

MISSISSIPPI STATE UNIVERSITY COLLEGE PANHELLENIC RECRUITMENT RULES

I. Statement of Adherence to NPC Unanimous Agreements and Policies Regarding Recruitment

- A. All NPC member organizations at Mississippi State University adhere to NPC Unanimous Agreements and policies. All organizations will follow these valued and non-negotiable policies during the recruitment process.
- B. The agreements and regulations embodied in the National Panhellenic Compact, Standards of Ethical Conduct, and NPC Unanimous Agreements are binding on all NPC members and alumnae. (These are found in the NPC manual. It is the chapter's responsibility to ensure that all members including alumnae are aware of these rules).

II. Statement of Purpose

- A. "All membership recruitment programs are planned to provide opportunities for the greatest number of women to become part of the sorority community while protecting the rights and privileges of individuals, NPC chapters and member organizations. A membership recruitment schedule of events and activities should complement the institution's orientation programs and/or academic schedule and not conflict with them."
– NPC Manual of Information 27th Edition
- B. In the event that a recruitment infraction is discovered, the chapter president, Panhellenic Director of Recruitment, Panhellenic President, Panhellenic Vice President, Gamma Chi, Potential New Member (PNM), or Panhellenic Advisor should refer to the NPC Judicial Procedures for handling of the alleged violation.

III. Statement of Membership Recruitment Acceptance Binding Agreement (MRABA)

- A. 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.

IV. Statement of Positive Panhellenic Contact and Promotion of the Sorority Experience

- A. All sorority promotions should be positive and in the spirit of Panhellenic unity through all forms of communication (e.g., print, digital, in-person).
- B. 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.



PANHellenic COUNCIL

- C. Sororities and alumnae of a specific sorority may not have summer recruitment parties. A recruitment party is defined as a party for the purpose of informing or acquainting non-sorority women with a particular sorority. Any organized event, outing, or hosting of PNM for the purpose of recruiting is prohibited. This applies to anything relating to the sorority including alumni events. MSU Panhellenic Council events are acceptable.

- D. Sorority women, **including alumnae**, shall have no contact with prospective PNMs starting 8 days before recruitment begins up until Bid Day (except during scheduled recruitment parties). There may not be any sorority recruitment workshops held during MSU Orientations.

- E. Alumnae Panhellenics are encouraged to host joint events to promote membership. In areas where there are no Alumnae Panhellenic, two or more NPC organizations may host informational events. These events will focus on providing information regarding positive aspects of Panhellenic membership as opposed to promoting individual NPC organizations. Positive Panhellenic Contact should promote sorority organization membership in general including but not limited to membership, scholarship, leadership, and service.

- F. Gifts or favors of any kind for PNMs are not allowed during the summer months until they have accepted their bids.

- G. No member or alumnae may spend money personally on a PNM or prospective PNM at any time.

- H. e. There will be no intentional distribution of Chapter Specific Greek paraphernalia targeted specifically to PNMs unless it is an MSU Panhellenic organized event.

- I. No high schoolers are to be invited by an active or alumnae to a sorority philanthropy event
 - a. This excludes immediate family.

- J. Every sorority must add a link on their website directing PNMs to the Panhellenic website (greeks.msstate.edu) all information about recruitment or individual chapter information. Any questions a chapter receives from a PNM or parent/guardian of PNM during silent summer must be sent to the Director of Recruitment.



PANHELLENIC COUNCIL

- K. No potential new members will be able to stay overnight in the chapter house at any time unless she is a sister of a member currently living in the house.
 - a. The sister's friends may not stay with her if she stays in the sorority house.
 - b. PNMs may stay overnight in Hathorn with an active member, but the active member will not be rewarded or given an incentive by the chapter for doing so.

- L. Sorority members may not bring a PNM to a Fraternity Party.

- M. No active chapter member can request personal information from PNMs or from any relative or friend of the PNM.
 - a. This includes items such as resumes, pictures, etc. If the PNM does not already have a recommendation letter, the chapter reference chair may only contact the reference person in that PNMs hometown area to proceed with the national organization's process of obtaining a recommendation.

- N. Recruiting high school juniors is not permitted.

V. Statement of Values-Based Recruitment

- A. All NPC member organizations represented at Mississippi State University will engage in the following practices that align with the Values-Based Recruitment Policy during membership recruitment:
 - 1. Focus on conversations between chapter members and PNMs about organizational values and member organizations.
 - 2. Establish guidelines for membership recruitment budgets and cap membership recruitment expenses, including the value of all donated goods and services.
 - 3. Keep decorations to a minimum and confined to the interior space used for recruitment rounds.
 - 4. Determine recruitment event attire for chapter members that reduces individual financial burden and eliminates costuming.
 - 5. Eliminate gifts and favors for PNMs.
 - 6. Eliminate all forms of bid promising, oral or written, to join a certain sorority before bids are distributed by Panhellenic.
 - 7. Eliminate extraneous and costly performances. This includes but is not limited to, recruitment skits and door stacks.

