



Revised February 2024

## **RECRUITMENT RULES OF TARLETON STATE UNIVERSITY COLLEGE PANHELLENIC ASSOCIATION**

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

We, the College Panhellenic members, will actively promote the overall sorority experience to potential new members, at all times, year-round, through personal and informative Panhellenic-spirited contact. We will do this through all forms of communication.

All member organizations are expected to display ethical behavior at all times. Ethical behavior means adhering to local Panhellenic rules as well as NPC policies. It means holding yourself and others accountable to make good choices in your actions. Ethical conduct promotes parity for all member organizations through fair play.

Positive Panhellenic contact and promotion of the sorority experience does not mean creating an unfair advantage for a particular chapter. It does mean being friendly and responding to questions potential new members might ask of Panhellenic members. It does mean 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, cover up their association or be penalized for talking about their association.

1. This statement is intended to promote Panhellenic. Communication related to the broader sorority experience must be at the forefront of all messaging to PNMs and parents/caregivers.
2. This statement provides the ability for current and alumnae members to actively show their sorority affiliation and not be forced to delete social media accounts, cover up their association or be penalized for talking about their association.
3. This statement should provide the ability to promote the sorority experience, engage PNMs in conversations to sign up for the recruitment process and answer any questions PNMs and parents/caregivers may have about the sorority experience.

### **II. Strict Silence**

Strict silence will begin at the end of the first round on Preference Night and last until bid distribution on Bid Day. No sorority member, including alumnae and new members, may communicate with potential new members during this period. It is the only period when positive Panhellenic contact is restricted. Strict silence is defined as oral, nonverbal, written, printed, text

message and electronic communication or communicating through a third party about the recruitment process. If potential new members live in a residence hall 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 represented at Tarleton State University believe in strictly adhering 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**

The purpose of values-based recruitment is to focus on meaningful conversations with potential new members and recruiting/pledging women who will have a positive impact on chapters and the Panhellenic community. NPC has a policy on values-based recruitment and encourages Panhellenics to incorporate this concept into all recruitment styles. Nonessential features should be removed from the process, and the focus of membership recruitment should be on the values, benefits and obligations of membership for each organization.

All NPC member organizations represented at Tarleton State University will promote the following practices during membership recruitment:

1. Focus on conversations between chapter members and potential new members about organizational values and member organizations.
2. Keep decorations to a minimum and confined to the interior space used for recruitment rounds.
3. Eliminate the required purchasing of recruitment attire for chapter members. There should not be fines or punishments against members regarding attire for recruitment. This includes not allowing member participation involving recruitment.
  - a. Members shall not be required to purchase attire for any recruiting event. This includes but is not limited to Duck Camp returns or Meet the Greeks.
  - b. Members shall not be required to purchase a specific shade, color, or material of attire for recruitment, with the exception of ritual attire.
  - c. An alternative option would be providing members with a multiple color scheme or theme for specific recruitment rounds.
4. Eliminate gifts, favors, letters and notes for potential new members.
5. Eliminate all forms of bid promising, oral or written, to join a certain sorority before bids are distributed by the Panhellenic Council.

6. Eliminate extraneous and costly performances. This includes, but is not limited to, recruitment skits and door stacks.
7. Choose recruitment activities and behaviors that reflect the core values of our organizations.
8. Educate potential new members about the values, benefits and obligations of sorority membership.
  - a. This includes but is not limited to sharing information regarding fines, dues, or membership requirements.

## **V. Chapter Values-Based Recruitment Regulations**

All Chapters will adhere to the following regulations of the “ Values Based Recruitment”

Recruitment style:

