

TENNESSEE TECHNOLOGICAL UNIVERSITY

RECRUITMENT POLICY 2018-2019

I. General Recruitment Rules

1. Membership Qualifications

- a. A potential new member must be enrolled full time (12 hours or more) at Tennessee Tech University and have a 2.0 grade point average or greater participate in recruitment.
- b. A potential new member who has registered for Formal Membership Recruitment should follow all formal recruitment rules set forth by Panhellenic.
- c. A potential new member must attend all formal recruitment events to which she has been invited if her schedule allows. In case of illness or other emergency, the prospective member will notify the Panhellenic advisor and/or her recruitment counselor. Panhellenic will notify the sororities involved.
- d. Potential new members accepting a bid must attend the Panhellenic Bid Day Ceremony unless extenuating circumstances arise.

2. Contact

- a. These rules apply to contact between potential new members, sorority members, and recruitment counselors. *All Contact rules will be observed beginning the day after graduation until bid day.*
- b. Normal friendly contact is encouraged between potential new members, sorority members, and recruitment counselors. Examples include but are not limited to:
 - i. Sorority Members sitting with Potential New Members in class, the cafeteria, etc.
 - ii. Sorority Members walking with Potential New Members on campus.
- c. No contact will be permitted between recruitment counselors and sorority women during formal recruitment.
- d. Written correspondence, personal visitation, text messages, phone calls, and/or deliberately seeking out a prospective member are not acceptable and are prohibited.
- e. Absolutely no off-campus contact between chapter members and potential new members with the exception of immediate family.
- f. Sorority members may not enter a PNMs room on great Move-In Day other than for the sole purpose of delivering her belongings.
- g. Sorority members and potential new members may not call, text message, or e-mail one another at any time.
- h. A biological sister may contact or visit with a sister or other immediate family member. No other sorority women or potential members may participate in such

visitations. The chapter's recruitment director must make a list and submit it to the Greek Life Office in writing if this situation exists.

- i. If a non-affiliated woman (whether or not she is a potential member) and a sorority woman live together, the sorority woman must inform the Greek Life office via e-mail before Great Move-In Day. (Appendix Date I) ****FINE****
 - j. Turning in names of the women whom fit the above category does not give the sorority women the right to break any of the contact rules as stated in this section.
 - k. Any non-affiliated female student should be treated as a Potential New Member until after Bid Day and all contact rules must remain in effect.
 - l. No sorority member may buy anything for a prospective member (meal, soft drink, etc.) No prospective member may buy anything for a sorority member.
 - m. Strict silence is a period of time from the end of the potential new member's last Preference party until she reports to the sorority from which she accepts a bid on "Bid Day."
 - i. No communication of any form between sorority women and potential new members is allowed during this period.
3. Alumnae
- a. Alumnae may be present in the chapter's recruitment room during recruitment events, however they may not speak to potential new members or take the role of active recruiter in the room.
 - b. Alumnae are responsible for understanding and observing the recruitment rules. Violations will be reported to the Panhellenic advisor and appropriate action will be taken.
4. Advertisement
- a. General Policies
 - i. All advertisements must promote Panhellenic spirit. You can say "Go (your org.)" and use open mottos or sayings.
 - ii. Absolutely no advertisement that is demeaning or "puts down" another organization will be tolerated.
 - iii. All advertisements must be in keeping with Panhellenic spirit and promote Panhellenic, Greek Life, and Tennessee Tech University.
 - b. University Center
 - i. Each sorority may hang two (2) posters on the ground floor of Roaden University Center to promote Panhellenic recruitment.
 - ii. Each sorority may have a banner at TTU Bookstore (with permission of the Panhellenic Greek Coordinator). You may also use illustrations such as your mascot on the window.
 - c. Off Campus
 - i. Sorority women may have no deliberate off campus contact with potential new members.
 - d. Shirts
 - i. Sorority women may wear letters at any activity or event.

e. Social Media

- i. Deactivation of all social media platforms: Facebook, Myspace, Twitter, Instagram, and other social networking sites starting on Great Move-In Day.
- ii. Sorority women must set their Facebook, Myspace, Twitter, Instagram profiles, and any other social networking sit accounts to the “private” setting beginning on Graduation Day until Bid Day.
- iii. Sorority members may not add or request any new potential new members on Facebook or any other social networking sites as of the day after graduation.
- iv. Sorority members may not “comment” on, or “like” any posts of any previously added Potential New Members.
- v. Failure to set all accounts to private will result in fines. The guidelines for fines are as follows:
Failure to set social accounts to private within 48 hours of spring graduation will result in a \$50 fine for each account that is not private per member who failed to comply with the bylaws. Failure to address the issue after being notified for the first time, the fine will be doubled every seven days.
- vi. Failure to comply will all of contact rules during this period will result in further punishment on a per issue basis.