VI. Statement of Eligibility

- A. To be eligible for sorority recruitment, a woman must be enrolled at Mississippi State University and meet all NPC eligibility requirements.



PANHELLENIC COUNCIL

- B. In order to be eligible to continue the recruitment process, a woman must attend all scheduled recruitment parties, unless she provides the Director of Recruitment with a valid excuse in which case her party will be rescheduled. If a woman intentionally does not attend a party she will be released from the process regardless of how many houses she has remaining.

- C. If a woman signs a MRABA and she declines her bid or terminates her pledge period, she is considered ineligible to receive a bid for pledging any other sorority on this campus until the following year's primary recruitment period.

- D. No woman is eligible to pledge during the summer months.

VII. Primary Recruitment Logistics

- A. During Primary Recruitment, PNMs may visit sorority houses only during formal recruitment parties. They must follow the schedule of parties set by the Panhellenic Executive Council.

- B. All bids must be issued through the MSU Panhellenic Executive Council in accordance with the schedule developed by the Panhellenic Executive Council.
 - a. There must be no oral or written bidding or accepting on the part of a sorority or PNM.
 - b. Oral bidding includes but is not limited to an active member making any reference to the PNM coming back for another round or having a guaranteed spot in the chapter.

- C. In the event of a PNM illness or other emergency during Formal Recruitment, the PNM shall notify her Recruitment Counselor or a member of the Panhellenic Executive Council. A representative of the Panhellenic Executive Council will notify the chapters involved.

- D. If a PNM needs to be excused from a party, she must be escorted to a member of the Panhellenic Council immediately.

- E. A PNM can never be alone with a sorority woman/group of sorority women or away from the main group.



PANHELLENIC COUNCIL

- F. A PNM can never be approached by more than 2 women at the same time in a recruitment party.
- G. All sororities are responsible for having all PNMs, Gamma Chis, and Panhellenic Executive Council members out of their house by the time the party is scheduled to end. The party is considered over only when the doors to the house have been closed.
- H. Only one alumna who presently serves as national/international officer per chapter will be approved for party visitation privileges in other chapter houses during Formal Recruitment. It will be the responsibility of the chapter's advisor to accept the requests to visit their chapter and to schedule and host the visitors. Visitors can only observe one sorority per party time and must be accompanied at all times by the host chapter's advisor.
- I. Chapters may have moms and up to five advisors or national officers in house during recruitment, but only one advisor/national advisor may be present on the recruitment floor.
- J. All aspects of recruitment events will be confined within the chapter house or recruitment facility.
- K. All decorations must be approved by the Director of Recruitment through the Lookbook submitted by each chapter's Recruitment Chair. These will be agreed upon by both parties before recruitment week. The Panhellenic Executive Council will conduct house/room inspections to check the decorations before parties begin.
- L. No decorations outside of the houses are allowed. A table with a water cooler, cups, and a trash receptacle is required outside of the house for use of PNMs. There should be no food outside.
- M. Chapter members may not begin to cheer/sing before any party until the 3-minute warning is given. Banging on doors, windows, walls, etc., at the opening or closing of a party is prohibited. Once the door closes at the end of the party, chapter members may finish the song that they are singing and then stop.



PANHELLENIC COUNCIL

- N. Individual party times and the party format (9-7-5-2) will be decided by the Panhellenic Executive Council prior to Formal Recruitment.
- O. No food or drink will be served at any recruitment party.
- P. No bulk orders for the purpose of recruitment will be allowed unless approved by the Panhellenic Director of Recruitment.
- Q. A display is defined as anything you build, create, or show off to bring attention to a certain subject or area, including graphics on a TV.
- R. A centerpiece is defined as any object standing up vertically off of the table or surface.
- S. Any Panhellenic chapter recruiting out of an Interfraternity Council chapter house will be granted exemptions from the following specifications of recruitment home decoration to an extent that will be determined by the Panhellenic Advisor and Panhellenic Director of Recruitment's discretion.

