



RECRUITMENT RULES READING

Texas State University Panhellenic Council



II. GENERAL GUIDELINES

II. General Guidelines

- C. Recruitment contracts, affirming the entire chapter knows and understands the Recruitment Rules, shall be signed by the Recruitment Chair, Chapter President, Chapter/Recruitment Advisor, and submitted to the Panhellenic Executive Board
- D. With probable cause, the Panhellenic Executive Board may send no more than two executive members to a chapter house at any given time. These members will be of different affiliations of the chapter visited.
- E. With infractions given, consequences are up to the judicial board and are not limited to monetary fines.
- F. All advertisements pertaining to recruitment between July 30th and the start of recruitment should have a Go Greek attitude.
 - a. Personal profile pictures and cover photos are not considered advertisements.
 - b. i.e. Only the Chapter accounts have to say “Go Greek!” and NOT “Go ADPi,” ”Go DG” etc.
- G. All those involved with recruitment must wear their correct nametag.
- H. Total will be calculate each academic term (fall and spring semesters)



III. RECRUITMENT
DATES AND LOCATIONS

III. Recruitment Dates And Locations

- A. Recruitment dates shall be set by VP Recruitment no later than February 1st of each calendar year, and approved by the Panhellenic Council.
- B. The Panhellenic Executive Board and all chapters will discuss all Recruitment locations, and the Panhellenic Executive Board will have final approval.
- C. No more than two (3) chapter members may greet members outside of the door.


