

RECRUITMENT RULES

OF CHRISTOPHER NEWPORT UNIVERSITY PANGELENIC COUNCIL

I. Statement of Purpose

The Pangelenic Women of Christopher Newport University should lead with purpose to give the Potential New Member (PNM) every opportunity to develop relationships with as many chapters as possible, ensure that chapters have an equal opportunity to have a successful recruitment during membership selection under the Pangelenic system, and guarantee that each chapter maintains a level of consistency through all forms of recruitment so that Potential New Members can make a wise, unbiased decision concerning membership.

II. General Expectations

A. National Pangelenic Conference Expectations

- a. All Pangelenic Council members are expected to uphold all expectations outlined in the 24th Edition of the National Pangelenic Conference Manual of Information on pg. 92-138.

B. Statement of Values-Based Recruitment

- a. All NPC member organizations represented at Christopher Newport University will engage in the following practices that align with the Values-Based Recruitment (1989, 1991, 1997, 2003, 2015, 2019) – POLICY during membership recruitment:
 - i. Focus on conversations between chapter members and potential new members about organizational values and member organizations.
 - ii. Establish guidelines for membership recruitment budgets and set a cap on membership recruitment expenses, including the value of all donated goods and services.
 - iii. Keep decorations to a minimum and confined to the interior space used for recruitment rounds.
 - iv. Determine recruitment event attire for chapter members that reduces individual financial burden and eliminates costuming.
 - v. Eliminate gifts, favors, letters and notes for potential new members.
 - vi. Eliminate all forms of bid promising, oral or written, to join a certain sorority before bids are distributed by Pangelenic.
 - vii. Eliminate recruitment skits.

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

- a. The Christopher Newport College Pangelenic Council will uphold and use the

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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.

III. Panhellenic Chapter Expectations

- b. Each individual chapter will not be permitted to host any Continuous Open Bidding (COB) Events throughout the Fall and Spring semester.
 - i. Any COB event held prior to formal recruitment must contact VP of Recruitment with information regarding the event for COB purposes and must fill out proper COB recruitment forms
 - ii. COB event: Any event having a presence of chapter members of a singular sorority/fraternity and PNM's with prior organization for the event.
 - iii. The Panhellenic Association will be hosting recruitment events throughout the Fall semester that all chapters are required to attend.
 - iv. Should a chapter be allowed to have COB events other than indicated in the rules per their national bylaws, documentation must be submitted to the Panhellenic Vice President of Recruitment at least 2 weeks in advance. COB Events will be permitted only by the Panhellenic Vice President of Recruitment.
- c. All of the following will be turned into Panhellenic for approval on the specified date using the template provided by the Vice President of Recruitment for all aspects of recruitment:
 - i. Budget forms. Chapters must consult with the Vice President of Recruitment if they expect to accrue an unexpected cost.
 - ii. All outfit selections, including t-shirt proofs.
 - iii. All event and round set-ups and layouts.
- d. Each individual chapter is required to have 1 phone line and a person to answer the phone during both pre-recruitment events and formal recruitment weekend at all times. The individual must be an active collegiate member on the executive board/recruitment team or the main chapter advisor in that organization. These specified chapter members from different organizations have to become members of a converged group message.
- e. No crafts will be allowed to take place during any Formal Recruitment event.
- f. There should be no additional decor added to a space to further enhance the way the space appears. Any type of frills will be up to the discretion of the Panhellenic Vice President of Recruitment.
- g. Each individual chapter is allowed to have up to 5 alumnae members present in each

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recruitment round, and must be clearly identified, via wearing an outfit and nametag significantly different from chapter members.

