

Fall 2020: Recruitment Update

BACKGROUND

Phi Sigma Sigma recognizes recruitment as we know it will look different this upcoming academic year. The National Panhellenic Conference (NPC) created a Recruitment Contingencies Task Force to address recruitment modifications and published their recommendations in a report.

Phi Sigma Sigma supports the guidance offered in the report. You have the opportunity to reshape and re-approach how we bring new members into our chapters like never before.

There are many details to work out in the months ahead. This is a time to exercise patience, understanding and innovation. We are counting on our chapters to take bold steps forward to ensure our perpetuity.

Phi Sigma Sigma will continue to provide resources and assistance as you navigate these changes.

WHAT YOU NEED TO KNOW NOW

Total: On all campuses, fall 2020 total (allowable chapter size) will be set to the same number as fall 2019 total unless there is a higher total option for fall 2020. This will result in opportunities for chapters to aggressively COB to fill the expected vacancies made by sisters that don't enroll for fall 2020. Chapters are expected to pursue COB opportunities and distribute bids throughout the fall term.

Contact with PNMs: Phi Sigma Sigma supports college Panhellenics eliminating social media and contact restrictions with potential new members. When/if your college Panhellenic proposes these changes to your current recruitment rules, you should be voting to remove contract restrictions*. Training on how to have regular contact with PNMs and share our Phi Sigma Sigma story will be provided to all members. If your college Panhellenic leaves the restrictions in place, you are expected to observe all current policies.

Criteria for Membership: Phi Sigma Sigma supports the removal of barriers to membership in the areas outlined below. If your campus or college panhellenic maintains a higher restriction than Phi Sigma Sigma you are required to comply. If changes are proposed to a college panhellenic restriction in one of these areas, you are to vote in favor of removal*.

- Grade requirements: the 2.5 GPA requirement required in the Fraternity Constitution, only applies to a PNMs college GPA. Chapters are not expected to validate PNM high school academic performance. If they were admitted to the institution, they are eligible for membership.
- Credit hour requirement: Phi Sigma Sigma does not maintain a minimum enrollment for potential new members or active members.
- Membership selection criteria: Phi Sigma Sigma does not require a potential new member to meet a minimum number of sisters or attend a minimum number of events (virtual/in-person) before being offered a bid.
- Legacy preferences or policies: the extension of special consideration given to legacies during this time may be observed in pre-round PNM review.

Financial Transparency: The fees associated with joining Phi Sigma Sigma will be restructured for fall 2020 to spread out the financial obligation over a longer period of time. Chapter dues for new members will be adjusted in relation to the format of course delivery on each campus. *HQ will provide you with finalized payment structures throughout the summer – please contact your CSM if there is a campus deadline for this information.*

Fall 2020: Recruitment Update

Recruitment Format & Schedule: Included in the report are five recruitment formats provided by NPC for consideration for Fall 2020**:

- Fully Structured Recruitment Hosted Virtually
- Fully Structured Recruitment Hosted with Social Distancing Guidelines in Place
- Partially Structured Recruitment Hosted Virtually
- Partially Structured Recruitment Hosted with Social Distancing Guidelines in Place
- Continuous Recruitment

*** recruitments scheduled for spring 2021 are not effected and should not adopt any of the proposed formats for spring. Conversations will continue in October 2020 regarding spring recruitment.*

College Panhellenics are encouraged to thoughtfully consider and prescribe a format that is realistic. Where possible, we encourage communities to determine a format as early as possible so chapters can prepare members and PNMs accordingly. Contingencies should be discussed if circumstances change that would prohibit the use of the chosen format.

At this time, we **DO NOT** support deferring recruitment to spring 2021. We **DO NOT** support delaying recruitment into the later months of fall 2020. If either format is proposed or discussed by your community, email recruitment@phisigmasigma.org.

Revisions & Changes to Recruitment Rules: The college Panhellenic will spend the coming weeks consulting with their designated Recruitment Response Team whose goal is to assist in implementing recruitment and format changes. This team will propose changes that may require a vote of the panhellenic delegates.

*Proposed changes require review and approval of HQ staff prior to the vote. Proposed changes are not up for vote among chapter members. The MRC may consult with members of the executive board for feedback if needed.

Failure to consult with HQ regarding proposed college Panhellenic changes may result in violations of the Membership Recruitment Policy.

WHAT HAPPENS NEXT?