1. Recruitment events will not include skits, elaborate decorations and costumes. If any of these are present in the recruitment room you will be asked to remove the decorations and costumes.
2. No additional decorations should be added to each chapter room after the walkthrough that includes the approval process, unless declared acceptable by the Panhellenic President, Vice President of Recruitment and Panhellenic Advisor. Panhellenic recruitment team or the Panhellenic Vice President of Recruitment.
3. Panhellenic may ask to remove an item if it does not pertain to the no frills policy, or if it does not enhance the chapter’s core values.
  - a. Decorations must follow values-based recruitment style. Balloon arches are not permitted due to possible latex allergies and frill appearance.
    - i. Balloon arches are permitted upon approval from the Panhellenic President, Vice President of Recruitment or Panhellenic advisor. For approval balloons will need to be brought to the Greek Office to be reviewed.
      1. Balloons need to be latex, confetti and glitter free.
    - b. Decorations must be confined to centerpieces and the two rectangle tables provided. Decorations are not to be hung on walls. Decorations may not be placed on floors, with the exception of ritual decorations.
4. The chapters will comply with the Thompson Student Center and event space regulations on chairs, round tables, etc., based on room occupancy.
5. Pipe and drapes decorations are available upon request. Requests will be taken to ensure that each organization has the same opportunity to use pipe and drape. Each organization that requests pipe and drape will receive the same amount.
  - a. Requests for pipe and drape(s) will need to be specified by June 28, 2024 the deadline provided by the Panhellenic Vice President of Recruitment.
6. No glitter, sand, confetti or paint will be allowed during any recruitment party or room utilized during recruitment including Bid Day.
7. No outside furniture may be brought in to use in the rooms, with the exception of ritual structures or pieces.

8. Tables will be allowed to have a tablecloth on each table that is utilized by the chapters.
9. Centerpieces must be approved by the Panhellenic Vice President of Recruitment.
10. All chapters will share detailed financial information (member dues, chapter fees and assessments, etc.) with potential new members prior to extending a bid.
  - a. Financial transparency sheets, being a minimum size of 5x7, shall be placed on every table.
  - b. Financial transparency sheets must include all new member and active fees, fines, or dues that are mandatory when joining the chapter.
  - c. There must be four financial transparency sheets per table. Each sheet being a minimum size of 5x7, and in a **frame**.
  - d. Financial transparency sheets will be due to the Panhellenic Vice President of Recruitment by July 26, 2024. This should include the financial transparency sheet provided, the sheet that will be placed on tables and which night it will be discussed and placed on the tables for each round.
11. Door stacking, banging on the closed door before rounds will not be tolerated in any form.
  - a. The only allowable knocking is by a designated Panhellenic executive board member recruitment team member to indicate the start and end of a round.
12. Crafts will not be allowed during any round of recruitment. An activity which directly reflects a chapter's values and is used to initiate meaningful conversation is allowed and not considered a frill. These activities must also be reviewed by the Panhellenic Vice President of Recruitment and Panhellenic Advisor.
13. Videos may be played during the Sisterhood round. The video must be values-based and approved by the Panhellenic Vice President of Recruitment and Panhellenic Advisor by June 28, 2024. the deadline provided.
  - a. These videos are prohibited to show dangerous or life-threatening actions such as, but not limited to, hanging out windows or sun roofs of vehicles, driving a motorized vehicle of any kind, standing or sitting on vehicles.
  - b. These videos shall not promote or show consumption of alcohol or any substance use.
14. Videos played during Philanthropy round must be a video clip issued directly from a chapter's National Headquarters or an excerpt of the chapter's actual philanthropic event. No slideshows will be allowed. Exceptions can be made through contacting the Panhellenic Vice President of Recruitment. All Philanthropy videos are required to be submitted and approved by the Panhellenic Vice President of Recruitment by June 28, 2024. the deadline provided.
15. Summer recruitment videos are prohibited.
16. Photographs will be allowed to be on the tables but are recommended to be in frames.
17. Bid Day themes must be submitted by April 19, 2024 the requested date and reviewed by the Panhellenic Vice President of Recruitment and Panhellenic Advisor.
18. There will be no glitter, confetti, sand, body paint, streamers allowed on Preference round or Bid Day on University property.
19. Chapters must adhere to a budget of \$1,500.

