RECRUITMENT RULES OF THE UNIVERSITY OF IDAHO PANHELLENIC ASSOCIATION

2019-2020

I. Statement of Positive Panhellenic Contact

All University of Idaho chapters should promote and encourage personal and informative Panhellenic-spirited contact with potential new members at all times, year-round. 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 through fair play and promotes interest in the sorority community to bring more women to the recruitment process.

II. Statement of Adherence to NPC Unanimous Agreements and Policies Regarding Recruitment

All NPC member organizations represented at University of Idaho believe in strictly adhering to NPC Unanimous Agreements and policies, including the Financial Transparency Pilot Program. All organizations will follow these valued and non-negotiable policies during the recruitment process.

● In accordance with the National Panhellenic Conference Unanimous Agreements chapters are prohibited from using alcohol during recruitment and on Bid Day, in addition to Continuous Open Bidding Recruitment Events and University recruitment and preview events.

III. Statement of Values-Based Recruitment

The University of Idaho Panhellenic Association holds a Formal Fall Values-Based Recruitment. The purpose of values-based recruitment is to focus on meaningful conversations with potential new members and recruiting/pledging women who will have a positive impact on chapters and the Panhellenic community. Nonessential features should be removed from the process, and the focus of membership recruitment should be on the values, benefits and obligations of membership for each organization.

All NPC member organizations represented at the University of Idaho will 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 values, benefits and obligations of sorority membership.

In accordance with NPC policy, the University of Idaho recruitment events do not include skits, elaborate decorations and costumes. (further elaborated in Section….)

IV. Statement of Membership Recruitment Acceptance Binding Agreement (MRABA)

The University of Idaho 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 informal recruitment. 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(s) in which primary recruitment is not held. Total will be determined by median chapter size.

During Formal Recruitment, the Panhellenic Advisor will work with the Release Figure Method Specialist (RFM) to set the quota for new member class membership in each chapter according to the Quota-Range System of the established National Panhellenic Conference guidelines. A quota range will be set after each event day and a final quota will be set by number of acceptances after the preference round of Membership Recruitment Events. This number will not be known to the potential new members.

Lists will be due one and a half hours after numbers have been posted. Fines will be given in one minute increments. A $10 per minute fine will be given for every minute the list is overdue. Fines must be paid by the chapter within 2 weeks of bid day and will not result in a mediation hearing unless non-payment. Panhellenic will provide the collegiate chapters who were late with total amount owed.

VI. Participation in Membership Recruitment by Sorority Women

Only in-facility and active women (i.e. out of facility members who are in good standing) of sororities who will register as full time students at the University of Idaho may participate in Membership Recruitment. No sorority women who will not be enrolled at the University of
Idaho shall be allowed to have any visible part in membership recruitment in Moscow during Membership Recruitment week. The local chapter shall be held strictly responsible for any infraction of these rules (except for special cases under the discretion of the Panhellenic Advisor).

A. Policies concerning incoming and outgoing exchange students shall be left up to the discretion of the chapter.

B. NPC states local alumnae may only be involved in recruitment as allowed by the Panhellenic recruitment rules. Their participation/assistance should be reserved as a behind the scenes role to assist and never to actively participate in the recruitment process and have no potential new member contact with the exception of designated inter/national member organization staff, volunteers, organizational visitors, and traveling leadership consultants. In the case of these exceptions, the designated staff, advisor, and/or consultant are only to be introduced and her nametag must state her title.

C. Facility/House Directors are allowed to be visible in the background of Membership Recruitment events. They may be introduced, give a casual greeting at the door, and help with distributing umbrellas/jackets if it is raining. Any complaints concerning facility/house directors will be treated as a Membership Recruitment Infraction.

D. The participation of men in Membership Recruitment functions is prohibited except as protective escorts or as unseen chapter facility employees. Since membership selection is contained solely to the members of National Panhellenic Conference chapters, the participation of men in Membership Recruitment is not allowed.

VII. General Rules for Sororities and Sorority Members

A. Sorority women are not permitted to return to the University of Idaho chapter facilities prior to the start of Work Week. Membership Recruitment dates will be determined by the Panhellenic Council in accordance with the Greek Life Advisors and office.
   a. Sorority women with extenuating circumstances can get approval from the Vice President of External Recruitment to arrive early to their respective sorority chapters.

