

RECRUITMENT RULES OF THE UNIVERSITY OF SOUTH ALABAMA PANHELLENIC ASSOCIATION

I. Introduction

All recruitment rules have been established by the USA Panhellenic Council to help sorority women and prospective new members better the recruitment process for both sorority women and for potential new members. The Primary Recruitment period has a two-fold purpose: to give the prospective members every opportunity to become acquainted with as many sororities as possible so that she can make a wise, unbiased opinion, and to ensure that sororities have equal opportunities in recruiting and member selection under the Panhellenic System.

All sorority members, alumnae representatives, or anyone acting as a representative of a sorority will be expected to conform to the highest standards of conduct. Mentioning subjects such as sorority reputations, stereotypes, generations, prospective member reputations, or promising bids is unacceptable and does not uphold these standards.

II. Code of Ethics

Panhellenic Women at the University of South Alabama will uphold respect for their individual sorority, other USA Panhellenic sororities, the National Panhellenic Conference, the Office of Greek Life, and the Recruitment Rules that have been put in place. Panhellenic women will promote only the overall Panhellenic Community outside of scheduled Recruitment Activities. They will acknowledge and abide by the Strict Silence rules put in place by NPC during the Primary Recruitment period and will honor the privacy that each sorority makes a priority during Recruitment. Failure to uphold this code of ethics will result in a potential judicial matter.

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

All NPC member organizations represented at the University of South Alabama believe in strictly adhering to NPC Unanimous Agreements and policies. All organizations will follow these values and non-negotiable policies during the recruitment process. All organizations are responsible for their own individual members. Any sorority or sorority member refusing to abide by the agreements and policies in place will be subject to punishment.

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

The University of South Alabama Panhellenic 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 (COB). We agree to all policies and steps pertaining to the MRABA.

V. Statement of Recruitment Eligibility

A woman who is or who has ever been an initiated member of an existing NPC sorority shall not be eligible for membership in another NPC sorority.

To be eligible to participate in Panhellenic recruitment and pledge an NPC sorority as a collegiate member, a woman must: not be simultaneously enrolled in high school and attending college or be an undergraduate regularly matriculated according to the definition of matriculation established by that institution.

An undergraduate woman may pledge an NPC sorority only during a regular academic term and not during any school recess or summer academic term, except during a primary membership recruitment period and ensuring continuous open bidding (COB) process when held immediately before an academic term.

VI. Statement of Positive Panhellenic Contact

To help increase the number of potential new members, it is necessary that sorority women promote general sorority membership. It is also important that the general public understand that high scholastic attainment, dynamic leadership opportunities, philanthropic contributions and immediate campus-based circle of lifelong friendships that membership in sororities offer. Because of these factors, positive Panhellenic contact should be the goal of all College Panhellenics. Positive contact is intended to promote interest in the sorority community and bring more women to the recruitment process. Too often, sorority women turn away potential members. Development of a Panhellenic code of ethics and adherence by all chapters is essential to the success of every College Panhellenic (National Panhellenic Conference, Manual of Information, 22nd Edition 2017, p. 118-119).

Strict Silence: We, the women of the University of South Alabama, will promote panhellenic-spirited contact with all Potential New Members throughout the year. Strict silence will begin at the time of signing the MRABA and last until bid distribution, August 27th 2023 at 6p.m.. No sorority member, including alumnae and new members, may communicate or live with potential new members during this period. Strict silence is defined as verbal, nonverbal, written, printed, text message, electronic communication, or communicating through a third party. If potential new members live in a residence hall with sorority members, only casual greetings and contact are permitted. The homecoming interest meeting will be during the week of recruitment and this will be applied if the house members are there with potential new members as well.

- A. Homecoming Clause: Considering the homecoming attendant meeting is during the week of recruitment, no house should discuss homecoming with any PNMs during the recruitment season or during recruitment week. If brought up the active member is permitted to encourage the PNM to apply on behalf of the panhellenic community as a whole. If broken a \$50 fine will be in place for each violation. Considering the unpredictability of which women will represent for homecoming each house will endorse all members and represent the unity of panhellenic as a whole for homecoming rather than a specific house.**

Before Primary Recruitment sorority members, alumni representatives, or anyone acting as a representative of a sorority may not contact a Potential New Member or their family for information. Normal contact is allowed for pre-existing friendships (relatives, life-long friends, neighbors, and co-workers).

