

	Proposal Number										
	1	2	2b	2c	3	4	5	6	7	8	9
Alpha Chi Omega	X			X	X	X		X	X	X	
Chi Omega	X			X	X	X		X	X		X
Delta Delta Delta	X			X	X	X		X	X		
Delta Gamma	X			X	X			X	X	X	X
Gamma Phi Beta	X	X	X	X	X	X		X	X		X
Kappa Alpha Theta	X			X	X	X		X	X	X	X
Kappa Delta	X			X	X	X		X	X	X	
Kappa Kappa Gamma	X		X	X	X	X		X	X	X	X
Phi Mu	X	X	X	X	X	X		X	X	X	X
Pi Beta Phi	X	X	X	X	X	X		X	X		X
Total Yes	10	3	4	10	10	9	0	10	10	6	7
Pass/Not Pass (p/n)	P	N	N	P	P	P	N	P	P	N	P

Recruitment Roundtable
February 24, 2009

Proposal 1: Establishing the dates for recruitment

- A. Questions
- B. Concerns
- C. Voting
 - a. For: 10
 - b. Against: 0

Proposal 2: Times for recruitment rounds: 7, 8, 9

- A. Questions
 - a. Tridelta: Do we have any other options? Can't leave until we have a schedule, but vote on this as if it were the only time option.
 - b. Anne: no concerns about open house? No
- B. Concerns
 - a. XO: Option for preference event times earlier? Offers time for scoring, for PNM, throws off day, more comfortable environment
 - b. KAT: first home football game of year, some sisters/PNMs might want to go
 - c. Tridelta: traffic around sorority court due to football game
 - d. ISC: We did this to manage preference night behavior. PNMs won't know any different, proposal is largely in favor of sister side and help chapter leadership, since behavior is a problem. Did consider football game, but girls are committed to sorority life. Not many go anyway
 - e. GPB: Late is nice, since ritual is part of ceremony, makes it a nice event. Up late the night before, and it is nice to give sisters a break, really important night, adds to atmosphere
 - f. KKG: wouldn't finish until 11pm, and people will go out later, which could lead to riskier drinking
 - g. PM: having day free would be great. People will go out regardless, having event later would cut down on at least some of the behavior
 - h. KAT: sends message that we are choosing between Greek life and rest of community. You "have to miss it" [referring to the football game]
 - i. AXO: later time won't deter anyone, just go out later, and stay out later. It could make bid day worse if many members are even more hungover
- C. Voting
 - a. For: 3
 - b. Against: 7

Proposal 2b: Times for recruitment rounds, option 2: 6, 7, 8

- A. Questions
- B. Concerns
 - a. ISC: lists due in 2 hours regardless, so selections can't hold you up that much

- b. GPB: good to have times later for recruitment. These concerns aren't best for chapters or PNMs. We should treat behavior on pref night as separate issue
- c. PBP: Moving time back won't deter some from going out, leadership and other proposals can help
- d. XO: Concerned with football game-that it sends the message that you can't do other things when you are Greek, believes that the chapters would be better trying to change internally
- e. AXO: many PNMs went to game to give themselves a distraction from waiting for Bid Day
- f. KKG: separates girls who are PNMs on their hall from non-Greeks
- g. Anne: We are only three years into night games, have had recruitment during football game many times before. Not bad, just a scheduling issue
- h. Tridelta: could do work all day, go out, and then have bid day, might make girls go out harder since they have less to do the next day
- i. PM: feel that football is an isolated situation, not every girl will go. Not every sister will go out.
- j. ISC: football was not insignificant to us, but the girls who go through are there on pref night want to be in a sorority. Football would not be a priority to them