- a. This budget must include all materials and services purchased for the current year of recruitment.
  - b. This budget does not include materials previously owned by the chapter or items donated. However, chapters must report the amount of materials donated to the chapter for recruitment purposes with their recruitment budget.
  - c. The Panhellenic Executive Board and the Panhellenic Advisor reserves the right to request receipts for proof of purchase.
20. Matching shirts may be worn if purchased by the chapter, donated, or previously owned by members.
- a. There should not be fines or punishments against members regarding attire for recruitment. This includes not allowing member participation involving recruitment.
  - b. Members shall not be required to purchase attire for any recruiting event. This includes but is not limited to Duck Camp returns, Meet the Greeks, and recruitment.
  - c. Members shall not be required to purchase a specific shade, color, or material of attire for recruitment, with the exception of ritual attire.
  - d. An alternative option would be providing members with a multiple color scheme or theme for specific recruitment rounds.
21. Early in the planning process of recruitment, the Chapter President and Chapter Vice President of Recruitment will be required to meet with the Tarleton Panhellenic Vice President of Recruitment, Panhellenic Advisor, and representatives from the Campus Operations and Events staff. At this meeting chapter room layouts, room needs, and campus facility guidelines will be reviewed and discussed.
- a. This meeting time will be set at a later date.
  - b. Room layouts for each night of recruitment will be due by June 28th to the Panhellenic Vice President of Recruitment and Panhellenic Advisor by 11:59 pm to be discussed at the meeting mentioned above.
  - c. For a chapter room example layout please reach out to the Panhellenic Advisor and one will be provided for you.
22. 2 hours prior to the start of the first party each night, the Panhellenic President, Vice President of Recruitment, Vice President of Judicial Affairs and the Panhellenic Advisor will walk through each room for room checks to ensure that each chapter is in compliance with Values-Based Recruitment Rules.
23. There is to be no new member classes when school is not in session.
24. Alcoholic beverages are not to be served at any stage of the Formal Recruitment process.
25. Alcohol, or any reference thereof, may not be in recruitment photos, videos, and/or slideshows. (I.e.- beer songs, cups, bar photos, or beer bottles). Partying and drinking should also not be talked about and used as a recruiting tactic.



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

The Tarleton State University 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. We agree to all policies and steps pertaining to the MRABA.

## **VII. Statement of Automatic Reset of Total**

Total is the allowable chapter size and includes both new members and initiated members. The purpose of total is to provide opportunities for the growth of the Panhellenic community and parity among the chapters and to allow the maximum number of women to participate in the sorority experience.

A College Panhellenic should evaluate total every term. 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 set by the NPC Total Method Setting Team and the Release Figure Methodology Specialist to determine the Campus Total. The work of NPC's Total Method Setting Team preempts all NPC total policies through the 2024-25 academic year. Questions about the work of the Total Method Setting Team should be directed to the NPC Office.

## **VIII. Social Media**

Interaction via social media (for individuals, chapters and the College Panhellenic) is allowed to promote the overall sorority experience (not one chapter over another), encourage participation in Panhellenic recruitment and answer specific questions about joining sororities on campus. There should be no restrictions on positive Panhellenic contact. Posts on social media should focus on chapter values, leadership, philanthropy and sisterhood. Members of sororities should also not be required to privatize or remove their accounts.



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Any conversations through social media that pressure a potential new member, imply she would receive a bid (bid promising), or encourage her not to keep an open mind through the recruitment process are not allowed.

Please refer to this NPC Positive Panhellenic Contact document:

■ [Social Media Document.pdf](#)

## **IX. Primary Recruitment Schedule and Logistics**

### **Round 1: Sisterhood Night**

- Night 1: August 29, 2024
  - 30 minute parties
  - Invitation list deadline: August 30, 2024 at 6 AM
- Night 2: August 30, 2024
  - 30 minute parties
  - Invitation list deadline: August 31, 2024 at 6 AM

### **Round 2: Philanthropy Night**

- August 31, 2024
  - 30 minute parties
  - Invitation list deadline: September 01, 2024 at 6AM

### **Round 3: Preference Night**

- September 01, 2024
  - 45 minute parties
  - Bid list deadline: September 01, 2024 at 6AM

### **Bid Day - September 02, 2024**

## **X. Recruitment Team Regulations**

The Recruitment Team is composed of Recruitment Counselors and a Recruitment Assistant who are all essential to the recruitment process. The assistant will be required to have served as a member of the recruitment team or Panhellenic Executive Board previously in order to be eligible for the position. It is expected that all members of the Recruitment team adhere to the same regulations.