Before and during Primary Recruitment Sorority members, alumnae representatives, or anyone acting as a representative of a sorority should not:

1. Tell a prospective new member or imply that she has a bid, ask her to pledge, imply an invitation from a certain group at any time (written, oral, email, etc.), or give gifts of any kind. No prospective new member should be asked to give a promise to any sorority.
2. Ask about or mention a recruitment counselor or a member of the Executive Recruitment Committee.
3. Mention their personal opinion of any other sorority. Questions concerning another sorority should be referred to that sorority, a recruitment counselor, or the Executive Recruitment Committee*.

Only information concerning women's fraternities and sororities, and Recruitment at the University of South Alabama shall be sent to current students accepted for fall admission. Only Panhellenic is authorized to make such contact during the imposed silence period.

VII. Statement of Social Media Guidelines

In the spirit of Positive Panhellenic Contact, all sorority women are expected to use their best moral judgment when communicating with Potential New Members and follow the Statement of Positive Panhellenic Contact listed in the 2023 Recruitment Rules, Section VI.

Facebook, Twitter, Instagram, etc. should not contain any photos of Pi Chis beginning May 1, 2023 until Primary Recruitment is concluded on Bid Day August 27th, 2023 at 6PM. This includes profile pictures, posts, album covers, stories, etc. containing letters.

All Blogs, Twitter, Instagram, Snapchat, etc. posts, statuses, stories, or updates will be allowed to stay public for Fall Recruitment 2023.

VIII. Statement of Values-Based Recruitment

All NPC member organizations represented at the University of South Alabama will promote the following practices during membership recruitment:

1. Engage in values-based conversations.
2. Choose recruitment activities and behaviors that reflect the core values of our organizations.
3. Make informed choices, based on shared values, about potential new members.
4. Educate potential new members about the values, benefits, and obligations of sorority membership.

In accordance with NPC policy, the University of South Alabama Recruitment events do not include skits, elaborate decorations, and costumes.

IX. Statement of Formal Membership Recruitment Guidelines

There shall be no promises of a bid or bidding (either written or verbal) from the last day of classes Spring semester until the end of the Primary Recruitment period.

Potential new members are not allowed to visit or tour chapter houses following University Move-In Day (August 19 and August 20, 2023).

The use of alcoholic beverages 24 hours before Star Ceremony (Thursday, August 17, 2023 at 6PM), during or 24 hours (Monday, August 28, 2023 at 6PM) after Membership Recruitment events, Primary Recruitment and Bid Day activities is strictly prohibited. This is a NPC Unanimous Agreement.

Sororities must abide strictly by event schedules or fines will be imposed. Potential New Members must leave the sorority house immediately – there may be sorority songs and chants. Collegians must close the front door of the sorority house. Any behavior deemed to be inappropriate is a violation of these recruitment rules. All Potential New Members must leave the breakout virtual chapter rooms immediately after time allotted has ended. All Potential New Members must meet back in the main meeting room.

All recruitment activities, where Potential New Members are present, must take place in either the virtual rooms, the main chapter room, the foyer, and/or parlor room located in the downstairs portion of the house for rounds one, two, three, and four. One alumnae member is allowed to be present in the chapter's foyer to listen for the knocking cue to start and end parties on all nights of Primary Recruitment. The alumnae member must remain in the parlor room after the one minute

warning for and until all Potential New Members have entered the chapter room. The alumnae member must then return to the foyer once the one minute warning for dismissal has been given and until the chapter room doors have closed. Sorority alumnae may not exit the front of the chapter house or enter Sorority Commons prior to the start of a Recruitment party. If an issue must be addressed with the Panhellenic Advisor, Executive Vice President, or Vice President Membership Recruitment, if at all possible, please do so before the start of the first party, during the course of a party or after the close of the final party. During virtual event, the Recruitment Team* may be contacted via phone.

Sorority members must remain within their chapter houses until after the last party of the round has concluded and all the Potential New Members have voted and departed. Exceptions will be made in advance by the Executive Vice President.

No items, except a financial sheet that will be approved by Panhellenic, may be provided to Potential New Members during virtual or in-person rounds. No gifts, favors, letters, or notes can be given to Potential New Members during any night of Panhellenic Recruitment. The financial sheet, approved by Panhellenic, is the only thing allowed to be given to Potential New Members. This sheet will be provided to the Potential New Members on Philanthropy night.

A complete event invitation and flex list must be submitted via ICS daily, as instructed by the Panhellenic Advisor, at the designated times.

Only those collegians affiliated with the University of South Alabama chapters will be allowed to attend and participate in Recruitment functions during the dates of Primary Membership Recruitment. Only special requests from the national office from a chapter may be considered and must be approved by the Panhellenic Advisor. An example of a special request would be if a chapter is well below total and was planning to have another chapter of their fraternity/sorority assist them with parties during Primary Recruitment. If a member is not returning to school or not returning as an active member in the fall semester immediately following Primary Recruitment, she cannot participate in Primary Recruitment. (This excludes Recruitment Team members).

