching process used in RFM. However, instead of relying on technology, hand bid matching requires a team of people to apply the methodology manually. This makes the process especially useful for College Panhellenics that don't use recruitment technology software.

### Setting Quota for Primary Recruitment When Hand Bid Matching

Quota is set after MRABAs are signed. Chapter bid lists should be entered in rank order only and include the names of all PNMs that attended the chapter's preference round events.

## Determining quota

Number of MRABAs signed  $\div$  Number of chapters = X (round down)

Every attempt should be made by the fraternity/sorority advisor and the NPC area advisor to find a quota number that maximizes PNM placement. Sometimes, quota may need to be run using a range that will determine optimal placement.

### Low end of range

(Number of MRABAs signed  $\div$  Number of participating chapters) - 3 (round down)

### High end of range

(Number of MRABAs signed)  $\div$  Number of participating chapters) + 2 (round down)

### Example range:

75 MRABAs signed, four chapters participating in recruitment

$$(75 \div 4) - 3 = 15.75 = 15$$

$$(75 \div 4) + 2 = 20.75 = 20$$

Quota range is 15-20

## Sample Bid List for Hand Matching

Chapter name:

Recruitment chair:

Phone:

Email:

### FIRST BID LIST

(order of preference)

- 1.
- 2.
- 3.
- 4.

### NEW MEMBER LIST

(number set to quota)

- 1.
- 2.
- 3.
- 4.

### SECOND LIST

(order of preference)

- 1.
- 2.
- 3.
- 4.

## Hand Bid Matching Process

People attending bid matching include the reader, the tabulator and at least one alumna to handle the bid list for each sorority.

1. Before bid matching begins, the names of all PNMs who chose not to sign an MRABA are crossed off, and all preference lists are adjusted to fill the vacancies.
2. After alphabetizing the MRABAs, the reader calls the PNM's name and her first choice. If the sorority of the PNM's choice has placed her name on its first bid list, it is a matched bid, and all other chapters cross her name from their bid lists. The PNM's name is then entered in the center column of the chapter's list to which she is being matched. If the PNM's name is not on any sorority's first bid list, her MRABA is placed on hold for the next read-through. The number of read-throughs, always considering the PNM's first choice, can be unlimited.

3. Names of PNM's who list only one preference and are unmatched to the preferred chapter at the first reading are crossed off all other organization's bid lists and their cards are placed on hold for the next read-through.
4. Each time a name is crossed off a sorority's first bid list, if there are still openings in the sorority's quota, a name from the sorority's second bid list is moved up in the listed order to the bottom of the unmatched names remaining on the first list. The number of unmatched names on the adjusted first bid list and the number of those in the new member column must always equal quota (unless a chapter has run out of names to add from its second bid list).
5. A sorority's listed order of preference will be strictly observed at all times during the bid-matching process. At no time will the sorority's list be matched with a name that is out of its specified order of sequence for membership selection.
6. The MRABAs placed on hold in Steps 3 and 4 are read according to the first choice of the PNM. The process is repeated as long as there is a possibility of the PNM receiving a bid from the sorority of her first choice.
7. A PNM shall never be matched with her second-choice sorority unless her first-choice sorority has filled its quota prior to reaching her name on its bid list. The same principle applies to second, third or subsequent choices.
8. When the bid-matching process is complete, the tabulator reads the results, and all bid lists are reviewed and certified for complete accuracy.

Occasionally, a blocked or gridlock condition may occur during hand bid matching. Gridlock occurs when, after several readings of the preferences listed on MRABAs placed on hold, it is no longer possible to match PNM's preferences to a sorority's bid list.

The following procedure will break this blocked or gridlock condition, allowing normal bid matching to resume:

1. Using the bid list of the PNM's first-choice sorority, determine the number of the sorority's confirmed matches at that point (i.e., the number of names listed in the center column of that sorority's bid list). Add that number to the total number of unmatched names that precede the PNM's name under consideration. Add only the preceding names that named this same sorority as their first choice.
2. If the sum equals or is greater than quota, it is apparent that the sorority will be matched to its quota before the name of the PNM in question can be read. At this point, the reader calls the PNM's second choice sorority and bid matching can continue.
3. If the PNM's second choice is not matched at this reading, her MRABA is placed again in the hold category, and bid matching is resumed.

### Bid Matching by Software Program

NPC does not endorse or ascribe to any specific software bid-matching program. If a software program is contracted for and used by a College Panhellenic, NPC cannot be held responsible for any discrepancies or results of that program.

1. The selection of a system incorporating the "hold and release" concept is recommended because this method maximizes the number of women matched to their first preference.
2. Software operators should be fully trained and understand the bid-matching procedure.
3. Enough time must be allotted to double-check the information on a woman's computer MRABA with the computer printout by the fraternity/sorority advisor or alumna representative.

4. Chapter computer bid lists are verified for accuracy by each chapter.
5. The master list contains a record of withdrawals and when they occur. It is important to distinguish between withdrawals, no preference, no options and intentional single preferences on the master list to avoid errors.
6. Error tracking or an audit trail is essential to the success of bid matching via software, and time must be allowed for this process to take place.
7. Hand bid matching alternatives should be available in the event of a software malfunction or gridlock.

### Quota Additions

Quota additions occur immediately following bid matching. The unmatched PNM's who completed the primary recruitment process and maximized their options throughout recruitment are eligible to be matched to chapters already matched to quota. The PNM's must be listed on the chapter's bid list.

The goal of quota additions is to achieve as much parity as possible while matching the remaining PNM's who completed the membership recruitment process in good faith.

If a chapter has received quota additions and some PNM's do not accept their bids and do not participate in the formal pledging process, the chapter may only offer bids to and pledge additional women to the established quota. They cannot pledge additional women to fill open spaces received as quota additions.

PNM eligibility for quota additions:

- This procedure shall never include a PNM who lists only one chapter on her MRABA if she attends two preference events.
- The PNM must have participated in all possible events, including each round to which she was invited and accepted.
- The PNM must have listed the chapter on her MRABA.

Chapter eligibility for quota additions:

- Chapter must have already matched to quota.
- Chapter must have the PNM listed on the chapter's bid list. If quota additions are not used, then immediately proceed to snap bidding.

### Snap Bidding

Snap bidding is an option only for chapters that did not match to quota.

- Chapters should have a prepared list of women they would invite to membership should they not be matched to quota during bid matching.
- The recruitment chair or the recruitment advisor of each chapter not matching to quota will be notified to submit their snap bid list to the fraternity/sorority advisor.
- The procedure is used only to fill quota spaces.
- All PNM's who attended at least one event during primary recruitment are eligible for snap bidding.
- Women listing intentional single preferences on their MRABA are eligible for snap bidding.
- It is ideal that snap bidding is centralized and coordinated by College Panhellenic.



- The fraternity/sorority advisor works with the chapters not matching to quota, and either the fraternity/sorority advisor or a Panhellenic officer contacts the PNM to extend snap bid invitations.
- If a centralized process cannot be organized, chapters must still be provided a snap bid window to extend invitations to membership via snap bids before finalizing the bid matching process.
- A PNM may be offered more than one snap bid. For this reason, it is advisable for the fraternity/sorority advisor, a Panhellenic officer or recruitment counselor to contact the PNM, and it is important for the PNM to understand she is receiving more than one invitation to join a sorority if that should be the case. The PNM must then decide which invitation, if any, to accept.
- When contacting a PNM about accepting a snap bid, provide a time limit or deadline for when the PNM must respond to accept or decline the snap bid offer.
- During this time, the Panhellenic monitors who has accepted the snap bids and presents the COB MRABA for the PNM to sign.
- Careful attention must be given to ensure there are not more snap bids offered than places available in quota.
- Set a concise window of time for chapters to extend snap bids. After that time frame, total can be set and communicated to all chapters.

Snap bidding ends when total is set.

### Bid Day

Bid Day is the culmination of the primary recruitment process. College Panhellenics that use a structured recruitment style should use Bid Day to welcome new members to the sorority community.

Although each sorority will plan individual activities for its new members, Bid Day allows College Panhellenics to build Panhellenic spirit and unity. The recruitment style should determine the type of Bid Day and should be accessible for all new and current members in accordance with Unanimous Agreements.

### Repledging

Every eligible woman should be allowed to participate in the primary recruitment period because this is the one time of year all chapters are open to membership.

Unanimous Agreements:

- If through the membership recruitment process, including COB, a PNM signs a MRABA, receives a bid and then declines it, or accepts a bid and then breaks her pledge, or has the pledge broken by an NPC sorority, she is ineligible to be pledged to another NPC sorority on the same campus until the beginning of the next primary membership recruitment period.
- At a later date but before the next primary membership recruitment period, if the PNM who declined her bid expresses interest in being pledged to the chapter with which she originally matched, she may do so only if the chapter extends another bid to her and has quota or total spaces to fill.
- If a PNM does not receive a bid at the end of the primary membership recruitment period, she is eligible immediately to participate in COB.

- A woman who has accepted a bid either through primary or COB recruitment and who has had her pledge broken by an NPC sorority or has broken her pledge may be repledged by the same NPC sorority chapter on the campus at any time before the beginning of the next year's primary membership recruitment period, even if the chapter is over total.

### Membership Recruitment Evaluation and Assessment

The goal of the annual membership recruitment review is to evaluate, assess and determine the needs of Panhellenic's recruitment program through a step-by-step process. The information is necessary for planning the next recruitment.

The College Panhellenic Council evaluates all aspects of the membership recruitment program immediately after it concludes. Input from chapter officers, advisors and new members from the recently completed recruitment is reviewed and discussed. Determining reasons women withdraw from FSR or PSR is also important. An evaluation for those women who have withdrawn from the recruitment process is also advised. To encourage those women to complete the evaluation, some College Panhellenics have offered a full or partial refund of the recruitment fee. Sample evaluations may be found on the NPC website.



Adding another NPC sorority to a campus is an exciting process. The College Panhellenic, the campus administration, the NPC member organizations, interest groups and local sororities interested in NPC affiliation play important roles in ensuring success. This section describes those roles in detail.

The College Panhellenic should consult with the NPC Panhellenic Extension Committee and its NPC area advisor early in the process.

NPC has also developed many supplemental extension resources for use by the College Panhellenic, campus administration, NPC member organizations, interest groups and local sororities. [Those resources](#) can be accessed on the NPC website.

Note: NPC refers to new chapters as "newly established chapters." NPC member organizations may choose to use other terminology to refer to new chapters.

## EXTENSION

Extension is the process of adding NPC member organization chapters to the Panhellenic community on a college or university campus or establishing a sorority community on a campus where previously none existed.

### NPC Panhellenic Extension Committee

The NPC Panhellenic Extension Committee serves as a clearinghouse and educator on all matters of extension, including re-establishment, and proactively supports growth for member organizations on college campuses.