VIII. Primary Recruitment Rounds

- A. Round 1: Go Greek
 - a. Virtual through Video Submissions
 - b. Chapter video comprised of an introduction video (maximum of 1 minute) provided by Chapter. The video must be approved by the Panhellenic Advisor and Director of Recruitment at least two weeks prior to PNM Orientation as well as a 2-3 Minute Q&A Style Informational Video funded by Panhellenic Council.
 - c. PNM Videos must be no longer than 2 minutes.
 - d. Panhellenic Council will work with chapters to decide how PNMs watch Chapter Videos prior to selection for this round.
- B. Round 2: Philanthropy



PANHELLENIC COUNCIL

- a. A display may be used solely for the purpose of promoting the sorority's philanthropy(ies).
- b. The only decorations that will be allowed are one decorated banner no larger than a king-size sheet and one centerpiece per table. Other decorations allowed include items that were owned prior to recruitment, such as tablecloths. The decorations must portray the appearance of what the house looks like on a normal basis. Pictures that are clearly related to the sorority's philanthropy project may be displayed. Music may be played during the party. No balloon arches will be permitted.
- c. The only video that may be shown is the one approved from the chapters' national office. The Panhellenic Advisor and Director of Recruitment must approve the video at least two weeks prior to PNM Orientation.
- d. A campus-specific picture slideshow that is relevant to the chapter's philanthropy may be added to the end of the national philanthropy video to showcase their particular philanthropic event that they house. The slideshow may be a maximum of one minute and have background music. The picture slideshow will be approved at the same time as the National Philanthropy video.

C. Round 3: Sisterhood

- a. Up to five displays can be shown. Included in these displays, academic and financial requirements must be clearly and boldly displayed (required GPA to pledge and remain in good standing, financial obligations, etc.). Each PNM should be shown these displays during their house tour.
 - i. Displays include but are not limited to: foam boards, tri-fold boards, picture boards, TV's etc.
 - ii. TV's will not be counted as a display if they are left on a screen with a plain background and the chapter's name. TV's will be considered displays if they are used to promote the chapter in any way, for example pictures, academic or financial requirements, etc.
- b. One centerpiece per table will be allowed during this round. No balloon arches will be permitted.
- c. Any rooms shown on a house tour must be specified to the Panhellenic Executive Council when house checks are conducted or before if asked by the Director of Recruitment. Only the rooms shown may have the door open.



PANHELLENIC COUNCIL

- d. A PowerPoint picture presentation may be played throughout, no video, scrapbook, or skits will be allowed. This presentation must display images and content that promote and showcase the chapter's sisterhood.
- e. During house tours, a PNM may be led by an active member as long as there is never one PNM and one active or one PNM and multiple actives left alone at any time.
- f. Chapters may play music at the opening of the party beginning at the 3-minute warning and at the end of the party until the doors close.

D. Round 4: Preference

- a. One wall of pipe and drape will be permitted for this party. No balloon arches will be permitted.
- b. There will be no skits, slideshows, or videos during this party.
- c. There will be no forms of written communication, from actives or alumnae to PNMs in Preference Round.
- d. MRABA signing will begin immediately after the first Preference Party is over.
- e. PNMs and sorority members must observe a period of strict silence after PNMs sign their MRABA. The strict silence period shall be defined as the period of time from the end of the PNMs last party to the time that she reports to the chapter from which she accepts a bid. A PNM must not discuss the order of her preference before or after signing her MRABA, and sorority members must not discuss anything pertaining to PNMs after their bid lists have been turned in.
- f. Chapter members, as well as Gamma Chis, will not be allowed to chant/cheer during this party. However, singing is permitted throughout the party. The song may begin at the 3-minute warning at the opening of the party and must finish once the doors close at the end of the party.



PANHELLENIC COUNCIL

IX. Statement of Recruitment Processes

- A. In compliance with NPC recommendations, PNMs must accept the maximum number of invitations received at each round to be eligible for quota addition or for guaranteed placement.
- B. If a PNM attends a chapter's Preference Party, her name must appear on that chapter's bid list.
- C. Release figures will be computed using the NPC Release Model and the RFM specialist. Release figures must be adhered to, including the flex list removals.
- D. Sororities must report to the Panhellenic Advisor the names of any women declining their bid within 48 hours of Bid Day.
- E. All invitations and bid lists must be turned in at the time scheduled by the Director of Recruitment. This time will be given to the chapters at least 24 hours in advance.
- F. Any chapter participating in primary recruitment that has 60 or fewer women currently in the chapter (actives and new members included) will be allowed to invite other collegiate chapter(s) and/or graduated alumnae to function in the same capacities during formal recruitment as active members.
 - a. The total number of active chapter members and visiting members will not exceed the campus Panhellenic chapter total.
 - b. All visiting members will clearly be identified as such by nametags.
 - iii. Chapters meeting this qualification must present to the Panhellenic Advisor their chapter total and the name of their invited chapter(s) two weeks prior to the beginning of Primary Recruitment.
- G. The recruitment budget cap per chapter will be \$5,000. All items donated/bought should be documented on the Recruitment Budget Form provided by the Panhellenic Office. Donated items must be included in the budget assigned with fair market value. Items that are property of the sorority used from year to year need to be listed but not included in the budget. The Budget Forms must be turned in within 24 hours of each round.
 - a. Recruitment budget cap includes decorations or other additions to the chapter facility for the purpose of recruitment (this excludes food for active members, etc.)

