

## **THE UNIVERSITY OF SOUTHERN MISSISSIPPI COLLEGE PANHELLENIC COUNCIL STANDING RULES: RECRUITMENT**

### I. The Creed at Southern Miss

I belong to a community of scholars at The University of Southern Mississippi. I will demonstrate integrity and determination in all academic pursuits. I will appreciate the value of differences among people, customs, and viewpoints and oppose hatred, bigotry, and bias toward others. I will exhibit behavior and choose language that demonstrates respect for fellow members of the Southern Miss community. I will respect others by honoring their rights, privacy, and belongings. I will value human dignity in my academic, social, and employment settings. I commit to exhibiting civil behavior, demonstrating responsible citizenry, and doing my part to achieve a positive and secure living and learning environment for all.

### II. Statement of Positive Panhellenic Contact and Promotion of the Sorority Experience

We, the College Panhellenic Council of The University of Southern Mississippi, will promote Panhellenic-spirited contact with all potential new members throughout the year. Strict silence will begin when the potential new member signs the Membership Recruitment Acceptance Binding Agreement until she reports to the fraternity from which she accepts a bid. No sorority member, including alumnae and new members, may communicate with potential new members during this period. Strict silence is defined as oral, nonverbal, written, printed, text message, and electronic communication or communication through a third party about the recruitment process. If a potential new member lives or interacts with sorority members, only casual greetings and contact are permitted.

### III. Statement of 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 follow these valued and non-negotiable policies during the recruitment process.

### IV. Statement of 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 (1989, 1991, 1997, 2003, 2015, 2019, 2022) – POLICY during membership recruitment:

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

### V. Statement of Membership Recruitment Acceptance Binding Agreement (MRABA)

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

### VI. Statement of Automatic Reset of Total

A College Panhellenic should evaluate Total every term. (2013, 2015, 2016, 2019, 2021, 2023) – POLICY In the academic term that primary recruitment is held, Total is determined and announced following bid matching and before the start of bid distribution.

In the academic term(s) in which primary recruitment does not take place, the revised total must be determined and then announced within 24 hours of the start of the academic term. For fall primary

recruiting campuses, Total cannot be set to less than 95% of the total that resulted from the adjustment in the most recent academic term in which primary recruitment was held. Total will be automatically adjusted using the following method:

- Midpoint

#### VII. Statement of Recruitment Style

The College Panhellenic at Southern Miss will conduct structured recruitment and use the Release Figure Methodology (RFM) to manage the number of invitations issued by each participating chapter. The College Panhellenic will be assigned an RFM specialist to work with the sorority advisor on RFM-related matters throughout the process. The College Panhellenic will use the recruitment software, Interactive Collegiate Solutions (ICS), to manage the process. There will be two separate pools used during recruitment. Freshmen will be in the primary pool. A freshman will be defined as any student with fewer than 30 credit hours. Upperclassmen (30+ credit hours) will be in the secondary pool. Exceptions will be made for May high school graduates exceeding 30 credit hours.

## RECRUITMENT RULES ADDENDUM 2023

### *POSITIVE PANHELLENIC CONTACT*

#### Rules Related to Potential New Member Interaction:

A Potential New Member (PNM) is defined as any high school senior or any transfer student who has enrolled at the institution, or a student registered for sorority recruitment. PNM status is maintained until the student signs a bid or is no longer involved in the primary recruitment process.

#### 1. Rules related to general interaction between associated members and PNMs throughout the year:

- R.R.1.1. There shall be no gifts given to PNMs by the chapter or a chapter member at any time.
- R.R.1.2. There will be no promising bids directly or indirectly by any member or alumna of a sorority. There should be no "we" statements used by chapters and no talk of plans, referring to the PNM as if they will be a part of it.
- R.R.1.3. Active members should refrain from disparaging talk of another group, including other chapters, organizations, and councils.
- R.R.1.4. Chapter members can invite PNMs to CPC-endorsed events (including philanthropy and service events) and Southern Miss campus events.
- R.R.1.5. All correspondence mailed via email or postal service PNMs, during the year must be verified by the CPC before delivery.

