**University of Mississippi College Panhellenic**

**2024**

**Special**

**Recruitment Rule**

**s**

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**Primary Recruitment Dates**

The University of Mississippi 2024 College Primary Panhellenic Recruitment will take place from Thursday, August 15th to Friday, August 23rd. Bid Day will take place on Saturday, August 24th. Recruitment registration will open on Wednesday, May 1st and close on Sunday, July 14th.

# Primary Panhellenic Recruitment Operations

## Overview of Primary Panhellenic Recruitment

1. Primary Panhellenic Recruitment at the University of Mississippi is structured with four (4) rounds, three (3) of which are invitational, spanning one week Prior to the start of Fall Semester.
2. The College Panhellenic Council at the University of Mississippi will utilize variable quota procedures for the 2024 Primary Panhellenic Recruitment Cycle, as voted and passed on by the chapter delegates of all eleven (11) organizations.

### Statement of Values-Based Recruitment (National Panhellenic Conference, 2023)

1. All NPC member organizations represented at The University of Mississippi will engage in the following practices that align with the Values-Based Recruitment policy during membership recruitment:
2. Focus on conversations between chapter members and potential new members about organizational values and member organizations.
3. Establish guidelines for membership recruitment budgets and set a cap on membership recruitment expenses, including the value of all donated goods and services.
4. Keep decorations to a minimum and confined to the interior space used for recruitment rounds. V. Eliminate the required purchasing of recruitment event attire for chapter members.
5. Eliminate gifts, favors, letters, and notes for potential new members.
6. Eliminate all forms of bid promising, oral or written, to join a certain sorority before bids are distributed by Panhellenic.
7. Eliminate extraneous and costly performances. This includes, but is not limited to, recruitment skits and door stacks.

**Recruitment Round Outline:**

**Greek Day:**

I. The purpose of Greek Day is to introduce every Potential New Member to all 11 chapters at the University of Mississippi. Every PNM must visit all 11 chapters. During this round, PNMs will watch videos to gain insight into the member experience of each chapter as well as gain knowledge of each chapter’s financial transparency.

**Philanthropy Round:**

I. Potential New Members may be invited back to a total of eight (8) chapters for this round. This round showcases the philanthropic work held by chapters at the University of Mississippi. Event will be 35 minutes long.

**Sisterhood Round:**

I. Potential New Members may be invited back to a total of five (5) chapters during this round.

Sisterhood round demonstrates each chapter’s unique sisterhood. Event will be 35 minutes long.

**Preference Round:**

I. Potential New Members may be invited back to a total of two (2) chapters during this round. Event will be 45 minutes long.

**The following are prohibited at any point during Primary Panhellenic Recruitment:**

1. Standing on elevated surfaces other than stairs (i.e., chairs, tables, benches, stools)
2. No decorations will be allowed outside chapter houses, other than shrubbery or wreaths. There will be no garnishes of any kind.

# Round Specifications

## Entrances & Exits

1. No door stacks or anything resembling a door stack.
2. Potential New Members will be lined up outside the houses or venues used for Primary Panhellenic Recruitment in alphabetical order.
3. Active members may leave the house or venue in increments of twenty or less when bringing PNMs into a round and must call PNMs in alphabetical order.
4. There must be a continuous flow of PNMs entering and exiting from the chapter facility.
5. For rounds 2, and 3, active members must drop off the PNMs at the chapter's existing door threshold. For rounds 2, and 3, as soon as the last PNM exits the threshold of the chapter facility, the doors must close, and the song must end.
6. For round 4, actives may walk PNMs to the end of the sidewalk. For round 4, as soon as the last PNM is dropped off at the end of the sidewalk, chapters are permitted to finish at the end of the song. At the conclusion of the song, the door must be closed.
7. Chapter members may not be visible on the second floor at the opening and closing of each round.
8. Active members may walk to the end of their property, but not step foot on the sidewalk, to pick up the PNMs for all rounds.
9. Chapters should be silent before rounds begin.
	1. This includes but is not limited to playing music, cheering, clapping, etc.
	2. Chapters may begin playing their music after the 1-minute mark before a round begins. Chapters may do their chant one time prior to the door opening.
	3. All excessive noise must end one hour prior to and following the conclusion of recruitment events.

