



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

Background:

Sophia, a social butterfly first-year student, has always been interested in sorority life. With a family full of fraternity and sorority members, she grew up hearing stories about Greek life and was excited to continue the legacy at her large state university. Recruitment at her school takes place during the spring term, and Sophia has eagerly anticipated this moment all year.

Sorority Options:

Sophia had a good experience during recruitment, as she expected. During the preference round, Sophia visited two chapters: Phi Phi and Zeta Zeta. Although she had positive experiences by connecting with members of both chapters, her heart was set on Zeta Zeta, her mother's sorority. Many of her high school friends are already members of Zeta Zeta, which further solidified her decision. The women in Phi Phi were kind, but she could not see herself joining their chapter.

MRABA Decision:

Confident in her choice, Sophia decides to intentional single preference (ISP) Zeta Zeta, listing only them on her MRABA. Everyone tells her to focus solely on Zeta Zeta, increasing her chances of receiving a bid from her only choice...her dream chapter.

Outcome:

Unfortunately, Sophia did not receive a bid from Zeta Zeta. She was unmatched during bid matching and did not receive a bid through the primary recruitment process. Heartbroken and confused, Sophia confides in her recruitment counselor, who helps her understand her options after Bid Day.

A few weeks later, Sophia is invited to a continuous open bidding (COB) event hosted by Delta Delta, another chapter on campus. She attends the event, enjoys meeting the sisters and is invited to join from Delta Delta. Sophia happily accepts the invitation, signing a new MRABA, the COB/CR MRABA, and becoming a proud Delta Delta member.



Case Study Debrief

1. **True/False:** By listing only one sorority on her MRABA, Sophia guaranteed that she would receive a bid from Zeta Zeta.
 - **Answer:** False.
 - **Reasoning:** *Intentional single preferencing (ISP) does not guarantee a bid from the preferred sorority. It also does not increase her chances of getting her first choice. It does limit Sophia's options since she did not match with Zeta Zeta. She could not get her second choice of Phi Phi because she did not list that chapter. This choice is only the PNM's to make and should not be influenced or coached by anyone to maximize or limit her options. However, she should be educated and understand what her options are and the impact or consequences.*
2. **True/False:** Sophia could join another sorority through COB.
 - **Answer:** True. Sophia needed to sign a new MRABA specific to COB when she accepted the bid from Delta Delta.
 - **Reasoning:** *Sophia was unmatched during the primary recruitment process, so she was immediately eligible for COB. However, Sophia might not have COB options that she is interested in. Sophia did not have to join a sorority through COB that spring term. She could have waited until fall or the next primary recruitment in the following spring term.*
 - i. *All women accepting COBs, must sign the COB/CR MRABA and have it on file in the Panhellenic advisor's office. After signing the COB MRABA, she is bound to that chapter until the next primary recruitment.*
3. **Discussion Question:** What might Sophia have done differently to increase her chances of receiving a bid during primary recruitment? (emphasize "a bid")
 - **Answer:** If Sophia was interested in joining either of her preference options, she would have needed to maximize her options and list both Zeta Zeta and Phi Phi. However, she clearly did not want to join Phi Phi and was only interested in Zeta Zeta - which is okay! The PNM has the autonomy to make her own decisions.
4. **True/False:** Sophia's decision to join Delta Delta through COB meant she had to sign a new MRABA, which was different from the one used in primary recruitment.
 - **Answer:** True. The COB/CR MRABA is separate and specific to the bid she received during the COB process from Delta Delta.
 - **Reasoning:** *There must be new documentation of her commitment to an NPC sorority through joining Delta Delta through the COB process. She is now bound to Delta Delta until the next primary recruitment. If she breaks her pledge at a later time, she is still bound.*
5. What is the primary purpose of the MRABA signed during recruitment?
 - A) To finalize housing arrangements with the sorority.



- B) To commit to one sorority 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 to one sorority 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.*
6. If Sophia had not signed the MRABA, what would have been her options?
- A) She would be free to explore other sororities outside of primary recruitment.
 - B) She could have attended both Alpha Alpha's and Beta Beta's bid day events to decide.
 - C) She would have been automatically assigned to a sorority.
 - D) She would not have received any bid at all.
 - **Answer: A)** She would be free to explore other sororities outside primary recruitment.
 - **Reasoning:** *Without signing the MRABA, Emma would have withdrawn from recruitment and would not be bound to a sorority, allowing her to consider other opportunities outside the primary recruitment process. If she had withdrawn, she would be eligible for COB.*
 - *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 COB promises made by encouraging PNMs to withdraw from primary recruitment because chapters know they will "have spots in COB." There is no guarantee.*
7. What does Sophia's experience teach about the importance of understanding the MRABA before signing it?
- A) That listing only one sorority on the MRABA guarantees a bid from that sorority.
 - B) That intentional single preference (ISP) can limit a potential new member's options and may result in not receiving a bid.
 - C) That the MRABA is only important if you want to join multiple sororities.
 - D) That it's better to list only one sorority on the MRABA to avoid being placed in a sorority you're unsure about.
 - **Answer: B)** That intentional single preference (ISP) can limit a potential new member's options and may result in not receiving a bid.
 - **Reasoning:** *Sophia's experience shows that by using her intentional single preference (ISP) option and listing only one sorority on the MRABA, she limited her*



options during the primary recruitment process. When she wasn't matched with her preferred sorority, Zeta Zeta, she did not receive a bid on Bid Day. This underscores the importance of fully understanding the MRABA and the implications of ISP before signing it. Listing multiple sororities can improve the chances of receiving a bid (but not guaranteed which one), providing more opportunities during recruitment.