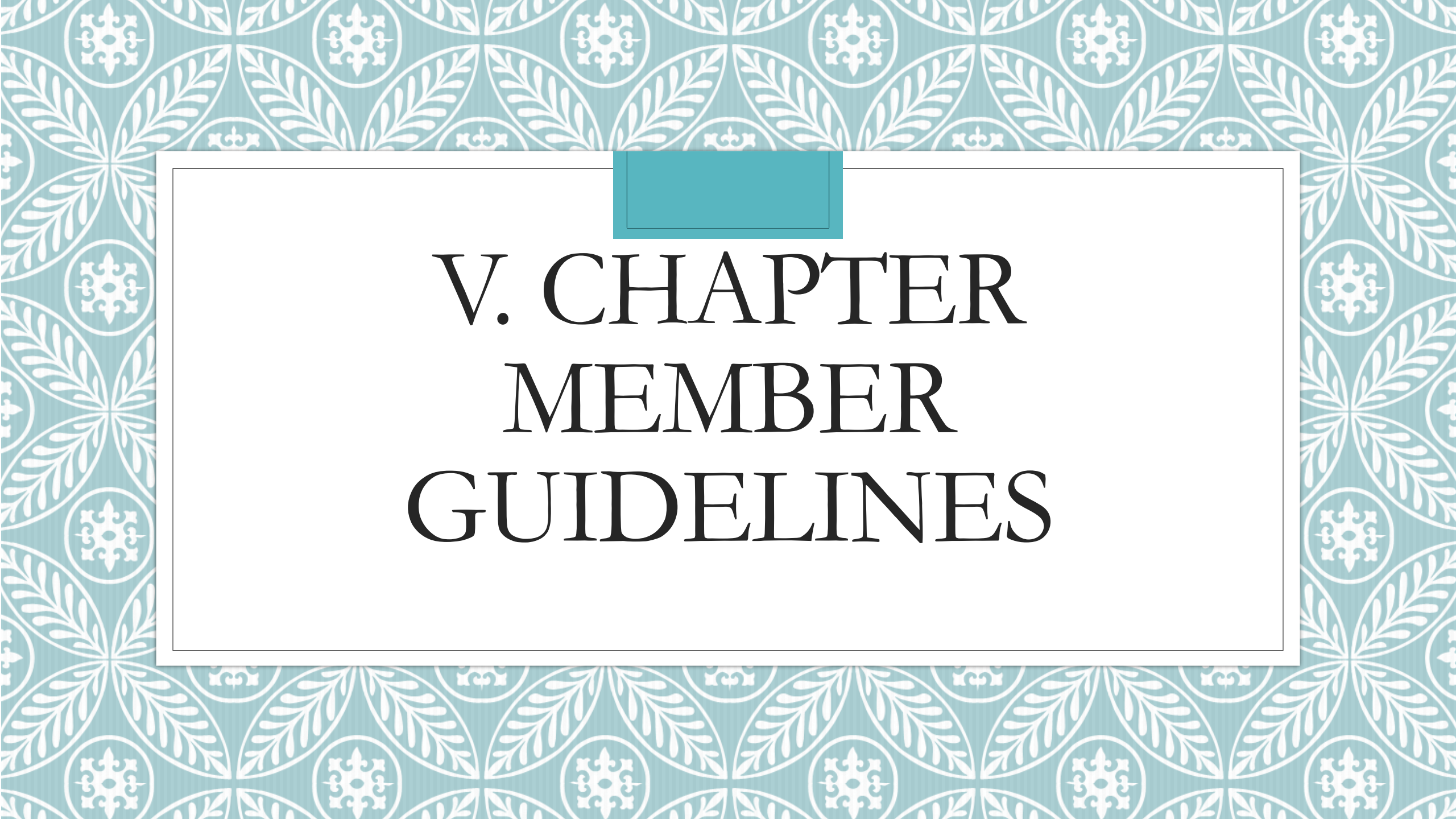


IV. POTENTIAL NEW MEMBER GUIDELINES

IV. Potential New Member Guidelines

A. Eligibility guidelines:

- a. A woman must be a full time undergraduate student at Texas State to be eligible for Recruitment.
 - a) According to Texas State, undergraduate full time student is enrolled in 12 hours.
 - b) Pathways students are eligible to participate in Recruitment (they must be enrolled in 6 hours at TXST).
- d. PNMs must attend PNM Orientation, and visit every round that invites her for each Recruitment Round. Failure to attend an event for which she is eligible shall result in the PNM being withdrawn from Recruitment. In the event of an emergency, illness, or class that hinders attendance at a required event, a PNM may be excused, but must notify her Panhellenic Recruitment Counselor and the Panhellenic VP Recruitment-Elect with appropriate documentation.
- e. In the event of an excused absence granted to the PNM, the chapter(s) shall be notified, and given the option to invite her to the next Recruitment Round.



V. CHAPTER MEMBER GUIDELINES

V. Chapter Member Guidelines

- A. All members and alumnae are responsible for knowing and observing the Recruitment Rules and Guidelines.
- B. No chapter members shall buy anything for a PNM or permit her to leave the chapter house with anything in her possession**
 - a. This includes gifts, favors, letters and/or notes.**
- C. Only national fraternity representatives, house directors, alumnae, colonizing fraternity members, non-Texas State-initiated collegiate of the chapter may assist with the administrative duties during Recruitment, but they may not speak with any PNM, and they must be identified by nametag.
- E. No chapter is allowed to discriminate against a PNM on the basis of race, religion, national origin, disability, age, veteran status, sexual orientation/identification, or student classification.
- F. Greek women participating in any aspect of Recruitment are not allowed to have any contact with Recruitment Counselors from August 1st to Bid Day. This includes visiting, socializing with, or contacting a Recruitment Counselor in any intentional way unless it is an official farewell ceremony for any disaffiliated women.

V. Chapter Member Guidelines

G. Chapter Members should not reference or imitate the affiliation of a recruitment counselor or Panhellenic Executive Officer in any way beginning with the start of light disaffiliation July 1st until bids are distributed.

H. AT NO TIME shall there be the promising of bids, directly or indirectly, by a member or alumnae of a chapter to any PNM.

a. Oral bids are prohibited year round.

a.) i.e. “I want you for my little sister; you belong here; see you on Bid Day; I will save this for you until bid day; we love you.”

b)These are NOT considered oral bids: “I’m glad you are back; it’s nice to see you again; I’m glad you are here; I hope to see you tomorrow.”

i.e. Just because someone makes it to the preference round does not mean that they are guaranteed a bid. They may be somewhere on the bid list, but that doesn’t mean that they will be high enough on the list to get a bid.

b. The Panhellenic Advisor, VP Recruitment, and VP Membership Development shall inform PNM’s as to the severity of oral bidding, and inform them that chapters giving oral bids are breaking rules

V. Chapter Member Guidelines

I. No PNM(s) shall be isolated during a Recruitment event.

a. i.e. Leaving a PNM alone during an event for more than 30 seconds, or having one PNM alone in any room or corridor of the chapter house with one or more chapter members.

