



## **LOUISIANA TECH COLLEGE PANHellenic ASSOCIATION 2021-2022 RECRUITMENT RULES**

### **I. Positive Panhellenic Contact**

All sorority women including collegians, alumnae, College Panhellenics, Alumnae Panhellenics, inter/national organizations and the National Panhellenic Conference should actively promote the overall sorority experience and membership opportunities in organizations. This should be done through all forms of communication (e.g., print, digital, in person) in the spirit of Panhellenic unity and desire to reach out to all women to share the opportunity for sorority membership. College and Alumnae Panhellenic rules should not infringe on the rights of individuals, chapters and/or organizations in the content or forms of communication to promote the sorority experience.

### **II. Adherence to NPC Unanimous Agreements and Policies Regarding Recruitment**

All NPC member organizations represented at Louisiana Tech 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.

### **III. Values-Based Recruitment**

All NPC member organizations represented at Louisiana Tech University will engage in the following practices that align with the Values-Based Recruitment POLICY during membership recruitment:

1. Focus on conversations between chapter members and potential new members about organizational values and member organizations.
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 sorority membership.
5. Establish guidelines for membership recruitment budget and set a cap on membership recruitment expenses, including the value of all donated goods and services.

6. Keep decorations to a minimum and confined to the interior space used for recruitment rounds.
7. Determine recruitment event attire for chapter members that reduces individual financial burden and eliminates costuming.
8. Eliminate gifts, favors, letters and notes for potential new members.
9. Eliminate all forms of bid promising, oral or written, to join a certain sorority before bids are distributed by Panhellenic.
10. Eliminate recruitment skits.

In accordance with NPC policy, Louisiana Tech University recruitment events do not include skits, elaborate decorations, and costumes.

#### **IV. Membership Recruitment Acceptance Binding Agreement**

The Louisiana Tech 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 formal or continuous open bidding. We agree to all policies and steps pertaining to the MRABA.

#### **V. Automatic Reset of Total**

Total is the allowable chapter size as determined by the College Panhellenic. The College Panhellenic will evaluate total every term. In the academic term that primary recruitment is held (fall), total will be automatically adjusted no later than 72 hours following bid distribution.

Total will be reset in one academic term in which primary recruitment is not held, spring quarter. Total must be reset within one week (no more than 7 days) from the start of the academic terms and cannot be set to less than 95% of the total that resulted from the automatic adjustment in the most recent academic term in which primary recruitment was held (fall).

- a. Average **OR** median chapter size (Whichever is larger)

#### **Automatically Adjusting Total (2013, 2015, 2016, 2019, 2021) – POLICY**

A college Panhellenic should evaluate total every term. In the academic term that primary recruitment is held, total will be automatically adjusted no later than 72 hours following bid distribution.

If a College Panhellenic has deferred recruitment, total will be automatically adjusted within one week (no more than 7 days) from the start of the first term of the academic year.

If a College Panhellenic hosts a fall primary recruitment and resets total in the academic term(s) in which primary recruitment is not held, then total must be reset within one week (no more than 7 days) from the start of the academic term(s) and cannot be set to less than 95% of the total that resulted from the automatic adjustment in the most recent academic term in which primary recruitment was held.

Spring 2022 Total: All spring 2022 primary recruiting (deferred recruitment) College Panhellenics may not set total to be less than spring 2020 total. All other College Panhellenics may not set total to be less than fall 2021 total.

Proviso: The last paragraph of this policy goes into effect Jan. 1, 2022 and will expire at the end of the spring 2022 academic term and the policy will revert to the original wording at that time.

## **VI. Potential New Members**

1. There shall be no recruitment (examples include but are not limited to: purchasing or giving any Greek-oriented item to a PNM, sending out postcards or letters to PNMs, etc.) of high school students during the school year and summer. This will exclude any Panhellenic sponsored event.
2. Inappropriate contact with PNMs shall be prohibited. Inappropriate contact shall be defined as, but not limited to the following:
  - a. Arranged transportation to and from bars,
  - b. Providing and/or purchasing alcohol,
  - c. Contacting PNMs by members who do not have a prior relationship with that PNM,
  - d. Specifically promoting your sorority or speaking negatively about other sororities at Louisiana Tech University,
  - e. Organizing gatherings and/or events for the purpose of chapter members to meet PNMs.

## **VII. Pre-Recruitment**

1. Any person self-identifying as a female who is enrolled and attending as a full-time student at Louisiana Tech University is eligible to participate in the primary recruitment process.
2. All primary recruitment (PR) events will be held from September 1-September 6, 2022.