5. Pledging and Initiation

- a. A woman must be a regularly matriculated student with no less than a 2.0 grade point average to be eligible for membership recruitment and pledging.
- b. A Panhellenic Association member sorority may not issue an invitation to membership or formally pledge a woman during any school recess.
- c. A new member may be initiated whenever she has met the requirements of the sorority to which she is pledged.
- d. Any de-pledging, termination or other change in membership shall be reported to the Panhellenic Advisor no later than 24 hours after it has occurred. Any bio cards turned in for a potential member not registered in ICS will result in a \$50 fine per potential new member.
- e. Hazing
 - i. All forms of hazing, pledge day and/or pre-initiation activities that are defined as hazing shall be banned.
 - ii. Hazing is defined as any action or situation with or without consent that recklessly, intentionally or unintentionally endangers the mental or physical health or safety of a student, or creates risk of injury, or causes discomfort, embarrassment, harassment or ridicule or that willfully destroys or removes public or private property.
 - iii. Such activities and situations include, but are not limited to, creation of excessive fatigue; physical and psychological shocks; wearing apparel that is conspicuous and not normally in good taste; engaging in public stunts

and jokes; participating in treasure or scavenger hunts; morally degrading or humiliating games and activities; late night sessions that interfere with scholastic activities or normal sleep patterns; and any other activities that are not consistent with fraternal law, ritual or regulations and policies of the member sorority or the educational institution. All member groups will affirm their policies on hazing and inform their membership of this NPC position on hazing through mailings and through their international magazines.

6. Conduct

a. Alcohol

- i. No alcoholic beverages may be served at any sorority event or during Formal Recruitment. This includes Bid Day activities.
- ii. Recruitment Counselors may not consume alcohol in public places or be present at bars 30 day prior to bid day.
- iii. Sorority women must follow the alcohol policy, which is set forth by each individual chapter regarding the consumption of alcohol prior to formal recruitment. (Note: Each chapter may have different set times for such issue.)

b. Men

- i. No dates/escorts may be secured by sorority women for prospective members.

c. Transportation

- i. Potential members must provide their own transportation to and from Formal Membership Recruitment events, chapter members or Pi Chi's may not provide transportation.

d. Bids

- i. There will be no promising of invitations to future recruitment events, or assurance of bids, directly or indirectly by any member, new member, or alumnae of a sorority. If proven to have Bid Promised a PNM, a fine of \$200 will be billed and a recruitment infraction will be filed against the accused chapter.

e. Attire

- i. There shall be no elaborate costuming or special recruitment outfits.
- ii. Sororities may not require their members to buy special clothing, jewelry, or other items for recruitment.

f. Assistance

- i. Only National representatives, alumnae, initiated members and new members of the sorority may assist the chapter during Formal Recruitment.
- ii. Chapters may have assistance from men up to 30 minutes before the first event starts and 30 minutes after the last event ends. Men and prospective members may not be present at the same time.

- iii. Panhellenic Council must give special permission for assistance of visiting collegiate chapters.
- g. Gifts
 - i. The sorority and/or individual members of the sorority may give no favors, gifts, preference letters, or notes for prospective members to prospective members until they have accepted bids. This includes but not limited to:
 - 1. Food and Drink
 - 2. Sunglass, koozies, croakies, etc
 - 3. Letters written to specific PNMs
 - 4. Preference letters
 - 5. Private Letters, etc.

7. Extension

- a. When all NPC chapters at Tennessee Tech University are close to or over Total (Appendix Term I), the Panhellenic Council shall consider raising Total or adding another chapter.
- b. Such a chapter shall be organized through colonization by an NPC sorority or through organization of a local sorority, which may petition an NPC sorority for a chapter.
- c. Consideration should be given to NPC fraternities that have previously had chapter on the campus and to those NPC fraternities which have filed letters expressing an interest in the campus.
- d. Only members of the College Panhellenic Council shall vote on extension matters.

