RECRUITMENT RULES OF
THE UNIVERSITY OF SOUTHERN MISSISSIPPI PANHELLENIC ASSOCIATION

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 view points 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 Panhellenic Association, will promote panhellenic-spirited contact with all potential new members throughout the year. Strict silence will begin one hour before the first Preference Night event and last until bid distribution. 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. These valued and non-negotiable policies will be followed by all organizations during the recruitment process.

III. Statement of “No Frills Recruitment”

The University of Southern Mississippi recruitment events shall consist of maximum conversation time, tables with displays pertaining to the event and limited food and beverages for potential new members.

IV. Statement of Membership Recruitment Acceptance Binding Agreement

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 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 The University of Southern Mississippi 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 University of Southern Mississippi
Panhellenic Association shall automatically reset total within 72 hours after
the completion of the primary recruitment period. Total will be determined by
the average chapter size (ACS) x 95 percent
2015 Recruitment Rules Addendum

I. Recruitment Preparation and Workshops
   a. Each chapter may have up to 2 summer recruitment workshops lasting no more than 3 consecutive days. The date for the workshops is to be determined by the chapter.
   b. Each chapter may have a Spirit Week that lasts up to five days that is held no earlier than three weeks before school starts (July 31) and does not include during-school practices.

II. Recruitment Events and Potential New Member Interactions
   a. Besides Formal Recruitment, Open Recruitment, and Panhellenic-endorsed events, collegiate chapters may not schedule any other recruitment events.
   b. 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 formal recruitment process.
   c. Potential new members are not allowed to attend any sorority sponsored social events in which dates attend and/or alcohol is present.
   d. There shall be no gifts of any sort given to PNM by the chapter or a chapter member at any time.
   e. There will be no promising of bids directly or indirectly by any member or alumna of a sorority.
   f. There will no disparaging talk of another group by any active or alumna member of a sorority.
   g. All correspondence mailed during the school year must be approved and mailed by the CPC VP Recruitment and Retention and Panhellenic Advisor. If the chapter uses a list of mailing addresses provided by the Office of Admissions, they must have approval from the Office of Admissions to send post cards to those PNMs. The deadline for the corresponding to PNMs is commencement in May.
   h. The following statements apply to the time period following the University’s Spring Commencement through Formal Recruitment Bid Day:
      i. There will be no initiation of new friendship is with a PNM that does not already exist. This includes but is not limited to any social media or contact such as:
         1. Facebook: liking PNM’s posts, inbox messaging, writing on walls, friend requesting or accepting friend requests of PNM’s
2. Twitter: following PNM, retweeting or quoting a PNM’s tweet
3. Instagram: following a PNM that you did not already follow, favoriting, commenting, or liking a PNM’s picture.
4. Pinterest - pinning, liking or following a PNM
5. Snapchat - snap chatting or adding a PNM
6. Vine: “liking” PNM’s vine, following a PNM you did not already follow, re-vine, or have a vine with a PNM in it.
7. Texting a PNM
8. Any face-to-face contact, or mutual friendships

ii. Panhellenic postcards will be the only mailing received by the PNMs during the summer months.

iii. Normal contact between sorority women, including alumnae, and prospective PNMs is the only contact allowed. However, normal contact (day-to-day contact) does not include deliberate actions to contact PNMs.

iv. Normal contact only applies to close relatives, lifelong friends (childhood), co-workers (necessary in the work environment), and school related activities (i.e. student organization, sports team).

v. An active member cannot speak about specific chapters, contact must be brief and cordial. There will be no recruiting the PNM for any specific chapter.

vi. No PNM(s) will be able to stay overnight in the chapter house at any time.

Rules Pertaining to Formal Recruitment

I. Sorority House and Decoration
   a. The Panhellenic Advisor and VP of Recruitment and Retention will walk through each house in order take an inventory of permanent decorations. This walk through will take place after the spring semester is completed and no later than seven days before recruitment.
   b. Microphones and stereos may be used. Any electrical equipment (but not limited to: sound systems, light displays, performance instruments, etc) must be operated by a collegiate member of the chapter
   c. No walls may be covered in the chapter room and nothing may be hanging from the ceiling. Windows may be blacked out.
d. 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 Residence Life staff.

II. Recruitment Budget
The recruitment budget will be $3,000.00.
   b. This must include all items bought, donated, and rented.
   c. All items donated and/or rented must be documented on the Recruitment Budget Form provided by the Greek Life Office.
   d. Donated items must be included in the budget assigned with fair market value.
   e. The form as well as all receipts must be turned into CPC VP Recruitment and Retention within 14 days of Bid Day.
   f. For every day it is late, there will be a $100 fine per day late.

III. Alumnae and Visitors
   a. No more than seven alumnae may attend or be in the house during recruitment events. Alumnae must use the back entrance into the house.
   b. All alumnae must be identified as an alumna at all events that they attend with a nametag (provided by their identified chapter).
   c. Any alumna may be present, but unseen by PNMs at any stage of recruitment except for an event where her granddaughter, daughter, or sister is attending as a PNM.
   d. Alumnae and volunteers may assist with recruitment but are not permitted to interact with PNMs or having speaking roles in rituals, skits, etc.

