

Gustavus Adolphus Panhellenic Association

Governing Documents

December 11, 2017

TABLE OF CONTENTS

	Page
Panhellenic Bylaws.....	3
Standing Rules	
Recruitment Code of Ethics.....	14
Recruitment Rules.....	15
2015 Recruitment Appendix.....	17
Recruitment Counselor Program.....	18
Gustavus Adolphus Awards.....	20
Panhellenic Judicial Procedures.....	20
Social Events.....	21
Traditions.....	21

Bylaws of Gustavus Adolphus College Panhellenic Association

Article I. Name

The name of this organization shall be the Gustavus Adolphus College Panhellenic Association.

Article II. Object

The object of the Panhellenic Association shall be to develop and maintain women's fraternity life and interfraternity relations at a high level of accomplishment and in so doing to:

1. Consider the goals and ideals of member groups as continually applicable to campus and personal life.
2. Promote superior scholarship and basic intellectual development.
3. Cooperate with member women's fraternities and the university/college administration in concern for and maintenance of high social and moral standards.
4. Act in accordance with National Panhellenic Conference (NPC) Unanimous Agreements, resolutions and policies.
5. Act in accordance with such rules established by the Panhellenic Council as to not violate the sovereignty, rights and privileges of member women's fraternities.

Article III. Membership

Section 1. Membership Classes

There shall be three classes of membership: regular, provisional and associate.

- A. Regular membership. The regular membership of the Gustavus Adolphus College Panhellenic Association shall be composed of all chapters of NPC fraternities at Gustavus Adolphus College. Regular members of the College Panhellenic Council shall pay dues as determined by the College Panhellenic Council. Each regular member shall have voice and one vote on all matters. No members shall be first year students. A GPA requirement of 2.5 must be met for eligibility per requirements of Gustavus Adolphus College.
- B. Provisional membership. The provisional membership of the Gustavus Adolphus College Panhellenic Association shall be composed of all colonies of NPC fraternities at Gustavus Adolphus College. Provisional members shall pay no dues and shall have voice but no vote on all matters. A provisional member shall automatically become a regular member upon being installed as a chapter of an NPC fraternity.
- C. Associate membership. Local sororities or national or regional non-NPC member groups may apply for associate membership of the Gustavus Adolphus College Panhellenic Association. The membership eligibility requirements and the process for submitting an application and approval of the application shall be determined by the

Panhellenic Council. Associate members shall pay dues as determined by the College Panhellenic Council. An associate member shall have voice and one vote on all matters except extension-related matters and, if they are not participating in the formal recruitment process, they shall not have a vote on recruitment rules and establishment or modification of Panhellenic total. An associate member may be expelled for cause by a majority vote of the Panhellenic Council. An associate member shall not be entitled to vote on the question of its expulsion.

Section 2. Privileges and Responsibilities of Membership

- A. Duty of compliance. All members, without regard to membership class, shall comply with all NPC Unanimous Agreements and be subject to these Gustavus Adolphus College Panhellenic Association bylaws, code of ethics and any additional rules this Panhellenic Association may adopt unless otherwise prescribed in these bylaws. Any rules adopted by this Panhellenic Association in conflict with the NPC Unanimous Agreements shall be void.
- B. Facilitate cooperation among regular and associate members.

Article IV. Officers and Duties

Section 1. Officers

The officers of the Gustavus Adolphus College Panhellenic Association shall be President, Vice president, Secretary, and Treasurer.

Section 2. Eligibility

Eligibility to serve as an officer shall depend on the class of membership:

- A. Regular membership. Members from women's fraternities holding regular membership in the Gustavus Adolphus College Panhellenic Association shall be eligible to serve as any officer, President must be a member of a Greek organization for a calendar year before being eligible.
- B. Provisional membership. Members from women's fraternities holding provisional membership in the Gustavus Adolphus College Panhellenic Association shall not be eligible to serve as an officer.
- C. Associate membership. Members from women's fraternities holding associate membership in the Gustavus Adolphus College Panhellenic Association shall be eligible to serve as an officer except for president and vice president.

Section 3. Selection of Officers

The offices of President, Vice president, Secretary and Treasurer of the Gustavus Adolphus

College Panhellenic Association shall be held by women from the Gustavus Panhellenic community. At least one position must be held by a sorority woman from Alpha Sigma Tau and a sorority women from Sigma Sigma Sigma.

