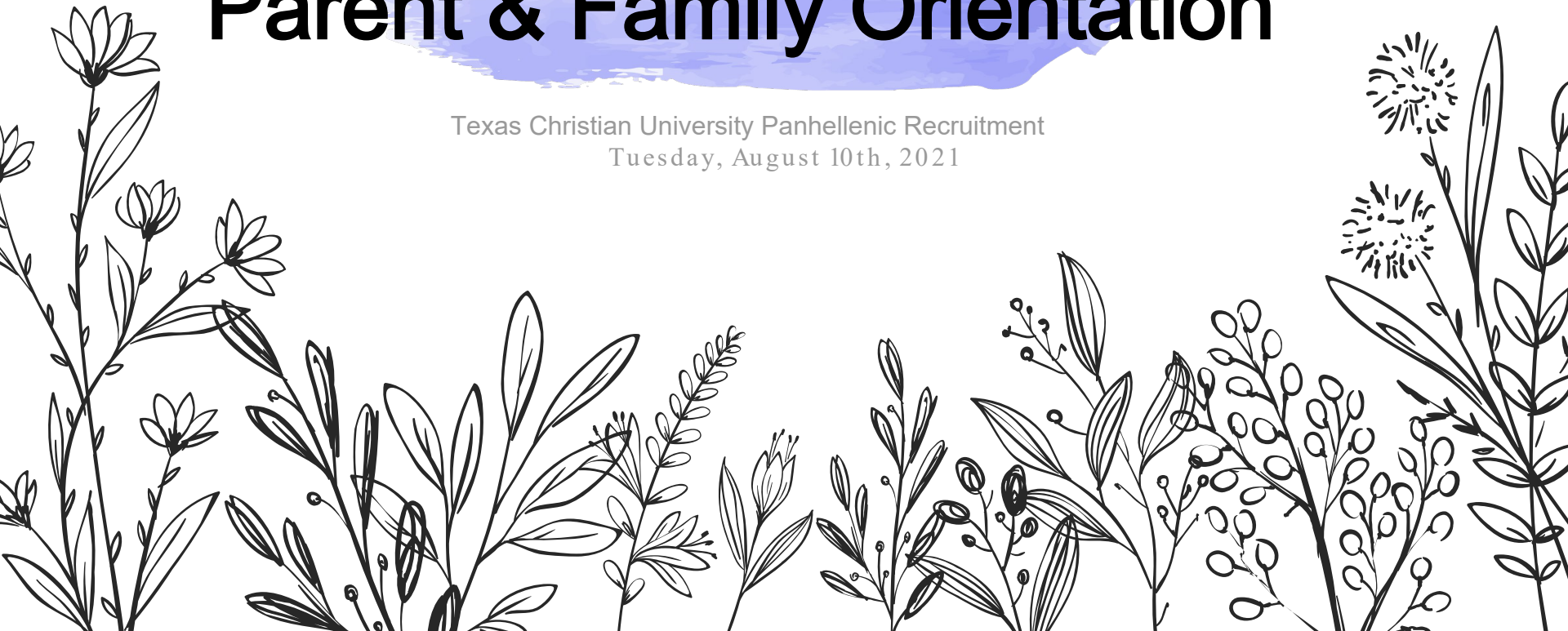


Parent & Family Orientation

Texas Christian University Panhellenic Recruitment
Tuesday, August 10th, 2021



Meet the Panhellenic Staff



Brooke Scogin
Director of Fraternity
and Sorority Life



Devin Wimberly
Assistant Director of
Fraternity and Sorority Life
& Panhellenic Advisor





Meet the Graduate Assistant



Nichole Fernandez -
Jurado
Graduate Panhellenic
Advisor





Meet the 2021 Panhellenic Executive Board





Brooke Eigenheer
VP of Management



Katherine Gatti
VP of Recruitment Operations





Grace Amato
VP of Member Development



Macy Barnhill
VP of Public Relations



Maddie Miyasaki
Director of Rho Gammas



Cassie Trosino
Panhellenic President



Julia Hirt
VP of Finance and
Administration



Ashlie Hill
VP of Service and
Philanthropy





Rho Gammas

- Also known as 'Recruitment Counselors' or 'Recruitment Guides,' Rho Gammas are Panhellenic women of junior or senior class standing who have temporarily disassociated from their chapter in order to guide and support Potential New Members (your students) throughout the recruitment process.
- These women are here to be a support system for your student during Panhellenic Recruitment as well as during her time in college



Rho Gamma Team



Agenda:

- What is a sorority?
- Basic Terms
- Requirements to Participate
- Recruitment at a Glance
- Event Structure and Priority Preference
- Things to Know: Special Schedules, MRABA, Attire, and Contact Information



What is a Sorority?

