2018 Recruitment Rules

University of Missouri
Panhellenic Association

Code of Ethics Statement:

We, the women of NPC fraternities at The University of Missouri, declare acceptance of the following standards of practice during any recruitment period and throughout the year:

As Panhellenic women, we are obligated by the standards set forth from the National Panhellenic Conference to follow the University of Missouri’s Recruitment Rules. We have the responsibility to incorporate those standards into our everyday behavior. Our purpose as Panhellenic women is to serve our community and act as representatives of our chapters and of Panhellenic. Panhellenic women who violate the Recruitment Rules for selfish or other unworthy motives violate a high trust and a mutual respect among the University of Missouri sororities.

We have a responsibility to Potential New Members, the University of Missouri community, our respective chapters, our National Organizations, to each other, and to ourselves to act in a respectful manner during Primary Recruitment. Trust is our ultimate goal. We have an obligation to improve and enhance the welfare of others, and our actions during Recruitment will not interfere with this. We have the right to demand trust and respect from each of our chapter members and among Panhellenic sororities. The University of Missouri Code of Ethics is intended to preserve, protect, and strengthen the bond of trust and respect among the University of Missouri sororities, Potential New Members and the community during any recruitment period and throughout the year.

This bond is essential to sustain the principles upon which every NPC fraternity and the Missouri Panhellenic Association were founded.

As members of The University of Missouri Panhellenic Association, we agree that our vision is of a safe, positive, enriching recruitment experience with the goal of providing opportunities for the greatest possible number of women to obtain membership in a women’s fraternity. Therefore, we promise to:

A. Respect ourselves, our sisters, and the Greek community as a whole. We will work with other sororities to improve the Greek community and reverse the current stereotypes.

B. Enable every Potential New Member an equal opportunity and act accordingly with true Panhellenic spirit as well as our own chapter values and moral judgments.
C. Confront the concerns about alcohol and other illegal substances and promote the safety and protection of current and prospective members.
D. Treat Potential New Members with the same respect before, during, and after recruitment.
E. Abide by all official Panhellenic codes, including but not limited to: The Panhellenic Creed

I. Statement of Positive Panhellenic Contact

We, the women of the University of Missouri, will promote Panhellenic-spirited contact with all potential new members throughout the year. Strict silence will begin at time of MRABA signing and last until bid distribution on Bid Day. 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 and 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.

II. Statement to Adherence to NP Unanimous Agreements and Policies Regarding Recruitment

All NPC member organizations represented at the University of Missouri believe in strictly adhering to NPC Unanimous Agreements and policies. All organizations will follow these valued and no-negotiable policies during the recruitment process.

III. Statement of Values-Based Recruitment

All NPC member organizations represented at the University of Missouri 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 protentional new members
4. Educate potential new members about the values, benefits and obligations of sorority membership.
An accordance with NPC policy, the University of Missouri recruitment events do not include skits, elaborate decorations and costumes. Skits include, but are not limited to, solo performances by chapter members (excluding Preference Round), scripts impersonating someone you are not, and anything resembling a theatrical production.

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

The University of Missouri Panhellenic will uphold and use the membership recruitment acceptance binding agreement (MRABA) for each potential new member interested in joining a sorority, whether joining during primary (formal) or COB (informal) recruitment. We agree to all policies and steps pertaining to the MRABA.

V. Statement of Automatic Rest 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 academic regular term. This is to be due no later than 72 hours following bid distribution of the academic term in which primary recruitment is held and within one-week (no more than seven (7) days) from the start of the academic term in which primary recruitment is not held. Total will be determined by Median Chapter Size (MCS) or Average Chapter Size (ACS) or as recommended by NPC through participation in the Total Pilot program.

VI General Rules

Membership in registered student organizations shall be open to all students of The University of Missouri, without regard to race, religion, sex, disability, national origin, color, age disability, gender identity or expression, sexual identity, or veteran status except in cases of designated fraternal organizations exempted by federal law from Title IX regulations concerning discrimination on the basis of sex.

Section 1: Primary Recruitment General Requirements/Rules

A. Recruitment activities include:
   1. Work Week: Activities involving working on recruitment for the chapter.
2. Primary Recruitment include: 7:00 a.m. on move-in day for potential members until 7:00 a.m. the day following Bid Day; 24 hours a day, every day.

B. Primary recruitment will begin two Sundays before the beginning of classes with early move-in and Potential New Member orientation. Primary recruitment will conclude after Bid Day.

C. No men may participate in any recruitment activities, directly or indirectly. This includes all Bid Day activities.

D. The Panhellenic Association will provide nametags for all potential new members and provide a template for chapter members to be used throughout the week.
   1. Chapter’s will make their own chapter member’s name tags

E. Chapter members may not congregate while wearing their chapter letters or while on the property outside of the chapter house, whether wearing letters or not, anywhere visible to potential members after 7:00 a.m. on move-in day, except while potential new members are at Potential Member Orientation.