Section 4. Term

The officers shall serve for a term of one year or until their successors are selected. The term of office will begin at the beginning of the spring academic term.

Section 5. Removal

Any officer may be removed for cause by a vote of two-thirds of the Panhellenic Council.

Section 6. Vacancies

Vacancies shall be filled in the same manner of selection as provided in Section 3 of this Article.

Section 7. Duties of Officers

A. The President shall:

- Preside at all meetings of the Panhellenic Council.
- Preside at all meetings of the Executive Board.
- Serve as an ex-officio member of all Panhellenic Association committees.
- Communicate regularly with the Panhellenic advisor.
- Be familiar with the NPC Manual of Information and all governing documents of this association.
- Ensure that the NPC annual report is completed.
- Communicate regularly with the NPC area advisor.
- Maintain current copies of the following: Gustavus Adolphus College Panhellenic Association bylaws and standing rules; the Panhellenic Association budget; contracts executed on behalf of the Panhellenic Association; correspondence and materials received from the NPC area advisor; all College Panhellenic reports to NPC; and other pertinent materials.
- Receives and maintains all recruitment infractions and reports them to the Executive Board.
- Call any necessary meetings to order.
- Perform all other duties as assigned.

B. The Vice President shall:

- Perform the duties of the president in her absence.
- Shall be familiar with the NPC Manual of Information and all governing documents of this association.
- Chair Recruitment Committee
- Manage recruitment process
- Maintain recruitment excellence and bylaws

- Inform fraternities of recruitment procedures
- Perform all other duties as assigned.
- Chair the Judicial Board

C. The Secretary shall:

- Keep an up-to-date roll of the members of Panhellenic Council.
- Record minutes of all meetings of the Gustavus Adolphus College Panhellenic Council and the Executive Board.
- Maintain a complete and up-to-date file that includes the minutes of all meetings from the date of organization and current correspondence.
- Send meeting minutes to the NPC area advisor.
- Shall be familiar with the NPC Manual of Information and all governing documents of this association.
- Shall serve as the Community Service Chair and will chair the community service/philanthropy committee when applicable.
- Perform all other duties as assigned

D. The Treasurer shall:

- Supervise the finances of the Gustavus Adolphus College Panhellenic Association.
- Prepare the annual budget and, after its approval by the Panhellenic Council, provide a copy to each Gustavus Adolphus College Panhellenic Association member fraternity.
- Receive all payments due to the Panhellenic Association, collect all dues and give receipts.
- Pay promptly the annual NPC dues and all bills of the Gustavus Adolphus College Panhellenic Association.
- Maintain up-to-date financial records; give a financial report at each regular meeting of the Panhellenic Council and an annual report at the close of her term of office.
- Shall be familiar with the NPC Manual of Information and all governing documents of this association.
- Perform all other duties as assigned.

Article V. The Panhellenic Council

Section 1. Authority

The governing body of the Gustavus Adolphus College Panhellenic Association shall be the Panhellenic Council. It shall be the duty of the Panhellenic Council to conduct all business related to the overall welfare of the Gustavus Adolphus College Panhellenic Association including, but not limited to; determine dues; coordinate each fraternities new member period as determined by individual chapters; approve the annual budget; consider extension; set a calendar of events; determine programming; annually review the parameters as adopted in

the recruitment rules for automatic adjustment of total; and establish recruitment rules and recruitment style. The Panhellenic Council shall also have the authority to adopt rules governing the Panhellenic Association that do not violate the sovereignty, rights and privileges of member women's fraternities.

Section 2. Composition and Privileges

The Gustavus Adolphus College Panhellenic Council shall be composed of one delegate from each regular, provisional and associate member group at Gustavus Adolphus College as identified in Article III. The delegates shall be the voting members of the Panhellenic Council except as otherwise provided in Article III of these bylaws. In the event that the delegate is absent and cannot fulfill her position, it is up to the chapter from which she belongs to appoint an alternate delegate.

Section 3. Selection of Delegates and Alternates

Delegates and alternates to the Panhellenic Council shall be selected by their respective women's fraternity chapters to serve for a term of one year commencing at the beginning of the spring academic term.

Section 4. Delegate Vacancies

When a delegate vacancy occurs, it shall be the responsibility of the fraternity affected to select a replacement within 2 weeks and to notify the Panhellenic Association secretary of her name, address and telephone number.

Section 5. Regular Meetings

Regular meetings of the Panhellenic Council shall be held at a time and place established at the beginning of each academic term.

