



# COLLEGE PANHELLENIC POLICIES AND BEST PRACTICES

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NPC policies and best practices are the result of years of cumulative experience and study of many campus situations.

Policies are standards and procedures created by NPC vote, usually to address recurrent problems or operating issues that local Panhellenics face. The expectation is that they be followed, because they reflect the combined knowledge and experience of the 26 autonomous member groups.

Best practices are procedures formulated to help local Panhellenics and their member chapters achieve the greatest success. Adherence to these practices is not required but is strongly recommended.

The following pages contain brief statements of NPC policies pertaining to College Panhellenics. Additional policies and best practices may be found throughout the NPC Manual of Information preceded by the word Policy or Best Practice and the date adopted.

An efficient, effective College Panhellenic should adopt and implement the policies and best practices of NPC.

# COLLEGE PANHELLENIC POLICIES AND BEST PRACTICES

## ACADEMIC EXCELLENCE

### Academic Excellence (1989, 1995)

Reaffirmation that College Panhellenics be dedicated to academic excellence, strive to achieve the highest possible GPA and present a yearly program on promotion of study skills.

### Education (8th Ed.)

Emphasis on fraternity education during the new member period and reduction of pressures toward over participation in campus activities and attendance at social affairs to ensure the best possible adjustment on the part of freshmen and other entering students.

### Scholarship (8th Ed.)

Assistance to new members in their academic adjustment; and encouragement of high scholastic achievement on the part of all members as the fraternity accepts the responsibility to aid its individual members in attaining high scholarly achievement.

### Month of the Scholar (2000, 2010)

Beginning in 2011, NPC will officially recognize February as the Month of the Scholar. Through partnerships with member groups, Alumnae Panhellenics and College Panhellenics, NPC will promote the Month of the Scholar. The Month of the Scholar was originally held in October per the resolution passed in 2000.

## ALCOHOL

### Alcohol Accountability (2009)

NPC member groups continue to enforce their respective risk-management policies and hold members and chapters accountable in accordance with the individual member group's policies and procedures.

### Alcohol Education(2009)

NPC member groups continue to educate their members on the risks associated with alcohol use, risk-management policies of the individual organization as well as established NPC policies and Unanimous Agreements.

### Alcohol Review of Risk Management Policies (2009)

NPC member groups continue to review risk-management policies to encourage the hosting of chapter events that are consistent with the values of the respective organization.

### Alcohol Awareness (2009)

NPC recommends that the College Panhellenics provide to local chapters on an annual basis relevant resource and programming information such as local speakers, on campus seminar information, media resources and health center and counseling center contacts.

### Alcohol Acknowledgment of Chapter Rights (2009)

College Panhellenics acknowledge the right of member fraternities to educate their members and enforce their respective risk-management policies.



#### Alcohol Funding (1991, 2009)

NPC affirms that College Panhellenics shall not spend Panhellenic funds to purchase of alcoholic beverages for any purpose.

#### Alcohol Initiatives (2009)

NPC recommends that College Panhellenics notify NPC member groups when discussing risk-management initiatives for the campus fraternity and sorority community.

#### Alcohol Dialogue (2009)

NPC recommends that College Panhellenics work in conjunction with other campus organizations to share and encourage dialogue about the respective risk-management policies of the individual member groups.

#### College Panhellenic support of Alcohol-Free Fraternities (1997, 2009)

NPC recommends that College Panhellenics support men's fraternity chapters that choose to have alcohol-free facilities.

#### Alcohol-Free CPH Events (2003, 2009)

NPC affirms that College Panhellenic planned or sponsored events shall be alcohol free.

#### College Panhellenic support of Alcohol Free Chapter Events (2001, 2009)

NPC recommends that College Panhellenics support and encourage chapters to have alcohol-free events with student organizations as well as men's fraternity chapters.

#### Product Identification (1991, 2009)

NPC affirms that College Panhellenics omit logos of companies involved in the sale, distribution and promotion of alcoholic beverages from T-shirts, cups, programs and all materials pertaining to fraternity/sorority activities.

## COLLEGE PANHELLENIC PROGRAMMING

#### Distinguished Lecturer Program (2003)

NPC established the Distinguished Lecturer Program with funding provided through grant requests to the National Panhellenic Conference Foundation.

#### "Focus on Self-Esteem" (2000)

This NPC program helps members create a positive environment for women.

