

Arkansas State University

2018 NPC Recruitment Guidelines

RECRUITMENT RULES OF ARKANSAS STATE UNIVERSITY PANHELLENIC ASSOCIATION

I. Statement of Positive Panhellenic Contact

Arkansas State University Panhellenic is expected to promote and encourage personal and informative panhellenic-spirited contact with potential new members at all times, year round. 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 by fair play.

For specific information on what Panhellenic contact looks like throughout the year, please refer to the A-State Panhellenic Code of Ethics and Arkansas State University Recruitment Rules.

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

All NPC member organizations represented at Arkansas State University believe in strictly adhering to NPC Unanimous Agreements and policies, found in the NPC Manual of Information. These valued and non-negotiable policies will be followed by all organizations during the recruitment process.

III. Statement of “No Frills Recruitment”

Arkansas State University recruitment events shall consist of maximum conversation time. The focus of membership recruitment should be on the values of each organization and the conversation with potential new members. Skits, food or costumes should not be included in recruitment.

IV. Statement of Membership Recruitment Acceptance Binding Agreement

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

V. Statement of Values-Based Recruitment

We, the members of Arkansas State University Panhellenic, pledge to 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 chapter's values, and connect to these values.

VI. Statement of Automatic Reset of Total

To allow organizations 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 median chapter size.

ARKANSAS STATE UNIVERSITY PANHELLENIC RECRUITMENT RULES

1. There will be **NO** promising of bids directly or indirectly by any member, new member, or alumnae of a fraternity. A promise may not be given orally, in a written statement, or implied through pictures, conversations, etc.
2. Only national fraternity representatives, house directors, alumnae, new members, and initiated members of the fraternity may assist the chapter with recruitment during formal membership recruitment.
 - a. Mothers of members may only assist if the mother is an alumna of the organization.
 - b. There is no limitation on the number of alumnae who may attend formal recruitment events; however, involvement should be limited to helping the chapter with logistical and behind-the-scene tasks/roles (i.e. washing dishes, taking out the trash, preparing beverages).
 - i. Alumnae should not speak to any potential new members, other than a normal, friendly greeting, nor act as “floaters”.
 - ii. Chapters are responsible for educating their attending alumnae on the membership recruitment guidelines. It is recommended to utilize the ASU NPC-supplied 2018 Recruitment Rules handout.
3. Each chapter’s official social media accounts are allowed to post about their chapter. Chapters are discouraged from highlighting Gamma Chis in social media posts, but Gamma Chis may be visible in large group photos.
4. Positive Panhellenic Contact comes into play with Social Media as well. Chapter members should not be messaging PNMs via any form of social media.
5. All members of Arkansas State’s Panhellenic community are prohibited from posting anything specifically promotional to her sorority on personal/non-chapter social media accounts. This includes a post from a Greek woman that includes a promotional tag (#RUSHABC, #GOABC, etc.). Posts from Greek women are prohibited from referencing any chapter in a derogatory manner. This includes referencing “the rest” or promoting her chapter as “the best”.
6. Sorority members living with potential members should make alternative living arrangements beginning Sunday, August 12th, 2018 until the end of formal recruitment. It is the sorority members’ responsibility to move, not the potential new member.
 - a. Recruitment counselors and NPC Executive Council living in sorority houses should make alternative living arrangements beginning Monday, August 6th, 2018.
7. A-State Panhellenic uses release figure method.
8. There will be no chalking and/or flyers promoting an individual sorority or recruitment anywhere on public surfaces starting April 23rd, 2018 (Recruitment Registration Opening)
9. Banners must promote a Panhellenic spirit
 - a. Move-In Day banners will be Panhellenic themed while promoting going Greek