## Work Week (Week Prior to Recruitment)

1. All decors must be pre-approved by the Vice President of Recruitment
2. Outdoor Work Week decor plans should be included in each chapter’s Recruitment Look Book.
3. All chapters must provide an itemized receipt/ invoice of decor expenses to the Vice President of Recruitment along with the entirety of said chapter’s recruitment budget.
4. Outdoor decor can change throughout the week if it is included in the chapter look book and approved by VP of Recruitment.

## Round 1: Greek Day

I. Round Structure:

1. There will be a 5-minute (max) video shown on behalf of all 11 chapters to groups of Potential New Members in remote on-campus locations.
2. Videos should include chapter obligations such as but are not limited to:
	1. Financial obligations during the new member period and active member period.
	2. Housing financial obligations (In house cost and requirements to live elsewhere

Sophomore and/or Junior year)

iii. GPA requirement to remain an active member.

iv. Acknowledgement of fines for not meeting expectations

1. Individual fines or examples of situations causing fines do not need to be written out
2. Panhellenic will provide all Potential New Members with sheets of financial transparency per each chapter.
3. All chapters will provide a breakdown of the financial transparency by the date given by the Vice President of Recruitment

## Round 2: Philanthropy Day

I. Decorations:

1. Decorations may include but are not limited to:
	1. Photos of chapter members engaging in philanthropic events
	2. Small table decorations (not higher than 12 inches)
	3. Decorations must be reflective of the chapter’s philanthropic causes. iv. Chapters will be permitted to have one focal piece that represents their chapters' philanthropy. This piece must not be excessive and must be approved in look books. (e.g., books for Reading Is Fundamental)
2. Decorations may not:
	1. Be elaborate, excessive, or showy (e.g., fog machines, glitter falling from the ceiling)
	2. Balloons may not be placed in locations where PNM’s will come into direct contact with them (e.g., backs of PNM’s chairs)
	3. Have men in photos. iv. Exceed 25% of the walls may be covered.
	4. Be hung from the ceiling if they are not present throughout the year (e.g., streamers cannot be hung, but a chandelier can stay)

II. Round Structure:

1. Chapters may provide a 10-minute philanthropy presentation, which may include:
2. A video no longer than eight (8) minutes. Other video guidelines may be found under the section entitles “Recruitment Round Video Guidelines".
3. Two (2) testimonies maximum, outside of the video

## Round 3: Sisterhood Day

I. Decorations:

a. Decorations may include but are not limited to:

1. Photos of chapter members engaging in sisterhood events
2. Small table decorations (not higher than 12 inches)
3. Decorations need to be reflective of the organization, its rituals, and its values.

b. Decorations may not:

* 1. Be elaborate, excessive, or showy (e.g., fog machines, glitter falling from the ceiling)
	2. Balloons may not be placed in locations where PNM’s will come into direct contact with them (e.g., backs of PNM’s chairs)
	3. Have men in photos.
	4. Exceed 25% of the walls may be covered.
	5. Be hung from the ceiling if they are not present throughout the year (e.g., streamers cannot be hung, but a chandelier can stay)

II. Round Structure:

1. Chapters may provide a 10-minute sisterhood presentation, which may include:
2. A video no longer than five (5) minutes. Other video guidelines may be found under the section entitles “Recruitment Round Video Guidelines".
3. Two (2) testimonies maximum, outside of the video

## Round 4: Preference Day

I. Decorations:

a. Decorations may include but are not limited to:

i. Small table decorations (not higher than 12 inches).

ii. Chapters will be permitted to have one focal floral arrangement that is not larger than 24 inches x24 inches or 5 inches in diameter (garland).

iii. Decorations need to be reflective of the organization, its rituals, and its values.

b. Decorations may not:

* 1. Be elaborate, excessive, or showy (e.g., fog machines, glitter falling from the ceiling)
	2. Balloons may not be placed in locations where PNM’s will come into direct contact with them (e.g., backs of PNM’s chairs)
	3. Have men in photos
	4. Exceed 25% of the walls may be covered.
	5. Be hung from the ceiling if they are not present throughout the year (e.g., streamers cannot be hung, but a chandelier can stay)

II. Round Structure:

1. Concerning the opening of the round, chapters may open and close this round with a song. Members may stand outside the house on their property but no further than the sidewalk while singing the song. The door must be closed with all actives inside at the end of the permitted event time.
2. There will be no video allowed during this round. This includes slideshows.
3. There will be no preference notes of any sort.

**Recruitment Round Video Guidelines:**

I. Philanthropy Round:

1. Videos may be maximum of eight (8) minutes long.
2. It is highly preferred that chapters show their national organization’s video(s).
3. Videos should demonstrate how their national and/or local philanthropies are benefitting from philanthropic work.
4. Videos may show:
	1. Local philanthropic volunteer work
	2. Contributions to local or national philanthropies by chapter or individual members

II. Sisterhood Round:

1. Videos may be a maximum of five (5) minutes.
2. This video must show the national chapter’s values and emphasize the chapter’s sisterhood.
3. The video can also show benefits and opportunities of sorority membership, campus involvement, and individual and chapter accomplishments throughout the year.
4. Philanthropy Day and Sisterhood Day videos or presentation of videos may not include:
	1. Men, unless the video was created for the purpose of the national or local philanthropy (e.g., Bonnamu). However, men should not be the focus of the video.
	2. Alcohol or drug consumption, or allusion to alcohol or drug consumption.
	3. Absolutely no likeness of a performance, which includes but is not limited to singing, choreographed dancing, lip-synching, costumes, or cheers, unless it is footage from a sorority philanthropy event (e.g., Bonnamu, KD swing dancing, CASA Encore are allowed, etc.)
	4. Fraternity philanthropy events (e.g., Sigma Chi Derby Days, Sigma Nu Charity Bowl, etc.)
	5. Elaborate or showy production value.
	6. Inappropriate song lyrics
	7. Genuine reactions to the video will be permitted, but no choreographed movements are allowed during the showing of the video.
5. Chapters will not have a separate budget for the Philanthropy or Sisterhood Video. The funds will be used from each chapter’s recruitment budget.
6. Both the College Panhellenic Recruitment Team and each chapter’s executive headquarters must approve philanthropy and sisterhood videos prior to Primary Panhellenic Recruitment. The video and script must be submitted at a date and time deemed appropriate by the College Panhellenic Recruitment Team.
7. The College Panhellenic Council (CPH) reserves the right to request edits if the videos are not abiding by the video guidelines.

## Equal PNM Experience

1. Every Potential New Member must have the same entrance and exit experience.
2. “Hot boxing”
	1. Hot boxing is not allowed.
	2. Hot boxing shall be defined as more than two active members exclusively interacting with a Potential New Member for longer than 30 seconds.
3. A minimum of 10 PNMs must be in each room used during Primary Panhellenic Recruitment rounds. Multiple rooms may be used so long as the minimum is met in each room being used.
	1. Chapters may not close any doors to a room that PNMs will be present in without the consent of the Vice President of Standards or the presence of a Standards Board member.
4. Active members dressed in different clothing than the main body of the chapter (i.e., chapter executive members in dresses as opposed to general body members in t-shirts) should not “pick up” or “walk out” a Potential New Member but can communicate personally during the round.
	1. An exception for this rule will be made for familial relationships during Preference Round and extenuating circumstances (i.e., emergency “pick up” of a PNM whose name was not called)
	2. Consequently, active members will avoid changing clothing in between events, in an attempt to thwart the above guideline.