- Forward all information and communication received regarding fall 2020 recruitment format, schedule and rules to recruitment@phisigmasigma.org and wait for further instruction. [Archon, Panhellenic Delegate & MRC]
- Confirm your college Panhellenic is working with the Recruitment Response Team to make a decision on the recruitment format. [Panhellenic Delegate]
- Review your current recruitment rules to identify necessary changes outlined by NPC's report. Votes to change recruitment rules occur only if a current rule stands that conflicts with the recommendations. [Panhellenic Delegate & MRC]
- Discontinue communication with chapter members and vendors about summer or fall recruitment plans until a final format is determined. This includes retreats, spirit/polish weeks, etc. [MRC]
- Utilize social media to cultivate and maintain relationships with potential new members. Strategize with any relevant chapter chairman. [MRC]
- Plan to participate in the virtual MRC Institute, dates TBD. [MRC]



Recruitment Contingencies Task Force Report for College Panhellenics

.....

May 11, 2020



3901 W. 86th Street, Suite 398
Indianapolis, IN 46268
317-872-3185 | NPCwomen.org

Table of Contents

Executive Summary	3
Key Priorities.....	3
College Panhellenic Action Items Related to Key Priorities	4
Appendices	7
Unanimous Agreement, Policy and Best Practice Changes.....	7
Unanimous Agreement III. The Panhellenic Compact	7
Unanimous Agreement VI. College Panhellenic Association Agreement.....	7
Financial Transparency (1963, 2017, 2018, 2020) – POLICY.....	8
Options in Determining Total (2009, 2015, 2019) – POLICY.....	8
Summer Recruitment (1995, 2020) – POLICY	9
Promotion of the Sorority Experience (2020) – POLICY	9
Continuous Open Bidding (2017, 2020) – BEST PRACTICE	9
Recruitment Contingency Scenarios for College Panhellenics	11
Sample Schedules.....	12
A Fully Structured Recruitment (FSR) Hosted Virtually	12
A Fully Structured Recruitment (FSR) Hosted With Social Distancing Guidelines in Place (A Hybrid Model of Virtual and In-Person)	14
A Partially Structured Recruitment (PSR) Hosted Virtually.....	16
A Partially Structured Recruitment (PSR) Hosted With Social Distancing Guidelines in Place	17
A Continuous Recruitment Hosted Virtually or in a Hybrid Model With Social Distancing Guidelines in Place	18
Task Force Members.....	19

Recruitment Contingencies Task Force Report

May 11, 2020

Respectfully submitted by:
Frances Mitchelson, Chairman
Recruitment Contingencies Task Force

Executive Summary

NPC member organizations, College Panhellenics and collegiate and alumnae members must acknowledge as quickly as possible that physical distancing will require us to recruit new members differently for fall 2020 and beyond, including by virtual means. The Conference must immediately lay the groundwork to lead and to enable these efforts to succeed, trumpeting to an unprecedented degree the shared message that **sororities are an essential part of the college experience—regardless of how that experience is delivered**—and removing barriers to recruiting and joining.

Key Priorities

Adapt and Change to Survive:

Create certainty, eliminate barriers and communicate our value so our collegiate members can continue to recruit women to sorority while physically distant, ensuring that we survive and thrive through this moment. This will involve legislative changes to policies and best practices by NPC, and adjustments to recruitment schedules and rules by College Panhellenics. Inter/national organizations should consider flexibility in internal policies that impede adaptability in this moment, for both members and chapters.

Marketing the Sorority Experience:

Showcase the value of the sorority experience in a proactive and immediate manner, not just while physically together on campus but while socially distant and attending college virtually. To do so, the National Panhellenic Conference, all member organizations and all College Panhellenic communities and chapters must work collectively and aggressively toward promoting the sorority experience at this time of physical distancing.

Growth in Membership:

Allow potential new members to join a sorority as soon as possible following parameters set by NPC and create maximum opportunities for growth in members through use of quota and total. Parity in size and outcomes may not be achievable in this moment, but we must strive to hold one another up and protect the sorority community. NPC must provide a greater level of recruitment support to College Panhellenics as they navigate the recruitment process.

College Panhellenic Action Items Related to Key Priorities

Adapt and Change to Survive Action Items for College Panhellenics:

NOW:

- Enact legislation changes: NPC passed legislation on May 7, 2020, to amend various Unanimous Agreements, Policies and Best Practices to support various recruitment contingencies. The following legislation was passed:
 - **Amendment to Options in Determining Total POLICY:** Proposal to set fall 2020 total to the same number as fall 2019 unless a higher total is option for fall 2020.
 - **Amendment to Unanimous Agreement III. The Panhellenic Compact:** Proposal to allow extending bids in summer/fall 2020 to women on campuses using a virtual continuous recruitment.
 - **Amendment to Unanimous Agreement VI. College Panhellenic Association Agreement:** Proposal to clarify when continuous open bidding (COB) begins and ends during structured recruitments, including virtual continuous recruitment and delayed/deferred recruitments.
 - **Summer Recruitment POLICY:** Proposal to clarify information from cooperative Alumnae and College Panhellenic events regarding recruitment.
 - **Promotion of the Sorority Experience POLICY (new):** Proposal to increase communication to promote the sorority experience.
 - **Continuous Open Bidding BEST PRACTICE:** Proposal to create clarification surrounding when chapters can COB to align with the changes to Unanimous Agreement VI.
- Use the decision map: College Panhellenics should use the Recruitment Decision-Making Map (linked below) to set the path forward for recruitment under the present “state of emergency.” The decision map provides a broad range of options to deal with the situation and will facilitate the College Panhellenic’s ability to expand access to the sorority experience, for freshmen or upperclass women, in this time when so much else is uncertain for them, in what might be considered “compassionate membership pathways.” (Resource: [Recruitment Decision-Making Map](#).) *Please note additional resources will be forthcoming in the map.*
- Participate in NPC’s upcoming [webinar about the recruitment contingency plans](#) on Thursday, May 14, at 4 p.m. Eastern.

SOON:

- Modify all communication guidelines between sororities and potential new members (PNMs) that are not in line with Positive Panhellenic Contact (2003) – Policy, especially those related to social media.
- Reduce potential new member recruitment registration fees and Panhellenic dues charged to chapters.

LATER:

- Set the College Panhellenic recruitment schedule, using one of the following recruitment schedule templates as a guide. (See [Appendix: Recruitment Contingency Scenarios for College Panhellenics](#).) Modify recruitment logistics as outlined in the recruitment contingency plans. *Please note additional resources and implementation plans will be coming soon.*
- Update recruitment rules based on new recruitment plans especially those surrounding contact with potential new members.
- Reduce the College Panhellenic budget and eliminate all unnecessary expenses at both the College Panhellenic- and chapter-level for recruitment, including but not limited to transportation, food/drink, decorations, event spaces and apparel.

Marketing the Sorority Experience Action Items for College Panhellenics:

NOW:

1. Eliminate social media and contact restrictions with a goal of proactive, positive Panhellenic contact by all community members.
 - a. Positive Panhellenic contact as outlined in the NPC Manual of Information should be followed.
 - b. The College Panhellenic alone cannot be the only entity marketing the sorority experience—individual members and chapters need to help engage with potential new members to reach the most people.
2. Schedule a meeting ASAP with campus administrators to discuss the partnership of working together to recruit students to commit to and return to the institution.
 - a. Use social media to reach students and parents. Reaching potential new members on social media is only as effective as the number of followers one has so partnering with the following groups will be key:
 - i. Admissions and the college/university: Seek ability to help promote the sorority experience including the continued, valuable sorority experience evident during spring 2020 in student and parents' Facebook groups for admitted/enrolled students.
 - ii. Member organization local chapter social media accounts.
 - iii. Individual members of the Panhellenic community.
 - iv. Local Alumnae Panhellenic networks.
 - v. Class of 2024 social media groups.
3. Develop a summer and fall marketing plan that focuses on showcasing the sorority experience (belonging, support, acclimation to college and friendship) during this time.
4. Open-up recruitment registration now to build excitement for the process whatever that might be on the campus. Getting potential new members to register now gives a pool of women interested in sorority and conversations can happen to keep them engaged.

SOON:

1. Update web pages and FAQ documents/videos to reflect changes and plans.
2. Provide consistent messaging and communication around recruitment options to the chapters, advisors and PNMs.
 - a. Focus on the positives of each and how a new member could benefit from each.
3. Revamp recruitment counselor training/role to reflect a shift to ambassadorship for the fraternal community as well as PNM support in a virtual recruitment.
4. Create fall marketing plan for deferred recruiting campuses.
5. Request student email addresses for incoming students to facilitate outreach. If campus refuses, prepare a plan for enhanced lead generation, working with member organizations and Alumnae Panhellenics.

LATER:

1. Send detailed communication with video or presentation about sorority recruitment and link to the Panhellenic recruitment website.
2. Update Financial Transparency templates that are given to PNMs to ensure accuracy.

Growth in Membership Action Items for College Panhellenics:

NOW:

- Communicate legislative updates for Unanimous Agreements, Policies or Best Practices to all chapters.