Section 6. Special Meetings

Special meetings of the Panhellenic Council may be called by the president when necessary. Notice of each special meeting of the Panhellenic Council shall be sent to each member of the Panhellenic Council at least 24 hours prior to convening the meeting; however, there will be no penalties for missed attendance..

Section 7. Quorum

Two-thirds of the delegates and officers from the member fraternities of the Gustavus Adolphus College Panhellenic Association shall constitute a quorum for the transaction of Business.

Section 8. Vote Requirements

- A. Proposed motions on issues that impact a chapter as a whole must be announced at a previous meeting to allow opportunity for chapter input before a vote may be taken on the issue.

- B. A two-thirds vote of the Panhellenic Council shall be required to approve a recolonization plan and for all extension-related votes. All other votes, unless specified in these bylaws, shall require a majority vote for adoption.

Article VI. The Executive Board

Section 1. Composition

The composition of the Executive Board shall be the President, Vice president, Secretary, and Treasurer.

Section 2. Duties

The Executive Board shall administer routine business between meetings of the Panhellenic Council and such other business as has been approved for action by Panhellenic Council vote. At the next regular meeting of the Panhellenic Council through the Secretary, the Executive Board shall also report all action it has taken and record the action in the minutes of that meeting.

Section 3. Regular Meetings

Regular meetings of the Executive Board shall be held at a time and place established at the beginning of each academic term.

Section 4. Special Meetings

Special meetings of the Executive Board may be called by the President when necessary.

Section 5. Quorum

A majority of Executive Board members shall constitute a quorum for the transaction of business.

Article VII. The Panhellenic Advisor

Section 1. Appointment

The Panhellenic advisor of the Gustavus Adolphus College Panhellenic Association shall be Chosen by the Gustavus Adolphus College Panhellenic Council.

Section 2. Authority

The Panhellenic advisor shall serve in an advisory capacity to the Gustavus Adolphus College Panhellenic Association. The Panhellenic advisor shall have voice but no vote in all meetings of the Panhellenic Council and the Executive Board.

Article VIII. Committees

Section 1. Standing Committees

- A. The standing committees of the Gustavus Adolphus College Panhellenic Association

shall be the Judicial Committee, Recruitment Committee, Community, and Public Relations Chair.

(1) The Academic Excellence and the Service/Philanthropy shall serve as special committees, to be called upon and created when needed.

B. Term. The standing committees shall serve for a term of one year, which shall coincide with the term of the officers.

Section 2. Appointment of Committee Membership

The Executive Board shall appoint members and chairmen of all standing and special committees, except as provided otherwise in these bylaws, and, in making these appointments, recognize fair representation from all member women fraternities as much as possible. The President shall be an ex-officio member of all committees except the Judicial Board and the Alumnae Advisory Council.

Section 3. Judicial Board

The Judicial Board shall consist of the Vice President as chairman and a member from each NPC group. The Panhellenic advisor shall serve as a nonvoting ex-officio member. The Judicial Board members shall participate in training to be educated about the purpose of the board, the rules and regulations the Judicial Board will monitor, the procedures to be followed, proper questioning techniques, the rights of the charged organizations, evaluating evidence, and deliberations and sanctioning. The Judicial Board shall educate member fraternities about the Panhellenic judicial procedure. It shall be the Judicial Board's duty to hold a hearing to adjudicate all alleged violations of the NPC Unanimous Agreements and the bylaws, code of ethics, standing rules and membership recruitment regulations of the Gustavus Adolphus College Panhellenic Association that are not settled informally or through mediation. The hearing shall be conducted by the entire Judicial Board unless Panhellenic Council adopts rules for the hearing to be conducted by a committee of the Judicial Board. The members of the Judicial Board shall maintain confidentiality throughout and upon completion of the judicial process.

Section 4. Recruitment Committee

The Recruitment Committee shall consist of a recruitment chairman (Vice president) and one representative from each regular, provisional, and participating associate member. Alumnae advisors may attend meetings of the committee. The alumnae advisors shall have voice but no vote. This committee shall review and develop membership recruitment rules and submit them for discussion and approval to the Panhellenic Council before the end of the academic term preceding the membership recruitment period. After each membership recruitment period, the chairman of this committee shall present a full report, including recommendations, to the Panhellenic Council based on an analysis of the recruitment statistics and recruitment evaluations from new members, potential new members who withdrew, each member group and chapter advisor.