- Fraternities and Sororities were established in the late 1800s and are commonly called “social” fraternities/sororities. Other fraternities are often honor societies, and have different processes for joining that aren’t the mutual selection process
 - Fraternities & Sororities have been recognized at TCU since 1955
 - Our organizations are centered around the goal of contributing to the collegiate and personal development of members
 - Priority of academics
 - Enriching personal relationships
 - Opportunities for leadership
 - Promote community service and philanthropy



Basic Recruitment Terms

- **Potential New Member (PNM)**
 - A woman who meets the requirements and is registered to participate in Panhellenic Recruitment (i.e. your student!)
- **Active Member**
 - An initiated member of a chapter
- **Priority Preference**
 - Process PNMs use to indicate their preferred chapters
- **Women's Fraternity/Sorority**
 - Greek lettered social organizations for women
- **National Panhellenic Conference (NPC)**
 - The umbrella organization for 26 (inter)national sororities/women's fraternities
- **Sister**
 - Term that active sorority members use when referring to each other
- **Philanthropy**
 - The act of donating to a person's/group's cause or values



Requirements to Participate in Panhellenic Recruitment

- Must be registered for recruitment through TCU Panhellenic
- Must be enrolled as a full time student (12 credit hours)
- Must have at least a 2.0 cumulative GPA
 - **Scholarship is a top priority among our organizations.
 - Each chapter sets their own minimum GPA requirement for membership and that requirement is typically *significantly* higher than a 2.0.
 - Women whose cumulative GPA falls below the individual chapter requirements may have a less than desirable recruitment experience.
 - Students who fall below a 3.0 cumulative GPA may receive a call from our staff this week to discuss this further
 - **It is important to note that neither TCU Staff nor TCU Panhellenic Officers can predict recruitment outcomes.**



Requirements to Participate in Panhellenic Recruitment

- Must be in good academic and disciplinary standing with TCU and adhere to all university alcohol and drug policies, the TCU Student Code of Conduct, and all local, state, and federal laws prior to and during recruitment. Those found in violation may be removed from the recruitment process.
- Must comply with the PNM Code of Conduct
- Must adhere to all CDC and TCU guidelines around health and safety expectations to limit the spread of COVID-19.



TCU's COVID-19 MITIGATION

- TCU has mandated the use of face coverings at all in-person, indoor events. All participants in the Panhellenic recruitment process are expected to comply with this mandate.
- Disposable masks will be readily available and hand sanitizing stations will be set up throughout the Worth Hills (sorority) Village
- Vaccine status should be reported to TCU via our COVID-19 microsite, as this will help with our contact tracing and quarantine process, if needed.
- If your student is feeling unwell, encourage her to stay home and contact her Rho Gamma or the PNM Hotline (number to be shared later), so alternative arrangements can be made for her recruitment process.



Recruitment at a Glance

- Round 1: PNM Orientation and Virtual Round 1: Open House Videos
 - Wednesday, August 11th
 - This should be done from home or remotely
- PNM Bag Pick Up
 - Saturday, August 14th after move-in
 - Come anytime between 8:30pm and 11:00pm
- Round 2: Philanthropy & Service
 - Sunday, August 15th - Tuesday, August 17th
- Round 3: Leadership & Financial Transparency
 - Wednesday, August 18th - Thursday, August 19th
- Round 4: Sisterhood / Preference
 - Friday, August 20th
- Bid Day
 - Sunday, August 22nd





Event Structure

- Round 1: PNM Orientation and Virtual Round 1: Open House Videos
- Round 2: Philanthropy
- Round 3: Leadership & Financial Transparency
- Round 4: Sisterhood / Preference
- Bid Day
- Rounds 2-4 and Bid Day will ideally consist of in-person conversations and activities, however we are preparing for the possibility of virtual events if needed



What Happens Each Day?