B. Panhellenic strongly recommends and encourages each sorority to use sound judgment and discretion in planning and maintain a realistic and sound financial budget for Formal Fall Recruitment. The maximum amount which any chapter can spend on Formal Sorority Membership Recruitment is $3,000. This budget limit is to include decorations, food, and any Membership recruitment related expenditures, with the exception of Panhellenic Recruitment T-shirts. A final, itemized list and receipts shall be submitted by one month after Bid Day.
C. The Panhellenic Advisor will work with the Release Figure Method Specialist (RFM)

D. There shall be no deliberate membership recruiting through a third party – alumnae, relatives, teachers, friends, or men. Accordingly, a potential new member may not have dates or meetings with the previously mentioned groups, see Article VII, Section F. during Work Week or Membership Recruitment Week.
   a. No sorority woman shall leave campus to meet a potential new member during recruitment. This includes meeting planes, buses, and etc. in town. In the case of a chapter member’s relative or close friend needing to be picked up from the airport or bus station, the Panhellenic Vice President of External Recruitment and the Greek Advisor will be notified 24 hours in advance and the member may be given permission to pick up the potential new member.
   b. No sorority woman or third party, as listed above, shall have contact via text message, phone calls, or social media with Potential New Members during Fall Formal Recruitment unless the third party contact is a direct family member. This behavior will result in an automatic recruitment infraction.

E. During Work Week and Fall Formal Recruitment, sorority members (including live-out, live-in, and potential new members) shall not attend a men’s fraternity gathering on campus or be on fraternity property.

F. From the start of Work Week, PNMs are not allowed to meet up with fraternity men or fraternity PNMs anywhere on the University of Idaho campus and/or on fraternity and sorority property. Socializing or assisting fraternities with recruitment shall be prohibited. If a sorority woman or a group of sorority women breach this rule, this behavior will result in an automatic recruitment infraction.

G. Beginning the start of Recruitment, sororities may not practice singing outside their chapter houses. Singing outside chapter houses are allowable during work week.

H. A sorority may not guarantee or imply a potential new member permanent membership or residence within the chapter during any day during Membership Recruitment week or during the summer leading up to Fall Formal Recruitment (especially at the Preference Day event). This also includes legacies to the said sorority. Guaranteeing or implying a potential new member a permanent place is called Bid Promising. Examples include but are not limited to “See you tomorrow”, “We want you in our chapter”, “Can’t wait for you to live here”, etc.
I. A sorority cannot ask a potential new member to promise dates with the same sorority or
to break dates with another sorority. For example, telling a potential new member to not
consider a certain chapter during formal or informal recruitment or break any future dates
that may not exist. If a sorority woman or group of sorority women breach this rule, this
behavior will result in an automatic recruitment infraction.

J. Chapter members and potential new members will not discuss the 5 B’s (boys, booze,
beds, bank accounts, and bibles) or inquire into political beliefs of the women going
through recruitment and during recruitment events.

K. There will be no talking negatively about the residence halls, Steel House, or other
sororities during formal and informal recruitment. Sorority women need to remember that
they are not only recruiting for Greek Life, but they are also recruiting for the University
of Idaho and should accordingly promote every aspect of the campus.

L. Chapters will assist Panhellenic by disaffiliating Rho Gammas, Greek Advisors, and
Panhellenic members. All photographs, composite pictures, and other memorabilia of
Rho Gammas, Greek Advisors and Panhellenic Members must be covered or taken down
during disaffiliation periods as designated by Panhellenic.

M. The beginning and end of each round shall be specified in the formal recruitment
schedule. Doors may not open before the time specified in this schedule as the beginning
of a round.
   a. Rho Gammas will notify chapters of any changes to the PNM list or missing
      PNMs five minutes before the beginning of each round.
   b. Rho Gammas will give a warning knock one minute before the end of the round if
      no new potential new members have begun exiting the facility.
   c. For example, if the round ends at 10:00 am, all Potential New Members must be
      out of the chapter facility and the doors must be closed by 10:01 am exactly.
   d. There will be a 15 second grace period before the round begins to account for
      watch disparities
   e. A $50 per minute fine will be given for every minute late after the specified time
      on the schedule or early prior to the time on the schedule.

N. All chapters, Panhellenic Council members, and Rho Gammas shall have a watch or
timepiece that will be synced with the Vice President of External Recruitment at the last
pre-recruitment meeting.
   a. Each chapter will assign a designated timekeeper/contact person. This individual
      will make sure that the chapter event(s) stay within the allotted timeframe and on
schedule. She will also be available to receive and respond to phone calls and text messages from the Panhellenic Council and/or Greek Advisor(s). This individual’s information will be turned over to Panhellenic at the first pre-recruitment meeting.

O. If a potential new member is out of line order or not present, the Rho Gamma stationed at the chapter facility will knock on the door and inform the chapter of the discrepancy before the party begins.