No decorations are to be on the outside of each chapter room's door (or visible during virtual rounds) except for Preference Night/Round 3. This includes the use of fresh flowers/floral arrangements in the foyers, hallways, entryways, parlor room, restroom, or door. Paper for covering windows inside the chapter room is acceptable.

Every chapter must cover pictures of recruitment team members on composites, other photos in the room, and any outside publications (i.e. web sites, social media outlets, etc).

Potential New Members will be provided name tags by Panhellenic and individual chapters will provide name tags for their members.

Recruitment Counselors will arrange Potential New Members in the same order as the party lists prior to entering chapter houses for all nights of Primary Recruitment. Sorority alumni and/or active members may not re-arrange/place PNMs in another order at any time.

Recruitment Budget: \$1,500.00 to be spent at your discretion. Budget includes the fair market value of all donated items and services. Copies of all receipts and an itemized list of money spent must be turned in by the first Panhellenic meeting of the Fall semester, unless special permission is granted by the Panhellenic Advisor.

X. Statement of University Events Prior to Primary Recruitment

Sorority chapters may not distribute items of any kind, including but not limited to, water bottles, fans, cards, etc. The University of South Alabama will provide refreshments to students and families during Move-In Week.

One sheet sign may be displayed in front of the corresponding chapter house. The sheet sign may be displayed starting on August 15th, 2023 at 6PM and must be taken down by August 22nd, 2023 at 6PM. All sheet signs must display a “Go Greek!” message. If letters are applied, every house’s letters must be applied alphabetically and must be represented the same way (i.e. your letters cannot be bigger than the others, a different font or color, etc).

All sorority chapters are encouraged to support the University of South Alabama’s events including Week of Welcome. For more information, visit <http://www.southalabama.edu/specialprojects/wow>

XI. Statement of Primary Recruitment Events

Open House Night 1 - August 22, 2023 at 6PM. Each Open House party round will last 25 minutes with a 15 minute break between parties.

Decorations, including but not limited to, banners and signs will not be allowed.

Members should not be eating or drinking during parties.

Potential New Members will dress according to their style and preference, within appropriateness, while a t-shirt will be provided from Panhellenic for active members to wear during this round. The design will be the same for all chapters. Dressing in uniforms will NOT be allowed. Related outfits, such as similar shirts for chapter members, paired with several options for bottoms (shorts, skirts, capri pants, jeans, etc.) will be allowed.

Open House Night 2 - August 23, 2023 at 6PM. Each Open House party round will last 25 minutes with a 15 minute break between parties.

Decorations, including but not limited to, banners and signs will not be allowed.

Members should not be eating or drinking during parties.

Potential New Members will dress according to their style and preference, within appropriateness, while a t-shirt will be provided from Panhellenic for active members to wear during this round. The design will be the same for all chapters. Dressing in uniforms will NOT be allowed. Related outfits, such as similar shirts for chapter members, paired with several options for bottoms (shorts, skirts, capri pants, jeans, etc.) will be allowed.

Philanthropy Night - August 24, 2023 at 6PM. The Philanthropy Night party rounds will last 40 minutes with a 20 minute break between parties.

The financial sheet, provided by Panhellenic, will be given out and reviewed on this night by the chapters.

There will be no philanthropy projects allowed tonight.

Decorations, including but not limited to, banners and signs will not be allowed. One display screen, either portable or fixed, may be used for viewing a slide show or film, if the chapter selects to utilize one.

Members should not be eating or drinking during parties.

Potential New Members will dress casually in the provided philanthropic shirt from Panhellenic, while active members should dress in lettered jerseys or other shirts related to one’s philanthropy. This shirt will NOT be provided by

Panhellenic. Dressing in uniforms will NOT be allowed. Related outfits, such as similar shirts for chapter members, paired with several options for bottoms (shorts, skirts, capri pants, jeans, etc.) will be allowed.

A slide show or film highlighting the sorority's philanthropy will be allowed if approved by the Executive Recruitment Committee* by July 11, 2023. The slide show or film should be submitted via email to the Vice President of Membership Recruitment (gem1923@jagmail.southalabama.edu).

Sisterhood Night - August 25, 2023 at 6PM. The Sisterhood Night party rounds will last 40 minutes with a 25 minute break between parties.

Decorations, including but not limited to, banners and signs will not be allowed. One display screen, either portable or fixed, may be used for viewing a slide show or film, if the chapter selects to utilize one.

Members should not be eating or drinking during parties.

Dress for active members should NOT be uniform.