- i. Alumnae members are prohibited from taking part in the physical recruitment and may not recruit any PNM's.
 - ii. Each chapter must send a list of alumnae attending formal recruitment to the Vice President of Recruitment 2 weeks prior to kick off.
- h. Fines not exceeding \$50 per PNM affected, may be placed on individual chapters if bid promising or individual COB events are found.
 - i. Bid Promising: Where a PNM has been led to believe they are automatically guaranteed into an organization. Needs to be shown through a PNM testimony and/or visual proof. Can happen at any time during the year, not just during formal recruitment.
- i. Marketing videos will be allowed until the end of Finals of the Fall semester (12/12/2020). Videos may only if feature specific events an organization hosted, or are the national philanthropy videos. No chapter made videos will be allowed during formal recruitment and during strict silence. A fine will be instituted for each hour and an additional fine for each additional social media outlet (refer to code of ethics).
 - i. Sharing, re-sharing and commenting of old marketing videos past the end of finals week is also prohibited. Any activity of this kind may result in a fine.
 - ii. A member of any organization cannot post chapter made videos on any form of social media, even individual profiles, that do not pertain to a specific event or national philanthropy.
- j. No videos will be shown during formal recruitment rounds (refer to code of ethics).
- k. National philanthropy videos from each organization will be shown during kickoff.
- l. Clean up expectations: Each chapter is required and expected to clean up all trash and supplies from recruitment rooms on campus and in the location where running home occurs and where bid day party takes place. Any form of trash, food items, frills must be cleaned up by each chapter.
 - i. Failure to do so will result in a fine.
 - ii. Clean up of running home needs to be completed prior to Bid Day celebrations.
 - iii. Greek mansions:
 - 1. These chapters are expected to have a list of furniture items that were removed from their chapter room on file prior to the end of the Fall 2020 semester.
 - 2. Chapter rooms must be cleaned out after Bid Day
- m. Each chapter shall be responsible for submitting chapter selection lists the weekend of Recruitment to the Vice President of Recruitment on a time determined by the VP of Recruitment. Failure to do so will result in a fine for every minute the list is late,

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regardless of circumstance (refer to code of ethics).

- n. Strict silence shall be defined as the period beginning at midnight on the first day of recruitment and will last through bid distribution. During this time, no chapter members shall be in contact with PNMs in any way including phone, social media platforms, and in person communication.
 - i. Strict silence is also observed in between rounds. No chapter members shall be permitted to leave the rooms between rounds.
- o. Disassociation is required of the Pangehellenic Council and Recruitment Counselors following Thanksgiving recess. No wearing of chapter apparel or paraphernalia or knowledge of Bid Day themes, clothing during rounds, or round pairings shall be permitted by any disaffiliated chapter member. These members may continue attending chapter meetings, but not recruitment related workshops, COB events, or open meetings.
- p. Recruitment workshops shall not be held when classes are not currently in session on campus or off campus without permission from the CNU Greek Advisor.
- q. The consumption or exchange of any alcoholic beverage of an initiated sister with PNM(s) or new member(s) shall be strictly prohibited. Any action as such will be perceived as hazing.
- r. Social Media expectations:
 - i. Commenting on a PNM(s) post is not permitted. This includes Instagram, Facebook, and Twitter.
 - 1. Chapter members may engage with PNM(s) via following, liking, and direct messaging.
 - ii. No posting photos of outfits until after rounds have been completed for the day during formal recruitment
 - iii. Chapters should encourage "Going Greek," but cannot strictly advocate for their own chapter, i.e. "Go Chi Omega"
 - iv. Violation of these expectations may result in a fine that is up to the discretion of the Pangehellenic Council

Per the NPC Financial Transparency Program, chapters are required to share specific financial information (such as member dues, chapter fees, etc.) with PNMs. This information will be presented during Philanthropy Round to all PNMs going through formal recruitment.

Clothing Expectations

- s. Each individual chapter should not purchase or encourage members to buy identical outfits and/or accessories to be worn during Formal Recruitment. An exception will be made for Philanthropy/Sisterhood Round outfits which are pre-approved by the Vice President of Recruitment and Pangehellenic Advisor. There is expected to be no

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style numbers, no brand specific clothing, and jewelry and footwear is expected to be up to the individual member's discretion.

