

WIDENER UNIVERSITY  
**COLLEGE PANHELLENIC COUNCIL | RECRUITMENT STANDING RULES**

**ARTICLE I – STATEMENT OF POSITIVE PANHELLENIC CONTACT**

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We, the women of the College Panhellenic Council at Widener University, will promote Panhellenic-spirited contact with all potential new members throughout the year. Strict silence will begin at the beginning of MRABA signing and last until end of Bid Day ceremony. No sorority member, including alumnae and new members, may communicate or live with potential new members during this period. Strict silence is defined as verbal, nonverbal, written, and printed, text message and electronic communication or communicating through a third party. If potential new members live in a residence hall with sorority members, only casual greetings and contact are permitted.

**ARTICLE II – RECRUITMENT TEAM**

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**SECTION 1:** The recruitment team will consist of the College Panhellenic Council Executive Board, Recruitment Counselors, and the Director of Student Organizations.

**ARTICLE III – RECRUITMENT COUNSELORS**

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**SECTION 1: RECRUITMENT COUNSELOR QUALIFICATIONS**

- a. A woman must be a full-time undergraduate day student with at least 12 credits for the semester in which she will be applying and serving as a recruitment counselor.
- b. A woman must have at least a 2.5 cumulative GPA for the semester in which she will be applying and serving as a recruitment counselor.
- c. A woman may not be on an active academic or judicial probation period for the semester in which she will be applying and serving as a recruitment counselor.
- d. A woman must have participated in at least one formal spring recruitment as an initiated member of her chapter prior to applying.
- e. A woman must be an active member of her chapter for the semester in which she will be applying and serving as a recruitment counselor.
- f. A woman must be available and present at all recruitment events, including but not limited to Meet the Sororities, PNM Orientation, Recruitment Counselor Trainings, and Formal Recruitment Events.
- g. A woman must be able to temporarily disaffiliate from her organization at a set time prior to the beginning of the Spring semester until Bid Day reveal.

**SECTION 2: RECRUITMENT COUNSELOR DUTIES AND RESPONSIBILITIES**

- a. Recruitment Counselors must take attendance of their group at each event of each round and give a complete list to the council Director of Recruitment.
- b. Recruitment Counselors must ensure that their assigned PNM's attend all required recruitment round events.
- c. Recruitment Counselors must be prepared to call a PNM if she has received no invitations and be comfortable with explaining the snap bidding option.
- d. Recruitment Counselors must not reveal the affiliation of themselves or another recruitment team member.
- e. Recruitment Counselors must report all PNM or chapter recruitment rule violations; including but not limited to "bid promising", alcohol use, unethical behavior, and non-Panhellenic observations.
- f. Recruitment Counselors must adhere to "strict silence". Strict silence will begin at PNM MRABA signing and last until the bid day ceremony. No sorority member, including alumnae and new members, may communicate or live with potential new members during this period. Strict silence is defined as verbal, nonverbal, written, and printed, text message and electronic communication or communicating through a third party. If potential new members live in a residence hall with sorority members, only casual greetings and contact are permitted.
- g. Recruitment Counselors are responsible for the belongings of their PNM group members during events.
- h. Recruitment Counselors must report any late, early dismissals, or missing PNMs in their group immediately to the council Director of Recruitment.
- i. Recruitment Counselors must make all social media accounts private and not accept any new requests from non-affiliated women on any social media platform from the end of Fall term until after the Bid Day celebration.

- j. Recruitment Counselors must portray themselves in a professional manner if she chooses to partake in drinking activities if she is of legal age. Once formal recruitment weekend begins, no drinking in any public setting is allowed.

### **SECTION 3: RECRUITMENT COUNSELOR SELECTION PROCESS**

- a. Four to eight recruitment counselors will be selected based on the needs based data from the previous formal recruitment season.
- b. Recruitment Counselors will be selected in October or November of each academic year through an application, interview, and selection process. The Executive Team and Recruitment Committee will evaluate applications and interviews.
- c. In making these selections, the executive team and recruitment committee will recognize representation from all regular member fraternities.
- d. The Executive Team will verify eligibility, advertise the positions at least one month prior to the application deadline, and establish a timeline to conduct interviews. A majority vote of the Executive Team and Recruitment Committee, who are present at the recruitment counselor selection meeting, will select after discussion is held. The Director of Student Organizations will not submit a vote unless the selection committee is unable to break the tie. The process must be concluded at least 3 weeks prior to the final Fall examination period.
- e. In the event of a vacancy or resignation, the Executive Team will appoint an interim replacement with the assistance of the Advisor.

### **ARTICLE IV – CHAPTER POLICIES AND REQUIREMENTS**

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- a. All sorority members must adhere to the National Panhellenic Conference Recruitment Code of Ethics and Statement of Positive Panhellenic Contact.
- b. Chapters may not host any recruitment events outside of the designated formal recruitment rounds unless continuous open bidding has commenced and the organization has been approved by the Director of Student Organizations.
- c. Chapters must adhere to the “Chapter Guidelines for Membership Recruitment & New Member Education”.
- d. Chapters and chapter members must adhere to the National Panhellenic Conference Unanimous Agreement - section VI, subsection 2C; that prohibits the use of alcoholic beverages in membership recruitment and Bid Day activities.
- e. Chapters and chapter members must adhere to the National Panhellenic Conference Unanimous Agreement - section VI, subsection 2D; that prohibits the participation of men in membership recruitment and Bid Day activities.
- f. Chapters and chapter members must express Panhellenic spirit in all marketing and communications involving formal recruitment.
- g. Chapters and chapter members must adhere to the finalized event times and submission deadlines given or fines will automatically occur.
- h. Chapter members must not discuss a PNM’s priority choices with a PNM at any time during formal recruitment.
- i. Chapters and chapter members must respect and adhere to the requirements of the RFM specialist and the Office of Student Life staff.
- j. Chapters and chapter members must not reveal the affiliation of a Recruitment Counselor or any member of the recruitment team.
- k. Chapter members should not accept any new requests from non-affiliated women on any social media platform from the end of Fall term until after the Bid Day celebration.
- l. Chapter members must portray themselves in a professional manner if she chooses to partake in drinking activities if she is of legal age.
- m. There shall be no “bid-promising” by any chapter member.
- n. Chapter members must not discuss formal recruitment with a PNM unless they are a recruitment counselor or member of the council recruitment team. All conversations between PNM’s and affiliated women should be kept