8. Budget

- a. A maximum budget of \$1350 for all recruitment expenditures is allowed. This includes everything spent for recruitment events.
- b. Donated items must be itemized on the recruitment budget and assigned a reasonable monetary value. The chapter must take ownership of any donated items before the formal recruitment period begins.
- c. Borrowed items must be indicated on the budget though they are not assigned a value.
- d. Every item brought into a sorority's recruitment room for recruitment must be listed on the budget. Chapters may assign no value (\$0) to composite pictures.
- e. The budget will be due to the Panhellenic advisor no later than one week after the completion of formal recruitment.
- f. Decorations and Displays
 - i. There will be no decorations outside recruitment rooms during the Formal Recruitment period, with the exception of a poster board no larger than 24 x 36 inches in size with the chapter's name on it.

- ii. A factual, current, financial expense sheet or board must be displayed by all sororities on Values Night of Recruitment. This sheet will list ALL fees to be incurred by the prospective member during her collegiate membership.
- iii. All scrapbooks and presentations (verbal, video, etc.) must be submitted and approved by the Panhellenic advisor before formal recruitment begins. Panhellenic recommends submission one week before formal recruitment in case changes are mandated.

9. Infractions

- a. The following people may file an infraction:
 - i. Sorority Chapter President
 - ii. Panhellenic Vice President of Recruitment
 - iii. Recruitment Counselor
 - iv. Potential New Member
 - v. Panhellenic Advisor
- b. The CPH Violation Report Form must be submitted to the Panhellenic advisor no more than 30 calendar days from the date of the alleged infraction. All judicial procedures shall be in accordance with NPC Manual of Information 19th edition.
- c. When the Violation Report Form is submitted, a meeting will be conducted with Panhellenic Executive Board to discuss the incident in question. The monetary value of the infraction will be determined at the meeting.
- d. The following are considered infractions on behalf of National Panhellenic Council:
 - i. Violating contact rules stated in Section 2 regarding PNM's, sorority recruiters, and recruitment counselors.
 - ii. Violating conduct rules stated in Section 6 (e.g. Alcohol).
 - iii. Violating pledging rules stated in Section 5.
 - 1. Bid Promising language in Formal Recruitment (e.g. "See you tomorrow night")
 - 2. Informing PNM's of their invitation/lack of invitation to the following night of Formal Recruitment
 - iv. Violating advertisement rules stated in Section 4.
 - 1. Inappropriate language used regarding other sorority chapters in Formal Recruitment (e.g. "I don't like that chapter")
 - v. Violating budget rules stated in Section 8.

10. Recruitment Counselors

1. Requirements

- a. Must have a genuine interest in being an exemplary example of the TTU Greek System

- b. Must be an active member of her sorority during the recruitment season in which she is applying to be a recruitment counselor.
 - b. Must be able to completely disassociate from her sorority 30 days prior to recruitment until the end of formal recruitment.
 - c. Must possess the ability to be a good friend, listener, and peer counselor
 - a. Provide potential new members with support
 - b. Must be able to attend all Recruitment Counselor Training Sessions (Spring, Summer, and Fall)
 - g. Must be able to attend all formal recruitment events.
 - h. Must be on academic good standing within their chapter during the Spring semester prior to fall recruitment in which they are applying.
 - i. Any sorority woman who meets the above qualifications and expresses interest in being a recruitment counselor must apply directly to Panhellenic via the Greek Life office.
- 2. Partial Disassociation: Recruitment counselors must partially disassociate from their chapter beginning the day after graduation.
 - a. Recruitment counselors are required to create a new Facebook profile that does not reference their sorority affiliation. This profile must be set to “private”.
 - b. Recruitment counselors are required to create a new email account in which they will use to contact the PNMs in their group.
 - c. Recruitment counselors are required to set all social media profiles to “private” and remove affiliation from the profile bio (i.e. Twitter, Instagram).
 - d. Summer contact between Recruitment counselors and sorority women should be minimal. Outings should be limited to 2-3 people. Neither woman should wear any form of chapter paraphernalia.
 - e. Recruitment counselors should not put themselves in any situation that could reveal their affiliation.
 - f. Recruitment counselors who have roommates participating in Formal Recruitment (PNM or active chapter member) must limit conversation to topics outside of recruitment, sorority membership, or sorority members. There should be absolutely no discussion of Formal Membership Recruitment or any related topics.
 - g. Recruitment counselors cannot have letters or sorority paraphernalia (including any stuffed-animals (mascots), scrapbooks, photo albums, officer notebooks, car stickers, license plates, etc.) anywhere in sight.
 - h. If the recruitment counselor does not abide by the stated contract, she may be dismissed and/or taken before the Judicial Committee for further sanctions. The recruitment counselor will not be allowed to participate in the remaining of Formal Recruitment and will be re-affiliated with her chapter on Bid Day. Rejoining prior to Bid Day could put the affiliated chapter at risk for an infraction and/or fine.

