

RECRUITMENT RULES OF THE UNIVERSITY OF MISSOURI - KANSAS CITY

I. Statement of Promotion of the Sorority Experience

- A. We, the College Panhellenic members, will actively promote the overall sorority experience to potential new members, at all times, year-round, through personal and informative Panhellenic-spirited contact. We will do this through all forms of communication. Promotion of the sorority experience does not mean creating an unfair advantage for a particular chapter. It does mean being friendly and responding to questions potential new members might ask of Panhellenic members. It does mean promoting sorority membership in general, not a particular organization. It also means current and alumnae members do not have to hide their sorority affiliation or be forced to delete social media accounts, cover up their association or be penalized for talking about their association.

II. Strict Silence

- A. Strict silence will begin on September 7, 2025 and last until bid distribution. No sorority member, including alumnae and new members, may communicate with potential new members during this period. It is the only period when positive Panhellenic contact is restricted. Strict silence is defined as oral, non verbal, written, printed, text message and electronic communication or communicating through a third party about the recruitment process.

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

- A. All NPC member organizations represented at the University of Missouri - Kansas City adhere to NPC Unanimous Agreements and policies. All organizations will follow these valued and non-negotiable policies during the recruitment process.

IV. Statement of Values Based Recruitment

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

V. Member Responsibility and Recruitment Rules

- A. The following recruitment rules are binding on all UMKC member fraternities, inclusive of alumnae and new members. Each person is responsible for knowing both the letter and the spirit of the UMKC recruitment rules. All Panhellenic members must abide by the UMKC policies and Missouri state laws.
- B. Any recruiting prior to and during formal recruitment outside of chapter recruitment rounds must be Panhellenic only starting May 15th, 2025. If a potential new member requests information about a specific chapter, direct them to the Vice President of Recruitment Operations.
- C. Current members who are actively recruiting and are roommates with registered PNMs must move out before 3 p.m. on Friday (First Event) of Formal Recruitment. No active member may contact a PNM, (any UMKC student who at one point was registered for recruitment) even if they have withdrawn, until Formal Recruitment ends on Bid Day.

- D. No member of a women's fraternity holding regular or associate membership who is actively recruiting may attend any fraternity events during the Formal Recruitment period.
- E. During the formal recruitment period, from September 3 through September 7, all Panhellenic members and potential new members (PNMs) must adhere to a sober period. This means no alcohol consumption (including for those 21 and older), no use of illicit substances or marijuana, and no attendance at social events where alcohol is present. Sorority chapters are prohibited from hosting or attending any recruitment-related events, mixers, or parties involving alcohol, and all recruitment events must be dry.
 - 1. In alignment with NPC's Positive Panhellenic Contact policy, all communication with PNMs during the recruitment period should focus on promoting the overall sorority experience in a positive, inclusive, and Panhellenic-spirited manner.
 - 2. Violations of this bylaw will result in individuals or chapters going through the peer accountability process.
 - 3. The sober period ensures a focused, professional, and safe environment for all participants, allowing PNMs to make informed decisions about their chapter affiliation.
- F. Since chapter members are allowed to wear women's fraternity letters, all conversations with potential new members **MUST** remain Panhellenic. Letters may be worn at Late Night with the Greeks and other university events prior to recruitment. Conversations with potential new members at these events **MUST** remain Panhellenic.
- G. Members will not wear fraternity letters (including fraternity lavalieres) starting August 21, 2025 through September 7, 2025.
- H. No bid promising of any kind will be tolerated during any of the events associated with formal recruitment, especially during recruitment rounds in the Student Union. This includes, but is not limited to, statements such as, "See you tomorrow," "I cannot wait to see you again," "See you on our

lawn,” “I/We could see you as [blank] position/leader/officer in my/our chapter,” or “You have nothing to worry about.” Any PNM expressing concerns with hearing statements such as these will initiate an investigation for the chapter.