C. Voting

- a. For: 4
- b. Against: 6

2c: Times option 3: 5, 6, 7

A. Questions

- a. PBP: when was it last year? 1, 2, 3, pm

B. Concerns

- a. PM: slowly getting earlier, PR effects for going to game does not outweigh negative view of pref night
- b. KKG: focusing us, not the PNM, at night will make it special for PNMs, now looking at the middle of the day and doesn't help, still no football, and an awkward dinner time
- c. Janet: round ends at 7:45, girls could go to game
- d. TriDelta: game is one issue. Tour de frats is bigger, and the time wouldn't now. Maybe there is something entirely different that we need. Middle of dinner, no one will eat well before going out that night
- e. KAT: no matter when time is, girls will still go out, need to be changes in chapters
- f. AXO: have event start at 5, and at 8 or nine no one will have eaten well. Makes the problems worse. Other ways to stop it
- g. GPB: dinner is same time as other rounds the previous weekend, irrelevant
- h. KAT: there will be a conflict with any time. 5 is a good compromise. Adjust schedules for dinner.

- i. XO: agree with that time, and that it is good for the PNMs...this time lets girls have their day, perfect transition for the game. At later times they will have more nerves and be tired
- C. Voting
 - a. For: 10
 - b. Against: 0

Proposal 3: Bid day t -shirt design submission

- A. Questions
 - a. GPB: Do we have to order shirts after august 1st? Only if you want ISC input
- B. Concerns
 - a. PBP: like proposal, but August 1st is hard. Girls are still on study abroad, not back on campus. Want to make the date later
 - b. ISC: the date is good because it allows chapters to change their design if they realize another chapter has a similar theme/design. If the date is later than it could leave chapters scrambling to come up with new ideas
 - c. KAT: didn't like the date, thought that it would be good to submit the ideas at the end of the year
 - d. KKG: wanted to amend the proposal by submitting theme earlier
 - e. Anne: themes are included in this proposal. All a chapter has to submit is this is what we think for the shirt/general idea, not the art proof
 - f. ISC: this is for our input only, not for us to choose designs
 - g. Anne: explains how this is for information purposes
- C. Voting
 - a. For: 10
 - b. Against: 0

Proposal 4: Submit themes and songs for skit night

- A. Questions
 - a. KAT: is it binding? No
 - b. XO: just songs? Anne: historically songs are the issue
 - c. DG: if we vote down, we can propose with new date? Yes
- B. Concerns
 - a. KAT: Want skit new and fresh with modern music, so the songs aren't chosen until a few weeks before. Wants to make date later
 - b. XO: agree with rationale, but the date is too early
 - c. PM: Like the August date so if we have to redo a theme it gives us time to do that. We are already planning, already thinking about ideas. Should be able to turn in something
 - d. ISC: Blair clarifies that it is for chapter benefits, since many have same songs
 - e. Anne: clarifies it isn't for ISC to know or care about, it is for chapters: are you ok with having same song/theme? Wish you had known?
 - f. ISC: same date for submission as previous proposals

- C. Voting
 - a. For: 9
 - b. Against: 1

Proposal 5: Casual First Round

- A. Questions
 - a. KD: Can we purchase letters? Yes
 - b. Anne: chapters can chose to do whatever, letters, or favorite top
- B. Concerns
 - a. Tridelta: She sees rounds as interview, going for a job, more comfortable and confident in dressier clothes, more uncomfortable in standard clothing
 - b. XO: worried that casual attire is open, and could make it uncomfortable when there is a disparity in what is perceived as casual
 - c. KD: respect sentiment, but easier with sundresses
 - d. GPB: Long range of things people would wear, and already see the range in other rounds, first round is first impression, something you have to do in a sorority, so you understand what is required for membership. Some of the rationale in guidelines is PNMs are given shirts.
 - e. Janet: discrepancy happens with sundresses anyway, about getting more girls to rush, I was turned off because of sundresses. Outdated.
 - f. ISC: proposed last year with more detail about guidelines, in favor of more detail? Ok?
 - g. PBP: rushed at different school, progressively dressier, and that seems pretty standard. We have more casual in the middle at W&M
 - h. PM: Most women who go through want to join. Understand that you have badge attire, occasions to dress up. It is a first impression; nicer attire helps people be on same page. Some things people wear to class would create judgments. It is an interview process
 - i. Anne: how is this any less confusing than sundress?
- C. Voting
 - a. For: 0
 - b. Against: 10

