THE CREED AT SOUTHERN MISS

I belong to a community of scholars at The University of Southern Mississippi. I will demonstrate integrity and determination in all academic pursuits. I will appreciate the value of differences among people, customs and viewpoints and oppose hatred, bigotry and bias toward others. I will exhibit behavior and choose language that demonstrates respect for fellow members of the Southern Miss community. I will respect others by honoring their rights, privacy and belongings.

I will value human dignity in my academic, social and employment settings. I commit to exhibiting civil behavior, demonstrating responsible citizenry, and doing my part to achieve a positive and secure living and learning environment for all.

I. Statement of Positive Panhellenic Contact
We, the women of The University of Southern Mississippi, will promote panhellenic-spirited contact with all potential new members throughout the year. Strict silence will begin at the at the time the potential new member signs the Membership Recruitment Acceptance Binding Agreement until she reports to the fraternity from which she accepts a bid. 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 the University of Southern Mississippi 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. Statement of Values-Based Recruitment
All NPC member organizations represented at the University of Southern Mississippi will promote the following practices during membership recruitment:

• Engage in values-based conversations.
• Choose recruitment activities and behaviors that reflect the core values of our organizations.
• Make informed choices, based on shared values, about potential new members.
• Educate potential new members about the values, benefits and obligations of sorority membership.

In accordance with NPC policy, The University of Southern Mississippi recruitment events do not include skits, elaborate decorations and costumes.

IV. Statement of Membership Recruitment Acceptance Binding Agreement (MRABA)
The University of Southern Mississippi Panhellenic 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.

V. Statement of Automatic Reset of Total
Total is the allowable chapter size as determined by the College Panhellenic.

To allow chapters 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 (MCS) rounded down to the nearest whole number.
Positive Panhellenic Contact

Rules Related to Potential New Member Interaction:
A Potential New Member (PNM) is defined as any high school senior, any transfer student who has enrolled at the institution, or current student who has signed up for sorority recruitment. PNM status is maintained until the student signs a bid or is no longer involved in the Primary recruitment process.

1. Rules related to general interaction between associated members and PNMs throughout the year:
   **R.R.1.1.** There shall be no gifts of any sort given to PNMs by the chapter or a chapter member at any time.
   **R.R.1.2.** There will be no promising of bids directly or indirectly by any member or alumna of a sorority.
   **R.R.1.3.** There will be no disparaging talk of another group by any active or alumna member of a sorority.
   **R.R.1.4.** Chapter members are allowed to invite PNMs to Panhellenic-endorsed events (including philanthropy and service events) and Southern Miss campus events.
   **R.R.1.5.** All correspondence mailed, via email or postal service, during the school year must be sent by the office of Greek Life or Panhellenic Council.

2. Rules related specifically to the time period following the first day of recruitment registration for potential new members (May 1) until the woman reports to the fraternity from which she accepts a bid:
   Normal contact only applies to close relatives, lifelong friends (childhood), co-workers (necessary in the work environment), and required school-related activities (i.e. student organization, sports team, Southern Style, GEWW). Normal contact does not include deliberate actions to contact PNMs.
   **R.R.2.1.** Normal contact between sorority women (including alumnae) and PNMs is the only contact allowed.
   **R.R.2.2.** There will be no initiation of new friendship with a PNM that does not already exist.
   **R.R.2.3.** There will be no interaction beyond normal contact including but is not limited to:
      **R.R.2.3.1.** Face-to-face
      **R.R.2.3.2.** Electronic interaction, with the exception of following accounts and liking posts
   **R.R.2.4.** An active member cannot speak about specific chapters; contact must be brief and cordial. Discussion about Fraternity and Sorority Life should remain positive and fact-based. There will be no recruiting the PNM for any specific chapter.
   **R.R.2.5.** Excluding siblings, lifelong friends, co-workers, or teammates, no PNM will be able to stay overnight with chapter members at any time.
   **R.R.2.6.** The use of advertisement or paid promotion of any kind is not allowed by any sorority. This
does not include normal individual social media presence.

3. Rules related specifically to the Primary Recruitment period beginning immediately after Gamma Chi Goodbye until the woman reports to the fraternity from which she accepts a bid:

   R.R.3.1. Only associated active members can engage in conversations with PNMs during Primary Recruitment events. The only exception is a situation that necessitates a Greek Life representative to intervene at the chapter’s discretion.

