2015 RECRUITMENT DEADLINES

APRIL DATES:
April 13th- Registration opens for Preview Day & Recruitment

MAY DATES:
May 2015- ICS Training #1

JUNE DATES:
June 1st - Chapter submits updated current chapter roster to Alexis
June 22nd – Registration is closed for Preview Day 11:59 p.m.
Thursday- Friday, June 25th-26th - Gamma Chi Training
Thursday, June 25th - Social Media Disassociated Date for Gamma Chis
June 27th - Preview Day
June 27th- Bid Day themes, shirts, & banner approvals due & recruitment shirt proofs are due

JULY DATES:
July 17th – Full Disassociation for Gamma Chis
July 27th - Registration Closed 11:59 p.m.

AUGUST DATES:
Monday, August 10th- Banner & video submission approval deadline, Gamma Chi/NPC Executive move out of houses with members & sorority members move out of houses with PNMs
Friday, August 14th- Final banner approval/House Tour/Reminders/Watch Videos
Saturday August 8th- Fall Sorority House Move-In Date
August 10th-14th- Recruitment Preparation Week
August 10th-14th- ICS Training #2: Chapters will receive alumnae Recruitment Rules Handout
Sunday, August 16th, 8am- Display banners & letters (PNM Move in Day)
August 14th - Budget/Receipts Info due
August 28th - Final budget summary due
RECRUITMENT RULES OF
ARKANSAS STATE UNIVERSITY PANHELLENIC ASSOCIATION

NOTE: The code of ethics from your campus is the suggested introduction to the recruitment rules template. Attach recruitment dates/event schedule and list of fines as separate documents to be updated/voted on annually.

I. Statement of Positive Panhellenic Contact

NOTE: All College Panhellenics should promote and encourage personal and informative panhellenic-spirited contact with potential new members at all times, year round. Strict silence is intended for a short period — not more than 24 hours — from signing the membership recruitment acceptance binding agreement (MRABA) until bid distribution. Additional silence rules are not desirable, because they can suppress participation in recruitment and stunt growth in your Panhellenic community. Panhellenics are encouraged to eliminate all silence and no-contact statements from their recruitment rules, except for the strict silence required during the short time period between preference events and bid distribution. 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.

We, the women of Arkansas State University 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 [time of 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 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. These valued and non-negotiable policies will be followed by all organizations during the recruitment process.

III. Statement of “No Frills Recruitment”

NOTE: NPC has a policy on no-frills 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 of each organization and the conversation with potential new members.

Arkansas State University recruitment events shall consist of maximum conversation time, tables with displays pertaining to the event and beverages for
potential new members. Skits, food or costumes should not be included in recruitment.

IV. **Statement of Membership Recruitment Acceptance Binding Agreement**

*NOTE: NPC member organizations want every potential new member to be informed about her options for joining a women’s sorority. To be certain that each woman has this information, Panhellenics must use the MRABA script immediately prior to a potential new member signing the MRABA.*

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**

*NOTE: The purpose of values-based recruitment is to focus on the core goal of the recruitment process: to have meaningful conversations with potential new members and recruit/pledge women who will have a positive impact on their chapter and the Panhellenic community.*

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**

Total is the allowable chapter size as determined by the College Panhellenic. To allow organizations to achieve parity as quickly as possible at the conclusion of primary recruitment, the Arkansas State University Panhellenic Association shall automatically reset total [insert timing, such as: upon the completion of bid matching; upon the completion of snap bidding; with the timing as determined by the Panhellenic president as long as it is accomplished within 72 hours after the completion of the primary recruitment period]. Total will be determined by the average chapter size (ACS) rounded down to the nearest whole number.

*NOTE: This clause is recommended for Panhellenics with chapters that are relatively close in chapter size.*
1. There will be NO promising of bids directly or indirectly by any member, new member, or alumnae of a fraternity (p. 97). 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. (P. 97)
   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 2014 Recruitment Rules handout.

3. Each chapter’s official social media pages are allowed to post about their chapter excluding any involvement with Gamma Chis.

4. Positive Panhellenic Contact comes into play with Social Media as well. Chapter members should not be contacting PNMs to promote one’s own chapter but to promote benefits of sorority life and recruitment as a whole.

5. Sorority members living with potential members should make alternative living arrangements during 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 Sunday, August 10th, 2015.

