

# THE RECRUITMENT RULES OF THE PANHELLENIC ASSOCIATION AT THE UNIVERSITY OF MICHIGAN

Ratified December 5th, 2017

Panhellenic recruitment at the University of Michigan exists for two purposes: (1) to allow Potential New Members the opportunity to familiarize themselves with Panhellenic chapters on campus and to make an unbiased decision regarding their membership, and (2) to ensure that all Panhellenic chapters have equal opportunities in recruiting and selecting members.

All recruitment rules have been established by the Panhellenic Association at the University of Michigan to help sorority women and prospective members better understand the recruitment process. It is the role of the Panhellenic Association to assist in the organization, planning, communicating, and executing of primary and secondary recruitment.

All Panhellenic Association chapter members, alumnae representatives, and anyone else acting on a member chapter's behalf is expected to abide by the highest standards of conduct. The [Recruitment Code of Ethics](#) acts as a guide for how members shall conduct themselves.

Each chapter is responsible for informing their chapter members and alumnae of all recruitment-related rules and policies, and making sure they are followed. Each chapter President and Recruitment Chair must sign a recruitment agreement stating that they have read the Recruitment Rules, informed chapter members of them, and will abide by all policies set forth by this document.

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## **I. STATEMENT OF POSITIVE PANHELLENIC CONTACT**

- A. We, the women of the Panhellenic Association at the University of Michigan, will promote Panhellenic-spirited contact with all Potential New Members throughout the year, which is intended to promote interest in the Panhellenic sorority community generally.
  - 1. Mentioning subjects such as sorority reputations, stereotypes, or generalizations, Potential New Member reputations is prohibited.
  - 2. Promising bids during the recruitment process is prohibited.
  - 3. Contact for all members will be guided by the Recruitment Code of Ethics.
- B. Strict silence will begin at the close of primary recruitment registration, and last until the start time of Bid Day activities.
  - 1. During this time, no chapter members, including alumnae and new members, may communicate with Potential New Members.
  - 2. Strict silence is defined as verbal, nonverbal, written, printed, text message, and electronic communication or communicating through a third party.
  - 3. Exceptions to strict silence include siblings, roommates, academic group project members, peer mentors, coworkers, and teammates. In these situations, recruitment should not be discussed under any circumstances.
  - 4. In the case of a New Member having a conflict with Bid Day, the chapter President and/or New Member Educator may communicate with that New Member only after she has accepted her bid.
- C. Panhellenic members are prohibited from attending or participating in men's fraternity events when or where the primary purpose is recruitment. Men are prohibited from participating in Panhellenic recruitment activities, unless in the case of an employee, which must be approved by the Judicial Vice President.
- D. No planned social events (with fraternities, sports teams, clubs, or other groups) may take place from the close of primary recruitment registration until Bid Day.

## **II. STATEMENT OF ADHERENCE TO NPC UNANIMOUS AGREEMENT AND POLICIES**

- A. All National Panhellenic Conference member organizations represented in the Panhellenic Association at the University of Michigan believe in strictly adhering to the NPC Unanimous Agreement and policies. All organizations will follow these valued and non-negotiable policies during the recruitment process.
- B. The Panhellenic Association at the University of Michigan 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.

## **III. STATEMENT OF VALUES-BASED RECRUITMENT**

- A. All member chapters of the Panhellenic Association at the University of Michigan 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 chapter membership.
- B. In accordance with National Panhellenic Conference policy, recruitment events do not include skits, elaborate decorations, or costumes. Food is only permitted during Preference Events. There are to be no favors given to Potential New Members.
- C. Chapters are to submit a primary recruitment budget proposal to the Vice President of Finance for approval by the last day of classes of the preceding Winter Semester. Actual primary recruitment budgets and spending reports are due to the Vice President of Finance no later than two weeks after Bid Day.

#### **IV. STATEMENT OF AUTOMATIC RESET OF TOTAL AND DETERMINATION OF QUOTA**

- A. Total will automatically be readjusted 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 from the start of the academic term in which primary recruitment is not held.
- B. Total will be determined by median chapter size.
- C. Quota will be determined according to processes and policies determined by the National Panhellenic Conference.

#### **V. RHO OMEGAS AND THE RECRUITMENT COMMITTEE**

- A. Rho Omegas will be selected each year by processes predetermined by the Panhellenic Association Executive Board. Rho Omegas are expected to disassociate from their respective chapters during primary recruitment. Conduct and additional expectations of Rho Omegas will be determined by the Vice President of Recruitment - External as well as the Recruitment Code of Ethics.
- B. The Recruitment Committee will be selected each year by processes predetermined by the Panhellenic Association Executive Board. Recruitment Committee members are expected to disassociate from their respective chapters during primary recruitment. Expectations and responsibilities of the Recruitment Committee will be determined by the Vice Presidents of Recruitment - Internal and External, as well as the Recruitment Code of Ethics.