J. All Recruitment efforts must be held in a location where the Panhellenic Executive Board and the Panhellenic Advisor are welcome.

K. If any non-academic related interaction between active members and PNMs is verified by evidence (i.e. photos, electronic communication via e-mail, social media, phone calls and text messages, testimony of PNM, or witness by a Panhellenic Executive Officer, Recruitment Counselor, or Greek Affairs staff) an infraction report will be generated.

L. If any chapter member/chapter is found to have violated any rules regarding appropriate chapter women interaction with PNM's, Panhellenic will step in and evaluate the case in a serious manner.

a. Infractions will be given on a case by case basis.



VIII. CONTACT
RULES AND SILENCE
STATEMENTS

VIII. Contact Rules and Silence Statements

A. Silence is defined as:

- a. The physical presence or the communication with men is strictly prohibited.
- b. The physical presence or consumption of alcohol is strictly prohibited.
- c. There shall be no verbal, written, or electronic contact between a PNM and chapters outside of Recruitment events except for Positive Panhellenic Contact (PPC).
- d. If a chapter member's roommate and/or suitemate is a PNM, it is the chapter member's duty to find a place to stay from PNM Orientation until Bid Day.
- e. Chapter women who live together are allowed to remain in the same house if one of them is a Recruitment Counselor, but they must refrain from all recruitment related topics.
- f. University Mentors in sororities do not need to observe the silence period with their mentees, but they shall not recruit for their chapters outside of Recruitment events.

VIII. Contact Rules and Silence Statements

B. Positive Panhellenic Contact (PPC)



- a. **PPC, as stated in the NPC Manual of Information, shall be followed at all times.**
- b. **No disparaging remarks may be made by a sorority member about another sorority or its members. Attempts may not be made to evaluate or rank another society. This includes any discussion of sorority invitations. No sorority member is qualified to tell a potential member about a sorority other than her own.**

C. Silence Period

- a. Silence for PNM, chapters, Recruitment Counselors, and Panhellenic Executive Officers is from the beginning of PNM orientation to the end of the Bid Day Ceremony.

D. Strict Silence

- a. During the period of time after the signing of the MRABA and prior to the distribution of bids, there shall be no communication between PNM and chapter members, with the exception of Panhellenic Executive Officers and Recruitment Counselors.



IX. RECRUITMENT SCHEDULES

IX. Recruitment Schedules

- A. All chapter Recruitment Chairs shall adhere to and carry out the master Recruitment schedule and invitation procedure as presented by the VP Recruitment and Panhellenic Advisor.
- a. If a chapter ends a Recruitment Round later than allotted time, infractions will be given. (\$25 per minute)
 - b. If chapter(s) partake in door stacking on any day, infractions will be given.
 - c. For tardiness of the invitation list and the Bid-Match list infractions will be given.
 - d. Bid-Match lists and invitation lists shall not be changed by the chapter once they have been turned in to Campus Director.
- B. Chapters must start each round by the time indicated on the Recruitment Schedule (unless the buses are late). If the buses are late, the Head Recruitment Counselor will knock at the door and check the list. Chapters will have three minutes from the time the door has closed until the Head Recruitment Counselor knocks again indicating it must be opened.



X. DECORATIONS/
ATTIRE

X. Decorations / Attire

A. No food shall be served or used as decoration during Recruitment Rounds, unless otherwise approved by the Panhellenic Executive Board. The exception is ice water and the chapter is responsible for any cups used. Water is to be located outside the Recruitment Round location.

B. Glitter can not be used or worn throughout Recruitment.

C. Keep decorations to a minimum and confined to the interior space used for rounds. **Day one will have no pipe and drape along with only using the table/chairs/tablecloths from Embassy suites.**

- a. Chapters can only have their letters outside of each room/ door. There can not be any frills or decorations on chapters' letters.
(Letters should stand or lean on the door or next to the door)

D. Determine recruitment event attire for chapter members that reduces individual financial burden and eliminates costuming.