F. No more than two women may recruit a single potential new member at any time during recruitment events.

G. All Primary Recruitment events must be held in chapter houses.
   1. If a house is not available, both the chapter and the Panhellenic Association must agree upon a location.
   2. Chapter members are not allowed to take potential new members to a chapter annex.

H. During Primary Recruitment, chapters are responsible for having the first potential member out of the houses at the time the recruitment event is over. Any event that starts after the Panhellenic Association designated time, or ends after the Panhellenic Association designated time, will be subject to a fine.

I. Outdoor Decorations:
   1. Permanent improvements to the chapter property, such as landscaping, are allowed.
   2. All chapters can place wooden letters outside of house.
      i. Wooden letters must be 6ft by 6ft.
      ii. The same wooden letters must be used during the entirety of primary recruitment, except on bid day.
      iii. Each chapter can design and decorate their wooden letters if they stay true to the dimensions.
      iv. All wooden letters must be approved by the VP of Recruitment-External by the Thursday preceding Primary Recruitment.

J. Only national sorority volunteers/staff, house directors, alumnae, new members, new initiates, initiated chapter members, and mothers of chapter members may assist with Primary Recruitment.
   1. Alumnae, house directors, and mothers of chapter members must be identified by nametags provided by the template from the Panhellenic Association.
2. Only active collegiate members from the University of Missouri may recruit potential new members. No alumnae or house directors may recruit a potential new member.

3. Conversation between alumnae/house directors/mothers of chapter members and a potential member is limited to simple greeting.

K. Chapters are responsible for concealing all pictures and/or any other identifying items of members representing the Panhellenic Association during Primary Recruitment, including Panhellenic Executive Committee (Recruitment Team) and Panhellenic Recruitment Counselors.

L. Panhellenic Recruitment Counselors
   1. Chapters may not question Panhellenic Counselors about Potential New Members.
   2. Chapters must provide Panhellenic Counselors with at least a comfortable room and access to water and a bathroom during all events of Primary Recruitment.

M. Chapter Invitation Lists
   1. Invitation Lists must be submitted online by the designated time for each round of recruitment. Invitation Lists submitted after the designated time will be subject to a fine.

N. 24-hour Contact Phone
   1. Each chapter is responsible for providing the Panhellenic Association with a phone number that will be answered 24-hours a day during Primary Recruitment should the Panhellenic Association need to contact the chapter. A chapter that does not answer their 24-hour Contact Phone by the third call will be subject to a fine.

O. Food & Beverage
   1. Water is the only beverage that may be served during rounds 1, 2, and 3.
      i. Water must be available during every event during every round.
      ii. Water must be served in clear cups with no additional decoration or adornment on cups or napkins.
      iii. No water bottles will be allowed.
   2. No food is to be allowed during recruitment events
   3. No gifts or personalized items may be exchanged at any time throughout Primary Recruitment between chapter members and potential new members except as a part of an approved chapter ceremony by their national organization. Under no circumstance is an item to be taken out of the chapter house. This includes letters, tokens, flowers, trinkets, notes, etc.

P. For the duration of primary recruitment, no current member or potential new member shall visit a sorority house except for designated Primary Recruitment events.

Q. No potential new member shall directly or indirectly contact chapter members and no chapter shall directly or indirectly contact a potential new member outside of structured recruitment activities regarding the recruitment process.
R. At no time may a chapter host any formal or informal events for admitted students and potential new members outside of the established Panhellenic Primary Recruitment activities.
   1. This excludes younger sisters participating in sibling’s weekends.
S. Throughout Primary Recruitment, no potential new member or chapter member may be on the property of a chapter at the University of Missouri that is not a member of the Panhellenic Association.
T. No members can step out of the chapter house during the recruitment rounds of Primary Recruitment. This includes porches, decks, balconies, and courtyards. A maximum of two chapter members may step out of the house at the start of each recruitment event to provide a 30 second welcome.
U. No amplified sound is allowed outdoors during recruitment, except on Bid Day. Chapter members may line the entrance and sing as the potential members enter and exit the recruitment event.
V. No choreographed movement is allowed with the exception of clapping, snapping, and small hand gestures.
W. Decorations must be at a minimum, in all rounds, at all times during recruitment.
   1. Latex balloons are prohibited, including use on Bid Day.
X. Costuming (defined as dress that is evidently and purposefully distinct from the dress of other members) is prohibited.
Y. Chapters can release a single promotional video before the first Sunday of recruitment.
   1. Maximum time length is a minute and thirty seconds.
   2. Must be approved by the VP of Recruitment-External before release.
   3. No outside professional photography is allowed. In-house members must shoot and edit any video related to recruitment, with the exception of a chapter’s national video or a video provided by the headquarters of their philanthropy/service.