- Your students will come to the Schollmaier Arena every morning for a daily meeting and should arrive on time!
- At the start of each new round, women will find out which chapters they will be visiting and then go with Rho Gammas to the chapters
- At the end of each round, they will return to the Schollmaier and complete the priority preference process

What In - Person Events Will Look Like

- PNMs will enter into in-person events hosted at the chapter houses where they will meet with various women from the chapter(s)
- There will be activities and presentations built in accordance with the theme for each round
- These events will be conducted at a slightly reduced capacity and with at least 3-feet of distancing between individuals
- Face coverings will be worn by all participants, at all times while indoors
- Additional safety precautions will be taken to reduce the spread of COVID-19 and other illnesses (i.e. suspension of drink service while in the chapter, additional cleaning, restricted singing, etc.)



What Virtual Events would look like for PNMs, if needed

- PNMs will enter into a Zoom “line up” room
 - This is where Rho Gammas will take attendance and make sure that all PNMs are present and in the correct event
- At the start of the event, 1-2 chapter leaders will enter into the line up room, say hello, and then send the meeting ID for the PNMs to enter into the chapter’s event on Zoom
 - PNMs should write the meeting ID down in case they experience technical difficulties and need to re-enter
- PNMs will use the meeting ID to enter into the chapter’s event
- Chapter events will vary from chapter to chapter, but PNMs can expect to be placed in breakout rooms for 1 on 1 conversations as well as some chapter programming





What Virtual Events would look like for PNMs, if needed

- In between events there will be other Zoom sessions/rooms that PNMs can join
 - Technology Help / Questions Room
 - Where PNMs will go if they are having issue with Zoom or any other technological issues
 - Support Room
 - Where PNMs will go if they want to speak directly with Rho Gammas about their personal recruitment experience; also where selections will occur





Priority Event Format

- Round 1: PNMs will watch videos from all 12 chapters
- Round 2: PNMs will be invited back to visit with up to 9 chapters
- Round 3: PNMs will be invited back to visit with up to 6 chapters
- Round 4: PNMs will be invited back to visit with up to 2 chapters

- **It is not uncommon for women to be invited back to fewer chapters**

- PNMs must attend all chapter events that they have been invited to and can be removed from the process for missing events



Priority Preference Process

- Priority preference is the process we use at the end of each round to indicate PNM selections. Each PNM will “cluster and rank” the chapters that she visited that round.
- She must list all chapters she visited and cannot leave any off
- **Example:** During Round 1, she will view videos from all 12 chapters. During Round 2, she can visit a maximum of 9 chapters, so her priority preference card might look like this...

1. Chapter A
1. Chapter B
1. Chapter C
1. Chapter D
1. Chapter E
1. Chapter F

1. Chapter G
1. Chapter H
1. Chapter I
2. Chapter J
3. Chapter K
4. Chapter L



Mutual Selection Process

- Recruitment is a mutual selection process
- PNMs may be invited back to chapters that were ranked at the bottom of their list or not be invited back to chapters that were clustered at the top
- Not every PNM will have a full event schedule after every round
 - For example, a women invited back to participate in Round 3 can visit a maximum of 6 chapters, so we will see PNMs with invitation lists ranging from 1-6 chapters
- Each year, a small number of women will be released from/not invited to continue in the process
 - 2016: 12 out of 976 PNMs were released
 - 2017: 9 out of 908 PNMs were released
 - 2018: 35 out of 997 PNMs were released
 - 2019: 11 out of 1,058 PNMs were released
 - 2020: 20 out of 1,108 PNMs were released



Things to Know: Fraternity and Sorority Life

- Community Standards displayed on our website
www.greeks.tcu.edu
 - 6 semesters worth of conduct reports
 - 6 semesters worth of grade reports
- Hazing Memorandum sent out prior to the start of each semester



Things to Know: Addition of NPC Financial Transparency Program

- The goal of this program is to provide a consistent tool for TCU's Panhellenic community to inform potential new members (PNMs) about the real costs of Panhellenic chapter membership prior to and during recruitment, thereby allowing PNMs to make informed decisions about sorority membership on our campus.
- Each PNM will receive a hard copy and online access (via their LaunchPoint accounts) to a Financial Transparency Document for each of the chapters they are invited to in Round 3. These documents will be accompanied by Financial Transparency Presentations from each chapter they see in Round 3 to explain their finances and related expectations in more depth and answer any questions.