### Proper Authority

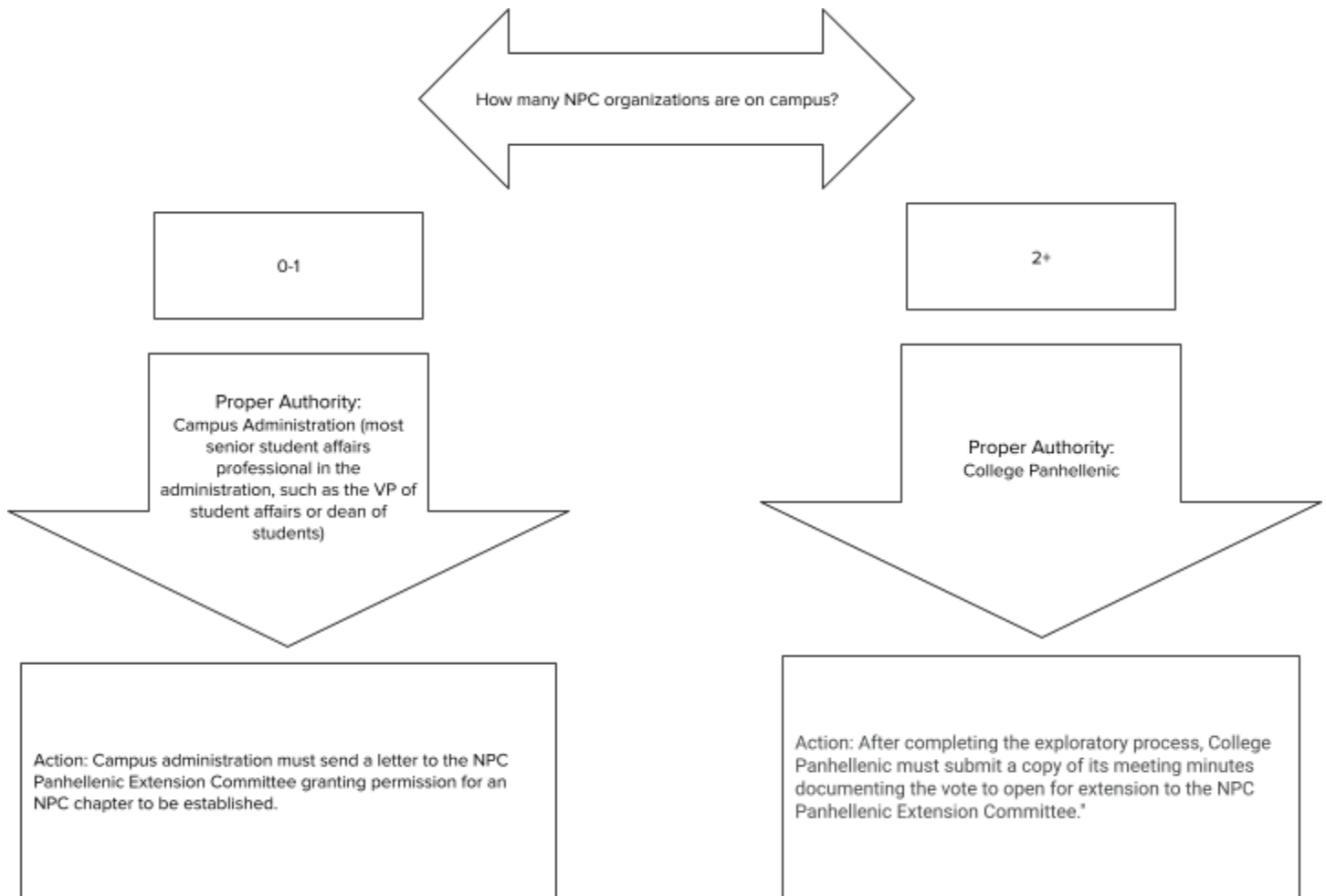
The proper authority for extension on a campus has the responsibility for making extension decisions in alignment with NPC policies, procedures and best practices. Unanimous Agreement V. Agreement on Extension:

- Where there are two or more NPC sororities present on campus and a College Panhellenic Council is established, the proper authority is the College Panhellenic Council.
- Where there are two or more NPC sororities present on campus and a College Panhellenic Council is not established, the proper authority is the NPC chapters present on campus acting jointly.
- Where there are no NPC sororities or one NPC sorority present on campus and the administration is willing to recognize women's sororities, the proper authority is a senior-level student affairs administrator.
- Where there are no NPC sororities or one NPC sorority present on campus and the administration is not willing to recognize women's sororities but does not discipline students for joining sororities, the proper authority is the NPC Panhellenic Extension Committee.

On campuses where the administration assumes sole authority for extension decisions, thereby denying the College Panhellenic a vote on extension, the College Panhellenic, in consultation with the NPC Panhellenic Extension Committee, shall initiate dialogue with the administration to promote a better understanding of the need for mutual effort in the extension process.

See Proper Authority Role in Local Sorority/Interest Group Affiliation (2007, 2020, 2022) – POLICY.

## Determining the Proper Authority



## Proper Authority and Contact in Extension

When a campus has opened for extension, NPC sororities may only communicate with local sororities or interest groups if the proper authority has given permission. NPC sororities should not be in contact with the administration or students of any college or university that has not verified approval of the opening for extension. See Extension Outreach (2024) – POLICY.

## Considering Extension Readiness When the College Panhellenic is the Proper Authority

When recruitment, enrollment or other statistics, trends and relevant factors indicate that it may be time for the Panhellenic community to grow by adding a new chapter, the College Panhellenic should evaluate the community's readiness for extension. The College Panhellenic should start by consulting with its NPC area advisor and the NPC Panhellenic Extension Committee chair regarding the options and by reviewing the extension page on the NPC website for resources that can help them understand readiness factors.

## The Extension Exploratory Process

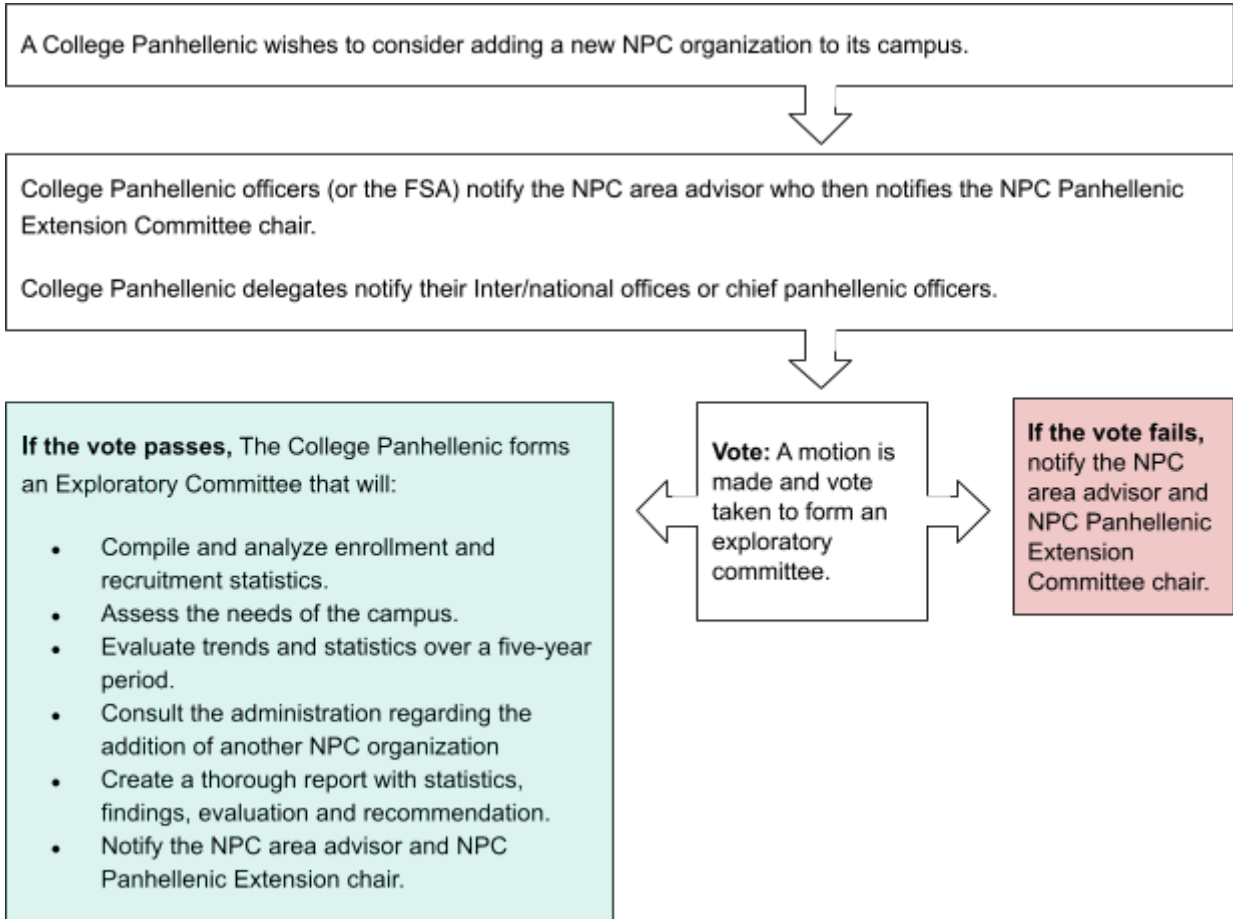
If the College Panhellenic has examined extension readiness and wishes to propose the process of adding a chapter to the campus potentially, the following steps should be taken:

1. College Panhellenic officers or the fraternity/sorority advisor notifies the NPC area advisor, who then notifies the NPC Panhellenic Extension Committee chair. College Panhellenic delegates notify their inter/national offices or chief panhellenic officers.
2. A delegate proposes, in the form of a motion to the Panhellenic Council, to form an exploratory committee.
3. If the motion passes, an exploratory committee is formed composed of College Panhellenic officers, chapter delegates, alumnae advisors and faculty or administration.
4. The exploratory committee should analyze enrollment and recruitment statistics, assess the needs of the Panhellenic community and gauge other extension readiness indicators. NPC recommends looking at trends and statistics over a five-year period as well as other factors relevant to the campus and the success of a new chapter.
5. Consult with your NPC area advisor and the NPC Panhellenic Extension Committee when entering this stage. Additionally, the exploratory committee consults the administration regarding the addition of another NPC sorority.
6. The exploratory committee compiles an official exploratory report and includes a recommendation on whether or not to extend it at this time.
7. The report is submitted to the College Panhellenic Council along with a motion reflecting the recommendation. Two weeks should be allowed for the report to be reviewed prior to the vote to open for extension.
  - a. If the exploratory committee's report and motion recommends opening for extension and the vote passes, it must be documented in the minutes (state the motion, list each chapter with their vote and the outcome). The College Panhellenic contacts the NPC area advisor and the NPC Panhellenic Extension Committee chair with the decision and sends the minutes.
  - b. If the exploratory committee's report and motion do not recommend opening, the recommendation must be documented in the minutes. The College Panhellenic also contacts the NPC area advisor and the NPC Panhellenic Extension Committee chair with the decision and sends the minutes.

