

UNIVERSITY OF SOUTH ALABAMA COLLEGE PANHELLENIC ASSOCIATION RECRUITMENT RULES

I. Adherence to NPC Unanimous Agreements and Policies Regarding Recruitment

All NPC member organizations at University of South Alabama adhere to NPC Unanimous Agreements and policies. All organizations will follow these valued and non-negotiable policies during the recruitment process.

II. Membership Recruitment Acceptance Binding Agreement (MRABA)

The College Panhellenic Association will uphold and use the membership recruitment acceptance binding agreement (MRABA) for each potential new member (PNM) interested in joining a sorority, whether during primary recruitment or continuous open bidding. We agree to all policies and steps of the MRABA.

III. Strict Silence

Strict silence is defined as the period of time after the close of preference events and prior to the distribution of bids when there is no communication between PNMs and sorority women. Strict silence will not exceed 24 hours.

IV. Promotion of the Sorority Experience

College and Alumnae Panhellenic rules must not infringe on the rights of NPC member organization chapters in how they communicate, contact and promote the overall sorority experience and membership opportunities to potential new members. All sorority promotions should be positive and in the spirit of Panhellenic unity through all forms of communication (e.g., print, digital, in-person).

Promoting the sorority experience does not mean creating an unfair advantage for a particular chapter. It means being friendly and responding to questions PNMs might ask of Panhellenic members. It means promoting sorority membership in general, not a particular organization. It also means current and alumnae members do not have to hide their sorority affiliation or be forced to delete social media accounts or be penalized for talking about their membership.

V. Values-Based Recruitment

All NPC member organizations represented at University of South Alabama will engage in the following practices that align with the Values-Based Recruitment Policy during membership recruitment:

- Focus on conversations between chapter members and PNMs about organizational values and member organizations.
- Establish guidelines for membership recruitment budgets and cap membership recruitment expenses, including the value of all donated goods and services.
- Keep decorations to a minimum and confined to the interior space used for recruitment rounds.

- Eliminate the required purchasing of recruitment event attire for chapter members.
- Eliminate gifts, favors, letters and notes for PNMs.
- Eliminate all forms of bid promising, oral or written, to join a certain sorority before bids are distributed by Panhellenic.
- Eliminate extraneous and costly performances. This includes but is not limited to, recruitment skits and door stacks.

VI. Primary Recruitment Logistics

The following guidelines will apply to all rounds:

- Non-members of the sorority (delivery persons, parents, etc.) must vacate the house and surrounding areas by 1.5 hours prior to the beginning of all rounds.
- Decorations:
 - o Wooden letters may be used in any space, including the foyer.
 - o Wreaths and door hangers on the outside of house doors will be permitted. Wreaths may be faux or live.
 - o In accordance with fire safety guidelines, there must be clear walkways to the exits and ceiling sprinklers must remain unobstructed. Decorations hanging from the ceiling will not be permitted.
- Videos or multimedia content should be submitted to the Executive Recruitment Committee for approval by July 14, 2025. Submissions should be emailed to cpcrecruitment@southalabama.edu. Videos or multimedia content that was produced or created by the chapter's national organization or their philanthropy organization do not need prior approval, but the chapter should notify the Executive Recruitment Committee that they will be using those materials.
- Chapters may choose how they would like to display approved media.
- Dress for active members may be selected by the chapter, but members should not be required to purchase specific brands of clothing.
- Pi Chis will arrange Potential New Members in the same order as the party lists prior to entering the chapter houses for all nights of Primary Recruitment.

PNM Orientation

College Panhellenic Council will hold a PNM Orientation session on August 18 at 6 PM. This event will serve to introduce PNMs to the process and their Pi Chis.

Chapters will present the financial transparency sheets. Each chapter may send one member to present the information. Financial packets will be provided to PNMs by College Panhellenic Council. Finalized financial packets should be submitted to cpcrecruitment@southalabama.edu by August 11, 2025 at 8 AM.

Round 1: Philanthropy Round

Philanthropy Round will be held on August 19-20, 2025 and will begin at 6 PM. Parties will last 30 minutes with 15-minute breaks in between.

Guidelines:

- There will be no philanthropy projects allowed.
- Decorations will be allowed so long as these guidelines are followed:
 - o All décor must be confined to the chapter room with a few exceptions, stated below.
 - o Decorations must relate in some way to any charitable organization that the chapter supports.

- o Florals in this round will be limited to faux greenery only. Live florals will be permitted as centerpieces only. Floral centerpieces should be no taller than twelve inches tall. Size limitations include vases and their contents.
- o Latex balloons will not be permitted. Foil balloons may be used.
- o All decorations must serve a purpose or be meaningful to the chapter/philanthropy organization in some way. Members should be able to state the meaning if council members ask.

Invitation list deadline: August 20 at 11:59 PM.

Round 2: Sisterhood Round

Sisterhood Round will be held on August 21, 2025 and will begin at 6 PM. Parties will last 40 minutes with a 15-minute break in between parties.

Guidelines:

- Decorations will be allowed so long as the following guidelines are followed:
 - o Limited décor will be allowed in the foyer of the house and must be confined to the staircase banister. Faux greenery, string lights, etc. will be permitted and may hang from the banisters no more than three feet below the top of the banister rails.
 - o Banners and signs will not be permitted in the foyer.
 - o Florals in this round will be limited to faux greenery only. Live florals will be permitted as centerpieces only. Floral centerpieces should be no taller than twelve inches tall. Size limitations include vases and their contents.
 - o Latex balloons will not be permitted. Foil balloons may be used.