Things to Know: Infractions

- Chapter violations of the Panhellenic Bylaws, Code of Ethics, or NPC Unanimous Agreements can result in an infraction
- The infraction process is educational in nature and helps us maintain a culture of integrity in our process and between our chapters
- Rho Gammas and Panhellenic Executive Board officers can file Violation Reports if an infraction may have been committed
- We are able to keep names private in the reports, but the more information we have, the more effective we can be in addressing the problem
- The most up to date bylaws are posted on tcupanhellenic.com



PNM Code of Conduct

- Document each PNM signs
- Code of respect and behavior
- If a PNM violates this code, she will have a meeting with the recruitment Team and depending upon the severity of the situation may be removed from the process



Things to Know: Possible Violations

- Contact
 - Outside of the structured recruitment rounds, PNMs should not be in contact (in person, by phone, virtually, etc.) with active Panhellenic sorority members that they do not have a long standing relationship with until after the recruitment process is completed. PNMs and active members may still say hello to one another in passing. RAs, Rho Gammas, Frog Camp Facilitators, TAs, and other leaders may have contact with PNMs within the context of their role and the conversation should never be about promoting or disparaging any chapter(s)
- No alcohol or men can be involved in the membership recruitment or bid day processes
- Chapter may not give PNMs gifts or lead them to think they might be invited to the next round of recruitment or be offered a bid



Things to Know: Special Schedules

- Cassie Trosino, Panhellenic President, tcupanhellpres@gmail.com & Macy Barnhill, VP of Public Relations, tcupanhellvppr@gmail.com
- If a PNM believes that she needs a special schedule she should have already emailed Cassie and completed a google form to submit a request to receive a special schedule
- Consists of conflicts such as: Sports Teams, Band, ROTC, Show Girls, Cheerleaders, special health considerations, etc.
- Pending availability, PNMs on special schedules may not be able to attend full events with the chapters and may be accommodated through a different process on a more condensed schedule
- Mandatory meeting for approved Special Schedule women tomorrow night at 9:00pm



MRABA

- At the conclusion of Preference Round, PNMs will complete the Membership Recruitment Acceptance Binding Agreement (MRABA).
- PNMs will be able to see the terms of this agreement in at least 3 different formats, including in an individual conversation with a TCU Professional Staff member.
- We encourage PNMs to list each chapter they attended on Preference Round because this maximizes their opportunity for membership. We want as many women as possible to join the sorority experience!
- PNMs do not have to list each chapter they attended during Preference Round; however, this is called *Intentional Single Preference* and she may limit her opportunity for membership and not receive a bid.
- PNMs can only list chapters she visited on Round 4
- PNMs should not list a sorority they would not accept a bid to membership from



MRABA Example

Name:	
Campus Name:	
Campus Address:	
Phone number/Email:	

MEMBERSHIP RECRUITMENT ACCEPTANCE BINDING AGREEMENT

Introduction: Agree to binding electronic contract and electronic signature.

Initial each statement.

_____ This form is called the Membership Recruitment Acceptance Binding Agreement, or "MRABA." I understand that it is a contract with the National Panhellenic Conference ("NPC") and both parties will have access to the signed agreement. I choose to complete this MRABA because I participated in the primary membership recruitment process ("Recruitment") at _____ [Campus Name]

ELECTRONIC SIGNATURE ONLY

_____ *I consent to this electronic contract. I agree to electronically sign the MRABA. These terms are defined by the Electronic Signatures and Global and National Commerce Act ("E-Sign") and the Uniform Electronic Transactions Act ("UETA").*

_____ *I agree that this MRABA and my electronic signature is valid, enforceable, and binding under E-Sign and UETA.*

Next Step: Continue to Part 1.

Part 1: Withdrawing or Continuing in Recruitment.

Initial one of the following options:

_____ **I want to withdraw from Recruitment.**
I will not join a sorority now. I could join a sorority in the future by participating in the continuous open bidding ("COB") process. I will not complete this contract.

Next Step: Continue to Part 5.

_____ **I am continuing in Recruitment.**

Next Step: Continue to Part 2.

Part 2: Show that you understand the ranking process.

Initial each statement.

By signing the MRABA, I understand and agree that each of these statements is true:

- _____ I am willing to accept an invitation to membership ("bid") from any sorority I list in Part 4.
- _____ I will rank each sorority in the order of my preference for receiving a bid.
- _____ If I attended a sorority's preference event, and I would not accept a bid from that sorority, I do not have to rank that sorority.
- _____ I understand that if I choose to rank fewer sororities, I might not receive a bid through Recruitment.



MRABA

Example Cont.

Part 3: Show that you understand the effect of submitting the MRABA.

Initial each statement below.

