

The University of Northern Iowa College Panhellenic Association Recruitment Rules

I. Adherence to NPC Unanimous Agreements and Policies Regarding Recruitment

All NPC member organizations at The University of Northern Iowa adhere to NPC Unanimous Agreements and policies. All organizations will follow these valued and non-negotiable policies during the recruitment process.

II. Promotion of the Sorority Experience

College and Alumnae Panhellenic rules must not infringe on the rights of NPC member organization chapters in how they communicate, contact and promote the overall sorority experience and membership opportunities to potential new members. All sorority promotions should be positive and in the spirit of Panhellenic unity through all forms of communication (e.g., print, digital, in-person).

Promoting the sorority experience does not mean creating an unfair advantage for a particular chapter. It means being friendly and responding to questions potential new members might ask of Panhellenic members. It means 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, or be penalized for talking about their membership.

III. Values-Based Recruitment

All NPC member organizations represented at The University of Northern Iowa will engage in the following practices that align with the Values-Based Recruitment Policy during membership recruitment:

- Focus on conversations between chapter members and potential new members about organizational values and member organizations.
- Establish guidelines for membership recruitment budgets and set a cap on membership recruitment expenses, including the value of all donated goods and services.
- Keep decorations to a minimum and confined to the interior space used for recruitment rounds.

- Eliminate the required purchasing of recruitment event attire for chapter members.
 - This does not include requiring a type of clothing, such as unity shirts, a color, or type of clothing. This does however eliminate the requirement of anything that could potentially provide a financial barrier to members, as well as specific types of clothing, ie. Everyone wears the same outfit in the same style and color or else they receive a fine.
- Eliminate gifts, favors, letters, and notes for potential new members.
 - Financial sheets do not classify as gifts, PNMs are able to take them when they leave a Primary Recruitment Event
- Eliminate all forms of bid promising, oral or written, to join a certain sorority before bids are distributed by Panhellenic.
- Eliminate extraneous and costly performances. This includes but is not limited to, recruitment skits, and door stacks.
 - Extraneous is defined but not limited to, anything that takes away from the focus of sharing information about the membership experience, getting to know potential new members, or building genuine connections. Anything not concentrated on those things, such as practicing, rehearsing, and organizing a moment of song, dance, or musical instrument, should be reconsidered. This further extends to anything that would prevent potential new members from entering or leaving chapter grounds during chapter-hosted events.

IV. Membership Recruitment Acceptance Binding Agreement (MRABA)

The College Panhellenic Association 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.

V. Strict Silence

Strict silence will begin from the end of each chapter's preference round and last until the end of bid distribution during the primary recruitment period only. 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, nonverbal, written, printed, text message, and electronic communication and/or communication through a third party about the recruitment process, or any other form of indirect contact, including but not limited to following, liking, or requesting a PNM's accounts.

VI. Primary Recruitment Logistics

1. The Primary Recruitment is scheduled for a fully in-person partially structured recruitment as follows:
 - Monday, August 25th, 2025 - PNM Orientation
 - Tuesday, August 26th, 2025 - Panhellenic-hosted Event
 - Wednesday, August 27th, 2025 - Panhellenic-hosted Event
 - Thursday, August 28th, 2025 - Panhellenic-hosted Event
 - Friday, August 29th, 2025 - No Event
 - Saturday, August 30th, 2025 - No Event
 - Sunday, August 31st, 2025 - No Event
 - Monday, September 1st, 2025 - No Event
 - Tuesday, September 2nd, 2025 - 2-hour Chapter-hosted Event from 4:00-8:00 pm for the following chapters:
 - Alpha Sigma Tau - 4:00-6:00 pm
 - Alpha Delta Pi - 5:00-7:00 pm
 - Gamma Phi Beta - 6:00-8:00 pm
 - Wednesday, September 3rd, 2025 - 2-hour Chapter-hosted Event from 4:00-8:00 pm for the following chapters:
 - Alpha Xi Delta - 4:00-6:00 pm
 - Alpha Phi - 5:00-7:00 pm
 - Thursday, September 4th, 2025 - 2-hour Chapter-hosted Event from 4:00-8:00 pm for the following chapters:
 - Alpha Sigma Tau - 5:00-7:00 pm
 - Gamma Phi Beta - 6:00-8:00 pm
 - Friday, September 5th, 2025 - 2-hour Chapter-hosted Event from 4:00-8:00 pm for the following chapters:
 - Alpha Phi - 4:00-6:00 pm
 - Alpha Xi Delta - 5:00-7:00 pm
 - Alpha Delta Pi - 6:00-8:00 pm