#### **VI. PRIMARY RECRUITMENT EVENTS**

- A. Open House Round
  1. The purpose of Open House Round is to introduce Potential New Members to the Panhellenic community and what sorority life is like.

2. During the Open House Round, chapter members are required to wear the Open House T-Shirt designated by the Panhellenic Association Executive Board.
  3. Decorations and themes are not permitted during Open House Round.
- B. Philanthropy Round
1. The purpose of Philanthropy Round is to familiarize Potential New Members with each chapter's philanthropic and community service efforts.
  2. Chapters may hold a strictly informational presentation on their philanthropic and community service activities during the Philanthropy Round.
  3. During the Philanthropy Round, chapters may facilitate activities with direct relation to their philanthropic efforts that Potential New Members may participate in, so long as activities adhere to the Recruitment Rules and are approved by the Judicial Vice President no later than five days before the round..
- C. Sisterhood Round
1. The purpose of Sisterhood Round is to further introduce Potential New Members to chapter life and responsibilities, including sisterhood, social, housing and financial obligations, academics, and other programming.
  2. During the Sisterhood Round, chapters may hold strictly informational presentations on the topics mentioned in Article VI, Section C, Item 1.
- D. Preference Round
1. The purpose of Preference Round is to display the values and ideals of each chapter to Potential New Members through conversation and ritual.
  2. During Preference Round, chapters are permitted to serve food so long as it does not exceed \$10 per Potential New Member/chapter member pair.
- E. All rounds of primary recruitment are to take place inside of chapter houses, unless the chapter does not have a house. The recruitment chair and one designated member must go outside the front door to confer with Rho Omegas before the start of each round.
- F. No personalized items are allowed to be used (given, read from, presented, etc) during recruitment events. This includes, but is not limited to, letters, poems, pictures, or edible writing on food. Simple placecards are permitted for Preference Round and must be approved by the Judicial Vice President.
- G. Information regarding each round of primary recruitment will be due to the Judicial Vice President for approval no later than five days before the start of Open House Round. This includes the details regarding any presentations (scripts, videos, etc), decorations, beverages, food, and anything else deemed necessary by the Judicial Vice President.
- H. Bid Day Activities
1. Bid Day Activities may begin at the time determined by the Executive Vice President, and must conclude by 11:59 PM on the same day.

2. Bid Day Activities may not include alcohol or men. This includes all activities involving New Members until 8:00 AM the morning following Bid Day, held at or out of the chapter house, including off-campus residences of individual members. Exceptions include men employed by the chapter for Bid Day (i.e., a chef or busboy), and must be specified to the Judicial Vice President.

## **VII. PUBLICITY**

- A. Chapter publicity, which includes but is not limited to any banners or signage, chanting, and songs, is limited to chapter property or otherwise designated recruitment spaces from the beginning of primary recruitment registration until the beginning of Bid Day.
- B. For the period lasting from the beginning of primary recruitment registration to the beginning of Bid Day, all chapter social media must be privatized and/or deactivated.
- C. For the period lasting from the beginning of primary recruitment registration to the beginning of Bid Day, chapter members are to engage in positive Panhellenic contact and publicity, which includes the following:
  1. Only promotion of the general Panhellenic community is permitted. There should be no posting or promotion of specific chapters.
  2. Chapters and their members must utilize messaging and publicity promoting the Panhellenic community and recruitment, as specified by the Vice President of Public Relations.
  3. Panhellenic women are not to publicize any fraternities, which includes but is not limited to fraternity apparel and social media mentioning fraternities.
- D. No videos publicizing chapters may be produced, unless strictly informational and presented during Philanthropy or Sisterhood Round. Any video produced by a chapter is subject to approval by the Judicial Vice President.

## **VIII. CONTINUOUS OPEN BIDDING**

- A. Each National Panhellenic Conference chapter has the right to "COB" (extend continuous open bids) to reach quota or total.
- B. To accommodate a chapter colonization or to allow a chapter to build its membership, the Panhellenic Association may vote to suspend COB for a period not to exceed three weeks. Any university breaks are not included in this limit.
- C. All chapters eligible for COB who choose to partake in it are required to participate in Panhellenic-sponsored events for Potential New Members.

## **IX. JUDICIAL PROCEDURE**

Judicial procedure and sanctioning will correspond with processes recommended by the National Panhellenic Conference Unanimous Agreement and Manual of Information.