There are many paths to growth and numerous strategies to consider. If an exploratory report and the Panhellenic discussion result in a “no” to opening for extension, opportunities are often uncovered that can lead to the community being ready for extension in the future. NPC area advisors are trained and ready to work with Panhellenics on these opportunities.

## Extension Procedures Flow Chart

### Step 1.



### Step 2.

The exploratory committee submits its report and recommendation to the College Panhellenic Council for review two weeks before a vote will be taken.

The College Panhellenic notifies the NPC area advisor and NPC Panhellenic Extension Committee chair of the upcoming vote. Each College Panhellenic delegate consults with her inter/national organization prior to the vote.

**If the vote passes,** notify the NPC area advisor.

The College Panhellenic works with the NPC Panhellenic extension committee chair to notify the NPC sororities of the extension opportunity through the NPC Extension Bulletin or direct contact.

**Vote:** If the recommendation is open for extension the exploratory committee makes a motion to open for extension. The College Panhellenic votes, requiring  $\frac{2}{3}$  majority to open for extension.

Document motion and vote in the minutes.

**If the vote fails,** notify the NPC area advisor and NPC Panhellenic Extension Committee chair.

### Step 3.

The College Panhellenic Extension Committee, using the criteria they developed, selects NPC organizations to make presentations from those NPC sororities that submit requested information.

Following all NPC policies and guidelines, arrangements are made with each selected organization for a campus presentation. Those organizations not selected to present are notified.

Invite representatives of the Panhellenic and campus community to attend presentations and provide feedback. The College Panhellenic Extension Committee uses the feedback and their criteria to evaluate the presentations.

The College Panhellenic Extension Committee makes a recommendation to the Council regarding which organization meets the needs of the campus.

**If the vote passes,** notify the NPC area advisor and the NPC Panhellenic Extension Committee chair.

**Vote:** The College Panhellenic Extension Committee recommends which organization should be offered an invitation. The College Panhellenic votes, requiring a  $\frac{2}{3}$  majority vote to approve the committee's recommendation.

**If the vote fails,** notify the NPC area advisor and NPC Panhellenic Extension Committee chair.



Step 4.

Invitation is issued to the selected organization. Notification is made to the organizations not selected.



College Panhellenic begins working with the selected sorority to prepare a schedule for new chapter establishment.

### The Extension Process After a Vote to Open for Extension Passes

1. After a vote to open for an extension has passed, the Panhellenic Council appoints a College Panhellenic Extension Committee composed of a representative sample of the Panhellenic community, including Panhellenic chapter members, alumnae members/advisors and administrators. Each NPC organization on campus should be represented on the committee, if feasible, by either a collegiate or alumna member.
2. The College Panhellenic works with the NPC Panhellenic Extension Committee chair to notify the NPC sororities of the extension opportunity through one of these options.
  - a. NPC Extension Bulletin: The College Panhellenic should provide information based on the current template provided by the NPC Panhellenic Extension Committee (which will include facts about the college/university, the Panhellenic community, housing, the timeline for extension and other relevant details). The College Panhellenic also outlines the information it requests from NPC sororities.
  - b. Direct contact method: The College Panhellenic will work with the NPC Panhellenic Extension Committee chair to notify selected NPC member organizations and follow best practices.
3. The College Panhellenic Extension Committee reviews responses from NPC sororities and selects organizations to make presentations. Consideration should be given to NPC sororities that:
  - a. Previously had a chapter on the campus.
  - b. Have letters of interest on file with the administration and/or College Panhellenic.
  - c. Have been suggested by a local sorority if applicable. (Refer to the section Local Sororities.)
4. Arrangements are made with each selected organization for a campus presentation.
5. NPC sororities not selected to present are notified.
6. Presentations are to be scheduled for separate days and follow all current best practices. Representatives of the Panhellenic and campus community should be invited to attend the presentations and provide feedback. The College Panhellenic Extension Committee uses the feedback and its criteria to evaluate the presentations.
7. After all presentations have been made and evaluated, the College Panhellenic Extension Committee makes a recommendation to the College Panhellenic Council regarding which organization meets the needs of the campus. The council votes on the recommendation from the College Panhellenic Extension Committee. Because the delegates have already voted to open for extension and have representation on the College Panhellenic Extension Committee (and feedback on the presentations from their chapter has been evaluated by the College Panhellenic Extension Committee), the vote on the recommendation should happen at the same meeting where the motion is made. The vote must be documented in the minutes (state the motion, list each chapter with their vote and the outcome). The College Panhellenic

also contacts the NPC area advisor and the NPC Panhellenic Extension Committee chair with the decision and sends the minutes.

8. The College Panhellenic issues an invitation to the selected sorority and notifies the other organization(s) that made a presentation of the selection and thanks them for their participation.
9. The College Panhellenic immediately begins to work with the selected sorority to prepare a schedule for the new chapter establishment.

### Exploratory Visits

A College Panhellenic may decide to allow optional exploratory visits to campus by member organizations prior to the deadline for submission of extension materials. If the College Panhellenic decides to allow these optional visits, they are for information-gathering purposes only. The NPC Panhellenic Extension Committee will inform the NPC member organizations whether optional exploratory visits will be permitted and will encourage the proper authority to include that information in any correspondence announcing the extension opportunity.

Exploratory visits will only involve campus administrators. There should be no contact with any students, including Panhellenic officers or members of the College Panhellenic Extension Committee (other than campus administrators). Participation in an exploratory visit should not be a factor or consideration in determining which member organizations are invited to campus to make an extension presentation; therefore, members of the College Panhellenic Extension Committee should not be informed about which organizations did and did not make an exploratory visit.

Exploratory Visits (2003, 2024) - POLICY: The proper authority will determine whether or not exploratory visits are authorized.

Exploratory visits conducted by NPC member organizations will involve only campus administrators with no student contact.

### Extension Presentations

An extension presentation is an opportunity for an NPC member organization to showcase its sorority and to share more about its organizational philosophy, values, programming, leadership opportunities, policies and new chapter establishment practices.

See Extension Presentations Participation (2012, 2022, 2023) – POLICY and Interested Sororities (1993, 2020) – POLICY.

### Use of Social Media in Extension

After an NPC organization is selected to establish or re-establish a chapter, the inter/national organization, collegiate and alumnae members of NPC organizations, and friends and supporters of NPC member organizations are encouraged to support the establishment or re-establishment of the NPC member organization on social media in a tasteful manner.

Examples of Inappropriate Communication:

Example A: [Name of NPC organization] is presenting at [name of college/university] today to hopefully establish a new chapter there. DM the Fraternity and Sorority Life account and let them know how wonderful [name of organization] is!

Example B: Had a wonderful presentation at [name of college/university]. Visit the [name of college/university] Facebook page and let them know how much you love [name of NPC organization].

Examples of Appropriate Communication:

Example A: Had a wonderful presentation at [name of college/university].

Example B: Thank you to the [name of college/university] College Panhellenic Council for a wonderful visit/presentation.

See Use of Social Media in Extension (2014, 2020, 2023) – POLICY.

### Re-establishment

Chapter re-establishment is the process by which an NPC member organization returns to a host institution where it previously had an installed chapter. Re-establishment may occur through the implementation of a re-establishment agreement or when an NPC member organization with a chapter previously on the campus is selected through the traditional extension process to return.

Re-establishment agreements provide an opportunity for the College Panhellenic (or host institution) and member organization to come to a mutual understanding on a potential chapter return and to ensure that the relationship between the College Panhellenic and NPC member organization is not severed with the closure of the collegiate chapter. Re-establishment agreements benefit all parties by setting expectations and keeping lines of communication open.

See Re-establishment (1992, 2017, 2020) – POLICY.

College Panhellenics or inter/national organizations working on a chapter re-establishment plan should reach out to the NPC Panhellenic Extension Committee chair for assistance in following the Re-establishment Agreement (2023) – POLICY and Re-establishment Notification (2003, 2017, 2020) – POLICY as well as interpreting and implementing all re-establishment policies and best practices.

### Re-establishment Best Practices and Procedures

The re-establishment process is guided by a written agreement, plus annual communication between the College Panhellenic or host institution and the member organization throughout the length of the agreement. Often, the fraternity/sorority advisor will support the College Panhellenic by serving as the point of contact for the agreement.

If a chapter is closed by the NPC member organization, the following items apply:

- **Written agreement**

The member organization should develop a written re-establishment proposal. The proposal should

include a timeline and conditions for the re-establishment. (See [Sample Resolution for Re-establishment](#) on the NPC website.)

- **Timeline**

The chapter must be closed for at least 12 months before the re-establishment is implemented.

- **Submission**

The proposal should be submitted to the College Panhellenic within 90 days after the chapter closes. (If a break in the academic year occurs within 90 days, the timeframe may be extended by the length of the break.) The member organization shall also send a copy of the re-establishment proposal to the NPC Panhellenic Extension Committee chair.

- **Approval**

The College Panhellenic will share the re-establishment proposal with the College Panhellenic Council for review and discussion as soon as possible. The re-establishment proposal must be approved by a majority vote of the College Panhellenic Council. The vote must be properly recorded in the minutes (listing each chapter and their vote with the outcome) and a copy of the minutes must be sent to the NPC area advisor and the NPC Panhellenic Extension Committee chair.

- **Annual discussion**

The NPC member organization and the College Panhellenic (typically Panhellenic leadership and the fraternity/sorority advisor) or host institution (if there is no established Panhellenic) shall participate in an annual discussion about the status of the re-establishment agreement.

The annual discussion should be scheduled in advance with a mutual agreement on the date, time and whether it will take place in person or virtual means.

- The discussion should result in a mutual determination to renew (continue the agreement under existing terms and timeline), edit (alter the terms and timeline), terminate (end the agreement) or implement (start the process of the NPC member organization's return to campus according to the timeline) the agreement.
- The College Panhellenic Council must document the outcome of the annual discussion in the College Panhellenic Council meeting minutes, and a copy of the minutes must be sent to the NPC area advisor and NPC Panhellenic Extension Committee chair.
- If the annual discussion results in a decision to implement the re-establishment, a vote of the College Panhellenic should be taken to affirm the decision.
- Inform the NPC Panhellenic Extension Committee chair and NPC area advisor of the upcoming vote, follow all proper procedures for voting, and notify and record the motion in the minutes.

Expected communication prior to re-establishment implementation. At least one academic term prior to the proposed return date, the NPC member organization may offer to provide an update to the College Panhellenic Council on its re-establishment plan. If the College Panhellenic invites the member organization to provide such an update, it may be in person or virtual as mutually determined.

If the host institution closes a chapter, the following items apply:

- **Written agreement**

The member organization and/or the host institution should develop a written re-establishment proposal. The proposal should outline the terms and sanctions required by the host institution as well as a timeline for the chapter to return. The written agreement should be signed by both parties.

- **Timeline**

The chapter must be closed for at least 12 months before the re-establishment is implemented.

- **Submission**

The agreement should be submitted to the NPC Panhellenic Extension Committee within 90 days after the chapter closes. (If a break in the academic year occurs within 90 days, the timeframe may be extended by the length of the break.) The member organization shall also send a copy of the re-establishment agreement to the College Panhellenic Council if there is a College Panhellenic.