Budget Expectations

- t. Each individual chapter is expected to spend no more than \$150 on its expenditures for Formal Recruitment.
 - i. T-shirts for any round of Formal Recruitment are not included in this cost.
 - ii. Food/drink and other chapter member necessities for any round are not included in this cost.
- u. Each individual chapter is expected to spend no more than \$25 on its expenditures for New Member Bid Day gifts per New Member.
 - i. This cost does not include the New Member Bid Day shirt fee.

Housing Expectations

- v. To ensure parity during recruitment, Greek Mansions cannot be used by organizations to recruit new members. This includes social media posts or stories focused on the mansion, invitations to house, and any other social engagement with potential new members.
 - i. Chapters and chapter members may continue to post pictures that include their Greek housing. These pictures should use the sisters as a focal point and should not advertise the mansion.
- w. Chapters may use their houses for public events that are philanthropic.
- x. Any violation may result in a fine or judiciary action and is up to the discretion of the Pangehelic Council.

IV. Continuous Open Bidding Purposes Event Expectations

- I. Budget Expectations
 - A. Each individual chapter is expected to spend no more than \$100 per event.
- II. Values-Based Recruitment Expectations
 - A. Each individual chapter is expected to follow the values-based recruitment guidelines as they are stated in the 24th Edition of the National Pangehelic Conference MOI on page 93.

V. Statement of Automatic Reset of Total

- I. Total is the allowable chapter size as determined by the College Pangehelic. A College Pangehelic 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.
 - a. If a College Pangehelic 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

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year.

II. Total will be automatically adjusted using the following method:

i. Average or median chapter size (whichever is larger).

NOTE: This clause is the required method unless an alternative below is approved in advance by the College Panhellenic.

VI. 2021 Christopher Newport University Panhellenic Council Recruitment Schedule

a. 2021 Spring Recruitment Dates

- January 14-17, 2021 (View the attached schedule)

Philanthropy: Friday, January 15th

(7 chapters), 20 minute rounds, 15 minutes passing

5:00 PM	Check-In
5:50 – 6:10 PM	Event 1
6:25 – 6:45 PM	Event 2
7:00 – 7:20 PM	Event 3
7:35 – 7:55 PM	Event 4
8:10 – 8:30 PM	Event 5
8:45 – 9:05 PM	Event 6
9:20 – 9:40 PM	Event 7

Sisterhood: Saturday, January 16th

(5 chapters), 40 minute rounds, 15 minutes passing

12:00 PM	Check-In
12:30 – 1:10 PM	Event 1
1:25 – 2:05 PM	Event 2
2:20 – 3:00 PM	Event 3
3:15 – 3:55 PM	Event 4
4:10 – 4:50 PM	Event 5
4:50 – 5:45 PM	BREAK FOR DINNER
6:00 – 6:40 PM	Event 6

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9:55 – 10:15 PM	Event 8	6:55 - 7:15 PM	PNM Debrief
10:15 – 10:35 PM	PNM Debrief	7:15 - 8:10 PM	PNM Selection
		TBD	CHAPTER LISTS DUE
10:25 – 11:00 PM	PNM Selection		
TBD	CHAPTER LISTS DUE		

**Preference: Sunday,
January 17th**

(2 chapters), 1 hour rounds, 15
minutes passing

8:30 AM Check In

**9:15 – Event 1
10:15 AM**

**10:30 – Event 2
11:30 AM**

**1:00 PM PNM
Selection
Complete**

**2:30 PM CHAPTER
LISTS DUE**

Bid Day: Sunday, January 17th

(this is subject to change and up to the discretion of the RFM
specialist and Greek life advisor)

4:00 PM BIDS DUE

**4:30 – 5:00 PNMs Arrive/ Handout Bids
PM**

**5:15 PM Chapters Report to Bid Day
Location**

5:45 PM PNMs Run Home

**6:00 - 8:00 Chapter Bid Day Begins
PM**