Section 5. Academic Excellence Committee

The Academic Excellence Committee shall consist of the Secretary as chairman and the Education chair from each member group. The Academic Excellence Committee shall be responsible for all matters pertaining to the promotion of superior scholarship as basic to intellectual achievement.

Section 6. Community Service/Philanthropy Committee

The Community Service/Philanthropy Committee shall consist of Secretary as chairman and the philanthropy or community service chair from each member group. The Community Service/Philanthropy Committee shall be responsible for all matters pertaining to the promotion of community service/philanthropy. This is a special committee.

Section 7. Public Relations Chair

The Public Relations Chair shall be responsible for all forms of publicity dealing with the Gustavus Adolphus College Panhellenic Association. This chair shall work closely with the Executive Board and all committees to make certain that the media is kept informed of the positive events of the Panhellenic Association and its member women fraternities.

Section 9. Other Committees

Other such committees, standing or special, shall be appointed as deemed necessary by the Panhellenic Council.

Article IX. Finances

Section 1. Fiscal Year

The fiscal year of the Gustavus Adolphus College Panhellenic Association shall be from February, 1st to January, 31st inclusive.

Section 2. Contracts

Dual signatures of the President and Panhellenic Advisor shall be required to bind the Gustavus Adolphus College Panhellenic Association on any contract.

Section 3. Checks

All checks issued on behalf of the Gustavus Adolphus College Panhellenic Association shall be processed through the Gustavus Adolphus College Finance office and follow College procedures.

All checks issued on behalf of the Gustavus Adolphus College Panhellenic Association shall bear dual signatures. The following shall be authorized to be one of the two required signatures: *Treasurer and Panhellenic Advisor*.

Section 4. Payments

All payments due to the Gustavus Adolphus College Panhellenic Association shall be received by the treasurer, who shall record them. Checks for payments shall be made payable to the Gustavus Adolphus College Panhellenic Association.

Section 5. Dues

A. NPC College Panhellenic dues shall be paid yearly as invoiced by the NPC office.

B. Panhellenic Association membership dues shall be assessed per chapter annually and payable per member and new member each semester.

- The amount of such dues for the next academic year shall be determined by the Panhellenic Council no later than February of that year.
- The dues of each Panhellenic Association member fraternity shall be payable on or before *October 1st*.

Section 6. Fees and Assessments

The Panhellenic Council shall have the authority to determine fees and assessments as may be considered necessary.

Article X. Extension

Section 1. Extension is the process of adding an NPC women's fraternity.

The Gustavus Adolphus College Panhellenic Association shall follow all NPC Unanimous Agreements and NPC extension guidelines found on the NPC website and in the Manual of Information. In order to grant extension, the vote must be unanimous.

Section 2. Voting rights

Only regular members of the Panhellenic Council shall vote on extension matters.

Article XI. Violation Resolution

Section 1. Violation

Chapters shall be held accountable for the conduct of their individual collegiate and alumnae members. Conduct contrary to the NPC Unanimous Agreements, these bylaws, the Panhellenic code of ethics, standing rules and/or membership recruitment regulations of the Gustavus Adolphus College Panhellenic Association shall be considered a violation.

Section 2. Informal resolution

Members are encouraged to resolve alleged violations through informal discussion with the involved parties.

Section 3. Judicial process

If informal discussions are unsuccessful, the judicial process will be set in motion by filing a report of the alleged violation. The Gustavus Adolphus College Panhellenic Association shall

follow all mediation guidelines found in the Manual of Information.

- A. Mediation. Mediation is the first step of the judicial process. The Gustavus Adolphus College Panhellenic Association shall follow all NPC Unanimous Agreements concerning the judicial process found in the Manual of Information.
- B. Judicial Committee hearing. When a violation is not settled informally or through mediation, the Judicial Board shall resolve the issue in a Judicial Board hearing. The Panhellenic Council shall adopt procedures in the standing rules for this purpose that are consistent with the NPC Unanimous Agreements.
- C. Appeal of Judicial Board decision. A decision of the Judicial Board may be appealed by any involved party to the NPC College Panhellenic's Judicial Appeal Committee. The Gustavus Adolphus College Panhellenic Association shall follow all NPC Unanimous Agreements concerning the appeals process found in the Manual of Information.

Article XII. Hazing

Per the Unanimous Agreements, the National Panhellenic Conference supports all efforts to eliminate hazing. All forms of hazing shall be banned.