A Recruitment Counselor is responsible for one-on-one guidance to the Potential New Members. Enthusiasm and sincere interest in the welfare of the PNMs by impartial Recruitment Counselors enhances the Panhellenic community and by extension the entire fraternity/sorority community.

The Recruitment Assistant will work alongside the Vice President of Recruitment in assisting with the entirety of planning, preparing, and executing a successful Panhellenic Recruitment. During formal recruitment she will assist in tasks such as making sure that potential new



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members are present at the right place and time when they are invited to a chapter(s) recruitment party, notifying chapters of time left in parties, and any other logistical tasks.

### **Regulations Affecting the Chapter**

1. Recruitment Team members will be chosen according to the following conditions:
  - a. Applications will be distributed to all chapters via TexanSync and members will apply and interview with the Panhellenic Executive Board.
  - b. Recruitment Team Members will be chosen by the current Panhellenic Vice President of Recruitment, Panhellenic President, and the Panhellenic Advisor.
  - c. The Vice President of Recruitment and the Panhellenic Advisor will review and approve the final list of Recruitment Team Members.
2. Each chapter needs to provide a minimum of three applicants and complete the interview process for the Recruitment Team so the Panhellenic Council has a healthy applicant pool.
3. Chapters will excuse Recruitment Team Applicants from chapter events and/ or responsibilities at the time of interviews.
4. Chapters may not penalize or fine Recruitment Team Members in any form when they are absent from a chapter activity due to Recruitment Team assignments or responsibilities.

### **Regulations Affecting the Recruitment Team**

1. All Recruitment Team Members must be in good standing with the University and their chapters to be eligible to be part of the Panhellenic Recruitment Team.
2. Panhellenic officers and Recruitment Team should be “disassociated” from their respective NPC chapters or the period in which recruitment registration is open, May 01, 2024, until PNMs bids are distributed on Bid Day, September 02, 2024.
3. A dissociation agreement will be presented to all Recruitment Team Members and Panhellenic Officers at the first recruitment training or workshop. Recruitment counselors will be disassociated for the same period of time as Panhellenic officers.
  - a. Dissociation
    - i. At no time throughout the dissociation process or recruitment will a Recruitment Team Member, or Panhellenic Officer wear her Greek letters, jewelry or other paraphernalia with the exception of items issued by the Panhellenic Council, including, but not limited to:
      1. Clothing or any accessories
      2. Window decals or bumper stickers
      3. School supplies, such as notebooks, pens, pencils, key chains, etc.
    - ii. Recruitment Team Members cannot attend any chapter activity or social functions with fraternities or sororities when Potential New Members are present at the conclusion of the spring semester and ending on bid day. This includes, but is not limited to fraternity events, off-campus parties, etc.



- iii. Recruitment Team Members are to not attend, or participate in, any chapter membership selection processes.
  - iv. Recruitment Team Members may not be in contact with their chapters about information regarding recruitment.
  - v. Recruitment Team Members are not allowed to disclose their affiliation until reveal with the rest of the Recruitment Team Members during the designated time or after the designated time if not present at reveal.
4. During recruitment, the Recruitment Team member's actions and decisions must support the welfare and best interests of the Panhellenic community.
  5. Recruitment Team Members must attend Recruitment Team training and summer Recruitment Events as deemed appropriate by the Vice President of Recruitment.
    - a. Excuses must be submitted to the Vice President of Administration 24 hours in advance, excluding emergencies, in the event of not being able to attend a workshop or other required events. The Vice President of Administration will send an email regarding the status of the excuse 2 hours before the event.
    - b. In the event of a Recruitment Team Member missing three training sessions or workshops, without a valid excuse, the member will be removed from their position within the Panhellenic Recruitment Team.
  6. Recruitment Team Members are not to attend, or participate in, any chapter membership selection processes.
  7. Recruitment Team Members may not be in contact with their chapters about information regarding recruitment.
  8. All Panhellenic Recruitment Team Members and Panhellenic Executive Officers will refrain from use of alcohol and any drugs during the entire Recruitment period, August 26, 2024 at 12:00 AM through September 02, 2024 at 11:59 PM.
  9. Recruitment Team members and Panhellenic Officers may not be present at chapter membership recruitment events.

