



Membership Recruitment Acceptance Binding Agreement (MRABA) Case Study: Emma

Background:

Emma is a first-year student at Norton University, a private liberal arts institution. She is known for her high school academic excellence and involvement in honors societies. She is deeply committed to her studies and wants to find a sorority to support her educational goals while offering a strong sense of community. If she joins a sorority, she would be the first person in her family to do so.

Sorority Options:

Emma was torn between two sororities, Alpha Alpha and Beta Beta, during the recruitment process. She felt a genuine connection with the members of both sororities and believed she would be happy in either one.

- **Alpha Alpha:** A slightly larger chapter with a strong reputation for philanthropy and social events. Emma enjoyed the energy and enthusiasm of the AA sisters and felt a great fit with their values.
- **Beta Beta:** Known for its commitment to leadership and academic excellence. The sisters were friendly, and Emma appreciated their structured academic programs.

MRABA Decision:

When it came time to rank her choices on the MRABA, Emma faced a difficult decision. She valued the friendships she had begun to form in both chapters and recognized that either would be a good fit for her. Ultimately, Emma ranked **Beta Beta** as her first choice and Alpha Alpha as her second choice, hoping to join the chapter where she felt a slightly stronger connection.

Outcome:

On Bid Day, Emma was disappointed to learn she was matched with Alpha Alpha, her second choice. Emma attended Alpha Alpha's events on Bid Day, meeting more sisters and getting a feel for the chapter's culture. Despite the warm welcome, she couldn't shake the feeling of disappointment over not being matched with Beta Beta. Initially, she was open-minded, but now unsure. After giving the chapter a try for a few weeks, Emma decided to drop out of Alpha Alpha and explore other chapter options that have open spaces with COB (Chi Chi and Beta Beta).



Case Study Debrief

1. What does Emma's decision to drop out of Alpha Alpha mean for her future in sorority life?
 - A) She can immediately join Beta Beta through COB.
 - B) She must wait until the next primary recruitment to join any sorority.
 - C) She can join any other sorority that still has open spots.
 - D) She is permanently ineligible to join any sorority at her university.
 - **Answer: B) She must wait until the next primary recruitment to join any sorority.**
2. **True or False:** Emma is eligible for Continuous Open Bidding (COB) after dropping Alpha Alpha.
 - **Answer:** False
 - **Reasoning:** *Since Emma signed the MRABA and received a bid from Alpha Alpha, she is not eligible for COB and must wait until the next primary recruitment.*
3. What is the primary purpose of the MRABA that Emma signed during recruitment?
 - A) To finalize her housing arrangements with the sorority.
 - B) To commit a PNM to the sorority she matches with and pre-accepts an invitation to membership.
 - C) To allow her to attend multiple bid day events before making a decision.
 - D) To ensure she receives her top choice sorority.
 - **Answer: B)** To commit a PNM to the sorority she matches with and pre-accepts an invitation to membership.
 - **Reasoning:** *The MRABA is a binding agreement that commits a PNM to the sorority she is matched with, making her ineligible to join another NPC sorority until the next primary recruitment.*
4. What would have been her options if Emma had not signed the MRABA?
 - A) She would be free to explore other sororities outside primary recruitment through COB.
 - B) She would not have received any bid at all.
 - C) She could have received a snap bid from a chapter that did not make quota.
 - D) All of the above
 - **Answer: D)** All of the above.
 - **Reasoning:** *Without signing the MRABA, Emma would have withdrawn from recruitment and would not be bound to a sorority. This would allow her to consider other opportunities outside the primary recruitment process through COB. If withdrawn, she would be immediately eligible for a snap bid or COB if chapters had those available spaces.*



- *However, PNMs are not and should not know which chapters have COB options before primary recruitment needs. One process needs to happen and then the next.*
 - *There should be ZERO snap bids or COB promises made to encourage PNMs to withdraw from primary recruitment because chapters know they will “have spots in COB.” There is no guarantee.*
5. **True or False:** By signing the MRABA, Emma must rank the two sororities she attended preference round events.
- **Answer:** False
 - **Reasoning:** *The MRABA allows PNMs to limit their options. Emma could have intentionally single-preferenced by listing only Beta Beta.*
 - *If Emma had listed only Beta Beta, she would have been unmatched during bid matching in this scenario. However, Beta Beta did had COB spaces to extend her a COB.*
6. **True or False:** Emma could have declined the bid from Alpha Alpha and still participated in COB.
- **Answer:** False
 - **Reasoning:** *Once Emma signed the MRABA and pre-accepted a bid from Alpha Alpha, she was ineligible for COB and would have to wait until the next primary recruitment to join another sorority.*
7. **True or False:** The MRABA protects Emma's opportunity to join her first choice by automatically securing her a spot in Beta Beta if she ranks them first.
- **Answer:** False
 - **Reasoning:** *The MRABA does not guarantee a spot in a PNM's first-choice sorority; it only provides her a high likelihood of being placed with a sorority on Bid Day. (emphasis a sorority)*
8. What does Emma's experience teach about the importance of understanding the MRABA before signing it?
- A) That it's a flexible agreement with multiple options for changing your mind.
 - B) That it's a binding contract with significant implications for your sorority membership.
 - C) That it doesn't really affect your chances of joining a sorority.
 - D) That it's just a formality with little consequence.
 - **Answer: B)** That it's a binding contract with significant implications for your sorority membership.
 - **Reasoning:** *Emma's case highlights the importance of understanding the binding nature of the MRABA and the implications it has for a PNM's sorority membership and future recruitment opportunities.*