Article XIII. Amendment of Bylaws

These bylaws may be amended at any regular or special meeting of the Gustavus Adolphus College Panhellenic Council by a two-thirds vote, provided that the proposed amendment has been announced and submitted in writing at the previous regular meeting allowing an opportunity for chapter input.

Article XIV. Dissolution

This Association shall be dissolved when only one regular member exists at Gustavus Adolphus College. In the event of the dissolution of this Association none of the assets of the Association shall be distributed to any members of the Association, but after payment of the debts of the Association its assets shall be given to the National Panhellenic Conference.

STANDING RULES

Gustavus Adolphus College Panhellenic Association

GUSTAVUS ADOLPHUS COLLEGE PANHELLENIC ASSOCIATION RECRUITMENT CODE OF ETHICS

We, the members of women's fraternities at Gustavus Adolphus College, agree to promote honesty, respect, sisterhood and cooperation within the College Panhellenic, our respective chapters, and in our daily lives. This code of ethics is designed to inspire our members, reinforce exemplary conduct and values-based leadership, and perpetuate lifelong membership to enrich the sorority and Panhellenic experience.

We, as Panhellenic women of Gustavus Adolphus College, agree on and commit to:

- Uphold and demonstrate the Panhellenic spirit in thought, word, and action through our chapters as well as individual members.
- Demonstrate ethical behavior and conduct ourselves in a manner consistent with the mission and values of the College Panhellenic, each inter/national organization, and our College.
- Respectfully adhere to the Unanimous Agreements and all policies established by the National Panhellenic Conference.
- Avoid disparaging remarks about any fraternity or collegiate woman and refrain from discussing Panhellenic matters with nonmembers, in accordance with the dignity and good manners of fraternity women.
- Recognize friendly relations with all collegiate women, both fraternity members and nonmembers, realizing the importance of creating and building friendships.
- Plan recruitment events that provide opportunities for the greatest possible number of women to become fraternity members while protecting the rights and privileges of individuals and the chapters.
- Provide a safe, positive, and enriching recruitment experience, understanding that membership is a social experience arrived at by mutual selection.
- Strive to be truthful, honorable, open, and friendly to all potential new members during all recruitment events.
- Be respectful of the rights of every potential new member to make her own choices, including the right not to join the women's fraternity community.
- Refrain from limiting a potential new member's chances of becoming a member of the Panhellenic community by encouraging her to make a single intentional preference or to limit her choices.

We, as Panhellenic women of Gustavus Adolphus College, also agree on and commit to:

- Respectfully adhere to the bylaws and recruitment rules of the Gustavus Adolphus College, Panhellenic Council.
- Abide by all local and federal laws and NPC inter/national member group bylaws.
- Hold one another accountable to these standards, remembering, at all times, that we represent not only our individual chapters but also the Panhellenic community as a whole.

As Panhellenic women of Gustavus Adolphus College, these are the tenets by which we strive to live.

Adopted: May 8, 2014

GUSTAVUS ADOLPHUS COLLEGE RECRUITMENT RULES

I. Statement of Positive Panhellenic Contact

We, the members of Gustavus Adolphus College's Panhellenic Association, will promote Panhellenic-spirited contact with all potential members throughout the year. Strict silence will begin at time of signing MRABA and last until bid distribution. No sorority member, including alumnae and new members, may communicate with potential new members about Panhellenic and/or sorority-related details during this period. Strict silence is defined as verbal, nonverbal, written, printed, text message and electronic communication or communicating through a third party.

II. Statements of Adherence to NPC UAs and Policies Regarding Recruitment

It is the belief of all NPC Member Organizations represented at Gustavus Adolphus College that strict adherence to our NPC Unanimous Agreements and Policies should be upheld. These are valued and non-negotiable policies that will be followed by all groups during the recruitment process.

III. Statement of "No Frills Recruitment"

Recruitment parties of Gustavus Adolphus College shall consist of maximum conversation time, tables with displays pertaining to event, and water for potential new members. Videos may be presented but they must be approved by the College Panhellenic Association beforehand. (No skits or costumes are included in recruitment)

IV. Statement of Membership Recruitment Acceptance Binding Agreement

The Gustavus Adolphus College Panhellenic will uphold and use the Membership Recruitment Acceptance Binding Agreement for each potential new member that is interested in joining a women's fraternity. We agree to all policies/steps pertaining to the MRABA.