3. The budget cap for recruitment will be \$5,000.00. All donated goods and services will be included in the cap figure. Budgets must be submitted to Panhellenic by May 31, 2022, and receipts submitted to the Vice President of Recruitment by October 11, 2022.
4. Recognizing the importance and value of positive public relations for women's Greek organizations, Panhellenic Council's policy towards publicity (which includes, but is not limited to television, radio, newspaper, websites, and email) that focuses on the individual sororities from the last day of spring quarter until the beginning of PR shall be as follows:
  - a. Each sorority may release up to 4 press releases after the approval of the release by Panhellenic. These releases should focus on national events at which the chapter is represented, awards won by the chapter, and/or any individually honored members. A photo may be included with any of the releases. All releases should mention the recruitment period and contain Panhellenic contact information.
  - b. Each sorority has the right to place a single ad, maximum one page, in the summer orientation booklet after approval by Panhellenic.
5. There will be a total of 36-40 Gamma Chis.
  - a. Each chapter will be guaranteed 5 Gamma Chis.
  - b. The remaining 1-4 will be chosen from top scores.
  - c. A chapter will forfeit their right to those 5 Gamma Chis if they do not have AT LEAST 20% of eligible members apply.
6. Disaffiliation/Disassociation:
  - a. Each Panhellenic officer and Gamma Chi will disaffiliate from her chapter on: August 1, 2022.
  - b. While disaffiliated, each Panhellenic officer and Gamma Chi must remove all sorority paraphernalia from her car and must not wear any sorority letters, including, but not limited to: party t-shirts, flip flops, and sorority jewelry.
  - c. While disaffiliated, each Panhellenic officer and Gamma Chi will not disclose her sorority affiliation to others.
  - d. Each Panhellenic officer and Gamma Chi shall have no contact with her sorority during PR.

\*A definition of disaffiliation and disassociation can be found in the Gamma Chi Agreement.

7. All Panhellenic Representatives and Gamma Chis shall reside at their assigned location from the night of September 1, 2022 through the start of bid night September 6, 2022.
8. If any Panhellenic member or Gamma Chi breeches the disaffiliation rules in any way, their respective chapter will meet with the Panhellenic Executive Board to determine an appropriate consequence.

### **VIII. Orientation and Dog Haul**

1. The College Panhellenic Council will identify the area where chapters may set up wooden Greek letters, a table, and one scrapbook for the organization browse. Trophies, brag boards, or any personal marketing materials may not be used or distributed by chapters.
2. A QR code linking chapter social media accounts may be on display at each chapter's table.
3. A maximum of three chapter members may be present at the browse.
4. The College Panhellenic Council will create, with the input of chapters, marketing material to distribute during orientation.
5. Each chapter must have a minimum of 15 members attend each dog haul shift on August 31st, 2022 **OR** September 1, 2022.
6. Members participating in Dog Haul must wear the Panhellenic appointed "Go Greek" shirt.
  - a. Failure to meet these requirements will result in a minimum fine of \$100 per shift.

### **IX. Primary Recruitment**

1. In accordance with the NPC Unanimous Agreements, no membership recruitment activity shall include men or alcohol. This policy shall be in effect from the beginning of PR until 24 hours after the acceptance of bids to membership. There is one exception; men are allowed to assist sorority members for event set up (moving furniture) and may enter the lane after Potential New Members (PNM) have left the lane.
2. PNM's will attend each sorority Open House Day event, which will last 35 minutes per event. The subsequent event invitations the potential member is allowed to accept up to is as follows:

- a. 4 invitations to Sisterhood Day, which will last 40 minutes per event.
  - b. 2 invitations to Preference Day, which will last 45 minutes per event.
3. Each PNM must attend the maximum number of parties allowed (if invited), or Panhellenic Council will release her from PR. In case of emergency or illness, the PNM should notify the Panhellenic Council or adviser so that the situation may be reviewed.
4. A Panhellenic delegate along with a Panhellenic representative will be responsible for lining up the PNMs and opening the door of each lodge. Each sorority is responsible for obtaining party rosters from ICS. The delegate shall not be seen after the end of the party, until she is ready to begin lining up PNM's for next party.
5. No food shall be served to PNMs at a sorority lodge during a recruitment event.
6. During PR, no PNM shall leave a sorority lodge with any sorority-related paraphernalia, including, but not limited to: napkins, party favors, and notes.
7. Sorority alumnae, affiliates, patronesses, and mothers may deliver meals and assist their respective fraternities.
  - a. Alumnae present must remain in the kitchen behind closed doors.
  - b. There should be no conversation between alumnae and PNMs other than polite recognition.
  - c. **Before recruitment begins**, chapter advisors and national officers may sign up to attend other chapters' recruitment events, with the exception of Preference, on a first come, first serve basis by registering with the Panhellenic Advisor. They must be official advisors of the chapter who are registered with the national organization. Three chairs will be reserved for these guests and the Panhellenic Advisor at each event.
8. Deadlines for the event lists and bid lists shall be determined in writing by Panhellenic Council and provided to the chapters at least five days before Open House.
  - a. Any sorority submitting its bid list or event list online after the Panhellenic Council deadline will be fined \$20 per minute.
  - b. Chapters will obtain their own party lists from the ICS Website.
9. Negative written or oral comments about another sorority or member of another sorority violate the spirit of Panhellenic and the ethics of our fraternal organizations. If negative comments are heard, an infraction will be issued.