3. Full Disassociation: Recruitment counselors will completely disassociate from their respective sororities beginning 30 days before Bid Day and remain disassociated during Formal Recruitment. Recruitment counselors will be re-associated at the “Reveal ceremony” on Bid Day.
 - a. 30 days prior to bid day, Recruitment counselor’s association is no longer with their sorority but with Pi Chi sorority.
 - b. Pi Chi’s will be referred to by first name and last initial.
 - c. Pi Chi’s and Panhellenic executive council should stress the importance of nondisclosure of their affiliation to family members, teachers, community members, etc.
 - d. If potential members become aware of their Pi Chi’s affiliation, the Pi Chi will implore the potential member not to tell other potential members.
 - e. Sorority women are to treat Pi Chis the same way they treat potential members.
4. Conduct: Recruitment counselors are charged with upholding the utmost standards and ideals of Panhellenic.
 - a. Recruitment counselors will not consume alcohol with potential new members.
 - b. Recruitment counselors will not consume alcohol in local, public areas 30 days prior to Bid Day. Local, public areas include, but are not limited to bars and fraternity houses. Use discretion in local, public areas such as restaurants and breweries. In public areas of discretion, social media posts are not permitted. Non-local towns such as Nashville and Knoxville are allowed, but social media posts are not permitted.
 - c. Violations of conduct rules will result in immediate removal from the Recruitment counselor position and possible judicial action.
5. Post-Recruitment: Recruitment counselors are responsible for following up with their previous PNMs during the fall semester.
 - a. Recruitment counselors must attend any post-recruitment workshop.
 - b. Recruitment counselors must follow up with the women that were their PNMs during the time of recruitment
 1. Recruitment counselors must follow up with women who became affiliated in regards to, but is not limited to, adjusting to their first semester of college, comfort in their new chapter, concerns in their new chapter, the new member process, and grades.
 2. Recruitment counselors must follow up with women who did not become affiliated in regards to, but is not limited to, adjusting to their first semester of college, questions, concerns, or issues about the recruitment process, and grades.

II. In-Formal Recruitment

1. Structure

- a. Continuous Open Bidding (COB) (Appendix Term II) is a process that allows chapters to fill vacant membership spaces to reach Quota (Appendix Term III) and/or Total.
- b. COB will begin immediately following Formal Recruitment bid acceptance.
- c. Vacancies in Quota created from Formal membership recruitment may be filled through COB and may continue until the next Formal Recruitment period.
- d. Vacancies under Chapter Total may be filled through Continuous Open Bidding.
- e. Women participating in COB did not need to be registered for Formal Recruitment but must meet membership requirements.
- f. Any chapter eligible for Continuous Open Bidding must register their activities with the Panhellenic advisor.

2. Pre-Recruitment Meeting

- a. A recruitment meeting will be held on (Appendix Date II) to review the Tennessee Tech Recruitment policy and answer any questions regarding recruitment before it begins.
- b. The following must be in attendance: Panhellenic President, Vice President of Membership, Vice President of Recruitment Counselors, and a representative from each sorority must be present.

3. Orientation Events – Great Move-In Day

- a. The purpose of Orientation is to introduce new students to Tennessee Tech University; therefore Greek members are expected to promote all aspects of student life.
- b. Sorority women may attend and wear letters to Orientation events.
- c. Panhellenic Vice President of Membership will inform chapters of what is appropriate to display at each Orientation event (e.g. sorority tent, letters, scrapbooks).