V. Statement of Values Based Recruitment

We the members of Gustavus Adolphus College Panhellenic pledge to promote the following practices during membership recruitment:

- 1) Consider Values Based conversations
- 2) Choose recruitment activities and behaviors that reflect the core values of our Organizations
- 3) Engage in conversations that include topics related to our core values
- 4) Make informed choices about potential new members

5) Educate potential new members about the chapter's values and to connect to these values

VI. Statement of Recruitment Total and Quota

We the members of Gustavus Adolphus College Panhellenic pledge to adhere to the following total allowed for recruitment: 60 members of the Panhellenic organizations, the total will be reassessed before recruitment begins each year.

Adopted: _____ by the Gustavus Adolphus College Panhellenic Association

GUSTAVUS ADOLPHUS COLLEGE PANHELLENIC ASSOCIATION

2015 RECRUITMENT APPENDIX

I. Cooperation with IGS Bidding Period

Panhellenic will adhere to the dates for Bidding set by Inter Greek Senate. These tend to correspond with the second or third week of the Fall Semester.

II. Recruitment Style

Partially Structured will be used during recruitment period. Recruitment dates will be set by by IGS (Inter Greek Senate).

Recruitment events are allowed throughout the academic year; however, bids may only be extended and accepted during formal recruitment period set by IGS.

Continuous Open Bidding will happen for the following five days after Bid Day in which Sororities may extend bids to any unmatched girls.

III. Bidding Process

PNMs participating in Preference events will have the MRABA script read and explained to them at the event. When PNMs submit their bids, they will sign and submit a Membership Recruitment Acceptance Binding Agreement (MRABA).

Potential New Members will see the Panhellenic Advisor, President, or Vice President and will rank their bid preferences on Campus Director. Chapters will submit a list to campus director that ranks the girls they would like to accept into their chapter and signify the amount of girls they would like to accept. After that, Campus director will match the potential new members' list with the list of preferences from the chapters.

The Panhellenic Advisor, President and Vice President will oversee the CampusDirector matching process. The following day after Preference Night will be bid day and the Chapters will be required to hand out their bids to their New Members between the 12 and 2. Until the bids are handed out there must be absolute silence between Potential New Members and Active Members.

IV. Statement of Panhellenic Recruitment Week

The week before the IGS bidding days, Gustavus Panhellenic Association will sponsor a variety of recruitment events as follows:

- a. Kick-off night hosted by all Panhellenic chapters on campus
- b. Three days of scheduled recruitment events
- c. Individual chapter preference night
- d. Bid day (as set by IGS)

Recruitment Counselors

I. Statement of Goal

The Goal of the Gustavus Adolphus College Panhellenic Association's inclusion of the position of Recruitment Counselor will be to make a positive step towards a better understanding of the Recruitment Process. Recruitment Counseling is a one-on-one guidance by an experienced fraternity woman who is committed to offering her talents and service to the potential new members of the Panhellenic Association.

II. The Goals of the Recruitment Counseling Program

The goals of the Panhellenic Association's Recruitment Counselor Program are as follows:

- To provide support, friendship, and personal guidance to women participating in the recruitment process by women's fraternity members who are educated to represent Panhellenic attitudes and ideals.
- To provide objective and impartial counselors.
- To promote an understanding and explanation of the mutual selection process.
- To promote an understanding of the benefits of fraternity affiliation and emphasize the similarities in ideals and goals of all women's fraternities.
- To provide encouragement to the potential new members to accept the maximum number of invitations possible during each round of recruitment and through completion of the recruitment process.
- To promote membership recruitment retention and pledging by communicating realistic expectations of the recruitment process.

III. Recruitment Counselor Selection

Women wishing to serve as a Recruitment Counselor (Rho Gamma) must have participated in one formal recruitment as an initiated member, be active (good academic & financial standing), maintain a Cumulative & Term GPA of 2.8, and must complete an application and Interview process to be conducted by the VP of Recruitment.

The Panhellenic Recruitment committee may handle the selection of the Recruitment Counseling team with assistance from the fraternity/sorority advisor. Personal interviews and applications from interested candidates are part of the selection process. Representation from each NPC chapter is desirable and should be considered along with the qualifications of the candidate.

Recruitment Counselor selection is completed in the term preceding recruitment so that

training can be conducted well ahead of the recruitment period. It is important to:

- Develop a positive Panhellenic spirit among the team.
- Impart comprehensive knowledge about all of the NPC Chapters on campus.
- Engender a thorough understanding of the rules, policies and procedures that affect recruitment.