- **Ongoing discussion**

NPC recommends the NPC member organization maintain regular contact with the host institution to discuss the status of the re-establishment agreement.

When the outcome of the discussion is to implement the re-establishment,

- a. A vote of the College Panhellenic should be taken to affirm the decision.
  - The College Panhellenic and/or the fraternity/sorority advisor should inform the NPC Panhellenic Extension Committee chair and NPC area advisor of the outcome of the vote and provide minutes.
  - Expected communication prior to re-establishment implementation.
  - At least one academic term prior to the proposed return date, the NPC member organization may offer to provide an update to the host institution on its re-establishment plan. If the host institution invites the member organization to provide such an update, it may be in person or virtual as mutually determined.
  - At least one academic term prior to the proposed return date, if there is a College Panhellenic Council on the campus, the NPC member organization should inform the College Panhellenic Council about its re-establishment plan and return date.
- b. The NPC member organization should confirm with the NPC Panhellenic Extension Committee chair that it has coordinated with the College Panhellenic Council (as applicable) and informed the Council of the re-establishment plan and return date.

See Extension Timing (2022) – BEST PRACTICE.

Note: “Two primary recruitment periods” means two primary recruitments after the establishing chapter’s initial recruitment activities.

Note: Refer to [supplemental resources on the re-establishment process](#) found on the NPC website.

### Panhellenic Assistance to Establishing and Re-establishing Chapters

The College Panhellenic will need to furnish consistent, ongoing, positive support for an establishing or re-establishing chapter until it is at, or very near, total. In addition to the following, the College Panhellenic may contact the NPC Panhellenic Extension Committee chair or the NPC area advisor for further suggestions for providing support.

## Membership

- Promote campus interest in the new organization's establishment/re-establishment through Panhellenic social media posts, the Panhellenic website, posters, flyers and notifications in the membership recruitment brochure of the upcoming establishment/re-establishment.
- Distribute promotional materials furnished by the inter/national sorority and assist them with newspaper announcements, websites, social media, discussions in residence halls and other campus-specific PR opportunities.
- Give the establishing/re-establishing organization copies of the Panhellenic governing documents/rules, including recruitment rules, a complete dues and fees schedule for existing chapters, an official campus calendar and other campus/student organization materials needed for success.
- Provide the organization with a list of names, addresses, telephone numbers and emails of unaffiliated women, particularly those who registered for membership recruitment but did not affiliate.
- Sponsor an open house for interested undergraduate women to meet the establishing/re-establishing organization's representatives and register for its membership recruitment.
- Exempt all women registering for the new organization's membership recruitment process from paying a recruitment fee.
- Provide sign-up tables for the establishing/re-establishing chapter's membership recruitment in strategic campus locations.
- Allow the establishing/re-establishing chapter to invite collegiate members from another campus to perform membership recruitment events and activities.
- Provide the establishing/re-establishing chapter with sufficient copies of the MRABA for newly establishing chapters. The agreement is in the Resource Information section of this manual.

## Facilities

- Provide the establishing/re-establishing chapter with a workspace on campus for use during the day and evening, with a desk and Internet access.
- Help identify and secure sites for membership recruitment events and new member ceremonies, such as the student center, fraternity or sorority houses, other campus facilities and private homes.
- Coordinate with the administration to help secure a meeting place for the newly established chapter members and for the members to be housed together in a residence hall or similar facility.
- Help find temporary lodging for collegians from other campuses who are present to help with the establishing chapter's membership recruitment and new member events.
- Provide the establishing organization with any materials/organizational privileges current chapters have on campus.

## Special Courtesies

Each NPC sorority chapter has the right to use COB to reach quota or its total allowable chapter size during the regular school year as defined by the school calendar. COB begins after total has been determined and announced for chapters that did not achieve quota or total.

To accommodate a newly establishing chapter or to allow a chapter to build its membership, the College Panhellenic Council may vote to suspend COB for a period not to exceed three weeks. The start and end dates for the COB moratorium must be set by a vote of the College Panhellenic, preferably during the academic term prior to implementing the moratorium. The College Panhellenic should consider the need for chapters not at quota or total to have up to one week to fill vacant spaces through COB before the moratorium begins. (Note: this provision is available to Panhellenic Councils welcoming a chapter through new chapter establishment or re-establishment.)

Delay further extension for a specified period, generally two primary recruitment periods after the establishing chapter's initial recruitment activities, to allow the newly established chapter to stabilize.

#### Panhellenic Membership Status

A newly established/re-established chapter is a provisional and nonvoting member of the College Panhellenic prior to being officially installed as a chapter. After it has been chartered by its inter/national organization, the new chapter becomes a regular voting member of the College Panhellenic.

#### Reorganization

See Chapter Reorganization (2022) – BEST PRACTICE.

#### Stacking Policy

See Stacking (2012, 2014, 2015, 2017, 2020) – POLICY.



A successful Alumnae Panhellenic must be clear in its purpose and be well-organized to achieve its mission and goals. This section reviews various critical information for Alumnae Panhellenics, including how to establish and operate an Alumnae Panhellenic.



## ALUMNAE PANHELLENIC ORGANIZATION

### Overview

As defined in Unanimous Agreement II, Alumnae Panhellenic associations are based on democratic principles and organized to afford cooperation among the women's sororities. Regardless of their membership class, all chapters involved in the Panhellenic association must be women's-only organizations. Panhellenic members must respect and obey the letter and spirit of all NPC Unanimous Agreements. Panhellenic associations' governing documents must conform to all NPC Unanimous Agreements.

- A. The administrative body of an Alumnae Panhellenic Association is an Alumnae Panhellenic Council.
- B. Alumnae Panhellenic Councils must be composed of delegates selected by their organized alumnae groups. Delegate appointments are made according to the individual sorority's policy and are a basic right on which Alumnae Panhellenics may not infringe. When there is no alumnae group as determined by the member organization, an individual in good standing may represent her sorority on the council.
- C. One vote must be granted to each NPC member sorority represented in the Alumnae Panhellenic Association.
- D. An Alumnae Panhellenic Association cannot deny membership to any NPC sorority.
- E. Alumnae Panhellenic Associations cannot expel a member organization of any NPC sorority from its membership in the Alumnae Panhellenic Association.
- F. A re-established alumnae group must take its place in rotation in the Alumnae Panhellenic Association according to the date of its re-establishment.

### Purpose

An Alumnae Panhellenic is a community-based organization affiliated with NPC, whose membership is composed of representative alumnae from NPC member organizations.

Alumnae Panhellenics exist to:

- Inform sorority women of current trends.
- Promote the sorority experience.
- Improve the Panhellenic image.
- Stimulate a continuing interest in Panhellenic involvement.

### Objectives

Alumnae Panhellenics have an important function in informing the public about the value of the sorority experience and updating members on matters of interest. This function is best carried out when alumnae of all NPC member organizations are represented in an Alumnae Panhellenic. Any alumna of an NPC sorority is eligible to represent her organization if she meets its qualifications. NPC recognizes the stabilizing force of Alumnae Panhellenics and appreciates their excellent and varied contributions to local communities and the purpose of NPC member organizations.

Alumnae Panhellenics set up their own organizations and carry out programs in line with the needs and interests of their community. Fostered by NPC, well-informed Alumnae Panhellenics enhance the sorority community through scholarship awards, annual educational and informational events for PNMs, philanthropic projects, community service and civic leadership. If located in a college or university community, an Alumnae Panhellenic can give valuable support to a College Panhellenic when asked. Alumnae Panhellenics range from a group of Panhellenic alumnae meeting regularly for social gatherings to fully structured organizations that promote annual scholarships, participate in fundraising and perform community service and philanthropic activities.

### NPC Affiliation

Affiliation with NPC entitles a local group of NPC sorority alumnae to use the name "Panhellenic" and benefit from NPC recognition and participation.

NPC affiliation provides Alumnae Panhellenics continuing contact with sorority affairs, information on current developments of importance to all sorority members, data on problems and ways for resolving them, suggestions for programs, guidance in sorority education and a means of exchanging ideas on matters of common interest. Based on NPC policies, Alumnae Panhellenics establish their own organizations and carry out programs in line with their special interests or situations. If located near a campus community, an Alumnae Panhellenic can give valuable support to a College Panhellenic if asked and should be willing to do so.

### Minimum requirements

NPC recognizes Alumnae Panhellenics vary greatly in size and activity level. These are the minimum requirements. An Alumnae Panhellenic shall:

- Provide a current copy of its bylaws to the NPC office and NPC area coordinator.
- Submit the NPC Alumnae Panhellenic annual report and officer roster by the due date.
- Submit annual dues to the NPC office.
- Comply with all NPC Unanimous Agreements.
- Hold at least two meetings each year for all Alumnae Panhellenic association members, with an Executive Committee conducting necessary business meetings at other times.

Note: Alumnae Panhellenic reports, officer rosters and other documents, such as meeting minutes, can be submitted to NPC via FS Central.

### Membership

Alumnae Panhellenic membership varies based on the purpose of the association. Some Alumnae Panhellenics only have members with the Executive Board and delegates of alumnae from NPC member organizations. Other Alumnae Panhellenics have the governing structure but open membership to any sorority woman for participation in Alumnae Panhellenic functions such as fundraising, luncheons and community service. As such, the number of members in Alumnae Panhellenics is dependent on the membership as outlined in their individual governing documents.

## Organization

Each Alumnae Panhellenic establishes its own bylaws and standing rules within the framework provided by the NPC Manual of Information. The Unanimous Agreements must be honored as part of these governing documents. An effective Alumnae Panhellenic also adopts regulations that carry out NPC policies and procedures. Annual dues-paying Alumnae Panhellenics receive services and resources from NPC.

An Alumnae Panhellenic is a forum and voting body. To be influential, it must operate with professionalism and integrity. An Alumnae Panhellenic Council functions most effectively when the delegates of its member organizations know proper Panhellenic procedures and are dedicated to working together in harmony and cooperation.

## Representatives

Individual alumnae chapters and the Panhellenic community benefit when each chapter selects its best-qualified members as delegates to the Alumnae Panhellenic.

## Ethics

Sorority women working together serve as role models. They encourage their members to be law-abiding citizens, mindful of others' rights and dedicated to representing and upholding the principles espoused by every member organization.

## Starting an Alumnae Panhellenic

To be recognized by NPC as an affiliated Alumnae Panhellenic, these steps are necessary:

- Contact the NPC office.
- The Alumnae Panhellenics Committee will work with the proposed Alumnae Panhellenic to draft governing documents, conduct a search for local alumnae through NPC member organizations in the proposed Alumnae Panhellenic area and help the Alumnae Panhellenic establish financial procedures like applying for an IRS EIN.
- Upon approval of bylaws and a vote to affiliate with the NPC, the prospective Alumnae Panhellenic sends the NPC office a copy of the bylaws, a copy of the official application for affiliation and payment for NPC annual dues.
- The NPC office sends the new Alumnae Panhellenic the Alumnae Panhellenic charter and provides information about the NPC website and how to log in to FS Central.