   R.R.3.2. No more than two actives may speak to one PNM at a time.

   R.R.3.3. Favors may not be given to a PNM during Primary Recruitment, nor can she leave the chapter room with anything that she did not enter with.

   R.R.3.4. Chapter websites and social media may not be updated

       R.R.3.4.1. Poster and/or banner signs may be made for bid day and spirit week, so long as the spirit weeks signs are taken down the day before the chapter’s first recruitment event.

   R.R.3.5. Preference letters, hand-written notes, or postcards may not be read to or given to PNMs at any stage of recruitment by an active or alumni.

   R.R.3.7. No more than seven alumnae may attend or be in the house during recruitment events. Alumnae must use the back entrance into the house.

   R.R.3.8. Any alumna who is present, excluding national officers and chapter consultants, must remain unseen by PNMs at any stage of recruitment.

   R.R.3.9. Alumnae, volunteers, or inactive members are not permitted to interact with PNMs or have speaking roles during any round of recruitment.

4. Rules regarding Strict Silence:

   Strict silence is the time during which there is no conversation or contact between women’s fraternity members and potential new members. This includes all references to fraternities, verbal, written, typed, gestured, or printed. Strict silence is the period from the end of the woman’s last event until she reports to the fraternity from which she accepts a bid.


       R.R.4.1. Active associated members may not speak with recruitment counselors after Gamma Chi Goodbye except when it is absolutely necessary during recruitment events.

5. Rules related to Events:

   R.R.5.1. Besides Primary Recruitment, Continuous Open Bidding, and Panhellenic-endorsed events, collegiate chapters may not schedule any other recruitment events.

   R.R.5.2. Potential new members are not allowed to attend any sorority sponsored social events in which dates attend and/or alcohol is present.
**Rules Related to Values Based Recruitment**

**Statement regarding respect for Housing and Residence Life Policy:**
Each chapter must respect maximum occupancy for the chapter room with consideration of how much furniture is in the room. It is the responsibility of the chapter to be aware of this information by consulting with Housing and Residence Life staff.

**6. Recruitment Preparation and Workshops**

**R.R.6.1.** Each chapter may have up to two summer recruitment workshops lasting no more than three consecutive days. The date for the workshops is to be determined by the chapter.

**R.R.6.2.** Each chapter may have a Spirit Week that lasts up to five days that is held no earlier than August 16th.

**Decorations:**

**7. Rules regarding non-permanent decorations and outfits:**

**R.R.7.1.** There shall be no non-permanent decorations in the house.

**R.R.7.2.** Chapters may use table cloths, solid chair covers, and simple chair indicators.

**R.R.7.3.** Any electrical equipment including but not limited to: sound systems, performance instruments, etc. must be operated by a collegiate member of the chapter.

**R.R.7.4.** Drinks must be served out of clear plastic cups or in the original containers. The only exception is preference.

**R.R.7.5.** A chapter cannot require its members to wear the exact same outfit or article of clothing during recruitment; except for the provided Open House t-shirt. When there is question about outfits, chapter leaders should consult each chapter’s recruitment chair to ensure their interpretation of this rule is in compliance.

**R.R.7.6.** All Housing and Residence Life Policies must be followed.

**8. Rules regarding the Recruitment Budget:**

**R.R.8.1.** The recruitment budget will be $2,000.00.

**R.R.8.1.1.** Each chapter budget will contain a line item of $775 for rentals.

**R.R.8.2.** All items bought, donated and/or rented must be documented on the Recruitment Budget Form provided by the Panhellenic VP of Membership. Anything non-permanent will be included in the budget.

**R.R.8.3.** In the budget, donated items must be listed at fair market value.

**R.R.8.4.** The form as well as all receipts must be turned Panhellenic VP of Membership within seven days of Bid Day.

**R.R.8.4.1.** For every day it is late, there will be a $100 fine.
Invitational Rounds

Primary Recruitment will consist of three invitational rounds of recruitment where Potential New Members will attend all eight chapters’ events on the first round and, at most, two fewer each round thereafter.

9. The following rules relate to Timing of Invitational Rounds:

**R.R.9.1.** Chapters will be assessed a $50.00 fine for failing to adhere to event times. The first fine will be assessed within the first 15 seconds and each 15 seconds thereafter.