- b. Info Night Banners will have the name/letters of the sorority and may include the organization's moto/submotto/values
- 10. Display boards or professional marketing boards are acceptable throughout Formal Recruitment.
- 11. Table clothes and fresh flowers are allowed during each formal recruitment event, as long as they can be considered normal house décor. Additional inside decorations brought in such as balloons, streamers, etc. are prohibited, (please see additional info regarding Sisterhood Round for party information). If a decoration is questionable, please bring it forward to the NPC Recruitment Teams for discussion. Please see *Party Information* for more specific guidance regarding decorative items.
- 12. Outdoor decoration can be creatively expressed through letters and the banner only. Letters are to be standard, traditional wooden structures or other structures displaying organizational names/letters not exceeding the traditional wooden letter size. Organizations may express questions with the Recruitment Teams to come to a consensus.
- 13. Slide shows or videos are allowed, but should be limited to a maximum length of five minutes. Please see *Party Information* for more specific guidelines regarding video usage.
- 14. No fraternity woman shall discuss the affairs of another fraternity.
 - a. No Greek woman shall make degrading or uncomplimentary remarks about any sorority.
 - b. No Greek woman should inquire what chapter(s) a PNM has visited.
 - c. Such behavior will be considered unethical and will subject the prospective chapter(s) to infraction.
- 15. A cumulative GPA of 2.0 is required for all Arkansas State University women planning on going through Formal Recruitment including new women and transfer students. However, all A-State sororities require a higher GPA for affiliation.
 - a. All sororities will use the converted GPA calculated by Arkansas State Office of Registrar to determine PNM academic eligibility. PNMs should ensure an accurate transcript is received by Arkansas State Office of Registrar prior to the Formal Recruitment registration deadline.
 - b. However, all Arkansas State sororities currently consider a GPA below a 3.0 a grade risk.
- 16. The penalty for recruitment infractions shall be the ones recommended in the Unanimous Agreements of the NPC Manual of Information. Each member is responsible for being familiar with the set rules.
- 17. For A-State Spirit Squad Sorority Members:
 - a. Greek members on Spirit Squads are expected to maintain positive Panhellenic Contact at ALL times.
 - b. Spirit squad members are subject to all recruitment rules, special consideration is given for team events. This includes practice, camp, and any event where the teammates are expected to bond.
 - c. Greek women and PNMs who are members of any Spirit squad should not have any conversation regarding the recruitment process.

- d. Dates for team events should be turned in prior to the event, and any unavoidable arrangement that involves a PNM and a Greek Woman needed to 'room' together during camp or out of town events should be reported to the NPC Recruitment team prior to the event.

18. Affiliated Gamma Chi Guidelines:

- I. Once selected, Gamma Chis will be allowed to wear their letters and associated with their houses in non-promotional ways until Sunday, August 5th, 2018.
- II. After August 5th, Gamma Chis will not live with or have communication with members of their own chapter. This will be a period of strict silence during work week and formal recruitment.
- III. During the period of formal recruitment, Gamma Chis will be able to use their affiliation as a resource for Potential New Members, but promotion of one's own chapter is strictly prohibited.
- IV. Gamma Chis may be up-front and honest with the PNMs regarding their affiliation, if asked, but a Gamma Chi's affiliation should not be the center of conversation. Their open affiliation is to serve the purpose of being an honest, reliable, and primary resource for the PNM.
- V. The faces of Gamma Chis and Panhellenic Executive Board Members no longer have to be covered in photos.
- VI. Conversations between members and PNMs should never focus on Gamma Chis, as conversations should be focused on the PNM and values.

RECRUITMENT EVENT INFORMATION

A-State Panhellenic will determine how many potential new members will attend each party based on both the amount of PNMs going into each round, (per the numbers run by the RFM Specialist), and the maximum total capacity the chapter houses can accommodate. If necessary, A-State Panhellenic will extend the number of events hosted each day in order to accommodate larger than expected numbers with as much advance notice given as possible. At no one time should a potential new member ever be isolated in a room or area by herself from the other potential new members.

The following apply to each round of Formal Recruitment events (Round 1: Informational; Round 2: Philanthropy/Service; Round 3: Sisterhood; Round 4: Preference):

1. **Recommended Attire:**

Informational Party: Chapter's choice of casual attire with financial sensitivity in-mind.

Philanthropy: Chapter's choice of attire with financial sensitivity in-mind.

Sisterhood: Chapter's choice of attire with financial sensitivity in-mind. Chapter has decision between dresses or t-shirt. Express your own style as a chapter.

Preference Party: Appropriate cocktail dress, pin attire, business attire, etc

2. At no one time should a potential new member ever be isolated in a room or area by herself from the other potential new members.
3. At no point prior to, during, or after recruitment parties should members raise the windows to hang out and/or chant, beat on the walls/doors/windows, etc. Members may be visible in windows, but no windows should be open. Members may be visible and chanting in the main doorway.
4. Chanting/music may begin after the final warning from Panhellenic. The party begins once the door opens.
5. Music is up to the chapter's discretion. Music should only serve as background or "elevator" music during events anytime conversation is occurring.

6. **Additional Recruitment Event Information & Guidelines:**

***(No gifts, letters, or notes, for the Potential New Member may be given by the Chapter, and/or by individual members, until the Potential New Members have accepted Bids.**

a. Pre-Recruitment House Tour

- i. Events are a max of 15 minute house tours.