## Alumnae Panhellenic Officers

NPC recommends that Alumnae Panhellenics have four officers: president, vice president, secretary and treasurer. One year is the recommended term of office. However, the number of officers and the term may be decided by each Alumnae Panhellenic and documented in the local bylaws. Officers should be elected or rotated in the spring for more efficient program planning.

NPC strongly recommends an Alumnae Panhellenic rotate officers regularly to avoid control by any one member organization. The rotation order is stated in the bylaws. If an Alumnae Panhellenic decides to elect officers, provisions for a Nominating Committee must be included in the Bylaws.

## Officer duties

Officer duties are those usually performed by such officers, plus:

### **The president shall:**

- Preside at all meetings of the Alumnae Panhellenic Association.
- Preside at all meetings of the Executive Board, if one exists.
- Serve as an ex-officio member of all Alumnae Panhellenic Association committees, except for the Nominating Committee, if one exists.
- Appoint all committees subject to the approval of the Executive Board, if one exists, except where otherwise provided in these bylaws. (If the Executive Board does not exist, then replace with "approval of the voting body.")
- Establish a job description for each officer.
- Maintain the official files of the association.
- Review the bylaws.
- Submit all reports, updated bylaws, meeting minutes and officer rosters to the NPC office and the NPC area coordinator.
- Maintain consistent communication with the NPC area coordinator.

### **The vice president shall:**

- Perform the president's duties in the event of the president's absence or inability to act.
- If one exists, serve as an ex-officio member of all committees except the Nominating Committee.
- Perform all other duties as assigned.

### **The secretary shall:**

- Keep an accurate roll of the members of the Alumnae Panhellenic Association.
- Record minutes of all association and Executive Board meetings if an Executive Board exists.
- Arrange for proper notice of all meetings.
- Prepare a directory for the succeeding administration and send a copy to the NPC area coordinator.
- Send a copy of any proposed amendment to the bylaws to the NPC area coordinator for her review and comment before a vote.
- Send copies of the minutes to the NPC area coordinator and upload them to FS Central.
- Perform all other duties as assigned.

### **The treasurer shall:**

- Supervise the finances of the Alumnae Panhellenic Association.
- Prepare the annual budget.
- Receive all payments due to the Alumnae Panhellenic Association, collect all dues and give receipts.
- Maintain current financial records and give a financial report at each regular meeting of the association and an annual report at the close of her term of office.
- Submit dues as invoiced by the NPC office.
- Perform all other duties as assigned.

## Standing and Special Committees

The bylaws list the standing committees of the Alumnae Panhellenic Association. Standing committees will vary based on the association's needs; the number of committees required depends on the size of the Alumnae Panhellenic. Some standing committees helpful to Alumnae Panhellenics are bylaws, membership,

philanthropy/community service, programming, marketing and scholarship. The standing committees shall serve for a term of one year, which shall coincide with the terms of the officers.

The president or Executive Board, as defined in the Alumnae Panhellenic bylaws, shall appoint members and chairs of all standing and special committees, except as provided otherwise in the bylaws, and in making these appointments, recognize fair representation from all member sororities as much as possible. The president and vice president shall be ex-officio members of all committees except the Nominating Committee.

Only delegates of sororities with regular or individual membership in the Alumnae Panhellenic Association may serve as chairs of standing or special committees. Delegates and alternates of sororities holding regular, associate, provisional or individual members may serve on committees. Each appointed officer and/or standing committee chair should have documents that contain the job description and suggestions for implementing her duties, together with copies of reports and resolutions adopted by NPC relating to her office. Each officer should include suggestions for her successor. Frequent meetings with the Executive Board will help appointed officers be more knowledgeable and efficient.

### NPC Alumnae Panhellenics Committee

The NPC Alumnae Panhellenics Committee is a standing committee composed of NPC volunteers. It consists of a chair and NPC area coordinators divided into geographical regions to guide Alumnae Panhellenics. This committee directs the organization of Alumnae Panhellenics and guides programming and sorority education.

### NPC Area Coordinator

The NPC area coordinator corresponds with her assigned Alumnae Panhellenics and sends information of special interest regarding campus trends, College Panhellenic activities, changes in College Panhellenic and Alumnae Panhellenic procedures and ideas for programming. The NPC area coordinator receives the Alumnae Panhellenics' annual reports, officer rosters, dissolution requests and supporting documentation.

### Panhellenic Support Specialist

Panhellenic support specialists are full-time paid NPC staff members. One of these specialists serves the NPC Alumnae Panhellenics Committee and provides ongoing, consistent support to Alumnae Panhellenics and their volunteers. The Panhellenic support specialist can answer questions, assist with completing reports and share the resources available to all Alumnae Panhellenics.

### Alumnae Panhellenic Programs

Alumnae Panhellenics provide a wealth of programming for their member organizations and the community in general. Proper program planning and a well-balanced year-round program calendar are two important components of educational efforts. This section provides information on NPC-suggested programming.

### Sorority Recruitment Information Events

Alumnae Panhellenics may host recruitment information events for PNMs. Alumnae Panhellenics and individual alumnae are bound by all College Panhellenic membership recruitment rules. NPC requires Alumnae and College Panhellenics to engage only in cooperative Panhellenic membership recruitment events during the summer months. These events replace individual sorority-hosted events and are to emphasize information on all

26 NPC member organizations, with invitations extended to all female students planning to attend a four-year college or university.

Alumnae Panhellenics can sponsor these Panhellenic events and solicit the help of undergraduate sorority members who are at home for the summer.

The event format may include samples of sorority magazines and displays of NPC member organizations' badges, flowers, colors and philanthropic projects. All items must represent all 26 NPC member organizations. NPC brochures on sorority membership, information about area College Panhellenic recruitment schedules and an NPC video promoting NPC membership are all program possibilities.

An Alumnae Panhellenic recruitment information form may be used to collect and disseminate basic information about PNMs. This information comprises the Alumnae Panhellenic master file to be available to all 26 NPC member organizations.

See Recruitment Information Form (1993) – Best Practice and Recruitment Information Events (1993) – Best Practice.

Note: Please refer to the [Sorority Recruitment Information Events – Event Guide](#) and accompanying tools on the NPC website when planning a sorority recruitment information event.

### Promotion of the Sorority Experience

The best way to promote the sorority experience is through conversations and outreach between collegiate/alumnae members and PNMs. As a Panhellenic community and member organizations, we must effectively communicate the value of the sorority experience, emphasizing its continued relevance, benefits and impact on collegiate women.

### Assistance to College Panhellenics and Fraternity/Sorority Advisors

An Alumnae Panhellenic can be a vital resource for College Panhellenic communities as another example of lifelong sorority membership. While Alumnae Panhellenics does not directly network with College Panhellenics, there can be opportunities for interaction. Any opportunity to support College Panhellenic recruitment or speak to the undergraduate sorority community is at the College Panhellenic's invitation.

Below are ways to foster a relationship with local College Panhellenics and create a culture of support.

#### **Get to know the fraternity/sorority advisors from campuses in your area:**

- Invite the fraternity/sorority advisor to your meeting to speak about the College Panhellenic campus trends/recruitment/collegiate women today.
- Honor them with a certificate of appreciation.
- Use him or her as an educational resource for your group.
- Offer your services for membership recruitment, special events, etc. and help identify advisors for chapters from your member organizations.
- Consider sending the College Panhellenic and fraternity/sorority advisor periodic updates about your Alumnae Panhellenic, such as a newsletter.

### **Get to know the College Panhellenic:**

- Invite the College Panhellenic Executive Board to an Alumnae Panhellenic meeting.
- Ask College Panhellenic Executive Board members to discuss the College Panhellenic calendar for the year so your members know what the college students are doing on campus and if there are opportunities to be supportive.
- Offer support in the areas of recruitment, community projects, advisors and mentoring (if requested).
- Provide financial support.
- Sponsor Panhellenic members and/or the fraternity/sorority advisor to attend NPC College Panhellenic Academy or a regional fraternity/sorority leadership conference.
- Provide an Alumnae Panhellenic scholarship and promote this scholarship to the College Panhellenic and the campus Panhellenic community.

### **Alumnae Panhellenic Scholarship Programs**

Many Alumnae Panhellenics award scholarships to deserving female high school graduates, undergraduate members of NPC sororities and/or alumnae returning to graduate school. As college education costs continue to increase, NPC encourages Alumnae Panhellenics to emphasize scholarship in their annual programming efforts.

Alumnae Panhellenics undertake fundraising activities for scholarship programs that bring together Panhellenic women in support of education. Before starting an Alumnae Panhellenic scholarship program, it is wise to consult with an attorney to ensure that all legal stipulations are followed.

Criteria to consider for Alumnae Panhellenic scholarship applicants:

- Student academic levels: Decide if the award will be for high school seniors, undergraduate and/or graduate students
- Location: Decide if applicants should be limited to primary residence in the Alumnae Panhellenic area or if applicants should be attending specific campuses
- Scholastic achievement: Determine the scholastic requirements of applicants, such as GPA, or extracurricular activities.

See Alumnae Panhellenic Scholarships (2024) – POLICY and Scholarship Awards Attendance (2018) – BEST PRACTICE.

### **Merit-Based Versus Need-Based Scholarships**

NPC encourages Alumnae Panhellenics to provide merit-based scholarships rather than need-based ones, as NPC cannot guarantee that all Alumnae Panhellenics take the proper precautions to safeguard private and confidential tax information.

### **Transcript Submission Requirement**

Considering the rising cost of education, NPC is mindful of the extra financial burden students may take on in applying for scholarships, including the costs associated with providing official high school and college/university transcripts. As such, applicants should have the option of providing unofficial transcripts as part of their application. Once selected as a scholarship winner, an applicant can provide an official transcript if necessary. Submitting unofficial transcripts can also expedite the completion of application packets, which are not dependent on mailing official transcripts to the Alumnae Panhellenic.

Alumnae Panhellenics should also be mindful to safeguard any private and confidential student information that may be printed on an academic transcript.

### Presenting Scholarships

Scholarships and fundraising come with legal stipulations and tax concerns. Scholarship award fund payments should be sent directly to the campus and credited to the student's tuition account. This will save the student from having to claim the scholarship award as income to the IRS, which she will have to do if she is awarded the funds directly. A certificate or mock check can be presented to the award winner during a recognition event as applicable.

Suggestions for enhancing your Panhellenic scholarship program:

- Make the application form simple and easily accessible.
- Set up an email account specifically for the scholarship to which applications can be submitted.
- Send information on the undergraduate/graduate scholarship(s) to the fraternity/sorority advisors on campuses within the area of the Alumnae Panhellenic.
- If offering scholarships to high school seniors, provide information to the appropriate high school staff (e.g., school counselors, principals).
- Send a news release about your scholarship and recipient(s) to local media.
- Provide a venue for presenting the scholarship. If your Alumnae Panhellenic cannot host an event, consider presenting the award at an Alumnae Panhellenic meeting, a campus awards program, a chapter's scholarship dinner, or a high school honors program.