4. Panhellenic Suite Tour

- a. Must be open to non-affiliated students, administrators, or anyone affiliated with Tech. The mixer will be monitored by Pi Chis.
- b. The Suite Tour may be advertised with flyers printed out by the Greek life office.
- c. Chapter members may only “pass out” flyers supplied by the Greek Life Office at the students Organization Mix n’ Mingle. Flyers may only be posted on designated boards in campus buildings by the Greek Life office.
- d. Sororities may not have closed mixers until the completion of the recruitment period.
- e. The Panhellenic Suite Tour will have a three hour time limit and will be held on (Appendix Date III). This event will include the Sorority information session and the suite tours. All PNMs and recruitment counselors MUST leave NHN at the conclusion of the Tour.

f. Each Suite will have a room cap as determined by formal recruitment.

5. Fraternity Events

- a. Sorority women are welcome to attend any fraternity events sponsored by philanthropic organizations. This excludes events that are related to Fraternity informal and formal recruitment events.
- b. Sorority women are expected to uphold and maintain the contact rules. (APP – times allowed at fraternity houses, dates recruitment week, fine)

III. Formal Recruitment

1. Structure

- a. The Panhellenic Association shall conduct Fully Structured Membership Recruitment.
- b. Formal membership recruitment will be held during (Appendix Date IV).
- c. All members of the Panhellenic Association are responsible for observing the Formal Recruitment Rules referenced in the Tennessee Tech Panhellenic Recruitment Policy.
- d. Schedules
 - i. Panhellenic will provide each potential new member a nametag with first name, last name, hometown and a schedule for each night's events.
 - ii. Each sorority will receive schedules via Interactive Collegiate Solutions (hereafter referred to as "ICS") (Appendix Term IV) that will list when each potential new member will attend the room.
 - iii. The Panhellenic advisor will make every effort to keep the number of potential new members scheduled evenly throughout each night's events and may add events if necessary.
 - iv. No one except a potential new member and her Pi Chi are allowed to be present when event schedules are given.
- e. Event Times
 - i. All recruitment events must start and end at the designated time outlined in the "Event Description" and directed by the Panhellenic advisor.
 - ii. Each chapter will be given 5 minutes prior to each event starting. The 5 minutes will begin once all room checks and event lists have been given out. (i.e. Once the last room has been checked, the 5 minutes for everyone begins then.)
 - iii. Each chapter will be given a "warning" knock (one rap) five minutes before the end of the event unless a chapter's recruitment director requests no warning knock.
 - iv. Chapters will receive a loud, repetitive knock at the conclusion of the party. Failure to adhere to timelines for parties shall be assessed a fine of \$10.00 per minute late.

- v. PNMs should be coming out of the room when or before the final knock has been given.
 - vi. Sorority women may not leave their respective recruitment rooms until notified by recruitment counselors.
- f. Invitations
 - i. Sororities must submit event invitations and releases to the Greek Life Office via ICS by the time designated by the Panhellenic advisor on the morning after each event typically by 7:00 am.
 - ii. If flex lists (Appendix Term V) are recommended by Panhellenic, chapters are encouraged to provide them. Doing so will help ensure the optimal number of potential new members will return each chapter.
 - iii. On Preference night, sororities should begin work on their preference lists immediately after the last preference event. Sororities will submit their lists via ICS.
 - iv. Bid cards need to be filled out and returned back to the Greek Life Office within one hour of receiving the invitation list from the Greek Life office
 - v. No bids should be given out prior to the assigned Bid Day.
- g. Acceptance
 - i. After each round of events, potential new members will rank the events they attended in order of preference.
 - ii. Before the next round, each potential new member will receive a schedule listing the events she has been invited back to. If the potential new member attends all events listed, she has accepted the invitation.
 - iii. Potential new members must attend all recruitment events to which she has been invited if her schedule allows. In case of illness or other emergency, the prospective member shall notify the Panhellenic advisor and/or her recruitment counselor. Panhellenic shall notify the sororities involved.
 - iv. Preference agreements will be completed using ICS immediately after the last preference event a potential new member attends.
- h. Room Cap
 - i. Per the maximum persons per room in the sorority suites and the fire code set forth by Tennessee Technological University a room cap has been set in place and must be strictly followed.
 - ii. Prior to each round of recruitment beginning, each chapter will have to count off to assure the room cap is being followed.
 - iii. Chapters may have 50 chapter members and 5 flex members.
 - iv. Flex members can be chapter members, alumnae, or any other initiated member.
- i. Violations
 - i. All Recruitment rooms will be checked for violations by the at least two members of the Panhellenic Executive Council and another Recruitment Counselor before recruitment events begin.

- ii. If appropriate corrections are made before the first event begins, no infraction will be filed.
- iii. If corrections are not made before the first event begins, the Panhellenic advisor will file an infraction against the offending chapter.