Proposal 6: Recruitment Counselor Applications

- A. Questions
 - a. GPB: Will the groups still be geographically based? How will you ensure they are even? This helps groups and rho chis, and can't be predicted. Janet will look for natural breaks. It won't be perfect, but she will have a target number.
- B. Concerns
 - a. PM: We talked to ISC about this, we are only asking people for a few more. Only giving up a few more girls.
 - b. KKG: This proposal doesn't indicate that you are going to take equal numbers from all sororities. With the current language it is possible for

some chapters to have all 6-8 chosen, whereas some only have a few chosen

- c. ISC: if this passes, you take it on yourselves to submit 6-8
- d. KAT: It isn't about the applicants, it's the number from each sorority taken
- e. Anne: You don't want it locked in. Want to have maximum flexibility for chapter situations. Never taken more than 5 from a chapter without asking chapter for permission. If some chapters didn't put up 6, the goal has not been met, this proposal would not apply. VP development is in contact. Leap of faith, but ISC doesn't want to screw your chapter.
- f. KKG: Want to have that procedure in the proposal
- g. Anne: we already do that. ISC is full of things we do that aren't in the rules
- h. Tridelta: give chapters a min/max range of people that will be taken
- i. Anne: doesn't read it that way, average approach
- j. Tridelta: if this has been happening, if it has been done informally, why can't we make it a rule?
- k. Audreanna: many things are just what we do. You don't want it as a rule. You don't know the future. Better to maintain chapter's ability without difficulty
- l. PBP: I was a counselor, PNMs don't want to continue b/c so many people are in the first round. Helps b/c more women continue process
- m. KAT: if you had special circumstances, you work with ISC
- n. Janet: that is what this proposal is for, to make it easier for you

C. Voting

- a. For: 10
- b. Against: 0

Proposal 7: Limiting contact in residential areas

A. Questions

- a. Tridelta: if PNMs came to a Tridelt house, our responsibility? Yes. What if you don't know there are PNMs? There will be different circumstances, will get full story
- b. PBP: mixed houses? Both chapters are responsible

B. Concerns

- a. ISC: based on the teams experience and feedback, they were looking for a more definitive rule. ISC has to work to promote positive Panhellenic contact (PPC). Most infractions were hearsay and the conflict occurred in a room with private area. Rule isn't for stopping PPC, and has a limited time when enforced. Rule explained to PNMs before, since it would hurt sisters. Facilitates PPC.
- b. XO: previously been hearsay, but if there is a misunderstanding on the PNM side, it would be harder. Wouldn't eliminate hearsay
- c. ISC: violation for the PNM to be there, regardless what they talk about
- d. XO: could still have room for error

- e. ISC: easier to express to PNMs as a rule. Written down, they know they can't be there. Push up education, and encourage recruitment counselors to push it
- f. GPB: by having rule, holding sororities and PNMs responsible. Helps us
- g. KKG: by making the rule it won't stop it, but will cut back on problem
- h. KAT: PNMs will understand, fear will stop them from going
- i. ISC: like PPC because of tentative joiners. Sorority people are best PR, and after going through rounds it is awkward to interact with PNMs
- j. AXO: concern is for with sophomore PNMs who have friends in sororities that they would be hanging out with anyway. Gray areas
- k. Anne: general contact guidelines would stop contact anyway. Not alone together. Not limiting collective hanging out
- l. XO: good for time period and physical area. She will realize, but there is plenty to do. Increase Panhellenic contact, and people