SOON:

- Share with all chapters the basic outline of the Panhellenic's anticipated recruitment plan that has been set in conjunction with the Recruitment Response Team and agreed upon by the campus administration as described below. The Recruitment Response Team is comprised of the NPC RFM specialist (lead), along with the NPC College Panhellenic area advisor, fraternity/sorority advisor and College Panhellenic officers (president and officer in charge of recruitment). The RFM senior specialist also could be engaged by the RFM Leadership Team as needed. For campuses that do not use RFM, NPC will assign a volunteer to take the lead and work with the area advisor.
 - For College Panhellenics hosting a fully structured recruitment (FSR) or partially structured recruitment (PSR) this fall, whether in-person or virtual:
 - Release Figure Methodology (RFM) will be used and the RFM specialist will recommend invite numbers and flex numbers.
 - Membership Recruitment Acceptance Binding Agreements (MRABAs) will be signed for all PNMs seeking placement.
 - Quota will be run as in years past and set within the quota range at the number that best maximizes placement of PNMs and the community.
 - Quota additions and snap bids will be placed per NPC policy.
 - Chapters will continue to have the right to recruit up to quota and/or maintain total, whichever is greater.
 - Chapters can begin continuous open bidding (COB) at the conclusion of bid distribution. College Panhellenics will not place restrictions on the timing of COB for chapters.
 - For College Panhellenics using a continuous recruitment approach, in-person or virtually:
 - Each chapter will be permitted to participate in COB and pledge up to and to maintain total.
 - PNMs will be required to complete a COB MRABA and submit to the fraternity/sorority life office within the usual required time period.
- Have a conversation with each chapter to begin confirming anticipated returning membership numbers for fall 2020.

LATER:

- Work directly with your assigned Recruitment Response Team to navigate contingencies and provide support to your College Panhellenic.
- Contact your campus' Panhellenic support specialist in the NPC office if your campus is without a fraternity/sorority advisor or an assigned campus-based professional to assist you with recruitment.

Appendices

Unanimous Agreement, Policy and Best Practice Changes

Please note, additional supplemental educational resources will be developed on these changes as necessary and published on the NPC website when finalized.

ABOUT NPC LEGISLATION

A delegate, Standing Committee, the NPC Board of Directors or NPC staff can propose an addition/change to the NPC Bylaws, a Unanimous Agreement or an NPC policy. The Council of Delegates has the authority to consider and adopt/reject these proposals.

Additions/changes to best practices are recommended by NPC committees and the NPC Board of Directors has the authority to consider and adopt/reject these proposals.

UNANIMOUS AGREEMENTS

Unanimous Agreement III. The Panhellenic Compact

3. An undergraduate woman may pledge an NPC sorority only during a regular academic term and not during any school recess or summer academic term except during a primary membership recruitment period and the ensuing continuous open bidding (COB) process when held immediately before an academic term.

For campuses where the College Panhellenic is only using a virtual continuous recruitment, a chapter may offer an invitation of membership (a bid) to a woman upon her completion of high school and when she is an undergraduate regularly matriculated at the institution.

Proviso: This amendment goes into effect July 1, 2020 and expires Dec. 31, 2020.

Rationale: If a campus determines the need to conduct virtual classes for all or part of the fall academic term, NPC member organizations should have the opportunity to offer membership at the earliest available time instead of waiting until the academic year begins as there is much uncertainty. This allows for chapters to add members to their organizations in a way that is adaptable to the many unknowns on campuses in fall 2020.

Unanimous Agreement VI. College Panhellenic Association Agreement

2. Establishment and Regulation of Membership Recruitment

B. Each NPC sorority chapter has the right to use continuous open bidding (COB) to reach quota or its total allowable chapter size during the regular school year as defined by the school calendar. **COB begins on Bid Day for chapters who did not achieve quota or as soon as the College Panhellenic has determined total.** To accommodate a newly establishing chapter or to allow a chapter to build its membership, the College Panhellenic Council may vote to suspend COB for a period not to exceed three weeks. The start and end dates for the COB moratorium must be set by a vote of the College Panhellenic, preferably during the academic term prior to implementing the moratorium. The College Panhellenic should consider the need for chapters not at quota or total to have up to one week to fill vacant spaces through COB before the moratorium begins.

If a College Panhellenic is utilizing a virtual continuous recruitment as its primary method of recruitment, a chapter may offer an invitation of membership (a bid) to a woman upon her completion of high school and when she is an undergraduate regularly matriculated at the institution. If the College Panhellenic delays primary recruitment (fully structured or partially structured) until later than Oct. 1, 2020 or defers primary recruitment until spring 2021,

chapters may begin continuous open bidding of all women starting on the first day of the originally scheduled primary recruitment to recruit up to total.

Proviso: The addition of the second paragraph goes into effect July 1, 2020 and expires Dec. 31, 2020.

Rationale: If a campus determines the need to conduct virtual classes for all or part of the fall academic term, NPC member organizations should have the opportunity to offer membership at the earliest available time instead of waiting until the academic year begins as there is much uncertainty. If a campus or College Panhellenic delays or defers primary recruitment, NPC believes that women who want to join the sorority community should be able to join at a time they choose. If students are back on campus and a primary recruitment goes on as scheduled, then COB would follow primary recruitment as long as it is prior to Oct. 1, 2020.