- a. **Costuming can be described as any outfit or clothing item that the chapter requires all of its members to purchase for the purpose of matching. This includes but not limited to a certain or particular designers or styles, color, or any article that can only be purchased from one particular store.**

- b. **The Panhellenic Day One and each chapters bid day shirt are not classified as “costuming” due to the Go-Greek nature and individual themes of the Bid Day parties.**



XI.
ENTERTAINMENT

XI. Entertainment

A. Recruitment slideshows and videos must be approved by the VP Recruitment. Each chapter must send their presentations by the Friday before PNM Orientation. There should be no:

- a. Alcohol/drugs
- b. Men by themselves unless they are participating in a philanthropy event.
- c. IFC letters



XIV. RECRUITMENT
EVENTS
GUIDELINES

XIV. Recruitment Events Guidelines

A. Round I – Open House (25 minutes)

- a. Purpose: To familiarize PNMs with each sorority's values in Greek Life.
- b. Dress: Chapter members are to wear approved Panhellenic t-shirts.
- c. Entertainment: To have a more values based conversation with the chapter(s) and PNM's slideshows and videos are not permitted on this day.
- d. Door stacking is not allowed on this day.**
- e. NO pipe and drape on this day**

B. Round II – First Invitational Event: Philanthropy Day (40 minutes)

- a. Purpose: Chapter philanthropy and service projects
- b. Dress: Clothing shall be casual.
- c. Entertainment: Philanthropy/service activity. Chapters may use a national, local, or one-time service project activity for this round; this could be an actual activity (i.e. making something) or a chapter member speaking on behalf of what each chapter does for their philanthropy.

XIV. Recruitment Events Guidelines

C. Round III – Second Invitational Event (45 minutes)

- a. Purpose: PNMs and chapters become better acquainted. Chapter individuality is represented.
- b. Dress: Business casual;
- c. Entertainment: There will be no skit allowed on this day.**
- d. Sisterhood Themed Day

D. Round IV – Preference Event (50 minutes)

- a. Purpose: Final presentation of chapter in a serious format to aid the PNM's final decision
- b. Dress: Cocktail attire
- c. Entertainment: Chapter choice



XV. BID MATCHING

XV. Bid Matching

B. The Two - Quota system will be set by the Panhellenic Advisor and RFM specialist. The Two- Quota system includes an Upperclassmen Quota and a Freshmen Quota.

Having two quotas allows upperclassmen to have to a better chance of get invited back/placed high on each chapters bid list.



XVII. RECRUITMENT INFRACTIONS

XVII. Recruitment Infractions

A. Any repercussions due to infractions will be set through the mediation or judicial process. Panhellenic will make every attempt to use education rather than fines in response to infractions; however if fines are necessary they will be as follows:

- a. Exceeding time limits given will result in \$25 per minute
- b. Oral bids/bid promising will result in a \$150 fine per offense
- c. Dirty rushing via electronic communication will result in a \$150 fine per offense
- d. Dirty rushing in person will result in a \$150 fine per offense
- e. Silencing violations will result in a \$50 fine per offense
- f. Glitter violations will result in a \$1300 fine per offense.
 - i. \$300 will be paid to Embassy and the remaining \$1000 will be paid to the Panhellenic Council.
- g. Door stacking violations will result in a \$50 fine per five minutes for the first offense. Each offense after the first will result in an additional \$50 per offense with no limit. (Ex. First offense \$50, second offense \$100, third offense \$150, fourth offense \$200, etc.)
- h. If a chapter exceeds the allotted recruitment budget cap they will be called in to a judicial hearing and the money that exceeds the budget will be docked from the offending chapter's budget the following year.
- i. Pipe and drape on day one will result in a \$1,000 fine per round.

XVII. Recruitment Infractions

B. Recruitment Infractions shall be reported and signed by either:

- a. Chapter President
- b. VP Recruitment
- c. Recruitment Counselor
- d. PNM
- e. Panhellenic Advisor

C. All Recruitment Infractions will be handled per the judicial process stated in Unanimous Agreement VII.

-In any situation where a Panhellenic officer witnesses an infraction to these rules, their eyewitness will be considered as evidence.



CONTACT INFO:

VP RECRUITMENT: SUMMER PHILLIPS SGP42@TXSTATE.EDU

VP JUDICIAL: BROOKE HANLEY BDH75@TXSTATE.EDU

PRESIDENT: KATHERINE SAWYER KVS5@TXSTATE.EDU

GREEK AFFAIRS OFFICE: LBJ 4-14.1 512-245-5646