P. Chapters will not be allowed to sit outside their chapter facilities until the end of rounds during each day of formal recruitment, unless they will be in an area behind the chapter facility that is completely enclosed and protected from view of the street or sidewalk. Sorority members may not leave through the front doors of their chapter houses during any recruitment events and breaks. If they must leave for an emergency or extreme situation, please have them exit through a back door.

Q. Chapter members are not to walk on to or past the sidewalk when welcoming PNMs into their chapter facility or escorting them out of the facility during a round unless an exception is made by the Vice President of External Recruitment due to house facility features.

R. No sorority woman will be allowed to wear Fraternity letters or established Fraternity recruitment apparel during established Formal Sorority Recruitment, Work Week periods, or men’s Fraternity recruitment. If a sorority woman or a group of sorority women breach this rule, this behavior will result in an automatic recruitment infraction.

S. Beginning the start of Recruitment, sororities may take pictures outside their chapter facility the mornings of Recruitment events up until an hour before the first event and not until an hour after the last event. No pictures will be allowed outside the chapter facility during breaks or the lunch period.

T. All videos used for Recruitment must be submitted to the Vice President of External Recruitment for approval prior to them being released online.
   a. Rho Gammas, Panhellenic Council, and/or Greek Advisor(s) must not be shown in any video used for Recruitment.
   b. Any money allocated for Recruitment video resources or production must be taken out of the Chapter’s Recruitment budget as outlined in Section B but shall not exceed $500. This includes any money spent towards promotional efforts. This budget must be submitted when submitting Recruitment video for approval to the Vice President of External Recruitment.
c. Recruitment videos must discuss the Chapter’s own core values

d. Recruitment videos must not show or discuss any of the 5 B’s as outlined in Section J.

e. Recruitment videos must not be shared by Fraternity men during Recruitment periods.

U. Fines must be paid by the chapter within two-weeks of bid day and will not result in a mediation hearing unless non-payment. Panhellenic will provide the collegiate chapters who were late with a total amount owed.

VIII. Decorations/Skits/Costuming

A. There shall be no outdoor decorations during any round of Formal Membership Recruitment. This includes, but is not limited to, banners, balloons, decorative flowers, etc.

B. There shall be no inside decorations for Day 1 (Conversation Day) or Day 2 (House Tour Day) or Day 3 (Philanthropy Day) EXCEPT tri-folds allowed during house tour day and a small craft to be allowed on Day 3. One of the tri-folds on house tour day must include a complete outline and breakdown of the house’s annual bill and fees.

a. Decorations are defined as any item that will not be on display after formal recruitment, theme related or otherwise. This is including, but not limited to decorations that constitute a theme, crepe paper, balloons, flowers, and other objects that are not normally on display. Chapters may use tablecloths/napkins with their color of choice that are normally not on display and one bouquet of flowers per table may be displayed during Day 4 (Preference Day).

b. Bid Day is the only time large wood letters may be displayed outside the chapter facility. Decorations will also be allowed outside the chapter facility on Bid Day and this cost is separate from the Formal Recruitment Budget.

C. There shall be no elaborate/uniform costuming explicitly for Formal Membership Recruitment. For example, sorority members can wear white shorts but they cannot all be specified to wear J-crew brand white shorts. This includes but is not limited to themed outfits. For example, each woman of the chapter is not allowed to wear a cowboy hat and boots to constitute a themed western day.

a. Additionally, each chapter participating in Formal Recruitment will wear the Panhellenic design on their t-shirt during the first day of events.
D. Water shall be served every day of Formal Membership recruitment. During the third and
fourth day of Formal Membership Recruitment two (2) varieties of non-alcoholic
beverages may be served. Soft drinks do not equate to virgin forms of alcoholic
beverages. There may also be two (2) types of snacks served on the third day of Formal
Recruitment (fruit kebabs, small cupcakes, a small pastry, etc.). Two (2) varieties of hors
d’oeuvres or snacks may be served on the fourth day of Formal Recruitment.

E. There shall be no outside entertainment (bursting, lawn skits, and the like) during any
round of Formal Membership Recruitment Week. Chapters may appropriately sing to
potential new members as they enter or exit the chapter facility, but not in the doorway of
the chapter facility as potential new members wait outside. This is referred to as door
stacking and is defined as when sorority women gather in the doorway at the beginning
or end of a party. The front doorway must have a clear window to the inside. The sorority
women may frame either side of the door and can form a horseshoe shape into the far
back of the chapter house. If there are any questions, please ask the Vice President of
External Recruitment or the Panhellenic Advisor and they will use their discretion to
determine what is and is not allowed.

F. There shall be no singing done by members outside the chapter and there will be no
singing inside a facility when doors are closed with the exception of Preference Day
Ceremony.