This section highlights general resources and information on various topics for College and Alumnae Panhellenics.

In addition, the NPC website's Resources section contains a number of forms and templates for College and Alumnae Panhellenics.

## RESOURCE INFORMATION

### Installation Ceremony for a New College Panhellenic

When a new College Panhellenic is formed and meets all criteria necessary to be officially recognized by NPC, the following script can be used in a ceremony celebrating this accomplishment. Recommended attendees include all members of the new College Panhellenic, sorority advisors, leaders from other fraternity/sorority life councils, faculty and administration.

For the recitation of the NPC Panhellenic Creed, you will want to have a printed program or project the Creed so everyone can read it aloud.

#### **Installing officer:**

We are gathered here today to officially recognize and install the [name of institution] College Panhellenic Association. The NPC member organizations chartered at [name of institution] have met all the requirements established by NPC and have fully qualified to become a recognized College Panhellenic Association. They have written and approved bylaws, a membership recruitment program and rules governing membership recruitment, all of which are required per the NPC Unanimous Agreements.

The operations of NPC and its College Panhellenic Associations are based on a spirit of unity and friendship. NPC member organizations were founded on ideals that dedicate their members to learning, service, honor and respectability in all relationships, and a belief that deep friendships and high endeavors are fostered most effectively through the cooperation of all member sororities.

In this installation service, it is fitting that we read the NPC Panhellenic Creed and that each sorority woman silently dedicates herself to the fulfillment of it. In unison, please repeat the NPC Panhellenic Creed with me:

[said in unison] We, as Undergraduate Members of women's fraternities, stand for good scholarship, for guarding of good health, for maintenance of fine standards, and for serving, to the best of our ability, our college community. Cooperation for furthering fraternity life, in harmony with its best possibilities, is the ideal that shall guide our fraternity activities.

We, as Fraternity Women, stand for service through the development of character inspired by the close contact and deep friendship of individual fraternity and Panhellenic life. The opportunity for wide and wise human service, through mutual respect and helpfulness, is the tenet by which we strive to live.

#### **Installing officer continues:**

It is now my privilege and pleasure as the installing officer to present to [president's name], the first president of the [name of institution] College Panhellenic Association, this letter from [College Panhellenics Committee chair's name] the College Panhellenics Committee chair of NPC, officially chartering the [name of institution] College Panhellenic Association as a recognized College Panhellenic Association. [Present letter.]

Next, I would like to present you with the NPC certificate of recognition.

[Present certificate.]

I now declare the [name of institution] College Panhellenic Association duly recognized and installed with all the accompanying rights, privileges and responsibilities.

### Installation Ceremony for College Panhellenic Officers

When new officers are selected for the College Panhellenic, the following script can be used for their Installation.

[The installing officer is usually the outgoing president.]

#### **Installing officer:**

Will the outgoing officers please stand? To you, we say thank you for the many contributions that you have made during your term of office. You can enjoy the satisfaction of knowing you fulfilled your responsibilities well and, by doing so, won our respect and esteem. We wish you all the best and ask for your continued interest and support of the [name of institution] College Panhellenic Association and its activities.

Will the newly elected and appointed officers come forward and stand to my left and right?

[Call the names of president, vice president(s), secretary, treasurer and membership recruitment chair and indicate they should stand to the right. Call the names of the other officers, if applicable, and indicate they should stand to the left.] [May insert officer titles adopted by the College Panhellenic Association in its bylaws.]

#### **Installing officer to all:**

You have been chosen by the College Panhellenic Association of [name of institution] to lead the Panhellenic on our campus during the next year. This is an honor and a privilege granted to you because of your outstanding qualifications, loyalty to your sorority and the concept of Panhellenic. During the coming year, it will be yours to serve willingly, to lead with sensitivity, to judge fairly and to work in harmony with your fellow officers and with the chapter delegates in a spirit of cooperation and friendship. Be sensitive to the wishes and needs of the Panhellenic members. Set goals and priorities by which you can achieve your objectives.

#### **Installing officer to president:**

Do you, [name of new president], promise, on your honor, to carry out to the best of your ability the duties of the president, to hold the welfare of the [name of institution] College Panhellenic Association as your goal at all times and to work in harmony with your fellow officers? [Pause for her response.] As president of a recognized NPC College Panhellenic Association, you are charged with knowing and abiding by the Unanimous Agreements of the NPC. Do you accept this charge? [President responds.]

#### **Installing officer to vice president(s) or appropriate title:**

Do you, [name of new vice president], accept willingly the office of vice president of [title], to serve as an assistant to the president and in her absence, assume her duties, and do you agree to fulfill other duties that may be assigned to you during your term of office? [Vice president(s) responds.]

**Installing officer to secretary or appropriate title:**

The secretary [or appropriate title] is the main communicator between the College Panhellenic Association and chapters on our campus, the fraternity/sorority advisor and the NPC area advisor. It is the duty of the secretary [or appropriate title] to keep minutes in an orderly and concise manner and to distribute them as required. Do you pledge yourself to perform these duties to the best of your ability? [Secretary responds.]

**Installing officer to treasurer or appropriate title:**

Timely and accurate performance of duty is the responsibility of the treasurer [or appropriate title]. The reputation of our College Panhellenic Association in the community depends on responsible financial management. Do you promise to fulfill the duties of treasurer [or appropriate title] to the best of your ability? [Treasurer responds.]

**Installing officer to membership recruitment chair or appropriate title:**

The position of membership recruitment chair is one of the most important offices in the College Panhellenic Association. Your management of the membership recruitment program will in large part determine the growth and development of our Panhellenic community. It is your responsibility to act with fairness toward all member organization chapters at all times and to ensure confidentiality within the membership recruitment process. Do you promise to discharge the duties of this office to the best of your ability? [Membership recruitment chair responds.]

**Installing officer turns to the left and addresses the remaining officers [name all officers by title]:**

By selecting you for positions of leadership, your College Panhellenic sisters have shown their confidence in you. To ensure the continuing progress of our Panhellenic Association, you are expected to develop and coordinate all Panhellenic programs for the coming year. Are you willing to accept these responsibilities? [Remaining officers respond.]

**Installing officer to entire group:**

Those of you who are the elected delegates and alternate delegates of the member organizations of this College Panhellenic Association bear an important responsibility: that of fulfilling your own obligations as representatives of your chapters. You are expected to participate in and support Panhellenic activities, communicate information to your chapter sisters and serve on committees and in appointed offices as required. Remember the ideals of the Panhellenic Creed as you strive together to further the interests of the College Panhellenic Association on our campus and in our community.

To pledge our support of these newly elected officers, let us together recite the NPC Panhellenic Creed. [Lead the group in the Creed, reading phrases and allowing the group to repeat them until the Creed is completed.]

I now declare the College Panhellenic Association officers duly installed. With mutual respect and cooperation among all delegates, may this College Panhellenic continue to give loyal service to the chapters of [name of institution] and the community.

**Campus Concerns Review Process**

As part of the role of NPC to promote and advocate for the sorority experience, NPC reviews documents, policies and actions taken by institutions of higher education that infringe upon the rights of private member organizations. These actions may include the campus creating new documents such as standards, expectations,

relationship agreements, assessments, accreditations, etc. It may also include actions and policies taken by the institution to limit or stop the association of students with each other or NPC member organizations.

If applicable, the NPC staff works with campus administrators to discuss such documents/policies/activities and to effect change based on NPC position statements, policies and best practices. As part of this work, the NPC staff will liaise with NPC member organizations with chapters on the campus to provide updates and gather feedback.

Below are examples of actions that infringe upon the rights of our private member organizations.

### **Prohibition on membership in single-sex organizations**

Title IX of the Education Amendments of 1972 prohibits institutions of higher education from discriminating on the basis of sex; however, it does provide an exception for the membership practices of social fraternities and sororities. Campuses should not enact policies or practices that force our member organizations to become co-ed and/or take adverse actions against students who want to be members of women's-only organizations.

### **Required non-discrimination language**

In an effort to create cohesive communities, campuses have been requiring student organizations to include non-discrimination policy language in registered student organization governing documents. NPC member organizations do not discriminate in membership selection on any basis prohibited by law. However, non-discrimination statements, if required, should include a carve-out in language about the exception institutions of higher education are given for social fraternal organizations to discriminate on sex as allowed by Title IX of the Education Amendments of 1972.

### **Organizational due process**

Mass suspension of fraternity/sorority communities on a variety of campuses is another trend that limits the rights of students to associate freely. Institutions have used allegations of crime or misconduct against an individual member or a group of members of a student organization as a rationale to suspend activities for the entire organization/community in which the accused student or group of students is a member. The operation of fraternity and sorority communities should not be restricted in instances when a member or members of one organization violated the rules. Conversely, institutions do not suspend all sports teams when one football player violates a law, team rule or NCAA rule. These types of actions also disincentivize the following of policies since responsible students are treated just like bad actors. It further undermines efforts for students to self-report problems since doing so could negatively affect a broad group of students unrelated to the misconduct.

### **Time, place and manner restrictions on recruitment**

Campuses should not seek to impose punitive measures against fraternities and sororities or restrict the rights of student members to recruit new members when they do not impose the same limitations on other student organizations or athletic teams. In particular, NPC is concerned about the growing trend among institutions to limit the ability of sororities to recruit first-term or first-year students. This is particularly troubling given that campuses do not set similar limits on the recruitment timelines of other organizations on campus.

### **Naming volunteers as CSAs or MRs**

NPC member organizations oppose the designation of sorority alumnae volunteers and sorority employees, including but not limited to house directors, as CSAs and/or MRs. Classifying sorority

alumnae volunteers as CSAs/MRs significantly changes the dynamics of their relationship with collegiate members.

#### **Request for internal chapter documents**

Campuses are increasingly requiring that chapters share internal chapter programs for administrator approval (e.g., new member education plans) or internal chapter conduct records for administrator review based on claims of concern for campus safety. As private organizations, these types of documents—conduct records, in particular—are protected. Additionally, campus administrators should not serve as appellate reviewers of our internal processes.

#### **Other policy overreach**

When notified by member organizations, NPC will also engage on behalf of the Panhellenic community when college/university administrators engage in other types of overreach that infringes on the sovereign rights of private organizations.

#### **Insurance concerns (to be communicated with NPC insurance provider and the NPC office)**

In partnership with the NPC insurance provider, documents such as contracts, campus relationship/recognition agreements and housing concerns will be reviewed for details such as contractual risk transfer mechanisms and coverage requirements. These include hold harmless statements, indemnification and other insurance requirements for chapter and housing concerns.

#### **Public statements made by Panhellenic community leaders**

The issuance of public statements by leaders of College Panhellenic communities—whether it be by chapter presidents, the College Panhellenic Council (delegates) or College Panhellenic officers—commenting on on-campus events is becoming a relatively common occurrence. At the request of member organizations, NPC provides guidance and professional support, including from our external public relations firm, whenever leaders of the Panhellenic community wish to comment publicly on campus events and topics of concern. This guidance is meant to help leaders make meaningful contributions to the campus dialogue and protect themselves from potential allegations of libel or defamation. Anytime a public statement is being discussed by leaders of a Panhellenic community the NPC panhellenic support team member should be notified.