10. While waiting for PNMs to enter the lodge for each party, the chapter may not create any visible distraction to the PNMs.
11. Sororities shall not detain PNMs beyond the allotted time. A \$20.00 fine will be assessed every minute late after the 60 second mark.
12. There will be no parking on the lane during PR and bid day/night activities.
13. All parties must be held on the base floor of a chapter's lodge, there shall be no PNMs on the second floor at any time.
14. All alleged infractions will be processed in accordance with the Judicial Procedures outlined in NPC Unanimous Agreement #4 in the NPC manual of Information, 24<sup>th</sup> Edition.

### **Open House**

1. Open house events will last 35 minutes with 15 minutes in between rounds.
2. The dress for Day One of this event consists of a Panhellenic provided chapter shirt with a choice of appropriate bottoms. This is to be reviewed by Panhellenic by May 31, 2022.
3. The dress for Day Two of this event consists of a chapter PR shirt with a choice of appropriate bottoms. This is to be reviewed by Panhellenic by May 31, 2022.
4. Before the Open House rotations begin, the Panhellenic Vice President of Recruitment will check every lodge to make sure that all decorations are appropriate.
5. If a chapter chooses to do a promotional video during their open house round, each chapter will have one television or screen for the PNMs to watch the video. The content for this video will be up to each chapter's discretion, however, the video should last no longer than 8 minutes.
6. For the Open House video, no pictures of boys are permitted, unless they are of your chapter's Dream Boy, intramural coach, or men participating in Parent's Weekend or philanthropy events. No alcohol, drugs, or girls who are obviously intoxicated are allowed in the video. Also, pictures of Panhellenic Representatives or Gamma Chis will not be permitted. Videos must be submitted to Panhellenic for approval by August 1, 2022.

7. Traditional display boards/bulletin boards are allowed as long as they do not follow a theme and are informational in purpose only.
8. Coke, punch, or similar beverages may be served, and they should be served in clear cups with no identification of sorority on them.

### **Sisterhood Day**

1. Sisterhood Day events will last 40 minutes with 15 minutes in between rounds.
2. The Sisterhood Day agenda must be submitted to Panhellenic by August 1, 2022.
3. Coke, punch, or similar beverages may be served, and they should be served in clear cups with no identification of sorority on them.
4. A short video pertaining to your chapter's philanthropy may be used during Sisterhood Day. If it is not provided by your national organization, the video should be submitted to Panhellenic for review by August 1, 2022. Facts are not skits and can be used in an informational presentation.
5. An additional video may also be presented that relates to chapter sisterhood events. This can be made by the chapter or provided by national organization. If it is not provided by your national organization, the video should be submitted to Panhellenic for review by August 1, 2022.
6. Address topics including, but not limited to: financial obligations, scholarship, philanthropy and sisterhood, membership responsibilities.

### **Preference Day**

1. Preference day events will last 45 minutes with 15 minutes in between rounds.
2. Coke, punch, or similar beverages may be served, and they should be served in clear cups with no identification of sorority on them.

### **Bid Matching and Bid Day**

1. Each potential member must sign her Membership Recruitment Acceptance Binding Agreement (MRABA) immediately after the last preference event she attends.



2. In-house chapter members and/or alumni are not permitted to contact the PNM until Bid Day begins on the lane. Contacting a PNM after preference events and before Bid Day will constitute an infraction being filed by the Panhellenic Council against the offending sorority.
3. Bid Day themes should be submitted to the Panhellenic Recruitment chair on or before: May 31, 2022.
4. Each sorority will implement and use recruitment release figures based upon the chapter's recruitment statistics for the past three years in compliance with the NPC recommendations.
  - a. Quota range will be set by the NPC Recruitment Specialist submitted online to ICS as soon as the Panhellenic Advisor receives it.
  - b. If a chapter invites a PNM to their preference party, they must have her on their bid list.
  - c. Per NPC agreement, house total will average or median chapter size (whichever is larger).
5. In accordance with the rules of the National Panhellenic Conference the Panhellenic will follow placement of quota additions as outlined in the NPC Manual of Information. Regarding quota additions, chapters may choose to accept quota additions.
6. Snap bidding, as outlined in the NPC Manual of Information, will begin immediately after bid matching and end with the distribution of bids, at which time continuous open bidding will begin.
7. Following the formal recruitment process, any chapter that has not reached its quota, or has not officially pledged to quota, (i.e. Women did not accept their bids and the PNM has not gone through the pledging or ribbon ceremony), or a chapter has not reached the total allowable size, may continue to bid during the regular school year.
  - a. Open bidding is not limited to those who registered or who participated in formal recruitment but includes any registered student a sorority may wish to recruit.
  - b. During continuous open bidding, a COB form showing proof of a woman's pledge shall be completed by the new member, witnessed by a member of the chapter, and submitted to the Panhellenic advisor within two weeks of acceptance of the bid.

8. **Bid Day Decor:** Chapters will be permitted to hang one sheet and to have one hand-held sign for PNMs. Music will be provided jointly among five chapters. The use of confetti will not be permitted on the lane.