C. Voting

- a. For:10
- b. Against: 0

Proposal 8: Limit online contact with PNMs

A. Questions

- a. XO: was this a problem before? Ongoing concern

B. Concerns

- a. PBP: difficult to monitor. Agree with idea, hard to enforce. If you can't fully monitor activities. People will do it anyway, can't keep track of a message.
- b. GPB: difficult to monitor, not sure if a FR is from class or recruitment
- c. KAT: problem isn't friending, its messaging, and messaging can be done w/o friending
- d. KKG: extension of PPC, clarifying what is acceptable for the community
- e. KAT: tells PNMs what they are supposed to be doing
- f. PM: as a pnm, if they know what is expected, their feelings won't get hurt if they sit on it. Don't want to put girls in situation where they talk to girls then don't get bid
- g. XO: impression that this was wrong anyway
- h. ISC: not a rule, but implied. Expressed to PNMs that it was not good, but not a clause
- i. XO: This encourages tattletailing. So hard to monitor, you don't know who did it first. Some will get in trouble, some will get away.
- j. ISC: recruitment team doesn't have facebook..only things that are a problem will be addressed
- k. GPB: seems standoffish with community. Messaging can be an issue, but friends? And facebook was a PR tool for rush last year
- l. KKG: while message was out there, it is a clarification of guidelines. Do we want to include it or not.

C. Voting

- a. For: 6
- b. Against: 4

Proposal 9: Pref night shirts

A. Questions

B. Concerns

- a. KD: respect sentiment. Root issue, don't know if getting rid of t-shirts will stop that. Already get them approved by ISC, and getting rid of shirts doesn't get rid of problem
- b. PM: like proposals because it doesn't target sorority community with shirt. Doesn't deter girls who don't want to be apart of that. Doesn't make us clearly identifiable
- c. KAT: unites sororities. Lots of division between sororities. Shirts are fodder for activity
- d. PBP: Tour d' frats is worst PR event. Get rid of shirts to decrease attention, then do other things
- e. GPB: haven't done t-shirts. We should be taking a stand as a community. On pref night, who are we trying to prove it to?
- f. KAT: reducing a liability for sororities. Don't drink in letters, bad PR. If you go out, by why do you need chapter name?
- g. Tridelta: shirts don't define chapters, but show how we all behave as a community. Problem is that we are all out. Greeks vs. all else.

C. Voting

- a. For: 7
- b. Against: 3

Discussion Items:

1. Reformatting of Recruitment guidelines:
 - a. ISC: trying to integrate appendix into bylaws
2. Feedback from Fraternity Community on Pref Night
3. Feedback from Dean Gilbert on Pref Night
4. Collect/distribute chapter financial information for PNMs
 - a. Feedback that some chapters would appreciate having more financial information provided to PNMs relating to dues break down. Packet with a page per sorority. Provide dues and a breakdown of what is included in dues. Sheet would also be in the house in the rounds.
 - b. Anne: target that for the 5 event round. And it would be kind of a "dues question" day. NPC requires it to be available. Average dues isn't good.
 - c. GPB: payment plan included? Yes. Chapter treasurer would have to provide information. Make sure people understand dues are part of Greek life
 - d. DG: lets people see all the different things the money goes to, so they are ok with joining
 - e. PBP: lets parents know what money is going towards
 - f. KKG: don't want people to join sorority based on money and what is most economical. Would chapters have idea on what goes on?

- g. Anne: 100 range, and what it includes. Message would still be clear
 - h. KKG: understanding that it is an estimate
 - i. XO: have it at a later round eliminates people from joining for different reasons
5. Blair will continue to accept items

Pref Night

Blair: want to stop it from escalating. Proactive situation

Tildi: all are accidents. Its all serious. Hospital has ramifications. Hard to imagine a real tragedy, but not out of the question, huge problem. How can isc help you manage it? How do you manage it?

GPB: without T-shirts it isn't an organized event. You go out every weekend even though you don't out massively. Don't make it "special" it is b/c of mass amount of members.

Certain numbers make it "official" and could be a liability for you

XO: Tour de frats is sisters having time together. Keep to ourselves, prevent damage. The fun part of the night is being with sisters. Its not about the frats. Stop the chanting?

KAT: agree. Most fun is sorority hanging out

Tridelta: What a PNM understood was that she should stay in, night for girls to be with sorority before new members. It was a good thing, a sister thing. Knew it was crazy. Non-rushers like it?

Anne: it is the PR thing. 200-225 women that are committed. 1800 non affiliated fresh/sophs that are where the negative PR comes in. Some turn down bids on bid day

KAT: rumors about what happens escalate