POLICIES

Financial Transparency (1963, 2017, 2018, 2020) – POLICY

~~The College Panhellenic will require~~ **All chapters will share detailed financial information (member dues, chapter fees and assessments, etc.) with potential new members prior to extending a bid. The College Panhellenic will specify the** ~~during a specified round of recruitment~~ **in which the financial information will be shared if fully structured recruitment is utilized.** Each chapter will share the financial information in a brief group presentation and individual conversations. ~~A potential new member may leave each chapter's event with a single sheet of paper containing the chapter's dues and fees information using the approved Panhellenic template. See the NPC website for implementation guidelines.~~

Rationale: The current policy did not account for the variety of recruitment styles College Panhellenics implement. Additionally, it is each chapter's responsibility to share the financial (and all other) commitments of membership with a potential new member before she is offered a bid and they should do so in a manner that is clear and transparent, which may differ depending on the situation.

Options in Determining Total (2009, 2015, 2019) – POLICY

College Panhellenics can use one of the following methods to determine total:

1. Average or median chapter size (whichever is larger).
2. Largest chapter size (recommended for College Panhellenics with five or fewer chapters).
3. Midpoint between median and largest chapter size (the third quartile).
4. For communities in contraction (i.e., falling open house pool, falling quota): largest chapter size plus 5- 10%.

Fall 2020 Total: All College Panhellenics must use the fall 2019 total for the fall 2020 total; unless the evaluation of total in fall 2020 results in a higher total than in fall 2019.

Proviso: This amendment will expire at the end of the fall 2020 academic term and the policy will revert to the original wording at that time.

Rationale: Due to COVID-19 and the impact it will have on college enrollments, anticipated recruitment numbers and many other factors on a campus, the use of a preset total from the previous academic year allows for the Panhellenic community to maintain stability while still providing for chapter growth. The Automatically Adjusting Total POLICY remains unchanged, and the College Panhellenic must adhere to the timeframes listed in the policy. *Spring 2021 total will be discussed by NPC in fall 2020 and other policy adjustments may be made at that time.*

Summer Recruitment (1995, 2020) – POLICY

Alumnae Panhellenics must follow the NPC and College Panhellenic rules regarding cooperative summer recruitment events. All joint sorority education programs or informational events for potential new members must promote the sorority experience.

Outreach and education materials to potential new members and caregivers should reflect the Positive Panhellenic Contact (2003) – POLICY and share accurate information about the current state of sorority on campuses.

Rationale: Alumnae Panhellenics are a critical source of information for college-bound women and their caregivers about the Panhellenic sorority experience. It is imperative that cooperative events of Alumnae and College Panhellenics share updated and accurate information with stakeholders to ensure that potential new members are comfortable forming and maintaining relationships with sorority women and learning more about the current sorority experience.

Promotion of the Sorority Experience (2020) – POLICY

All sorority women including collegians, alumnae, College Panhellenics, Alumnae Panhellenics, inter/national organizations and the National Panhellenic Conference should actively promote the overall sorority experience and membership opportunities in organizations. This should be done through all forms of communication (e.g., print, digital, in person) in the spirit of Panhellenic unity and desire to reach out to all women to share the opportunity for sorority membership. College and Alumnae Panhellenic rules should not infringe on the rights of individuals, chapters and/or organizations in the content or forms of communication to promote the sorority experience.

Rationale: We continue to need to attract potential new members through all means, especially when women's college enrollment will be lower and their uncertainty about their college future may be high. As a Panhellenic community and as individual organizations, we must communicate the value of the sorority experience as never before, specifically highlighting the continued relevance and power of sorority during this time of physical separation. Communication should address the specific challenges we are facing right now and counter any potential new member instincts to defer joining because they think "real sorority" can only happen on campus in person. This new policy allows for broad promotion of the sorority experience and gives all involved the right to market the experience to prospective members in the spirit of Panhellenic unity while still talking about inter/national organizations and chapters.

BEST PRACTICES

Continuous Open Bidding (2017, 2020) – BEST PRACTICE

COB is not intended to precede or take the place of the primary membership recruitment period, nor should there be a COB process prior to the start of fall primary membership recruitment. Likewise, no COB process should occur during the period at the start of the term in which primary recruitment does not take place while rosters are confirmed for the reset of total (not to exceed seven days). The purpose of COB 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. The intent of COB is to provide maximum opportunities for membership to the greatest number of chapters possible. On campuses with deferred (second term) membership recruitment, any COB prior to the scheduled membership recruitment period should be limited to upperclass and transfer women. Freshman women should not attend these recruitment functions. COB would not be open to freshmen until after the primary membership recruitment period, as provided for in Unanimous Agreement III. The Panhellenic Compact.

Exceptions to this COB best practice will be made in cases where the College Panhellenic determines that they will be delaying or deferring their primary recruitment process due to the COVID-19 pandemic. With this exception, chapters may use continuous open bidding to reach total allowable chapter size.