- I. A chapter cannot require its members to purchase or wear costume-like outfits. Dress may be similar, but no mass-produced or identical clothing will be permitted outside of philanthropy round shirts. Chapter apparel designs or plans must be submitted prior and approved by the Vice President of Recruitment Operations.
- J. No food will be served by individual chapters. Ice water may be served on Friday, tea or lemonade on Saturday, and punch or fruit juice on Sunday. Panhellenic will provide refreshments for potential new members between rounds at the Student Union. The chapter recruitment chair has to individually order the drinks through Sodexo.

VI. Recruitment Workshop

- A. There will be a mandatory recruitment workshop sponsored by the Collegiate Panhellenic Council in the Spring for all new and active members. If an active member of a sorority cannot be present, the Vice President of Recruitment Operations must be contacted in advance prior to this workshop. Every member will have to sign an agreement that states each member is aware of these rules.
 1. Recruitment officers for each chapter will submit the list of members who cannot attend the workshop and need to attend the makeup workshop one week prior to the date.
 - a) Members will be excused for emergencies or special circumstances up to the Vice President of Recruitment Operations' discretion.
 - b) All members will sign a contract stating they were informed of the recruitment bylaws and are held responsible if they don't follow them.

- c) All members must complete a makeup session with the Vice President of Recruitment Operations prior to the end of work week in order to participate in Fall Formal Recruitment.

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

- A. The College Panhellenic Associated will uphold and use the 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.

VIII. Recruitment Finances

- A. The UMKC Collegiate Panhellenic Council expects each sorority to use sound judgment, discretion, common sense, and maturity in planning and maintaining a realistic and sound financial budget for formal recruitment.
 - 1. Each recruitment chair is responsible for having an available recruitment expenditure report. The final expenditure recruitment report may be requested on behalf of CPC VP of Recruitment Operations up until the conclusion of the end of recruitment, which shall be an itemized form of budget and receipts. The chapter recruitment chair, treasurer, and president shall sign this report. This tracking sheet must include all purchases and donations. Donations will count towards the chapters' budgets.
 - 2. The chapters each have a budget set at \$1,000. This budget does not include bid night. This does not include meals for chapters during Formal Recruitment.
 - a) Budget will be presented at the post-recruitment roundtable if necessary and can be requested at any time.

IX. Social Media

- A. Any conversations through social media that pressure a potential new member, imply they would receive a bid (bid promising), or encourage

them not to keep an open mind through the recruitment process are not allowed.

- B. Individual chapter members and chapter social media accounts are encouraged to promote formal recruitment. Individual chapter members and chapter social media accounts are prohibited from using statements such as “Go [chapter name]” in order to cultivate Panhellenic spirit.

X. Potential New Members

- A. From May 15th, 2025 through the end of formal recruitment on Bid Day, no potential new member may visit a sorority chapter house.
- B. No potential new member shall be individually separated from the recruitment party at any time.
- C. Chapter accounts and individual members may engage with and follow potential new members on social media through Positive Panhellenic Contact and Promotion of the Sorority Experience. These two policies allow chapters to reach out to potential new members to garner interest in signing up for recruitment.
- D. Positive Panhellenic contact and promotion of the sorority experience does not mean creating an unfair advantage for a particular NPC member organization. It does mean being friendly and responding to questions potential new members might ask of Panhellenic members. It does mean promoting sorority membership in general, not a particular organization. It also means current and alumnae members do not have to hide their sorority affiliation or be forced to delete social media accounts, cover up their association or be penalized for talking about their association.
- E. If a member thinks they are unable to remain Panhellenic while communicating with a PNM, the member should direct the PNM to the Panhellenic social media accounts or to the VP of Recruitment Operations to answer questions.

XI. Executive Board and Recruitment Counselors

- A. The Panhellenic Executive Board will remain affiliated throughout the recruitment process.

