**RECRUITMENT RULES OF AUSTIN PEAY STATE UNIVERSITY**

 **COLLEGE PANHELLENIC ASSOCIATION**

*The APSU Panhellenic Recruitment Code of Ethics was developed primarily to ensure that Potential New Members (PNMs) will be able to see the true ideals of each sorority. These ideals can be portrayed best by each sorority woman when she is sincere with the limits set by the College Panhellenic. Sorority members should realize that they are not only representatives of their own sorority, but of the entire Greek system and Austin Peay State University, as well.*

**I.** Statement of Positive Panhellenic Contact

*NOTE: All College Panhellenics should promote and encourage personal and informative panhellenic-spirited contact with potential new members at all times, year round. Strict silence is intended for a short period — not more than 24 hours — from signing the membership recruitment acceptance binding agreement (MRABA) until bid distribution. Additional silence rules are not desirable, because they can suppress participation in recruitment and stunt growth in your Panhellenic community. Panhellenics are encouraged to eliminate all silence and no-contact statements from their recruitment rules, except for the strict silence required during the short time period between preference events and bid distribution. All member organizations are expected to display ethical behavior at all times. Ethical behavior means adhering to local Panhellenic rules as well as NPC policies. It means holding yourself and others accountable to make good choices in your actions. Ethical conduct promotes parity for all member organizations through fair play.*

We, the women of Austin Peay State University, will promote panhellenic-spirited contact with all potential new members throughout the year. Strict silence will begin at [time of MRABA signing] and last until bid distribution [time of Bid Day]. 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, 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.

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

All NPC member organizations represented at Austin Peay State University believe in strictly adhering to NPC Unanimous Agreements and policies. All organizations will follow these valued and non-negotiable policies during the recruitment process.

**III.** Statement of Values-Based Recruitment

*NOTE: The purpose of values-based recruitment is to focus on meaningful conversations with potential new members and recruiting/pledging women who will have a positive impact on chapters and the Panhellenic community. NPC has a policy on values-based recruitment and encourages Panhellenics to incorporate this concept into all recruitment styles. Nonessential features should be removed from the process, and the focus of membership recruitment should be on the values, benefits and obligations of membership for each organization.*

All NPC member organizations represented at Austin Peay State University will promote the following practices during membership recruitment:

1. Engage in values-based conversations.
2. Choose recruitment activities and behaviors that reflect the core values of our organizations.
3. Make informed choices, based on shared values, about potential new members.
4. Educate potential new members about the values, benefits and obligations of sorority membership.

In accordance with NPC policy, Austin Peay State University recruitment events do not include skits, elaborate decorations and costumes.

**IV.** Statement of Membership Recruitment Acceptance Binding Agreement (MRABA)

*NOTE: NPC member organizations want every potential new member to be informed about her options for joining a sorority. To be certain that each woman has this information, Panhellenics must use the MRABA script immediately prior to a potential new member’s signing the MRABA.*

The Austin Peay State University Panhellenic 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.** Statement of Automatic Reset of Total

Total is the allowable chapter size as determined by the College Panhellenic.

To allow chapters to achieve parity as quickly as possible, total will be automatically adjusted: every regular academic term. This is to be done no later than 72 hours following bid distribution in the academic term that primary recruitment is held and within one week (no more than seven days) from the start of the academic term in which primary recruitment is not held. Total will be determined by median chapter size (MCS).

* **Please Note:** Here is an example of how this applies to MCS: Set total based on the size of the fourth-largest chapter in a community of seven NPC organizations.

Date adopted: March 2019