Proviso: This amendment goes into effect July 1, 2020 and expires Dec. 31, 2020.

Rationale: If a campus or College Panhellenic delays or defers primary recruitment from early fall, NPC believes that women who want to join the sorority community should be able to join at a time they choose.

Recruitment Contingency Scenarios for College Panhellenics

There are five different scenarios a College Panhellenic should consider as part of your recruitment contingency planning. For each scenario, an implementation plan (outside of what is shared on the following pages) is being developed.

A brief description of each scenario:

A fully structured recruitment (FSR) hosted virtually.

There are no in-person classes on campus or students are back with strict constraints on organized campus events. The College Panhellenic uses a fully structured recruitment, but all events are conducted virtually. The College Panhellenic coordinates the registration, schedule and Bid Day.

A fully structured recruitment (FSR) hosted with social distancing guidelines in place (a hybrid model of virtual and in-person).

Students are back on campus but with limitations on the size of gatherings. The College Panhellenic uses a fully structured recruitment with a combination of events conducted virtually in the early rounds and in-person during later rounds in compliance with local health and safety recommendations. The College Panhellenic coordinates recruitment registration, schedule and Bid Day.

A partially structured recruitment (PSR) hosted virtually.

There are no in-person classes on campus or students are back with strict constraints on organized campus events. The College Panhellenic uses a partially structured recruitment, but all events are conducted virtually. The College Panhellenic coordinates the recruitment registration and minimal schedule and chapters host Bid Day in conjunction with a short Panhellenic event to welcome new members.

A partially structured recruitment (PSR) hosted with social distancing guidelines in place.

Students are back on campus with limitations on the size of gatherings. The College Panhellenic uses a partially structured recruitment with a combination of events conducted virtually and others held in-person. The College Panhellenic coordinates the registration and minimal schedule and chapters host Bid Day in conjunction with a short Panhellenic event to welcome new members.

A continuous recruitment hosted virtually or in a hybrid model with social distancing guidelines in place.

There are no in-person classes on campus or students are back with restrictions for social distancing. The College Panhellenic uses continuous recruitment and allows chapters to recruit up to total. There is no formal registration or schedule by the College Panhellenic; however, names of interested potential new members may be kept by the College Panhellenic and shared with all chapters.

Please see the following sample schedules:

- [A fully structured recruitment \(FSR\) hosted virtually.](#)
- [A fully structured recruitment \(FSR\) hosted with social distancing guidelines in place \(a hybrid model of virtual and in-person\).](#)
- [A partially structured recruitment \(PSR\) hosted virtually.](#)
- [A partially structured recruitment \(PSR\) hosted with social distancing guidelines in place.](#)
- [A continuous recruitment hosted virtually or in a hybrid model with social distancing guidelines in place.](#)

Please note that all event times are the recommended maximum time lengths and can be reduced.

Sample Schedules

A Fully Structured Recruitment (FSR) Hosted Virtually

5 chapters or fewer (2 round invitational is recommended)

Prior to Day 1: Panhellenic orientation (45 minutes), to be held in advance of the primary recruitment process.

Prior to Day 1: Meeting with recruitment counselors (30 minutes), to be held in advance of the primary recruitment process.

Open House: Virtual, 48-hour window to view pre-recorded videos.

Event 1: 8 invitational rounds held virtually, 45 minutes each, 15-minute break.

Preference: 4 preference rounds held virtually, 1 hour each, 15-minute break.
Women sign the MRABA virtually and immediately after their last event.

Bid Day: Planned by chapter, day following preference, held virtually.

6-10 chapters (2 or 3 round invitational is recommended)

Prior to Day 1: Panhellenic orientation (45 minutes), to be held in advance of the primary recruitment process.

Prior to Day 1: Meeting with recruitment counselors (30 minutes), to be held in advance of the primary recruitment process.

Open House: Virtual, 48-hour window to view pre-recorded videos.

Event 1: 10-12 invitational rounds held virtually, 30 minutes each, 10-minute break.
(This event may need to be spread over additional days based on number of PNMs in the overall pool.)

Event 2: 6-8 invitational rounds held virtually, 40 minutes each, 15-minute break.
(This event may need to be spread over additional days based on number of PNMs in the overall pool.)

Preference: 4 preference rounds held virtually, 55 minutes, 15-minute break.
Women sign the MRABA virtually and immediately after their last event.

Bid Day: Planned by chapter, day following preference, held virtually.

10-14 chapters (3 round invitational is recommended)

Prior to Day 1: Panhellenic orientation (45 minutes), to be held in advance of the primary recruitment process.

Prior to Day 1: Meeting with recruitment counselors (30 minutes), to be held in advance of the primary recruitment process.