By signing the MRABA, I understand and agree that each of these statements is true:

- _____ After I submit this form, I cannot change my rankings. I cannot add or delete any sororities to my rankings.
- _____ **If I do not** receive a bid from any sorority I ranked, I understand **I am eligible** to join any sorority later, through the COB process. I understand that not all sororities will recruit through COB.
- _____ **If I do** receive a bid from a sorority I ranked, but **I choose not to accept that bid**, I understand that **I am not eligible** to join any other sorority on this campus until the start of the next Recruitment.

Part 4: Rank your preferences.

Rank in order of your preference for receiving a bid.

1st Preference: _____

2nd Preference (if applicable): _____

3rd Preference (if applicable): _____

Part 5: Sign the contract.

I have read and understand this MRABA. By signing or submitting this MRABA, I agree to be bound by its terms. *I agree that completing this form electronically has the same legal effect of completing a paper version.*

I have never been initiated into an NPC sorority. I understand that if I join an NPC sorority and choose to become an initiated member of that sorority, I cannot join another NPC member organization, regardless of any circumstances.

Signature: _____

Date: _____

This MRABA must be filed with the College Panhellenic within one (1) business day of the date it was signed.

REVISED: January 2021 | 3873120



MRABA Critical Details

Main points that must be understood:

- Changes cannot be made once the card is submitted
- PNMs must be willing to accept a bid from any of the chapters they list on their MRABA card. If a PNM is matched to a chapter during this process, she is bound to that chapter until the next primary recruitment at TCU. Meaning, if she de-pledges or resigns her membership in the organization, then she cannot pledge another TCU Panhellenic sorority until August 2022.
- If and ONLY if a PNM is unmatched during bid matching or withdraws PRIOR to signing her MRABA, is she eligible to pledge a TCU Panhellenic sorority during the 2021-2022 school year.
- There are no guarantees that any of our organizations will be eligible for Continuous Open Bidding or offer bids for membership beyond the formal recruitment process.



Bid Opening / Bid Day

- In-person activities, however we are preparing for the possibility of a virtual experience if needed
- If a PNM has been offered a bid, she will arrive at the Schollmaier on Sunday afternoon (8/22) where her Rho Gamma will give her an envelope containing her bid card
- After opening her bid card, she will meet her New Member Class and walk together to where her new sisters will be waiting
- Alcohol-free event
- Activities begin at 2:30pm
- Should parents and families attend?



Attire

- Round 1: PNMs can wear whatever they are most comfortable in! They will not be speaking with chapters during this round
- Round 2: T-shirt provided by Panhellenic
- Round 3: T-shirt provided by Panhellenic
- Round 4: It is a bit dressy (think brunch attire). A dress, romper/jumper or nice pants and a blouse would be appropriate
- Comfortable, sturdy shoes are strongly recommended! Many PNMs pack an additional pair of shoes to change into before entering into the events



Continuous Open Bidding (COB)

- Some chapters **MIGHT** informally recruit members throughout the fall and spring – this is not a guarantee and we will not know which chapters will host fall/spring recruitment until late August and late January respectively
- On average, 3-4 organizations will be eligible to participate in COB but it varies from semester to semester
- Those organizations who are eligible to recruit may have very minimal spaces open and are not required to fill them
- COB is not planned by the FSL office or Panhellenic and invitations to informal events are at the individual organization's discretion



Questions We've Been Hearing...

- Are recommendation letters required?
- How many “spots” are there in each chapter?
- What does legacy status mean?
- What if my student gets released from her legacy chapter?

What if I still have Questions?

- Check out the Recruitment Booklet online on our website at www.tcupanhellenic.com
- If you have any questions go to the “contact us” page on the FSL website (www.greeks.tcu.edu) and we will do our best to get back to you within 24 hours
- Follow TCU Panhellenic on Instagram at @TCUPanhellenic
- Use the hashtag #TCURecruitment2021



What if it is an Emergency?

- **TCU PD:** 817.257.7777
- **PNM Hotline:** (817) 677-8983
- **Parent Hotline:** (737) 471-2492
- **Office of Fraternity & Sorority Life:** 817.257.7281
- **Residence Hall Staff:** numbers are posted in each hall or on the Housing and Residence Life website (<https://housing.tcu.edu/residence-halls/>)



Tips for Parents

- Encourage your student to keep an open mind. Do not pressure her to join your organization or the organization you think is the “best”.
- If her favorite chapter is not on her schedule, encourage her to attend the events, she can withdraw at any time. Nothing is binding until she signs the MRABA.
- There are MANY other ways to be involved on campus. Help encourage her to find her niche at TCU.





Questions?