#### "Something to Talk About" Confrontation Skills (2000)

This NPC program was developed to enable women to address risky behaviors.

#### "Something of Value" (1996)

This important NPC program addresses risk-management issues.

## GENERAL POLICIES AND PROCEDURES

### Alumna Representative for Panhellenic (1985)

A College Panhellenic shall not have the authority to exclude any alumna member whom a chapter selects to represent it, nor indicate which alumna member will be acceptable.

### Call for Values Congruence (2003)

NPC and its member groups are committed to working with all the stakeholders to contribute to the success and well-being of their collegiate members.

### College Panhellenic Membership Statuses (2003)

There can be three types of membership within College Panhellenics. The College Panhellenic determines the criteria for the associate member status. (See the College Panhellenic Resource Information chapter in this manual for details.)

### Discussion of Panhellenic Matters With Nonmembers (8th Ed.)

Discussion of Panhellenic matters should be in the presence of the delegate body and advisors only, because they are not properly the concern of nonmembers.

### Events With Recognized Fraternities (2013)

NPC member groups agree to advise their collegiate chapters to plan or participate in events with men's fraternities only when those men's fraternities are not suspended for reasons of organizational misconduct and are:

1. Chapters or colonies recognized and in good standing with both their national organization and the college/university; or
2. Chapters or colonies recognized and in good standing with their national organization, but have been denied recognition or have had recognition rescinded by the college/university for reasons other than organizational conduct; or
3. Chapters or colonies recognized and in good standing with their national organization, but where the entire Interfraternity Council community lacks recognition from the college/university; or
4. Local fraternities recognized and in good standing with the college/university.

### Greek Weekend (1967)

Limiting Greek Week to a "Greek weekend" celebration, avoiding overemphasis of the social and activity phases of programs, and promoting the constructive, inspirational aspects of fraternity life in accordance with the objectives of NPC and NIC.

### Harassment (1985) Human Dignity (1989)

Reaffirmation of the policies on sexual harassment, the values expressed in the Panhellenic Creed and NPC's responsibility to further those values. College Panhellenics are encouraged to carefully analyze interfraternal activities in light of human dignity considerations and endeavor to accomplish any changes needed to ensure the activities' compatibility with fraternal values and the highest standards of human dignity.

#### IFCs (1972-73)

NPC recognizes and commends the cooperation of the College Panhellenic Associations and the Interfraternity Councils in areas of common concern, including community service projects, campus activities and programs of scholarship but stresses that College Panhellenic Associations and Interfraternity Councils limit their combined activities to these areas, retaining private identities as College Panhellenic Associations and Interfraternity Councils.

#### Implementing RFM on Campuses Opening for Extension (2013)

Any campus with two or more chapters that is opening for extension must either be using RFM with priority format or have voted affirmatively to implement RFM with priority format as part of the primary recruitment process before voting to open for extension.

#### Insignia of NPC (1987)

The insignia of NPC may be used by member groups in any approved manner that is in accord with good taste and the dignity of NPC.

#### National Advisor Appreciation Month (2008)

The National Panhellenic Conference declares the month of April as National Advisor Appreciation Month.

#### Newly Recognized College Panhellenic (8th Ed.)

Recognition of a College Panhellenic to be determined by NPC on the basis of operational procedures approved and adopted by the majority of the local NPC groups, provided such procedures are in accordance with the rules, regulations and Unanimous Agreements of NPC.

#### Nondiscrimination Statement (2003)

NPC fraternities do not discriminate in membership selection practices on any basis prohibited by law.

#### Officer Selection (2001)

The College Panhellenic officer selection process may include rotation, election or an election-rotation combination to provide successful leadership and equitable and fair representation of the NPC member groups. The Panhellenic president and the recruitment officer should have a minimum of one year of College Panhellenic experience prior to serving.

#### Officer Vacancy (1978)

If a College Panhellenic officer is unable to fulfill her term and her fraternity is unable to provide a qualified replacement, the fraternity next in rotation shall assume the responsibility for the office; a fraternity filling any unexpired term shall not relinquish its regular order.

#### Overnight Parties (1979)

NPC encourages its member fraternities to hold parties in the college community area, where overnight accommodations would not be involved.



#### Over programming (1994)

College Panhellenics and fraternity/sorority advisors are encouraged to have balanced calendars, to establish reasonable award criteria. NPC member groups shall express concern to campus administrators about time commitments required for compliance with relationship statements and annual audit requirements.