- ii. Gamma Chis will lead PNM's throughout each house, and will serve as the "tour guide".
- iii. Chapters are allowed to have a maximum of 6 members from their recruitment team, present during the house tours. The recruitment team is present to welcome, and to answer any questions.
- iv. Picture slideshows are allowed on house TV's. (No videos)
- v. Music is up to the chapter's discretion. Music should only serve as background or "elevator" music.
- vi. No snacks or beverages are to be served during house tour.

b. Informational Round

- i. Events are 35 minutes.
- ii. Chapters are encouraged to allow ample time for conversation.
- iii. Videos are allowed but should not exceed five minutes.

c. Philanthropy/Service Round

- i. Events are 40 minutes.
- ii. Chapters are encouraged to allow ample time for conversation.
- iii. Videos are allowed but should solely on the organization's philanthropy and service.

d. Sisterhood Round

- i. Events are 45 minutes.
- ii. The goal of this round is to share tangible experiences and stories, unique to each chapter, to the potential new members. The focus should remain on showcasing your sisterhood's individuality.
- iii. Use of supplemental displays may only be used to stir values-based conversation, not just for show.
- iv. Chapters should submit via email (npcastate@gmail.com), full descriptive décor preferences, alongside, values based purpose for said decorations. All must be approved by the NPC recruitment team to be used in Sisterhood Round.
- v. Videos are strongly discouraged since the overall focus of this round is deep insight to your personal sisterhood. Photos and slideshows in the background are acceptable.

e. Preference Round

- i. Events are 50 minutes.
- ii. Strict silence will be initiated when potential new members leave final preference party.
- iii. Sharing bid lists to outside entities is strictly prohibited.

f. Bid Day

- i. Chapters will draw for Bid Day lawn placement on Heritage Plaza during the 2018 Spring semester. Panhellenic Recruitment Team will provide clearly marked zones that each chapter must stay confined to in order to ensure a more organized event. A separate location for

parents/guests will be located closer to the Reng Student Union. Fraternities may congregate anywhere **on the outside** of the Sorority and Parents/Guests perimeter

- ii. Overnight Bid Day events are not allowed.
 - iii. Music played on the lawn of the sorority house must be kept at a minimum to respect surrounding campus buildings.
 - iv. If you plan to have bid day activities on your lawn, please check with the Panhellenic recruitment team, who will approve through A-State Facilities Management.
7. Total budget for Fall 2018 Recruitment: \$3000.00
 8. A final budget summary should be submitted in one document by August 25th, 2018, one week following formal recruitment.

CHAPTER MEMBER/PNM CONTACT FOR THE WEEK OF RECRUITMENT

Beginning on August 12th, 2018 and ending after the distribution of Bid Cards

During the week of formal recruitment, we want all of our sorority members and alumnae to be friendly to Potential New Members. Regular and natural communication with PNMs during the formal recruitment process is permissible. This can be defined as saying “hi” or having normal conversation with a PNM with no more detail about recruitment or chapters other than positive Go Greek promotion when a member/alumna unintentionally sees a PNM on-campus, in class, at Walmart, etc. However, during recruitment week sorority members and alumnae should refrain from ORGANIZED CONTACT with PNMs, unless it is emergency-related. If potential new members live in the same residence hall as sorority members, only casual greetings and contact are permitted. Chapter members, Gamma Chi’s, and PNM’s, are prohibited from living in the same living quarters. However, should this occur, it is the Chapter Members/ Gamma Chi’s responsibility to secure other living arrangements. These living situations will commence the first day of spirit week, throughout the duration of recruitment, until the commencement on bid day. Examples of organized contact include, but are not limited to:

- Making plans for a lunch date
- Going to the movies
- Hanging out at a PNM’s or sorority member’s home.
- Sending Facebook messages promoting one particular sorority or with recruitment information; making comments on PNMs’ walls; befriending a PNM on Facebook and/or accepting a PNMs’ Facebook friend request. (Simply wait until after recruitment to accept any friend requests that are made).
- Texting/Calling/Emailing a PNM, unless it is emergency-related

This is for the PNM’s best interest and is to ensure that the PNM feels no intentional or unintentional pressure and/or obligation from the chapter member. A-State Panhellenic understands that some PNMs may attempt to reach out to members. We will be reviewing the “No organized contact” policy with the PNMs during Panhellenic Preview Day and Recruitment Orientation Day.

2018 Recruitment Teams Contact Information:

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*Please only share the below cell phone numbers with your primary recruitment team and advisors.