IV. PNM Interaction
   a. Only associated members are allowed to engage in conversations with PNMs during formal recruitment events.
   b. Favors may not be given to the PNMs during Formal Recruitment. A PNM may not leave a chapter room with anything that she did not enter with.
   c. 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 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.
   d. Starting midnight before Freshman move-in until bid distribution, the use of posters, personal banners, or advertisement of any kind (including, but not limited to banners, tagging of cars, internet postings, window signs, or any
electronic/print advertising) is not allowed by any sorority. This does not include normal individual social media presence.

a. Poster and/or banner signs may be made for bid day.

b. This includes, but is not limited to any promotion and/or advertisement that are not approved by the Panhellenic Recruitment Chair and Panhellenic Advisor.

c. Chapter websites social media may not be updated after this date (Midnight before Gamma Chi Goodbye) until Bid Day.

e. Preference letters, hand-written notes, or postcards may not be written or given to PNMs at any stage of recruitment.

f. A chapter cannot require its members to wear the exact same outfit or article of clothing during recruitment; except for the Meet-the-Greeks t-shirt. Requiring chapter members to purchase outfits that are the same color, but different fabric or style (or any combination of the sort) is still considered the same. If there is any question about outfits, they must be approved by the Panhellenic Advisor and Panhellenic VP of Recruitment & Retention.

V. **Timing of Invitational Rounds**

a. Formal 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 less each round thereafter.

b. Formal Recruitment dates are as follows:
   
   - August 18 - Sorority Orientation
   - August 20 - Meet the Greeks Day (1 of 2)
   - August 21 - Meet the Greeks Day (2 of 2)
   - August 22 - Philanthropy Day*
   - August 23 - Sisterhood Day*
   - August 24 - Preference Night*
   - August 25 - Bid Day

   *indicates an invitational round.

c. The detailed schedule attached states the deadlines for submitting the event lists for each recruitment round. If these deadlines are not met, a fine will be imposed on the sorority. The fine shall be as follows: $100.00 for every 30 minutes late.
d.  

VI. Rules of Invitational Rounds  

a. Round One - Meet the Greeks:  
   i. There will be no type of entertainment at the first stage of recruitment. The first event will be for conversation only.  
   ii. Events will last for 30 minutes each.  
   iii. Attire for every participating member will be the provided recruitment t-shirt.  
   iv. Ice water may be served  

b. Round Two - Philanthropy Day:  
   i. Events will last for 45 minutes.  
   ii. Each sorority is allowed 15 minutes to explain their national/local philanthropy, give instructions for the events projects, and show the video. The Panhellenic Advisor and VP of Recruitment and Retention must approve the video.  
   iii. Decorations are limited to tablecloths and containers serving a purpose for a philanthropic activity.
iv. Drinks and light snack may be served at this event.

v. Each chapter has the option to give the PNM a house tour.

vi. Attire for this day will be casual.

vii. Each chapter has the option to an activity to contribute to their philanthropy.

c. Round Three - Sisterhood Day:

i. Events will last for 45 minutes each.

ii. A skit cannot exceed 15 minutes.

iii. Panhellenic Advisor and the VP of Recruitment and Retention must approve all skits. Scripts will also be approved during the visit.

iv. The only decoration will be a freestanding backdrop. The backdrop dimensions will meet the safety regulations coordinated by Residence Life.

1. Props may not be attached to the wall, ceiling, lighting fixtures, or sprinklers.

2. Props may not block exterior doors.

v. Drinks and light snack may be served at this event at each chapter's preference.

d. Round Four - Preference Night:

i. Event will last for 50 minutes each.

ii. Entertainment may not exceed 20 minutes.

iii. No videos or slideshows may be shown.

iv. Decorations for Preference Night:

1. Chapters can use a solid color fabric to drape over freestanding backdrop.

2. Tables, tablecloths, flowers, battery operated candles, lights maybe be used for this event as long as nothing is attached to the wall or ceiling.

3. Window panes may be covered.

v. Attire for this day may be dressy.

vi. Drinks may be served at this event
Recruitment Counselor (Gamma Rho Chi) Disassociation Rules

I. Disassociation:
   a. Recruitment Counselors are expected to not promote their affiliation to or in the presence of PNM(s).
   b. Recruitment Counselors are expected to set all of their social media accounts to private and no longer accept followers or “friends” from PNM(s) after interactions in official capacities (university orientations, sorority previews, etc)
   c. Disassociation is defined as not promoting an individual chapter including but not limited to:
      i. wearing letter shirts, date party shirts, letters on cars, and any other chapter paraphernalia.
      ii. engaging in any type of communication, social media platform, or behavior that would identify a member’s chapter affiliation.
      iii. being in the company of more than two members of your own chapter. This excludes living arrangements.
      iv. adjusting all social media platforms to private as identified above
   d. Full disassociation including all of the above will begin exactly 30 days prior to Fall Recruitment’s Orientation event and will last until bid day activities.
   e. With respect of the PNM, recruitment counselors are discouraged from counseling PNM(s) one-on-one during the preference round.

II. Absolute Silence:
   a. Absolute silence is defined as no contact whatsoever between associated members and Recruitment Counselors except that which is necessary during recruitment events.
   b. Associated members are not allowed to discuss Recruitment Counselors or Recruitment Counselor activities with any PNM.
   c. Absolute silence between recruitment counselors and associated members will begin at the conclusion of Gamma Rho Chi Farewell and will conclude at bid day festivities.

Any guidelines for recruitment given to a chapter until the conclusion of Bid Day will be considered part of the Formal Recruitment rules if voted by members of CPC organization.

The University of Southern Mississippi’s College Panhellenic Council will abide by National Panhellenic Council’s judicial procedures when dealing with alleged infractions.