- H. No social activities involving men or alcohol will be present during the 24 hours period beginning with bid card signing.
- I. All sorority Bid Day themes must be approved by the Panhellenic Advisor and Director of Recruitment by date designated by the Director of Recruitment.

X. Statement of Disaffiliation and Disassociation

- A. Resident Assistants, Residence Hall Directors, Recruitment Counselors, Panhellenic Executive Officers, and Greek Life Staff must be disaffiliated during the formal recruitment process. They will not be allowed to participate in recruitment with their sorority. These women may have no contact with sorority women during Formal Recruitment outside of a formal recruitment party. Panhellenic Executive Officers or Gamma Chis participating in Orientation events will be disaffiliated.
- B. Orientation Leaders will be disassociated during all MSU Orientation events.
- C. New Maroon Camp Counselors will be disassociated during all MSU Orientation events and for the duration of New Maroon Camp activities.
- D. Absolutely no reference or pictures of disaffiliated members are to be shown from June 1st until Bid Day in the sorority house and on all social media platforms.
 - 1. All pictures should be completely covered from the neck up.
- E. If a disaffiliated member commits a recruitment infraction, she and her chapter will be held accountable.

XI. Recruitment Finances

- A. Fines for violating Recruitment rules will be as follows:
 - i. Failure to cover pictures from the neck up of disaffiliated members by the set date (Article IV, B) is \$50 per incident.



PANHELLENIC COUNCIL

- ii. Failure to have Philanthropy Day video approved by the Director of Recruitment and Panhellenic Advisor by the set date (Article IX, B) is \$100 per day.
 - iii. Failure to have an active link on the chapter website directing PNMs to the Panhellenic website (greeks.msstate.edu) by MSU Spring Graduation day (Article III, H) is \$50 per day.
 - iv. Failure to have all Bid Day themes, t-shirts, activities, etc. approved by date designated by the Director of Recruitment is \$100 per day.
 - v. Failure to submit final Lookbooks to the Director of Recruitment by the set date is \$50 per day.
 - vi. Failure to turn in preferred lists of PNM's at the time specified by the Director of Recruitment is \$250 the first minute it is late and \$50 per 15 minutes after that.
 - vii. Failure to turn in bid lists at the time specified by the Director of Recruitment is \$150 the first minute it is late and \$50 per 15 minutes after that.
 - viii. Failure to turn in bid cards at the time specified by the Director of Recruitment is \$150 the first minute it is late and \$50 per 15 minutes after that.
 - ix. Failure to turn in budget form to the Director of Finance by 11:59 pm on the day prior to PNM Orientation is \$100 the first minute it is late and \$15 per 15 minutes after that.
- A. All Recruitment fines incurred by the chapters will be donated to the Mississippi State University Autism and Developmental Disabilities Clinic (ADDC).
 - B. A record of Recruitment Violations will be kept through the Panhellenic Advisor and if there is a noticeable repetition of a chapter violating Recruitment Rules, the chapter will be asked to report to the Panhellenic Advisor, Panhellenic President and Vice President.

XII. Discrimination Policy

- A. No chapter may discriminate based upon race, color, ethnicity, religion, national origin, disability, or sexual orientation. In the event that a PNM reports an incident of this nature, the chapter in violation will be reported directly to the Dean of Students and handled according to the Non-Discrimination and Anti-Harassment Policy of Mississippi State University.

XIII. Continuous Open Bidding (COB)



PANHELLENIC COUNCIL

- A. The purpose of Continuous Opening Bidding (COB) is to enable those chapters that did not pledge quota, or pledged quota but did not reach chapter total, to take additional new members immediately following Primary Recruitment. COB begins immediately after bids are distributed in the designated Primary Recruitment period.
- B. Participating sororities may recruit any woman who is eligible for pledging. If a PNM has signed a MRABA, accepted a bid, or pledged a sorority she is not eligible for membership of another sorority until the following year's primary recruitment period. Any woman that is eligible may accept social courtesies extended to her by sororities or by sorority members.
- C. During COB, a prospective member may be extended a bid orally or in writing. However, a signed COB acceptance must be filed with the College Panhellenic within 24 hours after a woman accepts an invitation to membership.
- D. Before a chapter decides to offer a bid to a woman, the chapter should notify the Panhellenic Advisor with the woman's full name and address in order for Panhellenic to check the eligibility of the woman for the sorority. The Panhellenic Advisor has 48 hours to report the woman's eligibility back to the chapter.