#### 2. Rules related to the Primary Recruitment period beginning at midnight the day of Open House until Bid Day:

- R.R.2.1. Only associated active members can converse with PNMs during primary recruitment events.
- R.R.2.2. No more than two active members may have intentional recruitment conversations with one PNM at a time except for Frills Free Open House.
- R.R.2.3. Any alumna, volunteer, or inactive member, excluding members from your inter/national or executive office, must remain unseen during any round of primary recruitment.
  - R.R.2.3.1. Members from respective inter/national or executive offices are not permitted to interact or speak to PNMs during any round of primary recruitment.
  - R.R.2.3.2. A maximum of seven alumnae may be present in the house and must use the back entrance during any round of recruitment.

#### 3. Rules related to Events:

- R.R.3.1. Besides primary recruitment, continuous open bidding, and CPC-endorsed events, collegiate chapters may not schedule any other recruitment events.
- R.R.3.2. PNMs are not allowed to attend any chapter-sponsored social events in which dates attend and/or alcohol is present.

### *RECRUITMENT COUNSELORS*

#### 4. Rules related to Disaffiliation:

- R.R.4.1. Recruitment counselors' identification must be archived from all chapter media platforms at the Gamma Rho Chi's discretion if they decide to disaffiliate from their chapter.
- R.R.4.2. 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.
- R.R.4.3. After Gamma Chi Goodbye, active members may not openly interact with affiliated or disaffiliated recruitment counselors about any recruitment business except when necessary by the CPC Recruitment Team.

## *VALUES-BASED RECRUITMENT: HOUSING*

### Statement related to respect for Housing and Residence Life Policy:

Each chapter must respect maximum occupancy for the chapter room with consideration of how much furniture is in the room. It is the responsibility of the chapter to be aware of this information by consulting with Housing and Residence Life staff.

## *VALUES-BASED RECRUITMENT: DECORATIONS*

### 5. Rules related to non-permanent decorations and outfits:

- R.R.5.1. Decorations must be kept to a minimum, per the guidelines of Values-Based Recruitment.
- R.R.5.2. A chapter cannot require its members to purchase a specific article or brand of clothing during recruitment.
- R.R.5.3. All Housing and Residence Life Policies must be followed.

### 6. Rules related to the Recruitment Budget:

- R.R.6.1. Each chapter's recruitment budget cannot exceed \$5,000 except for necessary rentals.
  - R.R.6.1.1. All items bought, donated, and/or rented must be documented at fair market value on the Recruitment Budget Form provided by CPC.
  - R.R.6.1.2. Any non-permanent item visible to the PNM must be included in the budget.
- R.R.6.2. The form and all receipts must be turned in to CPC within one week of Bid Day.
  - R.R.6.2.1. There will be a \$100 fine for each day receipts are late.

## *INVITATIONAL ROUNDS*

Primary Recruitment will consist of three invitational rounds PNMs will attend all eight chapters' events in the first round and at least two fewer each round thereafter.

### 7. Rules related to the Timing of Invitational Rounds:

- R.R.7.1. Events will be limited to the allotted time per round. Events will begin no sooner than the listed start time and can end no later than the listed end time
  - R.R.7.1.1. Chapters will be assessed a \$50 fine for failing to adhere to event times. The first fine will be assessed within the first 30 seconds, and each 15 seconds thereafter, lenience will be shown in a virtual recruitment setting.
- R.R.7.2. Chapters are allowed three hours after carry figures are released to submit their complete invitation lists to their account on the recruitment software.
  - R.R.7.2.1. Chapters will be assessed a \$100 fine for failing to adhere to the invitation list submission time. The first fine will be assessed within the first 30 minutes and each 15 minutes thereafter.