Bid list deadline: August 21, 2025 at 11:59 PM

Round 3: Preference Round

Preference Round will be held on August 22, 2025 and will begin at 6 PM. Parties will last 60 minutes with a 20-minute break between parties.

Guidelines:

- Chapters are free to decorate their houses however they choose; the structure of this part may vary per sorority.
 - o Limitations on decorations will not be set except for the mandatory enforcement of the following fire safety guidelines: walkways must be clear to the exits, ceiling sprinklers must be unobstructed, decorations hanging from the ceiling will be strictly prohibited.
- Recruitment budget limitations still apply.

Bid Day

Bid Day will take place on August 23, 2025 at 12 PM. Bids will be opened at Hancock Whitney Stadium.

Guidelines:

- Chapters may send up to 15 members to the stadium to receive new members and “run home” with them. This number does not include Pi Chis. Chapters may choose to send fewer members.

- Chapters are encouraged to host sisterhood activities after formal bids are extended. Bid Day activities should be submitted via an event form for approval to the FSL advisor by July 14, 2025.
- If chapters wish to rent any type of inflatable to place outside the chapter houses, verify with your insurance and/or headquarters, and put it in the comment section when submitting your bid day activity request through the FSL form to get approved by the University's Risk Management office.

Any bids that are declined after bid distribution must be reported to cpcrecruitment@southalabama.edu and fsl@southalabama.edu so that chapter numbers may be recorded and COB eligibility may be determined.

VII. Recruitment Counselors

Disassociation of Recruitment Counselors (referred to as Pi Chis) will begin on [date] and continue through bid opening. From that date, Pi Chis may not represent their chapters publicly or online. Chapters must remove or archive photos of Pi Chis on social media or printed photos in their chapter house.

Pi Chis are expected to represent the College Panhellenic Council at Southbound Orientation events and all pre-recruitment events.

Potential New Members may confide in Pi Chis to their own comfort level at any time. Pi Chis may not share the content of their conversations with PNMs with anyone except the Executive Recruitment Committee and University staff. Pi Chis may not discuss PNMs in any capacity with active members until the conclusion of bid distribution.

Pi Chis whose exhibit unacceptable behaviors may be dismissed at any time.

Pi Chis will be trained by the College Panhellenic Council.

VIII. Recruitment Finances

Recruitment budgets should be no more than \$3,500 to be spent at the chapter's discretion. Budget includes half of the fair market value of all donated items and services. If a donated item's value is assessed at \$1,000, it should be noted as \$500 in the budget report. All donated items and services. All donated items should be documented with a letter from the donor that includes the donor's assessment of the item's value and the donor's signature. Copies of all receipts and an itemized list of money spent must be turned in by the first Panhellenic meeting of the fall semester, unless special permission is granted by the Panhellenic Advisor. Donated items should be denoted as such and donation certification letters should be included.

IX. Automatic Reset of Total and Continuous Open Bidding (COB)

Total is the allowable chapter size as determined by the NPC Total Method Setting Team. Total will be adopted immediately and without a community vote once established by the NPC Total Method Setting Team.

Continuous Open Bidding can be conducted during the academic year, specifically during the primary and non-primary recruitment terms when:

- A chapter has not matched quota during primary recruitment. The chapter can COB until quota is achieved.
- A chapter is below the established total at any point in the term.

Primary recruitment term: COB begins once total is set.

Non-primary term: COB begins once total is set within 24 hours of the first day of the non-primary term.

Panhellenic can support the COB of all chapters with marketing and promotion. Panhellenic may also collect leads on behalf of chapters, but must share information for all PNMs with all COB eligible chapters.

X. Alumnae Involvement

Alumnae involvement is a behind-the-scenes role, not one that actively participates in the recruitment process, except when executing the function of designated inter/national member organization staff, volunteers, organizational visitors and traveling leadership consultants.

XI. Fineable Violations & Fines Assessed

All allegations of recruitment violations must be submitted digitally via email to the Vice President of Peer Accountability (cpcjudicial@southalabama.edu) and the Office of Fraternity and Sorority Life (fsl@southalabama.edu) within 72 hours after the conclusion of primary recruitment, which is Bid Day, August 23, 2025 at 8 PM.

The following is a list of default fines that may be applied to recruitment infractions. First-time offenses may be met with a verbal warning if it is determined that the responsible party is unlikely to reoffend after receiving warning. Repeat offenses are eligible for stacking fines.

Infraction	Fine
Philanthropy/Sisterhood video not submitted to CPC on time.	\$25/Day
Recruitment receipts not submitted to CPC on time.	\$50/day
Flex lists not submitted on time.	\$50/round
Any note or gift given to a PNM by an active member, new member, alumni, advisor, or patroness	\$100/item

Documented or witnessed degradation of another sorority.	Mediation by CPC
Bid lists turned in after the designated time.	\$50/every hour
Pictures or videos of Panhellenic Executive Board members and/or Recruitment Counselors members on chapter websites, social media, or videos used during recruitment. Pictures in houses etc.	\$25/day beginning on first day of Pi Chi disassociation
Documented communication with a PNM during the primary recruitment silence period.	\$50/occurrence + mediation by CPC
Promising invitations to future event rounds or membership invitations ("Oral bidding" "Bid promising"). This includes telling a PNM that they would receive a COB bid from your chapter if they withdraw from recruitment.	\$200/occurrence
Showing slide shows or films that have not been approved by the VPMR.	\$50/party
Encouraging PNMs to submit an Intentional Single Preference (listing only one of two options on the MRABA.)	\$200/occurrence