- Preference Round list deadline: Friday, September 5th, 2025 at 11:59 pm
 - Saturday, September 6th, 2025 - Preference Round
 - Bid list deadline: Saturday, September 6th, 2025 at 7:00 pm
 - Sunday, September 7th, 2025 - Bid Day
 - Bid Distribution: 10:30 AM
2. Recruitment Guides will be responsible for escorting potential new members to and from during Chapter-hosted Events and Preference Round.
 3. If the Recruitment Guides are late with the potential new members to the event in which they are late, it will be added to the allotted event time.
 4. There will be a \$15 recruitment fee to be paid before the potential new member attends the preference round on Saturday, September 7th, 2025.
 5. Name tags will be provided for potential new members and current chapter members by the Panhellenic Recruitment Team and are to be worn at all times throughout all Primary Recruitment events.
 6. Chapters must have an in-person recruitment plan and/or alternative plan that is inclusive of both physical and sensory limitations a potential new member may have.
 7. For all events taking place outdoors, chapters must be prepared for any type of weather and have an alternative plan for rain, strong winds, or excessive heat. The council will be observing the weather and communicating with chapters on when outside events will be canceled.
 8. PNMs must meet with each chapter for a minimum of 15 minutes to be eligible for preference. This may be at a Panhellenic-hosted or chapter-hosted event, or an individual meeting if deemed necessary.
 - a. A member of the recruitment team from the respective host must oversee a check-in and check-out table to ensure attendance.

VII. Recruitment Guides

Recruitment Guides will remain affiliated throughout their entire term as a Recruitment Guide. While affiliated, Recruitment Guides are expected to promote the entire sorority experience keeping positive panhellenic contact as a priority.

To ensure an unbiased recruitment process for PNMs, affiliated recruitment guides are expected to:

- Keep positive Panhellenic contact in mind when participating in on-campus organizations outside of the FSL community.
- Promote the sorority experience as a whole, not specific chapters.
- When promoting the sorority experience online, repost *all* chapters' content.
- While in chapter facilities, no discussion regarding PNMs or recruitment logistics with chapter members will be permitted.
- Chapter letters or symbols can be worn at all times other than recruitment week and pre-recruitment events to avoid bias. This does include clothing and jewelry but does not include laptop/water bottle stickers.

In all cases, each recruitment guide should continue to execute her role with a Panhellenic mindset to carry out her duties. Recruitment guides will be educated and appropriately trained by the College Panhellenic. All expectations listed in the affiliation rules and recruitment guide code of ethics should be applied.

VIII. Recruitment Finances

The Panhellenic Recruitment Team has established guidelines to form the recruitment budget, however, Chapter Recruitment Teams are responsible for creating their own budget following the guidelines below. Recruitment expenses include the values of all donated goods but exclude the cost of furniture rental.

- a. These budget guidelines will be equal for all chapters participating in recruitment.
- b. Each chapter's primary recruitment budget will be set at and may not exceed \$700.
- c. Any chapter that exceeds this budget will face the associated penalty outlined in Article XIV of the recruitment rules.
- d. The recruitment budget from each chapter is due by Monday, May 19th, 2025 at 9:00 am.
- e. Itemized lists of items purchased or donated must be submitted to the Panhellenic Recruitment Team within seven (7) days of the conclusion of Primary Recruitment (September 14th, 2025) via email.

IX. Continuous Open Bidding (COB)

Continuous Open Bidding can be conducted during the academic year, specifically during the primary and non-primary recruitment terms when:

- A chapter has not matched quota during primary recruitment. The chapter can COB until quota is achieved.
- A chapter is below the established total at any point in the term.

Primary recruitment term: COB begins once total is set.

Non-primary term: COB begins once total is set within 24 hours of the first day of the non-primary term.

Panhellenic can support the COB of all chapters with marketing and promotion.

Continuous Open Bidding may not replace primary recruitment and can not have any restrictions on dates, schedules, or bid distribution.

X. Alumnae Involvement

Chapters may have alumni members return for the Primary Recruitment period. However, the following restrictions will apply:

- a. Each chapter must submit a list of names that includes all returning alumni to the Recruitment Team by Thursday, July 31st, 2025 at 5:00 pm.
- b. Any alumnae, including returning members, and regional, or national consultants must be identified by a nametag. Alumni are allowed on the chapter facilities during Primary Recruitment but should be reserved as a behind-the-scenes role to assist and/or donate and never actively participate in the recruitment process. Their involvement should be kept as minimal as possible. This includes but is not limited to, any social media, conversations, or face-to-face interaction.