## Outdoor Set-up

1. Chapters may provide tents in front of their facility. Tents must be white or clear and contain no decorations (i.e., lights, chandeliers, streamers). Chapters can provide fans outside of their house underneath tents for the remainder of the week.
2. Each tent on Rebel Drive must have a Panhellenic provided white rope or 1-inch-wide white ribbon tied in a knot at the back of it between the poles for the safety of the PNM.
3. Each chapter facility will receive a provided trash can outside of their house.

## Food and Beverage

1. No food will be served during any round.
2. No drinks will be served during any round.

## Décor

1. Chapters shall control elaborate theme decorations and over-expenses, including, but not limited to:
	1. The phrase “elaborate decorations” includes, but is not limited to: anything specifically outlined in this document~~,~~ chocolate fountains, ice sculptures, replicas of popular or iconic places, buildings, etc., inflatables, streamers, enhanced lighting including but not limited to strobe lights, twinkle lights, or multicolored lights, drapery, rooms wrapped entirely in wrapping paper, temporary structures or walls, confetti poppers, etc.
	2. Limited-frill decor is permitted, but must be contained to two areas:
2. Entryway/foyer

1. A singular piece of entry way decor (i.e. Banner, Letters, Easel, etc.) displaying chapter values, letters, or an introduction to the recruitment round is permitted.

2. Chapters are permitted to have banister/stair decorations that occupy 50% of the banister space (i.e. flowers, streamers, balloons, etc.)

3. Accommodations to this rule will be made for chapters recruiting out of alternative spaces.

1. Main recruiting space

1. In the main recruiting space, large decor should be centralized to one focused area up to the discretion of the University of Mississippi Panhellenic.

2. Decor should be limited in number and should be reflective of the chapter’s values, letters, symbols, or the theme of the recruitment round.

3. General decor in the main recruiting space is limited to chair/seating enhancements, tables (with solid, non-frill tablecloths) general lighting/up lighting, and display of photos.

* 1. No decorations, speaker systems, or stereos will be allowed outside of the chapter houses during Primary Panhellenic Recruitment.
	2. The use of an external business or professional for the purpose of event planning and/or decorating is prohibited. There will be no DJs, bands, or any other likeness of music performance during Primary Panhellenic Recruitment Events.

i. Exceptions to this rule include the rental and set up of tents, pipe and drape, flower delivery, and television equipment with the approval of the Panhellenic Advisor and the Vice President of Recruitment.

1. Pipe and drape or noise canceling fabric may only occupy 25% of the room and cannot be hung from the ceiling.
2. All organizations must follow University and State Fire Marshal laws and expectations.

Violations of said laws are subject to state statutes along with Panhellenic sanctions.

1. Additional furniture is permitted solely for the seating for every PNM and cannot be frivolous or elaborate. Tables and chairs are allowed. Tables and chairs must be of equal height.
	1. An exception to this rule would be furniture that resides in the chapter facility throughout the year.

## Wardrobe

1. Chapters shall limit the purchasing of special recruitment outfits and accessories. This includes but is not limited to the following:
	1. No specific required brand items should be worn or used for recruitment attire (e.g., Nike,

Lululemon, etc.)

* 1. No costuming or use of props will be worn at any point during Primary Panhellenic Recruitment. This list, while not exhaustive, includes:
		1. Light up shoes and/or laces
		2. Glow in the dark accessories or clothing
		3. Glitter
		4. Glitter makeup is allowed on the active members eyes and lips but should not resemble face paint or look unnatural. .
		5. Face paint of any sort
		6. Tutus
		7. Athletic jerseys
		8. Flash or face tattoos
		9. Props of any sort (e.g., pom poms, glow sticks, confetti poppers, etc.)
1. Sororities may not require or “strongly suggest” that members purchase a specific article of clothing for recruitment (i.e., blue flare jeans with a hole in the left knee).
	1. Chapters may wear “blue jeans” or matching t-shirts but may not require flare blue jeans from a certain store.
	2. If chapter members are to wear matching articles of clothing, that would either need to be purchased by the chapter or required to be worn at a previous chapter event during the regular academic year (i.e., philanthropy event shirt on Philanthropy Day)