### **Regulations Affecting the Panhellenic Executive Board**

1. The Panhellenic Executive board will follow all of the same regulations as the Recruitment Team with addition of the following:
  - a. The Executive board will assist in tasks such as making sure that potential new members are present at the right place and time when they are invited to a chapter(s) recruitment party (line calling and checking), notifying chapters of time left in parties (door knocking), and any other logistical tasks as deemed necessary by the Vice President of Recruitment. This will exclude the Panhellenic President, the Vice President of Judicial Affairs, and the Vice President of Recruitment.

### **Judicial Proceedings of Recruitment Rules According to the National Panhellenic Conference**

Please reference the Manual of Information and bylaws for judicial procedures.



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All members are expected to uphold and abide by the Tarleton State University Student Code of Conduct. If not abided by, the judicial process may be put to action.

## XI. Recruitment Fines

1. \$50 every 30 minutes the Release Figure Methodology (RFM) lists are late.
2. \$5 per 30 seconds that PNMs are released late from the event.
3. Fine provided by the Thompson Student Center for not complying with event space policy will be assessed by the Facilities and Special Events Office within the TSC.
4. \$1000 fine for riding in the back of trucks, jeeps, trailers, or slow moving vehicles during recruitment and Bid Day.
5. \$100 for inappropriate contact with Potential New Members, including grabbing name tags.
6. \$50 per non-sorority member seen wearing specific chapter materials during the recruitment process.
7. \$25 per day per PNM that a COB MRABA is not turned in to the Panhellenic Advisor or Panhellenic Vice President of Recruitment after the initial 24 hours pass.
8. \$25 per PNM that signs the COB MRABA before having a MRABA and grade check, performed by the Panhellenic Advisor.
9. \$50 per day for late recruitment submissions (ex: financial transparencies, room layout, philanthropy night videos, sisterhood night videos, pipe and drape reservation, bid day theme, bid day location, social media sweep.)
10. If a chapter is found of requiring members to purchase attire for recruitment (including attire for recruiting events/formal recruitment nights) a \$25 fine per chapter member will be imposed on the chapter.

<b>Violation</b>	<b>When Applicable</b>	<b>Amount</b>	<b>Assessed</b>
Late Release Figure Methodology (RFM) lists	During formal recruitment	\$50	Every 30 minutes after time it is due
PNM released late	During formal recruitment	\$5	Every 30 seconds after time
Riding in the back of trucks, jeeps, trailers, or slow moving vehicles	During recruitment or Bid Day	\$1000	Every day of formal recruitment including bid day
Inappropriate contact with a PNM	Year round	\$100	On a case by case basis
Each non-sorority member wearing	During formal recruitment	\$50	On a case by case basis

specific chapter materials			
Purchasing of attire for recruitment/recruiting events *per day/event	During recruiting events and formal recruitment	\$25 per person	Following each event/formal recruitment night Or case by case
PNM that a COB MRABA is not turned in to the Panhellenic Advisor or Panhellenic Vice President of Recruitment after the initial 24 hours pass. *per day	During COB	\$25 per PNM	Day following MRABA due date
Every PNM that signs the COB MRABA before having a MRABA and grade check, performed by the Panhellenic Advisor	During COB	\$25	On a case by case basis
Per day for late recruitment submissions (ex: financial transparencies budget, room layout, philanthropy night videos, sisterhood night videos, pipe and drape reservation, bid day theme, bid day location, social media sweep)	Prior to and during formal recruitment	\$50	Day following each due date

\*Fine provided by the Thompson Student Center for not complying with Thompson Student Center or event space policy will be assessed by the Facilities and Special Events Office within the TSC.



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All money collected from recruitment fines will go directly to the Panhellenic Scholarship Fund.

**Unanimous Agreements**

Will be added once developed