1. Executive Board members may choose to disaffiliate at their discretion. Notice must be given to the Panhellenic executive board and chapter members at least 1 month prior to May 15th, 2025.
- B. The Panhellenic Executive Board may have contact with their chapters throughout the summer, except for any meetings and events regarding formal recruitment. The Board may not have contact with their chapters starting September 5, 2025 until Bid Day begins except for matters related to Panhellenic formal recruitment.
- C. In order to apply to be a recruitment counselor, you must be an active member in good standing with your chapter.
- D. Recruitment counselors must exert a Panhellenic attitude at all recruitment sponsored events beginning at their selection and ending on bid day.
- E. Recruitment counselors will set their accounts to private and/or archive posts related to chapter affiliation from Facebook, Twitter, Instagram, and all other social media accounts including Pinterest prior to the link opening set by the Vice President of Recruitment Experience. Recruitment counselors must remove all chapter affiliations from social media bios. No posts, statuses, or pictures promoting their sorority may be uploaded during the disaffiliation period (this includes throwing signs in public). In addition, recruitment counselors must not wear any individual sorority paraphernalia, but they are allowed to associate with other chapter members. They are allowed to attend chapter events, sisterhood events, and meetings. This excludes any meeting focused on chapter recruitment.
- F. No member of a recruitment counselor's group may be related to that person. It is the responsibility of recruitment counselors to inform the Vice President of Recruitment Experience of any such relationships before groups are formed.
- G. Disaffiliated members should make all reasonable attempts to isolate themselves from those who are actively recruiting for their chapters. Disaffiliated members must fully disassociate from their chapter starting

from Recruitment Counselor Send Off. This includes no contact with members of the chapter.

1. Recruitment Counselors and CPC Exec must be removed from chapter group chats starting August 21, 2025 until Bid Day begins.
- H. Disaffiliated members may not continue to live with active members of any chapter during recruitment beginning the Thursday before formal recruitment and ending on Sunday after bid night.
- I. Recruitment counselors and the Panhellenic Executive Board are expected to be disaffiliated at University events including orientations, Roo Welcome, etc. at all times. They are ~~not~~ expected to recruit and communicate for the Panhellenic organization, not their chapter.

XII. Primary Recruitment Schedule, Logistics, and Process

- A. Formal recruitment shall begin on August 21, 2025 and last through bid day on September 7, 2025 for the fall semester at UMKC.
- B. Formal Recruitment shall consist of a Panhellenic Orientation program and three sets of events (divided into 3 days); the clustering system and mutual selection processes shall be used.
- C. All Formal Recruitment events will occur solely in the Student Union.
- D. A potential new member must attend the Panhellenic Orientation and all formal events to which they have been extended invitations, unless extenuating circumstances are involved. Any such circumstance must be approved by the Fraternity and Sorority Advisor.
- E. The Formal Recruitment structure shall be 3-3-2 (according to Release Figure Method).
- F. Chapters are responsible for adhering to all event start and end times set by the College Panhellenic Vice President of Recruitment Operations.
- G. No more than 2 (two) active chapter members may leave the chapter room at one time when leaving a recruitment event.
- H. The breakdown of the days for formal recruitment will be the following:
 1. Sisterhood Event: (Friday, September 5, 2025): PNMs will visit all chapters the first day.

- a) The length of these rounds will be 45 minutes.
 - b) The Sisterhood Event consists of a sisterhood video in addition to the prior arrangements for that event.
 - c) *Invitation list deadline: 5 am*
- 2. Philanthropy Event: (Saturday, September 6, 2025): PNMs will visit a maximum of three chapters.
 - a) The length of these rounds will be 60 minutes with a 70 minute lunch break.
 - b) The Philanthropy Event may consist of a philanthropy project or video in addition to the prior arrangements for that event.
 - c) All chapters will use the NPC financial transparency sheet. This sheet will be explained and filled out at an agreed-upon recruitment roundtable with the Vice President of Recruitment - Internal. The financial transparency sheet will be due at an agreed upon day/time to the Vice President of Recruitment - Internal. If a chapter does not turn in their sheet on time, the chapter will be fined \$10 per day, up to \$70. Panhellenic will publish the financial transparency sheets and community comparison sheet on June 1. They will also provide copies at PNM orientation nights and again for each chapter for the rounds on Saturday.
 - d) *Invitation list deadline: 5 am*
- 3. Preference Event: (Sunday, September 7, 2025): PNMs will visit a maximum of two chapters.
 - a) The length of these rounds will be 60 minutes.
 - b) Preference Event consist of a Preference Ceremony up to the chapter's discretion.
- I. The number of recruitment events will vary based on the number of potential new members registered and conflicts the PNMs have. This includes adding and removing parties if needed.