Note: An educational [resource regarding Panhellenic statements](#) is provided on the NPC website in the "Resources" section.

### **Housing Policies and Procedures**

When college/university administrators begin discussions about the development of new housing plans for sorority chapters, NPC serves as an information conduit between NPC member organizations and campus administrators. This applies to brand-new housing, major housing renovations or changes in existing sorority housing. NPC and its member organizations are interested in the establishment of:

- A specific housing plan.
- Housing that will contribute to a useful, healthy and happy living experience for the sorority chapters.
- Some degree of similarity and equality in housing to eliminate competition on a material basis.

NPC member organizations desire to work together to support college/university initiatives that meet the above criteria. If colleges/universities begin to develop plans for new sorority housing communities or renovations to an existing plan that would require financial investments from inter/national organizations, the campus should reach out to NPC ([housing@npcwomen.org](mailto:housing@npcwomen.org)) to provide an overview of the proposed project with timeline, initial financial expectations and other relevant communication. NPC staff will then serve as a communication liaison between the campus and the inter/national member organizations until individual conversations regarding dedicated space are needed.

### MRABA Education and Script

NPC wants every PNM to be informed about her options for joining a sorority. This script is to be used immediately before a PNM completes the MRABA during FSR and PSR. It should be read aloud to a PNM and be unaltered. A PNM should only sign the MRABA when she fully understands the contract she is signing. She should have the opportunity to have all her questions answered. Signing this document is her acknowledgment that she understands the terms and conditions.

Campuses using printed MRABA forms should instruct PNMs to complete the form and initial each statement as appropriate. For campuses not using a paper copy of the MRABA, PNMs should review the language of the MRABA found on their screen while the script is read aloud. By submitting the MRABA, the PNM acknowledges and understands the terms of the MRABA.

The campus should provide additional directions regarding any electronic submission as needed. These instructions should give specific directions, telling PNMs how to select and submit preference(s). No one other than the PNM should complete/sign the MRABA. These instructions should be provided to the PNM only after the MRABA script has been read aloud, the PNM has had an opportunity to have any remaining questions clarified and she is ready to submit her final preference(s).

The printed MRABA paired with the read-aloud script allows for visual, auditory, reading/writing and kinesthetic learners to interact with the policies that affect their membership opportunities. It is important that PNMs are offered the appropriate time, space, environment and expectations as they would be provided in any classroom or academic setting. NPC encourages College Panhellenics to work with appropriate campus departments and partners to discuss appropriate accommodations and settings for MRABA submission.

Note: PNM recruitment eligibility should have been made clear at the time of registration; however, it could be possible a PNM registered and participated in Panhellenic recruitment in violation of NPC Unanimous Agreement III The Panhellenic Compact, which in part states:

A woman who is or who has ever been an initiated member of an existing NPC sorority shall not be eligible for membership in another NPC sorority.

Any woman previously initiated into a NPC member organization must be removed from recruitment as she is not eligible for membership in another NPC sorority.

Reminder: Recruitment counselors cannot be involved with any PNM during the MRABA signing. The individuals assisting with the MRABA signing should not be coaching, giving advice or questioning a PNM in her sorority

selection. Should a PNM have further questions or need clarification, a fraternity/sorority advisor should provide the appropriate support.

*SCRIPT-to be read aloud:*

Congratulations! You have just participated in the College Panhellenic primary recruitment process on this campus.

At this time, you will be reading, initialing, signing and submitting a completed membership recruitment acceptance binding agreement (MRABA) necessary to receive an invitation of membership (a bid) from a Panhellenic sorority.

Please listen carefully as we review this agreement together and consider the following points before you complete the MRABA. I am here to explain the MRABA and the steps for submitting the agreement. I cannot assist you in your sorority selection. If at any time you need more time or advice, please raise your hand so your fraternity/sorority advisor can provide support.

Please read the MRABA along with me as we review it.

First, the introduction, where you agree to the binding contract:

This is a binding contract with the National Panhellenic Conference. You are choosing to complete this form because you participated in the membership recruitment process referred to throughout this MRABA simply as "Recruitment."

[If an electronic form is being used, please read the following: In signing this contract electronically, you agree this MRABA is valid, enforceable and binding under the Electronic Signatures and Global and National Commerce Act ("E-Sign") and the Uniform Electronic Transactions Act ("UETA").]

Next, Part 1, withdrawing or continuing in Recruitment:

In this section, you may choose to withdraw from Recruitment at this time or continue in Recruitment.

If you choose to withdraw, this means you will not join a sorority now, but you could join a sorority in the future. These future opportunities are not guaranteed and may not be available for all of the sororities on campus. If you would like to withdraw from Recruitment at this time, please initial on the line and move directly to Part 5 and sign.

If you choose to continue to participate in Recruitment, you will initial the selection and move to Part 2.

Part 2, understanding of the ranking process:

In this section, you agree that each of the following statements is true:

- You are willing to accept a bid from any sorority you list on the agreement (in Part 4).
- You will rank each sorority in order of your preference for receiving a bid, putting your first choice first. By writing down the name of a sorority at this time, you are agreeing to receive a bid from that sorority. This



means you agree that if one of the sororities on your list (regardless of first or second preference) extends you a bid, you are willing to accept it. Writing down a second preference (if applicable) does not increase your likelihood of membership into your first preference.

- If you attended a sorority's preference event, and you will not accept a bid from that sorority, you do not have to rank that sorority. You do not have to list all the sororities that are your remaining choices. If you are certain you will not accept a bid from any of your remaining choices, you may choose to limit your choices.
- Limiting your choices will neither increase nor decrease your chances of receiving a bid to your first ranked selection.
- You understand if you choose to rank fewer sororities, you might not receive a bid through Recruitment.

#### Part 3, understanding the effect of submitting the MRABA:

- After submitting this form, you cannot change your rankings. You cannot add or delete any sororities to your rankings.
- If you do not receive a bid from any sorority you ranked, you understand you are eligible to join a sorority later, but not all sororities may continue to recruit.
- If you do receive a bid from a sorority you ranked, but you choose not to accept that bid, you understand that you are NOT eligible to join any other sorority on this campus until the start of the next primary membership recruitment process.
- If you do accept a bid from a sorority, but you break your pledge or the sorority breaks the pledge, you understand that you are not eligible to be pledged by a different sorority on this campus until the start of the next primary recruitment.

#### Part 4, ranking your preferences:

- In this section, please rank each sorority you are willing to receive a bid from in preference order.
- You only have the ability to rank a sorority whose preference event you attended.
- You should only rank a sorority you are willing to join.
- If you will not accept a bid from a sorority, you should not rank/write that sorority.

#### Part 5, signing the contract:

- In this section, you agree that you have read and understood the MRABA. By signing or submitting this MRABA, you agree to be bound by its terms.
- [If an electronic form is being used please read the following: You agree that completing this form electronically has the same legal effect of completing a paper version.]
- You have never been initiated into an NPC sorority. You understand that if you join an NPC sorority and choose to become an initiated member of that sorority, you cannot join another NPC member organization, regardless of the circumstances.
- Before you submit this binding agreement, please stop and ask any questions that you may still have.
- You should not sign this binding contract if you have questions or need further explanations on any of the items listed. You are agreeing to a binding contract. Once signed, you are agreeing that you understand each item listed.

If you have any questions or need further support regarding your sorority selection, please ask questions of the fraternity/sorority advisor. This form is a binding agreement and cannot be changed once submitted.

Note: You can find additional MRABA resources, including a brief explainer video to show PNMs, in the [Recruitment Resources](#) section of the NPC website.

## MEMBERSHIP RECRUITMENT ACCEPTANCE BINDING AGREEMENT (MRABA)

*This MRABA must be filed with the College Panhellenic within one (1) business day of the date it was signed.  
Revised November 2023*

Name:	
Campus Name:	
Phone Number/Email:	

### Introduction: Agree to binding electronic contract and electronic signature.

*Initial each statement.*

\_\_\_\_\_ This form is called the Membership Recruitment Acceptance Binding Agreement, or “MRABA.” I understand that it is a contract with the NPC (“NPC”) and both parties will have access to the signed agreement. I choose to complete this MRABA because I participated in the primary membership recruitment process (“Recruitment”) at \_\_\_\_\_ [Campus Name].

### ELECTRONIC SIGNATURE ONLY

\_\_\_\_\_ I consent to this electronic contract. I agree to electronically sign the MRABA. These terms are defined by the Electronic Signatures and Global and National Commerce Act (“E-Sign”) and the Uniform Electronic Transactions Act (“UETA”).

\_\_\_\_\_ I agree that this MRABA, and my electronic signature, is valid, enforceable and binding under E-Sign and UETA.

*Next Step: Continue to Part 1.*

### Part 1: Withdrawing or Continuing in Recruitment.

*Initial one of the following options.*

\_\_\_\_\_ I want to withdraw from Recruitment.  
I will not join a sorority now. I could join a sorority in the future by participating in the COB (“COB”) process. I will not complete this contract.  
*Next Step: Continue to Part 5.*

\_\_\_\_\_ **I am continuing in Recruitment.**  
*Next Step: Continue to Part 2.*

### Part 2: Show that you understand the ranking process.

*Initial each statement.*

### **By signing the MRABA, I understand and agree that each of these statements is true:**

\_\_\_\_\_ I am willing to accept an invitation to membership (“bid”) from any sorority I list in Part 4.

\_\_\_\_\_ I will rank each sorority in the order of my preference for receiving a bid.

\_\_\_\_ If I attended a sorority's preference event, and I would not accept a bid from that sorority, I do not have to rank that sorority.

\_\_\_\_ I understand that if I choose to rank fewer sororities, I might not receive a bid through Recruitment.

**Part 3: Show that you understand the effect of submitting the MRABA.**

*Initial each statement below.*

**By signing the MRABA, I understand and agree that each of these statements is true:**

\_\_\_\_ After I submit this form, I cannot change my rankings. I cannot add or delete any sororities to my rankings.

\_\_\_\_ If I do not receive a bid from any sorority I ranked, I understand I am eligible to join any sorority later, through the COB process. I understand that not all sororities will recruit through COB.

\_\_\_\_ **If I do receive a bid** from a sorority I ranked, but I **choose not to accept that bid**, I understand that I am not eligible to join any other sorority on this campus until the start of the next primary Recruitment.

\_\_\_\_ **If I do accept a bid** from a sorority, but **I break my pledge or the sorority breaks the pledge**, I understand that I am not eligible to be pledged by a different sorority on this campus until the start of the next primary recruitment.

