

THE UNIVERSITY OF SOUTHERN MISSISSIPPI COLLEGE PANHELLENIC COUNCIL RECRUITMENT RULES

I. Adherence to NPC Unanimous Agreements and Policies Regarding Recruitment

All NPC member organizations at The University of Southern Mississippi adhere to NPC Unanimous Agreements and policies. All organizations will adhere to these valued, 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 MRABA policies and procedures.

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, be forced to delete social media accounts, or be penalized for discussing their membership.

V. Values-Based Recruitment

All NPC member organizations represented at The University of Southern Mississippi 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 confine them to the interior space used for recruitment rounds.
- Eliminate the requirement for chapter members to purchase recruitment event attire.

- Eliminate gifts, favors, letters, and notes for PNMs.
- Eliminate all forms of bid promising, oral or written, to join a certain sorority before Panhellenic distributes bids.
- Eliminate extraneous and costly performances. This includes but is not limited to recruitment skits and door stacks.

VI. Potential New Member Interaction before Primary Recruitment

- Chapter members can invite PNMs to CPC-endorsed events (including philanthropy and service events) and Southern Miss campus events.
- In addition to primary recruitment, continuous open bidding, and CPC-endorsed events, collegiate chapters may not schedule any other recruitment events.
- PNMs cannot attend any chapter-sponsored social events that include alcohol.
- Events, or “dates,” with PNMs cannot be individual. There must be at least 5 PNMs present.
- CPC must verify all physical or electronic correspondence sent to PNMs.

VII. Primary Recruitment Logistics

Round 1: Open House

Events – 20 minutes

Transitions/Breaks – 10 minutes between events; 1 hour and 30 minutes for Lunch

Guidelines:

- Members of the Recruitment Team will quality-check houses no earlier than 1 hour and 30 minutes before the Open House begins and no later than 30 minutes before the Open House begins.
- Open House is for conversation only; there will be no entertainment during this round of recruitment (e.g., chants, songs, etc.).
- CPC will let the chapters decide what active members wear on Open House. If shirts are being purchased, they must be approved by the CPC before ordering.
- Only pre-existing furniture is permitted on this day.
- Balloons are not permitted to be used.
- Only associated active members can converse with PNMs during primary recruitment events. Sorority members, new members, and alumnae are not allowed to touch the PNM's.
- CPC will provide nametags for PNMs. These nametags are to be worn at all parties and meetings. Should a PNM lose their nametag, she is responsible for obtaining another from her Gamma Chi.

Invitation list deadline: 3 hours after release of carry figures

Round 2: Philanthropy

Events – 30 minutes

Transitions/Breaks – 10 minutes between events; 1 hour for Lunch

Guidelines:

- Members of the Recruitment Team will quality-check houses no earlier than 1 hour and 30 minutes before and no later than 30 minutes before Philanthropy begins.
- Video is limited to one provided by your national organization or made and videoed by an active associated member(s) of the sorority.
- Each chapter can host an activity that contributes to the philanthropy.
- Decorations are limited to items about or enhancing the philanthropy.
- If members' shirts are the same, the shirt must have served a purpose before recruitment or will serve a purpose in the following year for a philanthropic event.
- Snacks/Beverages may be served related to a sorority's philanthropy or the sorority.
- Balloons can be used in moderation (i.e., no balloon arches, extravagant balloon designs, etc.).
- Only associated active members can converse with PNMs during primary recruitment events.
- No more than two active members may have intentional recruitment conversations with one PNM at a time, except.
- Only associated active members can converse with PNMs during primary recruitment events. Sorority members, new members, and alumnae are not allowed to touch the PNM's.
- CPC will provide nametags for PNMs. These nametags are to be worn at all parties and meetings. Should a PNM lose their nametag, she is responsible for obtaining another from her Gamma Chi.

Invitation list deadline: 3 hours after release of carry figures

Round 3: Sisterhood

Events – 40 minutes

Transitions/Breaks – 10 minutes between events; 1 hour for Lunch

Guidelines:

- Members of the Recruitment Team will quality-check houses no earlier than 1 hour and 30 minutes before and no later than 30 minutes before Sisterhood begins.
- Beyond speaking, the chapter can show a slideshow of photos only, with little to no production value, or a video created by active chapter members.
- Each chapter has the option to give the PNM a house tour.
- Water, flavored water, or Gatorade may be served.
- Minimal decorations may be used to decorate rooms in the chapter house and showcase the sisterhood within the chapter.
- Balloons are not permitted to be used.
- Only associated active members can converse with PNMs during primary recruitment events.
- No more than two active members may have intentional recruitment conversations with one PNM at a time.