- J. Chapters that do not input lists into Campus Director on time will be subject to a fine at a rate of \$3 per minute (\$180 per hour) late to ensure recruitment lists are run by Collegiate Panhellenic Council in a timely manner.

K. Room Setup

1. A structure of “No Frills” Recruitment will be observed throughout Formal Membership Recruitment. “No Frills” Recruitment is defined in the NPC Manual of Information. To support “No Frills” Recruitment, chapters agree the emphasis of recruitment events should be in interactions between sorority members and prospective members rather than elaborate refreshments, entertainment, and decorations. Also, must follow the Student Union’s policies (no outside food, no candles, etc.).
2. “No Frills” means that your designated room in the Student Union must not contain excessive frills such as balloons, wall or ceiling decorations, and elaborate outdoor decorations (including chapter lawn letters). Keep decorations to a minimum and confined to the interior space used for recruitment rounds.
3. One tablecloth in addition to runners per table is permitted.
4. No larger than 1ft x 1ft x 1ft centerpiece per table allowed. No candles and no confetti. Room decorations must be available for the CPC Executive Board to approve.
5. Room checks will occur before the start of the first each round. CPC will provide a checklist that will be given to each recruitment team at the first recruitment roundtable. If anything in the chapter room doesn’t comply with the checklist they were given, the Vice President of Recruitment Operations will tell the chapter to remove the item.
6. All university policies must be abided by in the space, including no taping things on the wall and no outside food.

L. Video Requirements

1. Sisterhood Video Parameters:

- a) The length of the sisterhood video will be 5 - 7 minutes long.
- b) The video may display the chapters' sisterhood through philanthropy and other chapter events. The video can have interviews, testimonials, pictures, video footage, voiceovers, and music (no explicit language).
- c) At least half of the video should be chapter members talking about their experiences and the values of their organization.
- d) The video will be filmed and compiled by a member in the chapter— not a professional or alumnae. Footage can be used from previous years.
- e) The video will have no obvious explicit material including alcohol or other substances.
- f) The videos can have text and must have closed captions throughout (YouTube closed captions is fine as long as they are on when the video is played).
- g) If the video contains live footage, it must limit the appearance of men.
- h) The video can have, but is not limited to, actives and alumnae members of the chapter.
- i) The video will be played during Event 1 (Friday) of formal recruitment.
- j) Any footage recorded *solely* for the purpose of the sisterhood video, must not include any excessive props and costumes.
- k) There will be the following checkpoints and approval dates for the sisterhood video:
 - (1) April 1st: required checkpoint for outline/any footage submitted to VP of Recruitment Operations
 - (2) June 1st: first draft submitted to VP of Recruitment Operations

(3) June 8th: videos returned to chapters with changes needed

(4) July 1st: final video submitted to VP of Recruitment of Operations

(5) July 8th: final video approval or submitted back to the chapter with changes needed.

2. Philanthropy Video Parameters

- a) The video must be produced by the National Philanthropy Organization or National Sorority.
- b) If a chapter chooses to have a philanthropy video they must get it approved by the Vice President of Recruitment Operations prior to an agreed day/time. If a video is not submitted to the Vice President of Recruitment Operations on time, there will be a \$10 fine per day, up to \$70. If there is an unapproved video shown during the event, there will be a \$70 fine.

3. Preference Video Parameters

- a) If a chapter chooses to show a video during their preference round they must get it approved by the Vice President of Recruitment Operations prior to an agreed day/time. If a video is not submitted to the Vice President of Recruitment - Operations on time, there will be a \$10 fine per day, up to \$70. If there is an unapproved video shown during the event, there will be a \$70 fine.

- 4. If any video is not submitted to the Vice President of Recruitment Operations and it is shown during the round or if the video is not submitted on time, there will be a \$10 fine per day, up to \$70.