If a sisterhood slide show or film will be shown, it must be submitted to the Vice President of Membership Recruitment (gem1923@jagmail.southalabama.edu) by August 8, 2023. The length of the video is at the discretion of the chapter VPMR.

Preference Night - August 26, 2023 at 4PM. Preference Night party rounds will last 1 hour with a 30 minute break between parties.

Chapters are free to decorate their chapter rooms however they choose; the structure of this part may vary per sorority.

No food items shall be served and no beverages may be served on this round of parties.

Dress for active members may relate but should NOT be uniform. It is not appropriate to expect active members to buy a specific item for dress. Parameters are allowed to be set (i.e. white chiffon dress) but specific items from a specific retailer are not allowed.

Bid Day - August 27, 2023 at 5PM.

Chapters are encouraged to host sisterhood activities during Bid Day after formal bids are extended. If Bid Day activities are to take place from the University of South Alabama main campus, please notify the Office of Greek Life of the location and of those in attendance by July 14, 2023. Activities should be submitted via email to the Vice President of Membership Recruitment (gem1923@jagmail.southalabama.edu).

XII. Statement of Automatic Reset of Total

Total is the allowable chapter size as determined by the College Panhellenic.

To allow chapters to achieve parity as quickly as possible, total will be automatically adjusted every regular academic term. This is to be done no later than 72 hours following bid distribution in the academic term that primary recruitment is held and within one week (no more than seven days) from the start of the academic term in which primary recruitment is not held. Total will be determined by: average chapter size (ACS or median chapter size (MCS), whichever is larger, rounded down to the nearest whole number. The method is selected under the advisement of our NPC area advisor.

XIII. Statement of Continuous Open Bidding

Women's fraternities who have not reached total or pledged quota may extend open bids for the remainder of the normal school year until their total and/or quota is reached. Open bidding shall begin immediately following the distribution of bids on Bid Day of Primary Recruitment. Vacancies in new member quota cannot be refilled unless the chapter is below total (refer to NPC Unanimous Agreement).

A current sorority member or an alumnae of a chapter shall not willfully discourage Potential New Members from joining another sorority who may wish to recruit her.

The last day for Continuous Open Bidding shall be six weeks before the final day of classes due to chapter roster update purposes. The last day is March 15, 2024.

XIII. Closing Remarks

ALL allegations of recruitment violations must be submitted digitally via email, to the University of South Alabama Office of Greek Life Panhellenic Advisor (jordancarter@southalabama.edu) within 72 hours after the conclusion of Primary Recruitment, being Bid Day, Sunday, August 27, 2023 at 5PM. Forms for recruitment violations can be found on the University of South Alabama Greek Life website.

The Panhellenic Vice President of Membership Recruitment, Executive Vice President, and the Panhellenic Advisors has the option to change any dates and/or policies that are currently in the University of South Alabama Recruitment Rules.

*The Executive Recruitment Committee is composed of the Greek Life staff, Vice President Membership Recruitment, Executive Vice President, and Panhellenic President.

Due Dates:

May 1, 2023

- Facebook, Twitter, Instagram, etc. should not contain any photos of Pi Chis beginning May 1, 2023 until Primary Recruitment is concluded on Bid Day August 27, 2023. This includes profile pictures, posts, album covers, stories, etc. containing letters.

July 14, 2022

- If Bid Day activities are to take place away from the USA main campus, please notify the Greek Life Office/VPMR of the locations and of those in attendance by Friday, July 14, 2023. Activities should be submitted via email to the VPMR

July 11, 2023

- A slide show or film highlighting the sorority's philanthropy will be allowed if approved by the Executive Recruitment Committee* by July 11, 2023. Slide show or film should be submitted via email to the VPMR.

August 8, 2023

- A slide show or film highlighting the sorority's sisterhood will be allowed if approved by the VPMR by August 8, 2023. Slide show or film should be submitted via email to the VPMR.

August 22, 2022

- Financial sheets shown during the Philanthropy round are due to the VPMR by August 22, 2023. The template will be provided to the chapter VPMR from the Greek Life Office.

August 27, 2022 at 6PM

- Strict Silence: We, the women of the University of South Alabama, will promote panhellenic-spirited contact with all Potential New Members throughout the year. Strict silence will begin at the time of signing the MRABA and last until bid distribution, August 27, 2023 at 6PM.

August 30, 2023 at 5PM

- All allegations of recruitment violations must be submitted digitally via email to the USA Office of Greek Life Panhellenic Advisor (jordancarter@southalabama.edu) within 72 hours after (so August 30, 2023 at 5PM) after the conclusion of Primary Recruitment, being Bid Day, Sunday, August 27, 2023 at 5PM. Forms for recruitment violation can be found on the USA Greek Life website.