Open House: Virtual, 48-hour window to view pre-recorded videos.

Event 1: 10-12 invitational rounds held virtually, 30 minutes each, 10-minute break.
(This event may need to be spread over additional days based on number of PNMs in the overall pool.)

Event 2: 6-8 invitational rounds held virtually, 40 minutes each, 15-minute break.
(This event may need to be spread over additional days based on number of PNMs in the overall pool.)

Preference: 4 preference rounds held virtually, 55 minutes each, 15-minute break.
Women sign the MRABA virtually and immediately after their last event.

Bid Day: Planned by chapter, day following preference, held virtually.

15+ chapters (3 round invitational is recommended)

Prior to Day 1: Panhellenic orientation (45 minutes), to be held in advance of the primary recruitment process.

Prior to Day 1: Meeting with recruitment counselors (30 minutes), to be held in advance of the primary recruitment process.

Open House: Virtual, 48-hour window to view pre-recorded videos.

Event 1: 15-18 invitational rounds held virtually, 30 minutes each, 10-minute break.
(This event may need to be spread over additional days based on number of PNMs in the overall pool.)

Event 2: 10 invitational rounds held virtually, 40 minutes each, 15-minute break.
(This event may need to be spread over additional days based on number of PNMs in the overall pool.)

Preference: 6 preference rounds held virtually, 55 minutes each, 15-minute break.
Women sign the MRABA virtually immediately after their last event.

Bid Day: Planned by chapter, day following preference, held virtually.

A Fully Structured Recruitment (FSR) Hosted With Social Distancing Guidelines in Place (A Hybrid Model of Virtual and In-Person)

5 chapters or fewer (2 round invitational is recommended)

Prior to Day 1: Panhellenic orientation (45 minutes), to be held in advance of the primary recruitment process, held virtually.

Prior to Day 1: Meeting with recruitment counselors (30 minutes), to be held in advance of the primary recruitment process, held virtually.

Open House: Virtual, 48-hour window to view pre-recorded videos.

Event 1: 8 total invitational rounds held virtually, 30 minutes each, 15-minute break.

Preference: In person. Number of preference rounds are dependent upon CDC guidelines or local health officials. Rounds should be 1 hour each.
Women sign the MRABA immediately after their last event.

Bid Day: Planned by chapter, day following preference, held virtually for large groups. Small group celebrations must adhere to local, state and federal social distancing guidelines.

6-10 chapters (2 or 3 round invitational is recommended)

Prior to Day 1: Panhellenic orientation (45 minutes), to be held in advance of the primary recruitment process.

Prior to Day 1: Meeting with recruitment counselors (30 minutes), to be held in advance of the primary recruitment process.

Open House: Virtual, 48-hour window to view pre-recorded videos.

Event 1: 10-12 invitational rounds held virtually, 30 minutes each, 10-minute break.
(This event may need to be spread over additional days based on number of PNMs in the overall pool)

Event 2: 6-8 invitational rounds held virtually, 40 minutes each, 15-minute break.
(This event may need to be spread over additional days based on number of PNMs in the overall pool.)

Preference: In person. Number of preference rounds are dependent upon CDC guidelines or local health officials. Rounds should be 1 hour each.
Women sign the MRABA immediately after their last event.

Bid Day: Planned by chapter, day following preference, held virtually for large groups. Small group celebrations must adhere to local, state and federal social distancing guidelines.

10-14 chapters (3 round invitational is recommended)

Prior to Day 1: Panhellenic orientation (45 minutes), to be held in advance of the primary recruitment process.

Prior to Day 1: Meeting with recruitment counselors (30 minutes), to be held in advance of the primary recruitment process.

Open House: Virtual, 48-hour window to view pre-recorded videos.

Event 1: 10-12 invitational rounds held virtually, 30 minutes each, 10-minute break.
(This event may need to be spread over additional days based on number of PNMs in the overall pool.)

Event 2: 6-8 invitational rounds held virtually, 40 minutes each, 15-minute break.
(This event may need to be spread over additional days based on number of PNMs in the overall pool.)

Preference: In person. Number of preference rounds are dependent upon CDC guidelines or local health officials. Rounds should be 1 hour each.
Women sign the MRABA immediately after their last event.

Bid Day: Planned by chapter, day following preference, held virtually for large groups. Small group celebrations must adhere to local, state and federal social distancing guidelines.

15 or more chapters (3 round invitational is recommended)

Prior to Day 1: Panhellenic orientation (45 minutes), to be held in advance of the primary recruitment process.

Prior to Day 1: Meeting with recruitment counselors (30 minutes), to be held in advance of the primary recruitment process.

Open House: Virtual, 48-hour window to view pre-recorded videos.

