



UNC-Chapel Hill Panhellenic Virtual Continuous Open Recruitment Guidelines

UNC Panhellenic abides by a fully structured recruitment process held in the fall of each academic year. Outside of the fully structured recruitment period in the fall, UNC Panhellenic participates in Continuous Open Recruitment. These guidelines go into effect starting the day after Bid Day of Formal Recruitment and continue throughout the academic year. Chapters may not participate in Continuous Open Recruitment during the summer. The following expectations are in place for all sorority members, current or alumnae. The terms Continuous Open Recruitment and Continuous Open Bidding refer to the same process and are used interchangeably.

1. Chapter Expectations

- a. Chapters whose membership falls below campus total shall participate wholeheartedly in Continuous Open Recruitment with the goal to bring chapter membership up to campus total. **Campus total for the Spring 2021 academic semester is 191.**
 - i. Any woman registered as a full-time student in good standing with the university is eligible to be considered for a COB invitation as long as she was not matched with a chapter on Bid Day during Formal Recruitment of that academic year.
 - ii. A PNM shall not be, or have ever been, an initiated member of a National Panhellenic Conference group at UNC-Chapel Hill or on any other campus.
- b. Throughout the academic year, chapters shall positively promote the Panhellenic community as a whole. Promotion of a particular chapter is appropriate, though not at the expense of another chapter. (i.e. “Alpha Beta Chi is great” = **acceptable**, “Delta Eta Phi isn’t great” = **unacceptable**).
- c. Chapter social media campaigns are appropriate.
- d. Chapters may disclose their participation in Continuous Open Bidding at their choosing.

2. Extending Invitations

- a. **All recruitment events, including Bid Day, will be held virtually in the Spring 2021 academic semester.**
 - i. **All Bid Day celebrations are to be held virtually with no in-person aspects.**
 - ii. **Following a virtual Bid Day celebration, current chapter members, while following national, state, local, and University guidelines pertaining to the COVID-19 Pandemic, may deliver “New Member Bags/ Baskets” to New Members who are local.**
 - iii. **Following a virtual Bid Day celebration, chapters may also host New Members and current members at their chapter house for photo opportunities while they follow national, state, local, and University guidelines pertaining to the COVID-19 Pandemic. New Members and current members should sign up for time slots with no more persons allowed at each slot than is allowed by national, state, local, and University guidelines pertaining to the COVID-19 Pandemic.**
- b. Bid Promising
 - i. There will be no promising of bids, directly or indirectly, verbally or written, by a member or alumnae of a Panhellenic group.
- c. All PNMs who accept bids must immediately begin their New Member period and must be initiated no later than 8 weeks after the acceptance of their bid. **No bids shall be extended after April 1, 2021.** All New Members must be initiated by **April 28, 2021.**

- d. Once an invitation for membership has been extended, the chapter must turn in the Continuous Open Bidding Membership Recruitment Acceptance Binding Agreement and Anti-Hazing Statement to the Panhellenic Office within 24 hours via email or shared Google Drive folder.
- e. Once an invitation for membership has been accepted, the new member must send the following email exactly to the Panhellenic Office:
 - i. My name is (New Member Name) and I am a new member of (Chapter Name) for the spring 2021 semester. Please use this email as official notification that I give permission to the Office of Fraternity and Sorority Life to release my semester and cumulative grades to the chapter president, scholarship chair and academic advisor of my chapter, for the purpose of meeting academic goals, for as long as I am a member of the organization.
- f. All new members, once initiated, will complete an acknowledgement of initiation form to be submitted to the Office of Fraternity & Sorority Life.

3. PNM Respect

- a. There shall be no hazing during Continuous Ongoing Recruitment/Bidding.
 - i. The University defines hazing as: "Hazing that causes or permits an individual, with or without consent, to engage in activities that subject that individual or others to risks of physical injury, mental distress, or personal indignities of a highly offensive nature, in connection with recruitment, initiation, or continued membership of a society, fraternity or sorority, club, or similar organized group whether or not recognized by the University."
 - ii. The Panhellenic Council does not tolerate hazing, regardless of the recruitment season or academic term.
- b. No sorority is allowed to discriminate against a PNM on the basis of race, religion, national origin, disability, age, veteran status, or sexual orientation.

4. Panhellenic Council Expectations

- a. Panhellenic will provide a form on their website under Recruitment > Continuous Open Recruitment that interested women can fill out with their contact information.
 - i. This contact information will be shared with Recruitment Chairs to be used as a resource during Continuous Open Recruitment. Chapters are not limited to extending invitations to women on this list; it is merely a resource.
 - ii. Panhellenic will update the list once women have accepted bids.
- b. The Panhellenic Council does not require a minimum grade point average as a condition for participation in recruitment. Each chapter has its own scholarship requirements for joining and being initiated into its chapter.
 - i. Chapters can contact the Office of Fraternity & Sorority Life to check Potential New Members' grades to see if they meet the chapter's GPA requirement.

5. Panhellenic Information Session

- a. All chapters will attend the Panhellenic Informational Session in the first month of the academic semester, regardless of their eligibility to participate in Continuous Open Recruitment.
 - i. Chapters can have no more than three people attend the interest session, including the Recruitment Chair.
 - ii. Chapters cannot hand out anything (i.e., candy or buttons) to PNMs.
 - iii. The Panhellenic Vice President of Recruitment will share a list of attendees and their emails with Recruitment Chairs. In addition, chapters may take down the names of PNMs who specifically enter their "session".