



## Membership Recruitment Acceptance Binding Agreement (MRABA) Case Study: Olivia

### Background:

Olivia is a second-year Norton University student determined to find a sorority where she feels a strong sense of belonging. During her first year, Olivia participated in sorority recruitment; however, her high school GPA was lower than she wished it had been. Going into the preference round, she had one preference invitation to Alpha Alpha. Olivia signed the MRABA and received a bid on Bid Day from Alpha Alpha, her first year.

Olivia wanted to join a different sorority through continuous open bidding (COB), but because she had accepted a bid from Alpha Alpha during primary recruitment, she was ineligible to participate in COB and had to wait until the next primary recruitment.

Over the following months, Olivia focused on improving her grades and building connections within the campus community. By the time recruitment rolled around in her sophomore year, Olivia had a clearer understanding of the recruitment process. She was ready to find a sorority that would be the perfect fit.

### Sorority Options:

During the preference round of her second recruitment, Olivia visited two chapters:

- **Beta Beta:** Known for their strong academic support and extensive involvement in campus activities like Step Sing and Homecoming. Olivia admired the chapter's commitment to leadership and the close-knit bonds she observed among the sisters.
- **Chi Chi:** A chapter with a vibrant social calendar and a strong presence in philanthropy and community service. Olivia connected with several members during recruitment and felt that Chi Chi's values resonated with her personal goals.

### MRABA Decision:

Olivia felt confident as she prepared to sign her MRABA for the second time. Beta Beta and Chi Chi both offered opportunities for personal growth. After careful consideration, Olivia ranked Chi Chi as her first choice and Beta Beta as her second choice, confident she would be happy in either chapter.

### Outcome:

On Bid Day, Olivia was thrilled to learn she had been matched with Chi Chi, her first choice. She eagerly accepted the invitation to membership on Bid Day.



## Case Study Debrief

1. **What lesson did Olivia learn from her first experience with the MRABA during her first year?**
  - A) She could still participate in COB even after declining a bid.
  - B) Signing the MRABA is a binding agreement with significant implications.
  - C) That she could easily switch sororities without any consequences.
  - D) That the MRABA only applies to the first round of recruitment.
  - **Answer:** B) Signing the MRABA is a binding agreement with significant implications.
  - **Reasoning:** *Olivia's experience highlights the importance of understanding the binding nature of the MRABA and the limitations it imposes on participating in future recruitment processes, such as COB.*
2. **True or False: By signing the MRABA in her first year, Olivia was ineligible to join any sorority through COB during her first-year spring term.**
  - **Answer:** True
  - **Reasoning:** *Since Olivia signed the MRABA pre-accepting a bid to Alpha Alpha and later decided not to initiate exploring other options, she was ineligible for COB and had to wait until the next primary recruitment.*
3. **True or False: In her second recruitment process, Olivia had the option to intentional single preference one chapter on her MRABA.**
  - **Answer:** True
  - **Reasoning:** *The MRABA allows PNMs to limit the sorority options they are willing to join. Olivia could have only selected one if she had felt strongly about only one chapter. We do not have information on where Olivia fell on the chapter's bid list, but she did get her first-choice option.*
4. **What is the primary purpose of the MRABA that Olivia signed during her second recruitment?**
  - A) To commit to either sorority option on her MRABA and pre-accept an invitation to membership.
  - B) To allow her to attend multiple bid day events before deciding.
  - C) To ensure she receives her top choice sorority.
  - D) To finalize her housing arrangements with the sorority.
  - **Answer:** A) To commit to either sorority option on her MRABA and pre-accept 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.*



5. **If Olivia had listed only Beta Beta on her MRABA and been unmatched, what would have been her options?**

- A) She would have been automatically assigned to Chi Chi.
- B) She could have explored COB options if any were available.
- C) She would not have received a bid and had to wait until the next primary recruitment.
- D) She would have been placed as a quota addition.
- **Answer:** B) She could have explored COB options if any were available.
- **Reasoning:** *If Olivia had been unmatched after intentionally single-preferencing Beta Beta, she would have been eligible to explore COB opportunities if there were any open spaces.*

6. **Discussion Question:** What might Olivia have done differently in her first recruitment?

- **Answer:** Olivia could have withdrawn from the process if she was unsure about joining Alpha Alpha. This has to be Olivia's choice and hers alone. If she had withdrawn from recruitment, she could have possibly been a snap bid if a chapter did make quota - but there is no guarantee a chapter won't make quota. Olivia could have explored COB options if any spaces were available.

7. **What does Olivia's experience teach about the importance of understanding the recruitment process and MRABA before making a decision?**

- 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 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:** *Olivia's case underscores the importance of being fully informed about the recruitment process and the commitments made when signing the MRABA. Olivia signed an MRABA her first recruitment but later decided it was not for her. The consequence was then waiting until the following primary recruitment.*