Event 1: 15-18 invitational rounds held virtually, 30 minutes each, 10-minute break.
(This event may need to be spread over additional days based on number of PNMs in the overall pool.)

Event 2: 10 invitational rounds held virtually, 40 minutes each, 15-minute break.
(This event may need to be spread over additional days based on number of PNMs in the overall pool.)

Preference: In person. Number of preference rounds are dependent upon CDC guidelines or local health officials. Rounds should be 1 hour each.
Women sign the MRABA virtually and immediately after their last event.

Bid Day: Planned by chapter, day following preference, held virtually for large groups. Small group celebrations must adhere to local, state and federal social distancing guidelines.

A Partially Structured Recruitment (PSR) Hosted Virtually

4 chapters or fewer

Prior to Event 1: Panhellenic Fair (45 minutes), to be held in advance of the primary recruitment process, held virtually.

Prior to Event 1: Meeting with recruitment counselors (30 minutes), to be held in advance of the primary recruitment process, held virtually.

Event 1: Chapters have/schedule events of their choice, 1 to 2 events at no more than 45 minutes each, held virtually. Potential new members must attend all chapter events.

Preference: Each chapter hosts one preference round held virtually, 1 hour each, 15-minute break.

Women sign the MRABA virtually and immediately after their last event.

Bid Day: Planned by chapter, day following preference, held virtually.

A Partially Structured Recruitment (PSR) Hosted With Social Distancing Guidelines in Place

4 chapters or fewer

Prior to Event 1: Panhellenic Fair (45 minutes), to be held in advance of the primary recruitment process, held virtually.

Prior to Event 1: Meeting with recruitment counselors (30 minutes), to be held in advance of the primary recruitment process, held virtually.

Event 1: Chapters have/schedule events of their choice, 1 to 2 events at no more than 45 minutes each, held virtually. Potential new members must attend all chapter events.

Preference: In person. Number of preference rounds are dependent upon CDC guidelines or local health officials. Rounds should be 1 hour each. Women sign the MRABA immediately after their last event.

Bid Day: Planned by chapter, day following preference, held virtually.

A Continuous Recruitment Hosted Virtually or in a Hybrid Model With Social Distancing Guidelines in Place

- No formal schedule exists by College Panhellenic as all chapters can recruit to total.
- Virtual recruitment tactics should be prioritized by the College Panhellenic and individual chapters to ensure the safety to potential members and sorority members.
- Events or group sizes and personal protective equipment (PPE) should adhere strictly to campus, local, state and CDC social distancing guidelines.

Task Force Members

This task force includes campus-based professionals; member organization staff, including an executive director; volunteers from our Panhellenic Recruitment and Panhellenic Release Figure Methodology (RFM) Committees and other experts from across our industry. The group will consult with the NPC Student Advisory Committee and the Council of Delegates as additional resources.

- Chair: Frances Mitchelson, Phi Mu Delegate and Chief Panhellenic Officer, and chairman of the Disruption to College Panhellenic Operations Task Force
- Jessie Ashton (Pi Beta Phi), Director of Health & Wellness at Lambda Chi Alpha and former campus-based professional
- Mary Barlow (Delta Gamma), NPC Panhellenic Recruitment Committee chairman
- Brittany Barnes Deeg (Chi Omega), Director of Curriculum and Training at RISE Partnerships and former campus-based professional
- Deanna Detchemendy, Alpha Xi Delta Delegate and Chief Panhellenic Officer, and member of Panhellenic Release Figure Methodology (RFM) Leadership Team
- Jessica Gendron Williams (Alpha Sigma Tau), Subject Matter Expert
- Simonne Horman, Phi Sigma Sigma Chief Panhellenic Officer and Assistant Director, Office of Sorority and Fraternity Affairs at University of Florida
- Amber Huston (Alpha Sigma Alpha), National Vice President
- Lindsay Jarman, (Alpha Gamma Delta), Managing Director
- Julie Johnson, Kappa Delta Delegate and Chief Panhellenic Officer, and Panhellenic RFM Committee chairman
- Susan Mote, Delta Phi Epsilon Chief Panhellenic Officer and Panhellenic RFM Committee member
- Jennifer Patterson (Alpha Chi Omega), Senior Director of Collegiate Experience
- Jackie Petrucci (Alpha Omicron Pi), Interim Assistant Executive Director and NPC Panhellenic RFM Committee member
- Jennifer Pierce (Gamma Phi Beta), Associate Director of Sorority and Fraternity Life at the University of Tennessee-Knoxville
- Lindsay Sell (Kappa Alpha Theta), Director of Fraternity and Sorority Life at Colorado State University
- Renee Zainer, (Alpha Phi), Executive Director
- Malaea Seleski, NPC board liaison
- Jamison Carson, NPC staff liaison
- Julie Goldberg, NPC staff liaison