- Only associated active members can converse with PNMs during primary recruitment events. Sorority members, new members, and alumnae are not allowed to touch the PNM's.
- CPC will provide nametags for PNMs. These nametags are to be worn at all parties and meetings. Should a PNM lose their nametag, she is responsible for obtaining another from her Gamma Chi.

Invitation list deadline: 3 hours after release of carry figures

Round 4: Preference

Events – 50 minutes

Transitions/Breaks – 20 minutes between events

Guidelines

- Members of the Recruitment Team will quality check houses no earlier than 1 hour and 30 minutes and no later than 30 minutes before Preference begins.
- No videos or slide shows may be shown or presented virtually.
- Decorations for Preference may include minimally more than previous rounds.
- Chapters can drape over the freestanding backdrop and use fabric and additional decoration.
- Tabletop decorations are limited to a small centerpiece and medium-sized arrangement(s) around the chapter room (floral, greenery, or battery-operated candles).
- Lights may be used.
- Beverages may be served.
- Balloons are not permitted to be used.
- Only associated active members can converse with PNMs during primary recruitment events.
- No more than two active members may have intentional recruitment conversations with one PNM at a time.
- Only associated active members can converse with PNMs during primary recruitment events. Sorority members, new members, and alumnae are not allowed to touch the PNM's.
- CPC will provide nametags for PNMs. These nametags are to be worn at all parties and meetings. Should a PNM lose their nametag, she is responsible for obtaining another from her Gamma Chi.

Bid List deadline: 3 hours after release of carry figures

Bid Day

- Chapters must submit fall bid day themes at least 4 weeks before bid day.

VIII. Recruitment Counselors

- A Gamma Rho Chi may choose to affiliate or disaffiliate.
- If a Gamma Rho Chi decides to disaffiliate from their chapter, they must be archived from all chapter media platforms at their discretion.

- Chapter members are responsible for making every reasonable effort to protect the affiliation of recruitment counselors who decide to disaffiliate from their chapter during recruitment.
- After Gamma Chi Goodbye, active members may not openly interact with affiliated or disaffiliated recruitment counselors regarding any recruitment business, except when necessary by the CPC Recruitment Team.

IX. Recruitment Finances

- Each chapter’s recruitment budget, except for necessary rentals, cannot exceed \$5,000.
- All items bought, donated, or rented must be documented at reasonable value on the Recruitment Budget Form provided by CPC.
- Any non-permanent item visible to the PNM must be included in the budget.
- The form and all receipts must be turned in to CPC within one week of Bid Day.

X. Continuous Open Bidding (COB)

Continuous Open Bidding 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 can begin once Total is set, and all bids through the primary recruitment process have been distributed. Non-primary term: COB may begin once Total is set within 24 hours of the first day of the non-primary term.

PNMs must meet the academic standards of the organization where they are being offered a bid for membership. Panhellenic can support the COB of all chapters with marketing and promotion.

XI. Alumnae Involvement

- Any alumna, volunteer, or inactive member, excluding members from an inter/national or executive office, must remain unseen during any round of primary recruitment.
- Members from respective inter/national or executive offices are not permitted to interact or speak to PNMs during any round of primary recruitment.
- A maximum of seven alumnae may be present in the house and must use the back entrance during any round of recruitment.

XII. Fineable Violations & Fines Assessed

Violation	When Applicable	Amount	Assessed
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<i>Chapters fail to have representation at Membership Recruitment Committee meetings</i>	<i>Membership Recruitment Committee regular meetings</i>	<i>\$25</i>	<i>For every missed meeting after two unexcused absences</i>
<i>Chapters fail to adhere to house check guidelines</i>	<i>Primary Recruitment</i>	<i>\$50</i>	<i>If chapter houses do not follow values-based recruitment decoration guidelines</i>
<i>Chapters fail to adhere to event times.</i>	<i>Primary Recruitment</i>	<i>\$50</i>	<i>30 seconds after the event end time; every 15 seconds after</i>
<i>Chapters fail to adhere to the invitation list submission times</i>	<i>Primary Recruitment</i>	<i>\$100</i>	<i>After 30 minutes of the submission deadline, every 15 minutes after</i>
<i>Chapters fail to adhere to the recruitment purchase receipt submission time</i>	<i>After Primary Recruitment</i>	<i>\$100</i>	<i>For every day receipts are late</i>
<i>Chapters fail to refrain from singing during rounds in which it is prohibited</i>	<i>Primary Recruitment</i>	<i>\$150</i>	<i>For every instance after the first party of Open House</i>

Last amended: April 2026