**Part 4: Rank your preferences.**

*Rank in order of your preference for receiving a bid.*

1st Preference \_\_\_\_\_

2nd Preference (if applicable) \_\_\_\_\_

**Part 5: Sign the contract.**

I have read and understand this MRABA. By signing or submitting this MRABA, I agree to be bound by its terms. *I agree that completing this form electronically has the same legal effect of completing a paper version.*

I have never been initiated into an NPC sorority. **I understand that if I join an NPC sorority and choose to become an initiated member of that sorority, I cannot join another NPC member organization, regardless of any circumstances.**

Signature: \_\_\_\_\_ Date: \_\_\_\_\_



**Continuous Open Bidding and CONTINUOUS RECRUITMENT MRABA**

*This MRABA must be filed with the College Panhellenic within one (1) business day of the date it was signed.  
Revised November 2023*

Name:	
Campus Name:	
Phone Number/Email:	

The \_\_\_\_\_ [Chapter Name] chapter of \_\_\_\_\_ [Organization Name], by itself or by its agents, extends this invitation of membership ("bid") to you.

This form is called the Membership Recruitment Acceptance Binding Agreement ("MRABA"). It is a contract with the NPC ("NPC") and both parties will have access to the signed agreement.

**By signing the MRABA, I understand and agree that each of these statements is true:**

*Initial each statement.*

\_\_\_ I am willing to accept a bid from the sorority named above.

\_\_\_ If I am not eligible to join, this bid may be revoked.

\_\_\_ After signing this MRABA, I cannot accept any other bid from an NPC sorority until the beginning of the next primary recruitment process on this campus.

\_\_\_ **If I accept this bid but break my pledge or the sorority breaks the pledge,** I understand I am not eligible to be pledged by a different NPC sorority on this campus until the start of the next primary recruitment.

\_\_\_ **I have never been initiated into an NPC sorority. I understand that if I join an NPC sorority and choose to become an initiated member of that sorority, I cannot join another NPC member organization, regardless of any circumstance.**

I have read and understand this MRABA. I agree to its terms and I am bound by its terms.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_



## NEWLY ESTABLISHING CHAPTERS MRABA

This MRABA must be filed with the College Panhellenic within one (1) business day of the date it was signed.  
Revised November 2023

Name:	
Campus Name:	
Phone Number/Email:	

The \_\_\_\_\_ [Chapter Name] chapter of \_\_\_\_\_ [Organization Name], by itself or by its agents, extends this invitation of membership ("bid") to you.

This form is called the Membership Recruitment Acceptance Binding Agreement ("MRABA"). It is a contract with the NPC ("NPC") and both parties will have access to the signed agreement.

**By signing the MRABA, I understand and agree that each of these statements is true:**

*Initial each statement.*

\_\_\_ I am willing to accept a bid from the sorority named above.

\_\_\_ If I am not eligible to join, this bid may be revoked.

\_\_\_ After signing this MRABA, I cannot accept any other bid from an NPC sorority until the beginning of the next primary recruitment process on this campus.

\_\_\_ **If I accept this bid but break my pledge or the sorority breaks the pledge**, I understand I am not eligible to be pledged by a different NPC sorority on this campus until the start of the next primary recruitment.

\_\_\_ **I have never been initiated into an NPC sorority. I understand that if I join an NPC sorority and choose to become an initiated member of that sorority, I cannot join another NPC member organization, regardless of any circumstance.**

I have read and understand this MRABA. I agree to its terms and I am bound by its terms.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_





# GLOSSARY

## GLOSSARY

**Alumna (feminine):** A sorority member who is no longer a member of a collegiate chapter.

**Alumnae (feminine):** The plural of alumna.

**Alumnae Panhellenic Association:** A community-based organization whose membership is composed of representative alumnae from NPC member organizations.

**Alumni (masculine):** The plural of alumnus, the customary plural term when men and women are addressed.

**Area advisor:** The NPC volunteer with direct advising responsibility for College Panhellenics. They contact all chief panhellenic officers for the chapters on the campus when important issues arise.

**Area advisor coordinator:** The NPC volunteer who works directly with the College Panhellenics Committee chair to coordinate and provide guidance to the NPC area advisors in one of the ten identified NPC area advisor clusters. If an NPC area advisor is unavailable for any reason, they are the next point of contact for College Panhellenics in the region.

**Area coordinator:** The NPC volunteer with direct advising responsibility for Alumnae Panhellenics in a designated area. She works with member organizations to provide assistance in recruiting members, provides programming guidance and support and relays news from NPC to the Alumnae Panhellenics she works with.

**Badge:** An insignia of fraternity or sorority membership worn by initiated members. Each NPC member sorority has its own badge.

**Bid:** An invitation to join a sorority.

**Bid Day:** The last day of FSR or PSR when PNMs receive invitations (bids) to join chapters. The Unanimous Agreements state there is to be no alcohol use or men associated with Bid Day.

**Chapter:** A membership unit of an inter/national sorority.

**Chief panhellenic officer:** An inter/national officer/representative of a specific sorority who is the liaison and primary contact for NPC and other member organizations on all College and Alumnae Panhellenic matters.

**College Panhellenic Association:** The cooperative campus organization of all collegiate members of NPC member organizations and associate members on the campus.

**College Panhellenic delegate:** The representative for each chapter on a College Panhellenic Council who votes on all decisions made by the College Panhellenic. Proposed changes to recruitment and other community-wide decisions should be reported back to the chapter with sufficient time for each chapter to consult with its chief panhellenic officer and/or headquarters staff before the vote is taken.



College Panhellenic Executive Board: The officers of a College Panhellenic Association, responsible for running the day-to-day business of the College Panhellenic Association.

Continuous Open Bidding (COB): An opportunity for chapters that do not reach quota during primary recruitment to bid to quota and/or for chapters that are not at total to bid to total. The COB process is not structured by the College Panhellenic, and only chapters with available spaces in quota/total are eligible to participate in COB.

Continuous recruitment (CR): An NPC-approved primary recruitment style for a College Panhellenic.

Council of Delegates: This council is composed of one delegate from each NPC member organization with full authority to act and vote on behalf of her organization.

Delegate: One woman from each member organization who sits on the Council of Delegates and has full authority to act and vote on behalf of her organization.

FS Central: NPC's contacts and information database.

Fully structured recruitment (FSR): An NPC-approved primary recruitment style for a College Panhellenic.

Fraternity: A Greek-letter sisterhood or brotherhood. NPC member organizations may be formally named as fraternities, but are referred to by NPC as sororities.

Fraternity/sorority housing:

- Chapter room or suite - social center and meeting place for members
- Lodge - small house used as a meeting place that may or may not have limited living accommodations
- Residence - living accommodations for members and house director

Initiation: A ritual ceremony that brings new members into full membership of a sorority including its lifelong benefits. Once a woman is initiated into an NPC sorority, she is ineligible for membership in any other NPC sorority.

Intentional single preference: When a woman who attended more than one preference event lists only one chapter on her MRABA following preference round.

Junior Panhellenic: An organization of new members and new initiates of sororities that helps develop an early understanding of Panhellenic spirit, unites new member classes and coordinates activities.

Legacy: A daughter, sister or granddaughter of an initiated member of a sorority. Each NPC member organization has its own definition of and invitation policies regarding legacies.

Local: A men's or women's Greek-letter organization without guidance from or affiliation with any inter/national organization.

**Membership recruitment acceptance binding agreement (MRABA):** The binding agreement signed by a PNM following the final preference event she attends during FSR or PSR. A PNM agrees to accept a bid from any chapter she lists on her MRABA. If she receives a bid to a chapter she lists and declines it, she is ineligible to join another organization on that campus until the beginning of the next primary membership recruitment period. If she does not receive a bid to membership, she is eligible for COB. The MRABA also is used for COB and new chapter establishment bids.

**New member:** a woman who accepted a bid from a sorority but is not yet an active member of the chapter. As a new member, she receives education about the organization's values and history to prepare her for initiation.

**National Panhellenic Conference (NPC):** The trade association for 26 inter/national sororities.

**NPC best practice:** Procedures formulated to help College and Alumnae Panhellenics and their member chapters achieve the greatest success. Adherence to these practices is not required but is strongly recommended.

**NPC policy:** A formal course of action voted on and approved by NPC. Each College Panhellenic (or equivalent organization) and Alumnae Panhellenic must incorporate all NPC policies into its procedures and methods of operation.

**Panhellenic Council:** The governing body of a campus College Panhellenic Association. Each member chapter of the College Panhellenic Association chooses a delegate to sit on the College Panhellenic Council.

**Parity:** Being equal or equivalent.

**Pledge:** A promise made by a new member. It is a verb and should not be used as a noun to describe a new member.

**Potential new member (PNM):** Any woman who is eligible to participate in recruitment.

**Partially structured recruitment (PSR):** An NPC-approved primary recruitment style for a College Panhellenic.

**Preferential bidding:** A mutual selection process for chapters and PNMs.

**Primary recruitment:** A period of time during the academic year when events are held by each sorority for the purpose of selecting new members. The primary recruitment period is organized and implemented by the College Panhellenic. Should the College Panhellenic not host FSR or PSR, then primary recruitment will default to the earliest opportunity a student is permitted to join. NPC endorses primary recruitment held in the fall academic term. NPC also advocates that women be able to join a sorority during their first academic term on campus.

**Quota:** The number of PNMs to which each chapter can offer bids during primary recruitment. This is determined with a formula involving the number of chapters and the number of women participating in bid matching.

**Quota addition:** A woman who was not matched during initial bid matching, but is added to a chapter's bid list after bid matching. A PNM is only eligible to be a quota addition if she listed all available options on her MRABA.

**Quota range:** A procedure to determine the best number to use when setting quota.

**Recommendation:** A form completed by a member of a sorority, recommending a PNM for membership. It may also be referred to as sponsorship or reference.

**Recruitment counselor:** A Panhellenic representative who is available to guide women through the recruitment process and answer questions.

**Release Figure Methodology (RFM):** A process used to determine the number of PNMs each chapter is able to invite to events. The process is implemented on campuses by trained NPC volunteers known as RFM specialists.

**Snap bidding:** An option available to chapters that did not match to quota during bid matching. This process takes place before bids are distributed and total is set. Snap bidding is not intended to fill spaces in the chapter total and is limited to PNM who withdrew from primary recruitment before signing the MRABA and/or were not matched in the bid-matching process.

**Sorority:** A Greek-letter sisterhood. NPC refers to all its member organizations, regardless of formal title, as sororities.

**Strict silence:** The period of time after the close of preference events and prior to the distribution of bids when there is no communication between PNMs and sorority women.

**Total:** The allowable chapter size on a campus, as determined by the College Panhellenic that includes both new and initiated members. Chapters that fall under total are allowed to participate in COB until they reach total.

**Unanimous Agreements:** Agreements between the NPC member organizations that provide for fairness and equality among the organizations. They are passed unanimously, ratified by each member organization's inter/national president and binding on all NPC member organizations and their members. Each College Panhellenic (or the equivalent organization) and Alumnae Panhellenic must incorporate the NPC Unanimous Agreements into its governing documents.

**Values-based recruitment:** Recruitment focuses on conversations between chapter members and PNMs about organizational values and member organizations. A values-based recruitment emphasizes integrity, transparency and authenticity.

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