



SAMPLE UNIVERSITY PANHELLENIC ASSOCIATION RECRUITMENT RULES

I. Adherence to NPC Unanimous Agreements and Policies Regarding Recruitment

All NPC member organizations at SAMPLE UNIVERSITY adhere to NPC Unanimous Agreements and policies. All organizations will follow these valued and non-negotiable policies during the recruitment process.

II. Membership Recruitment Acceptance Binding Agreement (MRABA)

The College Panhellenic Association will uphold and use the membership recruitment acceptance binding agreement (MRABA) for each potential new member (PNM) interested in joining a sorority, whether during primary recruitment or continuous open bidding. We agree to all policies and steps of the MRABA.

III. Strict Silence

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

IV. Promotion of the Sorority Experience

College and Alumnae Panhellenic rules must not infringe on the rights of NPC member organization chapters in how they communicate, contact and promote the overall sorority experience and membership opportunities to potential new members. All sorority promotions should be positive and in the spirit of Panhellenic unity through all forms of communication (e.g., print, digital, in-person).

Promoting the sorority experience does not mean creating an unfair advantage for a particular chapter. It means being friendly and responding to questions PNMs might ask of Panhellenic members. It means promoting sorority membership in general, not a particular organization. It also means current and alumnae members do not have to hide their sorority affiliation or be forced to delete social media accounts or be penalized for talking about their membership.

V. Values-Based Recruitment

All NPC member organizations represented at SAMPLE UNIVERSITY will engage in the following practices that align with the Values-Based Recruitment Policy during membership recruitment:

- Focus on conversations between chapter members and PNMs about organizational values and member organizations.
- Establish guidelines for membership recruitment budgets and cap 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.

VI. Primary Recruitment Dates & Round Overview

A. Primary Recruitment Schedule

- Primary recruitment will be partially structured.
- Attendance: A PNM must attend the open house event and one other event for all chapters to be eligible for an invitation to the preference round.
- Open house - Aug. 28:
 - 20 minutes
 - Financial transparency and academic requirements must be discussed.
- Philanthropy - Aug. 31:
 - 1 hour
 - The conversation should focus on the philanthropy of international organizations and their local chapters' philanthropic efforts and service opportunities.
- Chapter scheduled events - Sept. 1 - 8:
 - 1 hour
 - The conversation should focus on chapter values and membership expectations
- Preference Round - Sept. 9:
 - 55 minutes
 - Chapters may perform ceremonies

B. Primary Recruitment Logistics

- Chapter-scheduled recruitment event themes may be of the same nature. However, chapter events with the same name may not take place on the same day. Event names will be approved first-come, first-serve.

VII. Recruitment Counselors

- Recruitment counselors and the Panhellenic Council will disaffiliate during the primary recruitment period.
 - Disaffiliation includes:
 - Privatizing social media accounts that may reveal which chapter the disaffiliated member is in.
 - Taking the name of a chapter out of the bio on all accounts that previously had it.
 - Refraining from wearing clothing and/or accessories with the chapter name or letters on them.
 - Refraining from telling PNMs what chapter they are a part of.
 - Refraining from attending public chapter events.

- Disaffiliated members shall behave in the following ways during primary recruitment:
 - Act in a completely unbiased manner.
 - Provide guidance to PNMs when they have questions or concerns during the recruitment process.
 - Report concerns to the VP of Recruitment.
- Disaffiliation begins on July 29 and ends on Bid Day.
- Requirements for recruitment counselors:
 - Each chapter must submit the names of two members to serve as recruitment counselors by May 2.
 - A recruitment counselor is expected to attend the night(s) of recruitment for which they are assigned.
 - There will be a training session prior to the start of recruitment that all recruitment counselors are expected to attend.

VIII. Recruitment Finances

Chapter recruitment expenses, including but not limited to donated goods, decorations, and services, shall not exceed \$300. T-shirts are excluded from this budget amount. The chapter Bid Day budget cannot exceed \$300, excluding the cost of T-shirts.

IX. Continuous Open Bidding (COB)

COB can be conducted during the academic year, specifically during the primary and non-primary recruitment terms when:

- A chapter has not matched quota during primary recruitment. The chapter can COB until quota is achieved.
- A chapter is below the established total at any point in the term.

Primary recruitment term: COB begins once total is set.

Non-primary term: COB begins once total is set within 24 hours of the first day of the non-primary term.

Panhellenic can support the COB of all chapters with marketing and promotion.

X. Alumnae Involvement

Alumnae involvement is a behind-the-scenes role, not one that actively participates in the recruitment process, except when executing the function of designated inter/national member organization staff, volunteers, organizational visitors and traveling leadership consultants. Alumnae and advisors should not interfere with or interject in conversations and interactions between current members and PNMs.

XI. Fineable Violations & Fines Assessed

Violation	When Applicable	Amount	Assessed
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Submitted list late	The night before preference and the night before Bid Day.	\$50	Each occurrence
Preference round lasts over 55 minutes	Preference round once 60 minutes has occurred and a warning has already been given.	\$75	Each occurrence