6. ASU uses release figure method.

7. There will be no chalking and/or flyers promoting an individual sorority or recruitment anywhere on public surfaces starting April 13th, 2015 (Registration Opening).

8. Banners must promote a Panhellenic spirit
   a. Move-In Day banners will have the drawn quote
   b. Info Night Banners will only have name or letters of sorority

9. Display boards are acceptable throughout Formal Recruitment. The boards should be displayed in the house and may not exceed 36”x48” (standard size of foam tri-fold display board). This includes t-shirt displays. Chapters may utilize a pre-determined number of info boards to be displayed during the Information and Philanthropy/House Tour parties.

10. Table clothes and fresh flowers are allowed during each formal recruitment event.

11. Slide shows or videos are allowed, but should be limited to a maximum length of five minutes. Videos shown during Round 2: Philanthropy/House Tour should only focus on the organization’s philanthropy and service.

12. 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.

13. 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. All Astate require sororities a higher GPA for affiliation.
   a. All sororities will use the converted GPA calculated by Arkansas State Office of Recruitment to determine PNM academic eligibility. PNMs should ensure an accurate transcript is received by Arkansas State Office of Recruitment prior to the Formal Recruitment registration deadline.

14. The penalty for recruitment infractions shall be the ones recommended in the Unanimous Agreements. Each member is responsible for being familiar with the set rules. In order to file recruitment infraction see VII. College Panhellenic Association Judicial Procedure, (NPC Unanimous Agreements, Manual of Information, p 159).

15. 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.
PARTY INFORMATION

ASU NPC 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, ASU NPC 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.

The following apply to each round of Formal Recruitment parties (Round 1: Informational, Round 2: Philanthropy/House Tour, Round 3: Preference):

1. **Recommended Attire:**

   **Informational Party:** Block Letter Shirts
   
   i. Chapters are allowed to but not encouraged to mandate matching block-letter shirts, as we feel reflecting appropriate individual style makes your chapter more identifiable to the PNMs. Chapters may dictate what their members wear for bottoms, shoes, jewelry, etc. so long as it does not include significant cost on the member’s side.

   **Philanthropy/House Tour Party:** Chapter’s choice of attire with financial sensitivity in mind.

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

2. 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.

3. Recruitment Counselors’ and NPC Executive Board Members’ names and faces must be removed or covered.

4. Music is up to the chapter discretion. Music will be more like background or “elevator” music during parties

The following are specific additions to each Formal Recruitment Party:

**House Tour** (Panhellenic Recruitment Team to provide more clarity and structure on this)

1. Chapters will jointly determine which rooms to show.
   a. Each chapter must show at least one single and one double bedroom. The chapters may choose any additional rooms to include in the tour.
**Preference Night**

1. Strict silence will be initiated when potential new member leaves final preference party.
2. Sharing bid lists to outside entities is strictly prohibited.

**Bid Day**

1. Chapters will draw for Bid Day lawn placement on Heritage Plaza the week prior to recruitment. ASU’s NPC 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.
2. Overnight Bid Day events are not allowed.
3. Music played on the lawn of the sorority house must be kept at a minimum to respect surrounding campus buildings.
4. Any bid day activities on the lawn please check with recruitment team.

Total budget for Fall 2014 Recruitment: $3000.00

- All receipts/expenses must be turned into the Office of Greek life in one document, (i.e. excel spread sheet or other program), by August 8, 2014, roughly one week prior to formal recruitment.
- A final budget summary should be submitted in one document by August 22nd, 2014, one week following formal recruitment.
CONTACT FOR THE WEEK OF RECRUITMENT

*Commencing on August 17th, 2015 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 class or emergency-related. 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 class or emergency-related

This is for the PNMs’ best interest and is to ensure that the PNM feels no pressure and/or obligation rather intentional or unintentional from the chapter member. ASU 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 Recruitment Orientation Day.
2015 Recruitment Teams Contact Information:

NPC Executive Board Team

(Please only share the below cell phone numbers with your primary recruitment team and advisors)

Alexis Hurdle- Assistant Dean of Greek Life

ahurdle@astate.edu

870-219-0485

Rebecca Galloway- VP Recruitment

rebecca.galloway@smail.astate.edu

870-830-8378

Meghan Warford- Assistant Recruitment

meghan.warford@smail.astate.edu

501-749-5305

Erin Wadley- President

erin.wadley@smail.astate.edu

501-650-6311