**R.R.9.2.** Events will be limited to the allotted time per round (listed in the appendix).

**R.R.9.3.** Events will begin no sooner than the listed start time and can end no later than the listed end time (See Appendix).

**R.R.9.4.** Chapters are allowed three hours after their carry figures to submit their complete invitation list to their account on ICSRecruiter.com. Chapters will be assessed a $100.00 fine for failing to adhere to the event times. The first fine will be assessed within the first 30 minutes and each 30 minutes thereafter.

10. Rules of Invitational Rounds

*Round One – Open House:*

**R.R.10.1.** Open House is for conversation only; there will be no type of entertainment this round of recruitment.

**R.R.10.2.** Attire for every participating member will be the provided recruitment t-shirt.

**R.R.10.3.** Ice water may be served

*Round Two - Philanthropy Round:*

**R.R.10.4.** The use of a video is limited to one provided by your national organization or one made entirely by active associated member(s) of the sorority.

**R.R.10.5.** Decorations are limited to items pertaining to the activity.

**R.R.10.6.** Drinks and light snack may be served at this event.

**R.R.10.7.** Attire for this day will be casual.

**R.R.10.8.** If members’ shirts are the same, the shirt must have served a purpose for a philanthropic event prior to recruitment.

**R.R.10.9.** Each chapter has the option to host an activity that contributes to the philanthropy.

*Round Three - Sisterhood Day:*

**R.R.10.10.** Beyond speaking, the chapter is allowed to show a slide show with photos only and little to no production value.

**R.R.10.11.** Each chapter has the option to give the PNM a house tour.

**R.R.10.12.** Attire for this day will be casual.

**R.R.10.13.** Water is the only refreshment that can be served.
Round Four - Preference Night:

R.R.10.14. No videos or slideshows may be shown.

R.R.10.15. Decorations for Preference Night may include minimally more than previous rounds including:
  R.R.10.15.1. Chapters can use a solid color fabric to drape over free standing back drop.
  R.R.10.15.2. Tabletop decorations are limited to a small centerpiece (floral, greenery, or battery-operated candles).
  R.R.10.15.3. Chapters may have one medium-sized arrangement (floral, greenery, or battery-operated candles).
  R.R.10.15.4. Lights may be used.

R.R.10.16. Attire for this day may be dressy.

R.R.10.17. Drinks may be served at this event.
Recruitment Schedule 2019

Primary Recruitment Dates:
- August 20 – Gamma Chi Goodbye
- August 22—Recruitment Orientation
- August 23 – Open House Round
- August 24 – Philanthropy Round*
- August 25 – Sisterhood Round*
- August 26 – Preference Round*
- August 27 – Bid Day

*Indicates an invitational round

Primary Recruitment Event times:

Open House Round:
Open House events last 25 minutes each with 10 minutes in between.

Open House, Friday, Aug 23rd:

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*If Gamma Chis can accommodate.

Philanthropy Round:
Philanthropy events last 35 minutes each with 10 minutes in between. There will be as many or as few events necessary to accommodate reasonable maximum occupancy per chapter.

Philanthropy, Saturday, Aug 24th:

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*Will be scheduled if necessary. Wasn’t needed in years past.
**Sisterhood Round:**
Sisterhood events last 45 minutes each with 10 minutes in between. There will be as many or as few events necessary to accommodate reasonable maximum occupancy per chapter.

*Sisterhood, Sunday, Aug 25th:*

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*Will be scheduled if necessary. Wasn’t needed in recent years past.*

**Preference Round:**
Preference events last 50 minutes each with 15 minutes in between. There will be, at minimum, 3 events. Chapters may need to accommodate PNMs with night class conflicts with a shortened 4th event. The 4th event will be 12 minutes each with 6 minutes in between.

*Preference, Monday, Aug 26th:*

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**Bid Day:**
Bid Day begins officially with bid distribution. New members will be lead to the Village by Gamma Chis and will run to their respective houses by 5:50 PM.

*Bid Day, Tuesday, Aug 27th:*

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<td>Bid lists posted</td>
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<td>Chapter delivers bid cards to GLO</td>
<td>12:00 PM</td>
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<tr>
<td>Early bid signing</td>
<td>3:30 PM</td>
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<tr>
<td>Bid Distribution in Payne</td>
<td>5:15 PM</td>
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<tr>
<td>Begin travel to Village</td>
<td>5:50 PM</td>
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