Selection and training of enthusiastic, dedicated recruitment counselors are the most important steps in preparing for a successful Panhellenic recruitment program.

IV. Recruitment Counselor Expectations

Recruitment Counselors must abide by Panhellenic Bylaws, Standing Rules, NPC Unanimous Agreements, Recruitment Rules, and Expectations of Recruitment Counselors or they may risk immediate dismissal from their rho gamma position.

Recruitment Counselors are undergraduate chapter members in good standing who:

- Are members from women's fraternities holding regular membership in the College Panhellenic Association.
- Are dependable, responsible, and available to the potential new members.
- Are enthusiastic and have a positive attitude toward fraternity experiences.
- Are objective and impartial in opinions.
- Have good listening skills and the ability and willingness to keep confidences.
- Are sensitive and perceptive to another's feelings while remaining objective.
- Are representative of the best qualities of a Panhellenic woman.
- Are willing to refrain from contacting or having contact with their own chapters to reveal confidential information obtained from potential new members and/or the Panhellenic office.
- Are willing to refrain from the use of alcohol throughout the recruitment period.

V. Recruitment Counselor Training

Following selection, the counseling team is trained during several workshops on general Panhellenic topics, to be determined once the Gustavus Adolphus College Panhellenic Association is officially recognized.

Recruitment counselors will be educated on all elements of the MRABA including the options and resulting action of each. All PNMs placing an NPC member group on their IGS Bid Sheet must also sign an MRABA.

Gustavus Adolphus Awards

Gustavus Adolphus College's Panhellenic Chapter will follow the awards system of Gustavus's Inter-Greek-Senate. These awards are presented once a year in the spring at an event called "Night of Distinction." If the awards below are not awarded to sorority women of a Panhellenic Chapter at Inter-Greek-Senate's "Night of Distinction," the awards will then be handed out to women of the Panhellenic chapters by the nomination of each chapter. The Panhellenic Board will then determine who receives the award through the nominations.

The awards presented to sorority women at Gustavus Inter-Greek-Senate's "Night of Distinction" are listed below.

- Outstanding Community Service Event
- Outstanding Educational Event
- Outstanding Philanthropy Event
- Outstanding Recruitment Event
- Outstanding Sisterhood
- Outstanding New Sorority Member of the Year
- Outstanding Sorority Scholar of the Year
- Outstanding Sorority Woman of the Year
- Outstanding Sorority of the Year

Gustavus Adolphus College Panhellenic Judicial Procedures

Section 1. Procedure

The NPC College Panhellenic Judicial Procedures shall be followed as outlined in the Manual of Information. The Panhellenic Judicial Board will fully comply if Gustavus Adolphus College has other additional requirements or procedures.

Section 2. Judicial Board Selection

The Judicial Board consists of the Vice President as chairman and a representative from each Panhellenic Chapter. Chapters must nominate one member from their organization to serve on the judicial board. Selected nominees must complete an application/interview and must be approved by the Treasurer. A Vice-Chairman and Recording Secretary will be selected by the Treasurer through the application process

Section 3. Judicial Board Member Requirements

Members of the Judicial Board must maintain a semester and cumulative GPA of a 2.8 and must be in good academic and financial standing with their chapter.

Section 4: Judicial Board Process

When an infraction occurs a College Panhellenic Violation Report shall be completed and presented to the Panhellenic president in a timely manner, but not more than 30 calendar days from the date of the alleged infraction. The Panhellenic president shall notify the accused sorority in writing by delivering the College Panhellenic Infraction Notice to the chapter president within seven days of receiving the Violation Report.

Social Events

The Gustavus Adolphus College Panhellenic Association shall follow the individual chapter's rules on Social Events, socials on campus, and the Social Rules, as mandated by the Gustavus Adolphus College Inter-Greek Senate.

NPC affirms that College Panhellenic planned or sponsored events shall be alcohol-free, as stated in the Manual of Information. However, if there are more strict rules as mandated by the Gustavus Adolphus College Inter-Greek Senate, the Inter-Greek Senate's rules will be followed.

Traditions

The Traditions of the Gustavus Adolphus College Panhellenic Association will be established upon recognition of the Association, still pending. Once the Panhellenic Association is recognized, Traditions will be discussed. An example of a Tradition is an Annual Picnic between the women's fraternities within the Panhellenic Association.