XI. Social Media

1. Any conversations through social media that pressure a potential new member, imply she would receive a bid (bid promising), or encourage her not to keep an open mind through the recruitment process are not allowed.
2. Chapter social media should be used to build an inclusive community. Social media posts and hashtags that promote exclusivity are not allowed.
 - a. Examples of an *inclusive* post include but are not limited to #sororitylife, #sororitiesUNite, #sisterhood, #UNIFSL, #panhellenicpanthers, #UNIBelong, #whyfsl, “go*insertsororityname*” as well as other posts/hashtags promoting recruitment and recruitment themes, philanthropy,
 - b. Examples of social media that promote *exclusivity* include, but are not limited to #wearethebest, #dontgoAlphaAlpha, #wearesuperior

- c. The Panhellenic Recruitment Team reserves the right to monitor social media pages
3. Chapter Recruitment Videos: This should center around values-based recruitment. Videos should promote our Panhellenic Four Pillars of scholarship, service, leadership, and sisterhood.

XII. Automatic Reset of Total

Total is the allowable chapter size as determined by an NPC Total Setting Specialist and includes both new members and initiated members.

The total is evaluated every term. In the academic term that Primary Recruitment is held, the total is determined and announced following bid matching, and before the start of bid distribution. In the academic term(s) in which Primary Recruitment does not take place, the revised total must be determined and then announced within 24 hours of the start of an academic term. For Fall Primary Recruitment campuses, the total cannot be set to less than 95% of the total that resulted from the adjustment in the most recent academic term in which Primary Recruitment was held.

The total will be reset from the NPC Total Setting Specialist and Fraternity and Sorority Life Coordinator, by using one of the approved total setting methods from NPC in consultation with the FSA.

XIII. Infractions and Rules for All Formats

1. Chapters are encouraged to resolve alleged infractions through informal discussions with the involved parties. Should the informal discussions be unsuccessful, the peer accountability process will be set in motion by the filing of a report of an alleged violation.
2. All infractions must be filed in writing with the Panhellenic President within a timely manner but no more than thirty (30) calendar days after the alleged infraction occurred.
3. Written complaint forms can be obtained from the Panhellenic President, FSL Advisor or found on the UNI FSL website.
4. Only the members of the Peer Accountability Board and the Panhellenic Recruitment Team shall see recruitment violation forms. After submission of a Violation Report, the Peer Accountability Board and Panhellenic Recruitment Team will determine the appropriate fine for each incident.
5. Detailed instructions concerning accountability matters will comply with the College Panhellenic Peer Accountability Board policies set forth by the National Panhellenic Conference.
6. No direct or oral bidding is permitted. Oral bidding is defined as the intentional or unintentional actions that lead a potential new member to perceive she will be receiving

a bid for a particular chapter. Examples prohibited may include, but are not limited to: statements to a potential new member, such as “we want you here;” and departing phrases, such as “see you tomorrow.”

7. Men are not to have any part in the Primary Recruitment process. Men are not to be on sorority property from 12:00 am August 25th 2025 - September 7th at 11:59 pm, 2025. Any exceptions to this should be brought to the attention of the Panhellenic Recruitment Team in advance.

8. No sorority member may attend a fraternity event or be on fraternity property for any reason during the period of 8:00 am on Monday, August 25th 2025 - 8:00 am on Monday, September 8th, 2025. Any exceptions to this should be brought to the attention of the Panhellenic Recruitment Team in advance.

9. No alcoholic beverages may be served at any recruitment events or Bid Day.

10. No woman from the Panhellenic community is allowed in any establishment whose *main source of revenue* is alcohol (i.e. Social House, The Octopus, The Stuffed Olive, Sharkys, etc.) past 8:00 am on Sunday, August 24th, 2025 - 8:00 am on Monday, September 8th, 2025. The Recruitment Team also requires a list of members from each chapter who will be working at any of these establishments during the restricted period. The list will be submitted via email to the Panhellenic Co-Vice Presidents of Recruitment by Sunday, July 27th, 2025 at 5:00 pm.

11. No woman of the Panhellenic community may consume alcohol from 8:00 am on Sunday, August 24th, 2025 - 8:00 am Monday, September 8th, 2025.

12. Any time-related infraction will result in automatic fines as outlined in Article XIV of the recruitment rules.

XIV. Fines and Penalties

Violation	When Applicable	Fine/Penalty	Assessed
Exceeding Budget	When a chapter exceeds the use of \$700 at any point for primary recruitment	\$1-\$25: One Type A event in Fall 2025 and Spring 2026 \$26-\$80: One Type A event in the 2025-2026 school year \$81+: No Type A event in the 2025-2026 school	After primary recruitment is finished and the itemized list of items purchased and donated has been properly submitted no more than seven (7) days after bid distribution

		year	
Time Infraction	When a chapter exceeds the allotted total time during primary recruitment; this includes late invite lists for preference round and PNM ranking for bid distribution	0 - 30 seconds: \$0 31 seconds - 2 minutes: \$10 The fine will compound an additional \$10 for every 2 minutes over	After the primary recruitment term has concluded for the year