XIII. Bid Process

- A. Each chapter must input lists by 3 pm to Campus Director on bid day.
- B. Quota additions will occur immediately following bid matching. The unmatched potential new members who completed the primary

recruitment process and maximized their options throughout recruitment, are eligible to be matched to chapters that have already matched to quota. The potential new members must be listed on the chapter's bid list.

- C. Quota is not set until the final preference round has been completed and the bid matching results are factored into the equation. To optimize the number of potential new members matched and to achieve parity, quota is run at different numbers by the Fraternity and Sorority Advisor and RFM specialist within the projected quota range to determine a quota that is in the best interest of the community and maximizes the number of potential new members placed without jeopardizing the overall results.
- D. Snap bidding is allowed only for those chapters that did not match to quota in the bid-matching process. Potential new members who participated in at least the first round of recruitment are eligible for snap bidding. Snap bids should be coordinated and extended through the College Panhellenic, prior to the distribution of bids and the start of Bid Day activities.

XIV. Alumnae Involvement

- A. There must always be at least one advisor present in the conference room at all times during the Formal Recruitment Weekend events held in the Student Union.

XV. Statement of Automatic Total Reset

- A. In the academic term that primary recruitment is held, total will be set by the NPC total specialist after bid matching but before bid distribution. In the academic term(s) in which primary recruitment does not take place, total will be determined and set within the first 24 hours of the start of the academic term and cannot be set to less than 95% of the total that resulted from the automatic adjustment in the most recent academic term in which primary recruitment was held.

XVI. Continuous Open Bidding (COB)

- A. The purpose of Continuous Open Bidding is to enable those chapters that did not pledge to quota or pledged quota but did not reach total, to pledge

additional new members immediately following the primary membership recruitment period or after total readjustment in the spring semester. The intent of COB is to provide maximum opportunities for membership to the greatest number of chapters possible. The College Panhellenic, therefore, will not place restrictions on the COB process, which may include (but is not limited to) designated COB dates, schedules, and bid distribution. Eligibility for COB will be determined based on the current roster held in Fraternity and Sorority Affairs. It is the responsibility of the member chapters to complete all necessary paperwork to ensure an up-to-date roster is being utilized.

1. Every day roster paperwork is late, there will be a fine of \$10 per day it is late, up to \$70.
2. Organizations must meet with FSA to discuss their membership recruitment guide prior to beginning their COB activities and processes.
3. COB may not begin in the academic term in which primary recruitment is not held until total is determined and announced.
4. Potential New Members interested in COB Recruitment will be directed to the COB Recruitment Interest forms linked in the Panhellenic Instagram bio or on the Panhellenic website.

XVII. Peer Accountability Process, Fineable Violations & Fines Assessed

- A. Any violation of the aforementioned recruitment rules, the PNM Bill of Rights, or the Code of Ethics will be subject to the Panhellenic Judicial Process, as described in Article XII of the University of Missouri - Kansas City Collegiate Panhellenic Council Bylaws. Any breaking of the Recruitment Rules, provided with physical evidence (photos, witness, etc.) will set the peer accountability process in motion by the filing of a violation report form for an alleged infraction under the discretion of the UMKC Collegiate Panhellenic Council.
- B. Any items regarding the formal recruitment or continuous open bidding process that have a deadline given by the Vice President of Recruitment

Operations And/or the Fraternity and Sorority Advisor must be turned in prior to the deadline. If the items are turned in late, the chapter will be fined \$10 per day, up to \$70.

Violation	When Applicable	Amount	Assessed
Late financial transparency sheet with no prior notice	1 day following due date	\$10 (up to \$70)	Each day late
Late video submission with no prior notice	1 day following due date	\$10 (up to \$70)	Each day late
Unapproved video shown during any event	Day of violation	\$70	Each occurrence
Late submission of lists to Campus Director	Day of violation	\$3 per minute, \$180 per hour	Compounding
Late roster paperwork with no prior notice	1 day following due date	\$10 (up to \$70)	Each day late