Section 2: Open House – Round 1

A. Every chapter must wear the Panhellenic designated open house t-shirts that are ordered through the Panhellenic Association and purchased by the chapters.
B. Chapters may have one banner displaying chapter letters, crest, and/or chapter motto inside. Chapters may have one set of letters that fit guideline (see section 7) outside of house. No other decorations will be allowed, including items that have been donated or gifted to the chapter or individuals.
   1. All walls must be shown during this round; no pipe and draping.
C. The focus of this round will be “Go Greek!”
D. Events this round will be 25 minutes in length.

Section 3: Philanthropy – Round 2

A. Each chapter is required to give a ten-minute highlight explaining the chapter’s philanthropy and its cause; this should include at least a five-minute
presentation. Presentation time includes a video and/or speaker. Presentation time does not include craft.

B. Decorations must be minimal, and are limited to only spaces where a presentation is taking place. No other decorations will be allowed, including items that have been donated or gifted to the chapter or individuals.
   1. Two walls are allowed to be piped and draped

C. While the focus of this round should be on philanthropy and community service, chapters may utilize a philanthropy craft but are also encouraged to show a video highlighting their philanthropic efforts.
   1. No professional photography/film is allowed during this round.
      i. Except if the professional film is a chapter’s national video or a video provided by the headquarters of their philanthropy/service.
   2. Chapter must have an organization sign off on their craft donation by the date the Vice President of Recruitment External selects before primary recruitment.

D. Every chapter must wear the Panhellenic designated philanthropy t-shirt.
   1. Chapters will be allowed to choose the design that appears on the back to personalize it for their chapter’s philanthropy.
   2. All designs must be submitted for approval by the date the Vice President of Recruitment – External presents.

E. Events this round will be 40 minutes in length.

Section 4: Sisterhood – Round 3

A. Chapters should promote their sisterhood of their particular chapter during this round.

B. The chapter must present specific chapter financial information, as outlined by The Vice President of Recruitment External. This includes what it costs to be a member living in the house and living out of the house, and what it costs to be a new member. Additional relevant cost information may be presented.
   1. The exact information listed above must be in a printed format and verbally presented. A flyer is required, a sign is optional
   2. The Vice President of Recruitment External must approve the presentations and any material used, before it is provided to potential new members
      i. The Vice President of Recruitment External will provide a template for how finances will be shown in each chapter.

C. Each chapter has the option to present a fifteen-minute presentation on their sisterhood. Presentations may not be in the form of a skit. All presentations must be approved by Vice President Recruitment External by the Saturday leading into recruitment week
   1. If a chapter chooses to use a video for their presentation, video may not exceed 5 minutes. No professional photography is allowed.
   2. Chapters will not have a separate budget for sisterhood videos. The funds will be used from each chapter's recruitment budget.
3. Decorations must be minimal and are limited to only spaces where the presentation is taking place. No other decorations will be allowed, including items that have been donated or gifted to the chapter or individuals.
   i. Two walls may be pipe and draped
D. Events this round will be 45 minutes in length.

Section 5: Preference – Round 4
A. Chapters may choose to present an additional video/slide show and/or ceremony.
B. Chapter members may individually call out potential members’ names as they enter the chapter house during this round.
C. Decorations must be minimal and are limited to only spaces where the presentation is taking place. No other decorations will be allowed, including items that have been donated or gifted to the chapter or individuals.
   1. Three walls can be pipe and draped during this round
D. Flavored Drink is allowed. Simple Drinks required. No extra sugar around the rim. Only liquid inside the cup.
E. Attire should be reflective of the tone of preference round.
   1. No costuming of any kind is allowed. No mass purchases.
F. Events this round will be 50 minutes in length

Section 6: Bid Day
A. Bid Day is defined as the 24 hours following the distribution of Bids.
B. The use of alcoholic beverages is strictly prohibited during Primary Recruitment.
C. No gifts with alcoholic beverages shall be given.
D. Participation of fraternity men in Bid Day activities is prohibited
E. Sorority women are not allowed to attend fraternity functions, on or off campus on Bid Day.