G. There shall be no skits during Membership Recruitment.

H. The use of slide shows or videos shall be allowed as long as they are not used during the
first day events (Conversation Day). These can include, but are not limited to,
Recruitment videos as outlined in Article VII Section S or other Public Relation Videos.
The length of the slide show or video shall not be longer than ten (10) minutes and the
cost associated with producing, making, or showing the slide show or Recruitment video
shall not exceed $500 dollars, and is included as part of the $3,000 Formal Recruitment
budget limit. These slide shows or videos must be sent to the Vice President of External
Recruitment to be approved at least 24 hours before the start of Work Week.

I. There shall be no personalized gifts, favors, preference letters, notes, or food items
permitted during Membership Recruitment and other recruiting events such as UIdaho
Bound, Envision Idaho, Homecoming, Greek Week and etc.
   a. A potential new member may not remove or be given anything from the facilities
during Membership Recruitment Events including but not limited to recruitment
week, UIdaho Bound, and other campus events. This includes but is not limited to
favors, napkins, gifts, and etc. If an item is removed from the chapter facility by
the potential new member that is worth more than 50 cents or of sorority
significance and meaning, the offense will result in an automatic $50 fine.

J. Panhellenic will not select more than three (3) Recruitment Counselors per chapter.
   a. Panhellenic will select at least one recruitment counselor from each chapter if
      they put forth at least three (3) candidates.
   b. Recruitment Counselors must be in good standing with their chapter and must
      maintain a 3.0 GPA.

IX. Infractions of Membership Recruitment Rules
The University of Idaho Membership Recruitment will follow the National Panhellenic
Conference Unanimous Agreement for Judicial Procedures. Please see the Manual of
Information for more information.

Spring Informal Membership Recruitment Rules

A. During Spring Informal Recruitment, sorority members (including live-out, live-in
   members, and new members) shall not attend a men’s fraternity gathering if that fraternity
   or sorority is participating in Spring Recruitment. A men’s fraternity gathering is defined
   by a fraternity facility, or a fraternity live-out where three or more fraternity members from
   the same chapter are likely to be in attendance. The dates and times included in this period
   are to be determined by the Vice President of External Recruitment in accordance with the
   Greek Life Advisors and Office.

B. Panhellenic women must maintain an appropriate distance from men’s fraternity property
during IFC recruitment activities. Socializing or assisting fraternities with recruitment
shall be prohibited. Panhellenic women may not participate in individual fraternity
recruitment week events. This includes but is not limited to participating in fraternity out
of facility functions. This behavior will result in an automatic recruitment infraction. No
sorority chapter member or new member may be on fraternity property or fraternity
member on sorority property until Spring Recruitment is officially over. ( Exceptions
include those who are employed by the sorority or designated facility man).

C. There is to be no deliberate membership recruiting through a third
   party—alumnae, relatives, teachers, friends or men. Accordingly, a
   potential new member may not have dates or meetings with the third
   party members as listed above in regards to Spring Informal
   Recruitment.
D. A sorority cannot ask a potential new member to promise dates with the same sorority or to break dates with another sorority. (i.e. Telling a potential new member to not consider a certain chapter during formal or informal recruitment.)

E. A sorority may not guarantee or imply a potential new member a permanent membership or residence during Spring Informal Recruitment. This also includes legacies.

F. Facility Directors are allowed to be visible in the background at the Spring Informal Recruitment Events. They may be introduced, give a casual greeting at the door and help with distributing umbrellas/jackets if it is raining. Any complaints concerning Facility Directors will be treated as a Recruitment infraction.

G. There shall be no personalized gifts, favors, preference letters or notes, name tents, or food items permitted during Spring Informal Membership Recruitment and other recruiting events (Examples being UIdaho Bound, Vandal Sneak Peaks, etc.) A general preference message approved by Panhellenic Council prior to Preference Day events is permitted.

H. There shall be no skits during Spring Informal Membership Recruitment.

I. In accordance with the National Panhellenic Conference Unanimous Agreements chapters are prohibited from using alcohol in recruitment and on Bid Day, in addition to Continuous Open Recruitment Events. This means alcohol is not permitted during the entirety of Spring Informal Recruitments, dates listed above.

J. There will be no talking negatively about other chapters during Spring Informal Membership Recruitment.

K. Chapters will not discuss the 5 Bs (boys, booze, beds, bank accounts, bibles) or inquire into the political beliefs of the women going through Spring Informal Membership Recruitment and during recruitment events.

L. There will be no talking negatively about the Residence Halls or Steel House during Spring Informal Membership Recruitment.

M. Chapters will assist Panhellenic by disaffiliating Advisors, and Panhellenic members.