### 8. Rules of Invitational Rounds:

#### Round One – Open House

- R.R.8.1. Open House is for conversation only; there will be no type of entertainment this round of recruitment (i.e., chants, songs, etc.)
- R.R.8.2. CPC will let the chapters decide what its active members will wear on Open House. If shirts are being purchased, they must be approved by the CPC before ordering.
- R.R.8.3. Only pre-existing furniture is permitted on this day.
- R.R.8.4. Balloons are not permitted to be used.

#### Round Two – Philanthropy

- R.R.8.5. The use of a video is limited to one provided by your national organization or made entirely by the active associated member(s) of the sorority.
- R.R.8.6. Each chapter can host an activity that contributes to the philanthropy.
- R.R.8.7. Decorations are limited to items pertaining to or enhancing the philanthropy.
- R.R.8.8. If members' shirts are the same, the shirt must have served a purpose for a philanthropic event prior to recruitment.
- R.R.8.9. Snacks/Beverages may be served that relate to a sorority's philanthropy or sorority as a whole.
- R.R.8.10. Balloons can be used in moderation (i.e., no balloon arches or extravagant balloon designs).

#### Round Three – Sisterhood

- R.R.8.11. Beyond speaking, the chapter is allowed to show a slide show with photos only and little to no production value, or they may show a video that showcases and is made by active chapter members.
- R.R.8.12. Each chapter has the option to give the PNM a house tour.
- R.R.8.13. Water may be served.
- R.R.8.14. Minimal decorations may be used to decorate rooms in the chapter house and showcase the sisterhood within the chapter.
- R.R.8.15. Balloons are not permitted to be used.

#### Round Four – Preference

- R.R.8.16. No videos or slideshows may be shown conducted virtually.
- R.R.8.17. Decorations for Preference may include minimally more than previous rounds.
  - R.R.8.17.1. Chapters can use fabric and additional decoration to drape over free standing backdrop.
  - R.R.8.17.2. Tabletop decorations are limited to a small centerpiece and medium-sized arrangement(s) around the chapter room (floral, greenery, or battery-operated candles).
  - R.R.8.17.3. Lights may be used.
- R.R.8.18. Beverages may be served.
- R.R.8.19. Balloons are not permitted to be used.

#### Bid Day

- R.R.8.20 There shall be no alcohol present during Bid Day.
- R.R.8.21 Appropriate decorations are up to the chapter's discretion.

#### 9. Rules Related to House Checks

- R.R.9.1. Members of the Recruitment Team will quality check houses no earlier than an hour and a half and no later than thirty minutes before a round begins.
- R.R.9.2. Chapters will be assessed a \$50 fine for failing to adhere to the house check guidelines.

#### 10. Rules related to Logistics of Recruitment

- R.R.10.1. No favors, gifts, or preference letters/notes may be given or stated that they will be given to PNMs from the sorority and/or individual members or new members. This includes but is not limited to, letters from active members, family members, And alumnae.
- R.R.10.2. All recruitment parties shall be held inside the sorority house or facility approved by CPC at the times specified by CPC.
- R.R.10.3. Sorority members, new members, and alumnae are not allowed to touch the PNM's.
- R.R.10.4. CPC will provide nametags for PNMs. These nametags are to be worn to all parties and all meetings. Should a PNM lose their nametag, she is responsible for obtaining another from her Gamma Chi.
- R.R.10.5. Membership Recruitment Acceptance Binding Agreements (MRABAs) will be

completed immediately following the last preference event. A PNM may decide to limit her selections by single intentionally preferencing (only listing one sorority on her MRABA). If a PNM only attends one chapter during Preference round, she will be guaranteed placement. PNMs who single intentionally preference are not guaranteed placement per the NPC policy on bid matching.

11. Rules related to Responsibilities of Chapter Leadership

R.R.11.1. Each chapter must have at least one member in their respective recruitment team present at each MRC Meeting.

R.R.11.1.1. Each chapter is allowed two unexcused absences, then will be assessed a \$25 fine for each meeting not in attendance.