VII. Continuous Open Bidding (COB) Recruitment
A. If, at any time, a chapter falls under the Panhellenic total and/or does not match to quota, they are eligible to participate in Continuous Open Bidding (COB) Recruitment.
   1. Chapters will inform the Panhellenic Vice President of Recruitment External that they are participating in COB Recruitment so their chapters name can be listed on the Greek Life website.
   2. Potential new members interested in COB Recruitment should be directed to the COB Recruitment Interest Form linked on the Greek Life website.
B. Recruitment chairwomen of chapters that are participating in COB Recruitment will contact the Panhellenic Vice President of Recruitment External and receive a link to the interest form responses.
C. When Chapters have finished their COB Recruitment events the recruitment chairwomen will turn in their COB Recruitment Binding Agreements to the Panhellenic Vice President of Recruitment External, who will then remove the potential new members listed from the interest form on the website.

**VIII. Recruitment Budget**

The Recruitment budget for Primary Recruitment will be determined each spring semester by the Panhellenic Recruitment Team. No sorority may exceed this cost for any reason without extraordinary circumstances and prior knowledge and approval from Panhellenic.

A. DONATIONS from alumnae or collegiate members MUST BE INCLUDED in the Recruitment budget for each chapter.
   1. Gifts such as flowers that are used as decorations during Recruitment are included in the budget. This rule is to prevent the solicitation of alumnae gifts in order to exceed the Recruitment budget.

B. A rough draft of each chapters’ Recruitment budget should be submitted to the Panhellenic Vice President of Recruitment External during chapter visits. This rough draft should list expected purchases/donations and the expected amount to be spent on these purchases.

D. An updated written Recruitment budget must be received by Panhellenic by 5:00pm the day of PNM Orientation. This copy of the budget should be itemized and list the items purchased/received for Recruitment, the quantity of each item, the cost of each item, and the total amount spent. Anything donated or bought must be also be included in the chapter financial report turned into Panhellenic, one week following Bid Day.

E. Each sorority’s budget must not exceed $15,000. This allows for only a maximum of $3,000 to be spent on decorations for the entire recruitment week. Any expenses incurred for moving and storing furniture will not be added when counting the recruitment budget for each house. Within 3 weeks of the conclusion of Fall Primary Recruitment, all recruitment expenditures, including the value of all donated goods and services, are due to the Vice President of Recruitment External. Detailed receipts must be turned in with expenses including a cost breakdown of all purchases and donations. Categories that will be reported will include, but are not limited to: drinks, cups, napkins, chair and/or other furniture rental, pipe and drape, flowers, decorations, videos, and audiovisual equipment.

**VIII: Judicial Procedure**
A. The adjudication of alleged violations of the University of Missouri Panhellenic Association Recruitment Rules will follow the NPC Judicial Process outlined in the Manual of Information.

B. Fined Infractions:

a. PNMs leaving the event with any items including favors. - $20/PNM

b. Recruitment event going over time limit. - $25/minute.

c. Turning in invitation and/or bid lists late to the Office of Fraternity and Sorority Life. - $100/15 minutes, for Open House – Philanthropy, $250/15 minutes for Preference Round.

d. Not turning in required amount on the flex minus list/recruitment round to the Office of Fraternity and Sorority Life. - $250

e. Adding a PNM back to an invitation and/or bid list after list submission deadline. $500/PNM

f. Turning in recruitment receipts after the 6-week deadline. - $25/day

g. Sisterhood videos exceeding 5 minutes. - $150/occurrence

h. Questioning Potential New Members about grades, legacies, or their daily recruitment schedule. – $75/occurrence

i. Chapters writing any written correspondence, including preference letters, to Potential New Members. $100/occurrence.

j. Degradation of another sorority, including during Work Week. - $200/occurrence

k. Communication with Potential New Members outside of Primary Recruitment events using any form of social media commenting and/or friend requests. This excludes Instagram likes on any form of social media. -$50/occurrence and/or referral for mediation and/or Judicial Board depending on the severity.

l. Communication with Potential New Members outside of Primary Recruitment events using text messages, phone calls, and/or any direct form of communication privately. -$150/occurrence and/or referral for mediation and/or Judicial Board depending on the severity.

m. All fines are due within 30 days of each chapter’s final receipt invoice for Recruitment infractions. For every day that they are late a $50 fine will be added.
Addendum:

Potential New Member Bill of Rights

1. The right to be treated as an individual.
2. The right to be fully informed about the recruitment process.
3. The right to ask questions and receive true and objective answers from recruitment counselors and members.
4. The right to be treated with respect.
5. The right to be treated as a capable and mature person without being patronized.
6. The right to ask how and why and receive straight answers.
7. The right to have and express opinions to Recruitment Counselors.
8. The right to expect confidentiality when sharing information with Recruitment Counselors.
9. The right to make informed choices without undue pressure from others.
10. The right to be fully informed about the binding agreements implicit in the preference card signing.
11. The right to make one’s own choice and decision and accept full responsibility for the results of that decision.
12. The right to have a positive, safe, and enriching recruitment and pledging experience.