2. **Values and Sisterhood Night**

- a. Budget not to exceed \$350.
- b. Casual/nice clothing- no uniformity in dress or special recruitment outfits
- c. Scrapbook and slideshows (if used) must be submitted and approved by the Panhellenic advisor before formal recruitment begins.
- d. Chapters must have a display explaining financial information.
- e. Display demonstrating sorority values.
- f. Presentation focusing on chapter values. Maximum 9 minutes. Chapters may use verbal presentation, slide show, or electronic (i.e. PowerPoint, iMovie, etc.) slide show.
- g. Songs and chants are allowed when PNMs are entering and exiting the room.
- h. Event time: 30 minutes
- i. Fifteen (15) minutes between parties
- j. Cost for all items must stay within the Values Night budget of \$350. Expenses must be listed on the itemized budget.

3. **Philanthropy Night**

- a. Budget not to exceed \$500.
- b. Casual/Nice Dress- no uniformity in dress or special recruitment outfits
- c. Display illustrating service work and philanthropy.
- d. Scrapbook and slideshow (if used) must be submitted and approved by the Panhellenic advisor before formal recruitment begins.
- e. Presentation focusing on the chapter philanthropy. Maximum 9 minutes. Chapters may use verbal presentation, slide show, or electronic (i.e. PowerPoint, iMovie, etc.) slide show.
- f. Songs and chants are allowed when PNMs are entering and exiting the room.
- g. Event time: 45 minutes
- h. Fifteen (15) minutes between parties
- i. Cost for all items must stay within the Philanthropy Night budget of \$500. Expenses must be listed on the itemized budget.

4. **Preference Night**

- a. Budget not to exceed \$500.
- b. Chapters should evaluate the length of their program. Recommended 15-20 minutes maximum.
- c. Singing at the discretion of the chapter

- d. No gifts, favors, or letters should be given to potential new members (even if they are taken before the potential new member leaves the room).
 - e. Items that are symbolic or part of the preference night ceremonial experience are acceptable permitting that items are not included as gifts or favors. A list of these items must be submitted and approved by Panhellenic.
 - f. Event time: 1 Hour
 - g. 20 minutes between parties
 - h. Cost for all items must stay within the preference night budget of \$500. Expenses must be listed on the itemized budget.
5. Bid Day

- a. Snap Bidding (Appendix Term VI) will begin immediately following bid matching, before bids are accepted, to help chapters reach quota. Through snap bidding, chapters may offer bids to Potential New Members whose preferences were not matched.

IV. Appendix

1. Dates

- I. Non-affiliation Deadline: Friday August 17th
- II. Recruitment Meeting: Wednesday August 22nd
- III. Panhellenic Suite Tours: Wednesday August 29th
- IV. Formal Recruitment: Tuesday September 4th – Saturday September 8th

2. Defined Terms

I. Total:

- a. Defined as the total allowable chapter size as determined by the Panhellenic Association. Total includes both new members and active initiated members.
- b. Each semester, the Panhellenic Council, in conjunction with the Panhellenic advisor, will conduct a total review. Total for fall semester will be calculated by the mean chapter size. Total for the spring semester will also be calculated by the mean chapter size.
- c. A unanimous vote of the voting members of the Panhellenic Council shall be required to determine total chapter size.
- d. Panhellenic total is decided on behalf of NPC during recruitment and will fluctuate throughout each recruitment session in Fall/Spring.

II. Continuous Open Bidding (COB):

- a. An opportunity for chapters that do not reach quota during primary recruitment to bid to quota and/or for chapters that are not at total to bid to total. The COB Process is informal and not all chapters will participate in COB.

III. Quota:

- a. The number of potential new members to which each chapter can offer bids during primary recruitment. This is determined with a formula involving the number of chapters and the number of women participating in bid matching.

IV. Interactive Collegiate Solutions (ICS):

- a. Portal used to organize information about Potential New Members during formal recruitment.

V. Flex List:

- a. List of PNM's to be considered for invitation to a sorority, this list is used to maximize the amount of Potential New Members who receive a bid.

VI. Snap Bidding:

- a. An option available to chapters that did not match to quota during bid matching. This process takes place before bids are distributed. Snap bidding is not intended to fill spaces in the chapter total and is limited to any woman who participated in at least one event during primary recruitment.