brief and solely on the topics of schoolwork, shared employment, or a mutual living arrangement (this includes conversations on social media, through phone calls or texts, emails, etc.)

- o. All chapter members must act with integrity and ethics in their actions with PNM's and other affiliated women.
- p. Chapters and chapter members must report all PNM or chapter recruitment rule violations; including but not limited to "bid promising", alcohol use, unethical behavior, and non-Panhellenic observations.
- q. Chapter members must adhere to "strict silence". Strict silence begins at PNM MRABA signing and last until the bid day ceremony. No sorority member, including alumnae and new members, may communicate or live with potential new members during this period. Strict silence is defined as verbal, nonverbal, written, and printed, text message and electronic communication or communicating through a third party. If potential new members live in a residence hall with sorority members, only casual greetings and contact are permitted.
- r. Chapters are responsible for the behavior of their temporarily disassociated recruitment team members.
- s. Chapters must adhere to all additional policies and procedures outlined in the College Panhellenic Council constitution and bylaws.

## **ARTICLE V – POTENTIAL NEW MEMBERS**

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### **SECTION 1: POTENTIAL NEW MEMBER QUALIFICATIONS**

- a. A woman must be a full-time undergraduate day student with at least 12 credits.
- b. A woman must have at least a 2.5 cumulative GPA for the current semester of which she is requesting membership into a fraternal organization to participate in the membership recruitment and bidding process.
- c. A woman must complete the recruitment registration process and an Affiliation Education online video session during the semester in which she is interested in joining an organization. She must receive at least a 90% on the affiliation education online quiz after viewing the video. Registration and Affiliation Education for College Panhellenic Council recruitment closes by a specific deadline in the Spring for formal recruitment.
- d. A woman may not be on an active academic or judicial probation period. All academic or judicial probation periods must be concluded by the start of the semester in which she is interested in joining an organization.
- e. A woman may not have been initiated into another Inter/Nationally recognized general-fraternal organization on any campus.
- f. A woman must not have declined a bid during formal recruitment the semester prior, after signing the Membership Recruitment Acceptance Binding Agreement (MRABA).
- g. A woman must attend all required events as outlined by the Recruitment Team during the formal recruitment process including but not limited to PNM Orientation.

### **SECTION 2: POTENTIAL NEW MEMBER POLICIES AND PROCEDURES**

- a. A PNM must check-in officially for each event of each round of formal recruitment with the recruitment team, including PNM Orientation.
- b. A PNM must attend PNM Orientation for the duration of the event.
- c. A PNM must attend the Friday round of formal recruitment for the duration of the event.
- d. A PNM should attend all rounds of formal recruitment, but may miss only the Saturday or Sunday round.
- e. A PNM must report all absences, late arrivals, or early dismissals to their Recruitment Counselor and the Council Director of Recruitment at least 24 hours in advance via email.
- f. A PNM may not have their cellular device with them during chapter events, and must leave their device with their recruitment counselor or a recruitment team member.
- g. A PNM must attend all events in which they were invited.
- h. A PNM must make their priority selections by the deadlines given.
- i. A PNM must come to bid signing from 12-3 on the Monday of bid day.
- j. A PNM must not discuss their priority choices with another PNM or affiliated sorority woman at any time during formal recruitment.
- k. If a PNM knows the affiliation of a Recruitment Counselor or member of the council recruitment team, she is to keep this knowledge private and not share it with any other PNM.
- l. PNM's should not create any new requests to any affiliated women on any social media platform until after the Bid Day celebration, unless a close friendship was created prior to formal recruitment.
- m. A PNM should not discuss formal recruitment with an affiliated woman unless they are a recruitment counselor or member of the council recruitment team. All conversations between PNM's and affiliated women should be kept

brief and solely on the topics of schoolwork, shared employment, or a mutual living arrangement (this includes conversations on social media, through phone calls or texts, emails, etc.)

- n. A PNM must respect members of the council recruitment team and the Panhellenic community at all times, in addition; a PNM should act with integrity and ethics in her actions with other PNM's and Widener community members.
- o. A PNM should report all PNM or chapter recruitment rule violations; including but not limited to "bid promising", alcohol use, unethical behavior, and non-Panhellenic observations.
- p. A PNM should understand "strict silence". Strict silence will begin at PNM MRABA signing and last until the bid day ceremony. No sorority member, including alumnae and new members, may communicate or live with potential new members during this period. Strict silence is defined as verbal, nonverbal, written, and printed, text message and electronic communication or communicating through a third party. If potential new members live in a residence hall with sorority members, only casual greetings and contact are permitted.
- q. A PNM must understand and abide to the MRABA (Membership Recruitment Acceptance Binding Agreement).

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## REVISION HISTORY

Revised: November 15, 2017

Revised: July 26, 2018

Revised: November 15, 2018