## Budget

1. Regarding the budget for Primary Panhellenic Recruitment 2023: Chapters are to keep a record of all expenses and donations that include but are not limited to: pipe and drape, furniture rentals, linens, drinkware, floral arrangements, nametags, videos, electronics, and decorations.
2. Each chapter will have a $50,000 budget for primary recruitment, in order to account for the addition of half-days. $10,000 of this $50,000 is the maximum amount that a chapter may spend on flowers. $12,500 of this $50,000 is the maximum amount that a chapter may spend on work week. If a chapter spends less than the amounts allocated to flowers and work week, that additional amount may be spent on other recruitment items. Things to submit with the budget are:
	1. Any items donated for use during recruitment should be included in the budget as a line item.
	2. Chapters will keep track of all donations and provide copies of all donations to CPH with write-off proof fourteen (14) days after Primary Panhellenic Recruitment written receipts/invoices.
	3. Receipts/invoices will be accepted as scanned images through email.
	4. Receipts/invoices must include totals highlighted.
	5. If a receipt contains purchases not related to Primary Panhellenic Recruitment, highlight the individual items related to recruitment and cross through those not.
	6. Miscellaneous charges (i.e., items that do not pertain to categories specifically laid out in an expense sheet) must be itemized on the expense cover sheet.
	7. Flowers and balloons must have an itemized receipt/invoice.
3. Items that will not be included in the budget are:
	1. New Member/Bid Day items
	2. Furniture moving/storage and Hotel accommodations for NPC Representatives and advisors.
	3. Items required by CPH. These items include:
		1. Tents
		2. Food for chapter members during Recruitment rounds
	4. Items provided by CPH. These items include:
		1. Outside trash can
		2. Ropes to separate PNM tents from the street
4. Receipts/invoices are due fourteen (14) calendar days after Bid Day by email to cphvpr@olemiss.edu.
5. College Panhellenic Council will work with chapter recruitment teams to evaluate the total cost of the previous Panhellenic Primary Recruitment cycle to determine a realistic budget for the succeeding Primary Recruitment cycle.

## Suspected Recruitment Violations and Infractions

1. The University of Mississippi will follow the NPC Recruitment Ethics Procedures as outlined in the NPC Unanimous Agreements. A detailed, written report signed by the accusing party

(specifying time, place, and witnesses to the alleged infraction) must be turned in to the

Panhellenic Vice President of Standards. It is crucial that violation forms be thoroughly filled out and that witnesses give their names and contact information. Only PNMs are excused from the NPC policy of identifying themselves in front of the accused parties. Infractions must be filed within 30 calendar days from the date of the alleged infraction (including university/college breaks).

* 1. Mediation with the Vice President of Standards can be requested from chapter advisors
	2. The purpose of mediation is to find a solution satisfactory to both the party who filed the infraction and the accused sorority, in accordance with the NPC Agreement found on page 37 of the Manual of Information.
	3. The Panhellenic Council advisor reserves the right to contact the Inter/National

Headquarters of any sorority with a Recruitment Code of Conduct violation. All National Panhellenic Conference Unanimous Agreements and Policies will be upheld; especially those pertaining to Primary Recruitment. All members are responsible for knowing and observing these rules.

1. All University of Mississippi rules, policies, procedures, and local, state, and federal laws must be followed at all times.
2. When an infraction is filed for violation of any of the Recruitment Rules, a mediation may result in sanctions. These sanctions may include but are not limited to: a written and/or verbal apology, monetary fines, forms of social probation, community service, educational programming, and/or any other sanction deemed just and acceptable by the mediation.
3. All violations involving alcohol that result in a sanction will be accompanied with an educational session, as mandated by NPC Unanimous Agreements.
4. Some examples of monetary fines for measurable offenses are listed below.
	1. Fined Infractions
		1. The Vice President of Recruitment and the Vice President of Standards reserve the right to request a mediation with chapter advisors to discuss intangible fines
		2. Examples of intangible fines include, but are not limited to:
			1. Community Service
			2. Revoking social functions
	2. Examples of offenses that may result in sanctions include, but are not limited to:

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| **Violation**  | **Fine**  |
| Philanthropy/Sisterhood video not submitted to CPH on time    | $50/day  |
| Recruitment Budget not submitted to CPH on time    | $50/day  |

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| Flex minus lists not submitted to CPH on time.    | $500/hour |
| Philanthropy presentation exceeds the allotted 10- minute time.    | $100/minute with 10 second a buffer  |
| Sisterhood video exceeds the 5-minute time.    | $100/minute with 10 second a buffer  |
| Any likeness of performance during Greek, Philanthropy, or Sisterhood Day    | Each chapter will have one warning from the Vice President of Standards per round, then $100/event for every instance in which it is witnessed.  |
| Any note or gift given to a PNM by an active member, new member, alumni, advisor, or patroness. Gifts would include any item that a PNM may leave a chapter facility with that she did not enter with.  | $100 fine per instance and/or referral for mediation and/or Standards Board hearing depending on the severity of offense. \*\*the fine would only be assessed if a sanction is determined following a mediation or Standards Board Hearing  |
| Questioning PNMs about grades, legacy status, parent’s vocation, financial status, recruitment schedule, or selections.    | Referral for mediation and/or Standards Board hearing depending on the severity of offense.  |
| Degradation of another sorority.   | $100 fine and/or referral for mediation and/or Standards Board hearing depending on the severity of offense. \*\*the fine would only be assessed if a sanction is determined following a mediation or Standards Board Hearing  |
| Bid lists turned into Fraternity and Sorority Life after the designated time.    | $500/every 10 minutes  |
| Revising an already submitted invitation list (I.e., adding a PNM to an event for a round she was not initially invited to)  | $500/every mistake noted. Fine will be assessed upon confirmation that the Office of Fraternity and Sorority Life can make the revision.  |

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| Pictures or videos of Panhellenic Executive Board members**, Recruitment Counselors, and/or Standards Board members** on chapter websites, social media, or videos used during recruitment.    | $25/day beginning July 1st  |
| Documented communication with a PNM during the primary recruitment silence period.      | $100 fine per member accused and/or referral for mediation and/or Standards Board hearing depending on the severity of offense. \*\*the fine would only be assessed if a sanction is determined following a mediation or Standards Board Hearing  |
| Hot boxing more than two actives exclusively with a potential new member for longer than 30 seconds.  | $150 fine per instance and/or referral for mediation and/or Standards Board hearing depending on the severity of offense. \*\*the fine would only be assessed if a sanction is determined following a mediation or Standards Board Hearing  |
| Promising invitations to future event rounds or membership invitations (“Oral bidding” “Bid promising”).  | $100 fine per instance and/or referral for mediation and/or Standards Board hearing depending on the severity of offense. \*\*the fine would only be assessed if a sanction is determined following a mediation or Standards Board Hearing  |
| PNMs exiting chapter houses late during Primary Recruitment.    | $150/every 10 seconds  |

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| Active members engage PNMs on social media or other methods of communication during the strict silence period.  | $150 fine per member accused and/or referral for mediation and/or Standards Board hearing depending on the severity of offense. \*\*the fine would only be assessed if a sanction is determined following a mediation or Standards Board Hearing  |
| Active members placing or pressuring PNMs in risky, dangerous, or potentially lawbreaking situations (i.e., fraternity events, spring Events, etc.).    | Reports brought to the attention of CPH will result in a meeting with the chapter in question. Failure to comply with agreed upon sanctions will result in a report to the Office of Conflict Resolution and Student Conduct. |
| Active members or new members breaking the law while recruiting PNMs. This is included but not limited to buying underaged PNM’s alcohol.    | Reports brought to the attention of CPH will result in a meeting with the chapter in question. Failure to comply with agreed upon sanctions will result in a report to the Office of Conflict Resolution and Student Conduct. |