#### Positive Interaction (1988)

Rededication to the promotion of programming and activities that support human dignity, fraternal values and constructive interaction to eliminate all activities that are destructive, demeaning, abusive and/or promote divisiveness among organizations and/or promote negative images of the fraternity/sorority community.

#### Publicity (1967)

Encouragement of favorable publicity concerning Panhellenic events during the year.

#### Recognition (1965)

Reaffirmation that recognition of an NPC College Panhellenic Association is vested in the National Panhellenic Conference by virtue of the membership of individual students in NPC member fraternities.

#### Relationship Between a College Panhellenic and a Fraternity/Sorority Council (1994, 1996)

Reaffirmation of Unanimous Agreement, Article VI, College Panhellenic Association Agreement, Section 1A of the Manual of Information, which states, "A College Panhellenic Association shall be established where two or more NPC fraternities have installed undergraduate chapters." NPC supports a separate Panhellenic Council with its own recruitment process, extension procedure and judicial system; NPC supports the concept of an all-Fraternity/Sorority Council only when it is a forum for discussion and communication among all fraternities and sororities.

#### Respect for Diversity of Religious and Cultural Holidays (2007)

All College Panhellenics should make an effort to schedule recruitment or other major Panhellenic events so they do not conflict with religious or cultural holidays.

#### Response to Institutions (1997)

Encouragement of member groups to acknowledge information from institutions, to conduct a timely investigation, to take prompt action if the situation warrants and to respond accordingly.

#### Right to Wear Badge (1971)

Reminder that fraternity members have the right to wear their badges at all times as symbols of pride in their membership and that they be encouraged to exercise that right.

#### Social Conduct (8th Ed.)

Maintenance of high ethical, social and cultural values through recommended programs, daily example of adherence to high standards of conduct and living the Panhellenic Creed; where campus regulations are inadequate, it is recommended that College Panhellenic chapters by mutual agreement establish rules relating to residence and social conduct of their members to illustrate the continuing value of fraternities in a complex college community.



#### Social Event/Peer Monitoring System (1996)

Member groups of NPC are encouraged to advise their members to refrain from serving as Panhellenic or fraternity/sorority enforcement officials at social events.

#### Student Government (8th Ed.)

Representation in student government shall be on the basis of one's campus citizenship and not on the basis of one's social affiliation; thus, NPC opposes the use of College Panhellenics as branches of student government.

#### Unanimous Agreements (1965, 1995)

The 26 member fraternities of NPC reaffirm their responsibility of upholding and honoring the Unanimous Agreements and reaffirm their commitment to working together in a spirit of harmony and cooperation.

#### Workshops (1969)

Area advisors are encouraged to develop combined workshops for College Panhellenics on campuses of comparable size and interest.

#### Workshops (1971)

Provision for area conferences to include all College Panhellenics and provide full representation and voice in the undergraduate Panhellenic concerns, material to be prepared under supervision of the College Panhellenics Committee and reports to be sent to this committee for consideration.

## MEMBERSHIP RECRUITMENT

#### Chapter Costs (1963)

Recommendation to list only the average cost of fraternity membership in College Panhellenic booklets rather than comparative fees, because the variance in items included does not provide accurate information, and the difference in total fees is almost inconsequential.

#### Counselors (1989)

NPC disapproves of the presence of membership recruitment counselors and other designated Panhellenic personnel at chapter membership recruitment events, with the exception of fraternity/sorority advisors and official NPC recruitment observers.

#### Counselors (2010)

Recruitment counselors shall not be involved with any PNMs in the process of completing and signing the MRABA.

#### Fall Recruitment (1983)

Reaffirmation of recommendations for a fall membership recruitment period.

#### Fees (1967)

Limitation of membership recruitment registration fees to a minimum clerical fee.

### Informal (1964)

Implementation of NPC recommendations for informal recruitment and continuous open bidding to afford the greatest number of women the privilege of fraternity membership.

### Intentional Single Preference (1989)

The term "suicide" be eliminated from the Panhellenic vocabulary as it applies to collegiate membership recruitment; and the substitute term "intentional single preference" be used.

### Letters of Recommendation (1992)

The responsibility for providing letters of recommendation for prospective new members rests with the members of NPC fraternities, and recruitment information distributed through College and Alumnae Panhellenics shall contain nothing that infers that letters of recommendation must be secured by the potential new member.

- Individual NPC member groups will clarify this responsibility with their membership.
- NPC area advisors will clarify this responsibility with College and Alumnae Panhellenics.
- Remuneration from the potential new member or her family for any such letter is inappropriate.

### Membership Growth (1999)

The guidelines for the three membership growth plans were developed and incorporated into a publication titled "From Mini to Mega," which is referenced in the Resource Information section of this manual.

### Panhellenic Officer Disassociation During Recruitment (2003)

Panhellenic officers should be completely "disassociated" from their respective NPC chapters for the period immediately preceding recruitment (not to exceed 30 days) and during recruitment so their actions and decisions support the welfare and best interests of the Panhellenic community.

### "No Frills" Recruitment Recommendations (1989, 1991, 1997, 2003)

Incorporation of "no frills" concept. All College Panhellenics and their member chapters shall incorporate the following into their membership recruitment programs as soon as possible:

- Establish guidelines for membership recruitment budgets and set a cap on membership recruitment expenses, including the value of all donated goods and services in the cap figure.
- Eliminate all outside decorations.
- Confine all membership recruitment entertainment within the chapter house or other recruitment facility.
- Evaluate all membership recruitment skits as to length and content.
- Discourage the use of membership recruitment skits at the first round of parties.
- Discourage elaborate costuming and purchase of special membership recruitment outfits.
- Eliminate all gifts, favors, preference letters or notes for potential new members until they have accepted bids.
- Develop conversation and interviewing skills.
- Follow NPC recommendations for release figures.

Guidelines for implementation of this policy can be found in the Resource Information section of this manual.





### Rules (1963)

Evaluation and simplification of membership recruitment rules, eliminating those impossible to enforce or that may bring criticism and misunderstanding of fraternities.

### Voluntary Association (9th Ed.) (8th Ed.)

Affirmation of the rights and freedoms basic to the formation and continuation of voluntary associations as guaranteed in the First Amendment of the U.S. Constitution, "... the right of the people peaceably to assemble," and the inherent right to free choice in their association with others.

### Voluntary Association (1969)

Presentation of a united front of solid support for any College Panhellenic member chapter whose attempts to exercise its freedom of association are being attacked.

## TOTAL

### Automatically Adjusting Total (2013)

To allow groups to achieve parity as quickly as possible at the conclusion of primary recruitment, total will be automatically adjusted annually no later than 72 hours following bid distribution. The adjustment will be to average chapter size unless the College Panhellenic adopts an acceptable alternative formula according to the Manual of Information.

### Options in Determining Total (2009)

Panhellenics will review total annually, and if it is determined total should be revised, after consultation with the NPC area advisor, College Panhellenics can vote to determine total by any one of the following: 1) average chapter size; 2) the median chapter size; 3) the size of the largest chapter and combined with a number that reflects the best adjustment to total to ensure continued growth opportunities, parity, housing obligations, availability of campus facility and vitality of the College Panhellenic community. Campuses with deferred recruitment may review total to allow for a fall recruitment that would assist in establishing parity, using either average chapter or median size, allowing those below the number to recruit upperclass members.

### New Member (1981)

A woman who has fulfilled the requirements for initiation before the expiration of the one-year pledge term, but who has not yet been initiated, is not included in the year's new quota but is counted in the chapter's total.

### Quota-Total (9th Ed.)

NPC recommends acceptance of the quota-total system and substitutions of this material for all sections on quota-limitation in publications.

### Transfer (1977)

If a chapter is at total and wishes to affiliate a transfer member, it may do so even though the addition of that member will put it over total.



### Two-tier Total (2009)

College Panhellenics on campuses with deferred recruitment may review total in the fall to allow for a fall recruitment that will assist in establishing parity. This review does not replace the review that should be completed after deferred primary recruitment. This would be a two-tier total. If, after consultation with the NPC area advisor and their respective inter/national organizations, it is agreed that implementation of a fall total is advantageous, fall total can be determined by one of the following:

- Using current data, determine average chapter size and allow chapters below that number to recruit upperclass members.
- Using current data, determine the median chapter size and allow chapters below that number to recruit upperclass members.
- Panhellenics should determine in the prior spring if a two-tier total should be implemented for the following fall term and vote to do so. The adjustment to a new fall total should be done as soon as possible at the beginning of the fall academic term.

### Vacancies (1978)

Vacancies in chapter total are not created by the granting of alumnae status to undergraduate members except when a member group is recolonizing.

