

PANHELLENIC ROLES AND RESPONSIBILITIES



National Panhellenic Conference
the voice for sorority advancement

GOALS FOR TODAY'S SESSIONS

- Learn Panhellenic history and facts
- Better understand role and responsibilities as a Panhellenic leader on your campus
- Understanding of Panhellenic expectations and ethics
- Values Based Recruitment
- Overview of College Panhellenic (CPH) Judicial Procedures
- Overview of Unanimous Agreements, Resolutions, CPH Bylaws

PANHELLENIC BASICS

The National Panhellenic Conference supports its member organizations by promoting values, education, leadership, friendships, cooperation and citizenship



- Evolved gradually through a cooperative spirit among women's sororities – initial concerns recruitment & pledging.
- Founded in 1902 by seven groups in Chicago, IL.
- Name changed in 1945 to Conference which is significant to our philosophy and means of operation
- Each member organization sends a delegate and three alternatives to be their official representatives. Meets annually in October.
- Leadership is held by rotation – chairman once every 52 years
- Conference business is conducted by the Board of Directors (BOD)

WHAT IS NPC?



PANHELLENIC BASICS – WHAT IS YOUR ROLE

- Panhellenic is derived from the Greek word meaning “all Greek”
- Fraternity/Sorority used interchangeably – NPC uses sorority
- Women’s groups have origins to mid 1850’s
- NPC membership today is 4.5+million women and growing
- One of the largest volunteer networks in the U.S. – if not the world
- Represented on over 675 college campuses in all 50 states and Canada



PANHELLENIC
SPIRIT?

RESPONSIBILITIES OF THE COLLEGE PANHELLENIC

- Organize and sponsor recruitment
- Coordinate activities, establish orderly procedures and provide annual programming.
- Have updated bylaws – use NPC bylaws template
- Promote growth of individual chapters
- Encourage highest academic, social and moral standards
- Promote positive public relations
- Establish strong working relationships with fraternity/sorority advisor and NPC area advisor
- Promote friendships, harmony and unity among members, chapters, faculty, administration and campus groups

PANHELLENIC PLAYERS/PARTNERS INCLUDE:

- Chapter Members and Officers
- Panhellenic Council Officers/Exec Board
- Chapter Advisors
- Headquarters Staff/National Volunteers
- Campus Fraternity/Sorority Advisor
- USC Administration
- IFC and Fraternities
- NPC Area Advisor
- NPC Delegate



EFFECTIVE PANHELLENICS HAVE...

- **Membership** – includes all members of women’s sororities on a campus
 - Regular, provisional, associate
- **Organization** – meetings and events
- **Representatives** – delegates and alternates
- **Goals & Objectives** – promote Panhellenic ideals
- **Ethics** – role models for the campus
- **Governance** – Bylaws, Standing Rules and Recruitment Rules

PANHELLENIC DELEGATE RESPONSIBILITIES INCLUDE

- Cooperate in keeping each other informed
- Be alert to the problem areas and work together to find solutions.
- Respect one another's sphere of authority
- Adapt, and be flexible in meeting the needs of your Panhellenic community
- Promote good relationships and Panhellenic spirit at all times.
- Work together to make your community a valuable and desirable one

PANHELLENIC DELEGATE RESPONSIBILITIES



- Communication
 - Establish a good working relationship with others
 - Leadership/relationships within your chapter
 - Recruitment-related areas (recruitment rules, total, recruitment planning)
- Panhellenic meetings
 - Who should attend
 - Who votes
- Judicial Issues
 - Handling recruitment and other infractions

PANHELLENIC ETHICS

One's values and ethics are based and built upon what we've observed and learned, either at home or school or in the sorority



One learns how to act ethical and behave ethically

PANHELLENIC ETHICS

Two important points when it comes to ethics...

- The first is setting the standard to follow;
- The second is the will and discipline to follow it.

ETHICAL CONSIDERATIONS

- Do my actions mirror the words and phrases recited during my chapter meeting or my ritual?
- Does my chapter act ethically, especially in interaction with the other sororities?
- Is my chapter a role model in the Panhellenic community? Do I care that we are a role model for our campus?



**WHY DO WE
THEN
SOMETIMES ACT
LIKE THIS?**



“Doing the right thing may not be always easy – but it is always right.”

-John Maxwell

CONSIDERATIONS

- Promote the spirit of Panhellenism
- Apply the values found in your Ritual, and from the teachings in your everyday life to make sound, ethical decisions
- Recognize that other sorority women share common values to uphold high standards and to serve others on campus and in communities
- Model the way for others in your chapter, your Panhellenic and on your campus

VALUES BASED RECRUITMENT



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WHY?

- Difficult to monitor – time, length, messaging, subject matter/theme, ad libs, etc. were not aligned with organizational and chapter values
- Amount of time allotted was out of proportion to the length of the event round; it limited the amount of time for conversation with PNMs
- No evidence through personal observation nor recruitment evaluations that decorations, food, skits or videos influence choices made by PNMs



Overwhelming majority of PNMs assessed agreed that their selection of chapters was based on:

- Chapters that they were invited back to
- Personal interaction & conversations with individual members, not one particular member

VALUES BASED RECRUITMENT

- All College Panhellenics and their member chapters shall incorporate the following policies into their recruitment programs
 - Focus on conversations between chapter members and potential new members about organizational values and member organizations
 - Establish guidelines for membership recruitment budgets and set a cap on membership recruitment expenses, including all donated goods and services
 - Keep decorations to a minimum and confined to the interior space use for recruitment rounds
 - Eliminate **ALL** recruitment skits
- This replaces/updates no-frills recruitment policies of the past

WHY VALUES BASED RECRUITMENT?

- Expressing NPC sorority values publicly sheds light on the expectations and standards that guide member organizations and chapters.
- It assures that the women attracted to our organizations understand and embrace the commitment to living those values.

BENEFITS OF VALUES BASED RECRUITMENT

- Potential new members (PNMs) seek the same core values, principals and standards as the chapter members.
- Improved retention rates due to heightened PNM awareness of chapter expectations before joining.
- Members are engaged in meaningful programming consistent with their own reasons for joining.

VALUES OF ALL NPC MEMBER SORORITIES

- Living to a higher purpose
- Being noble in thoughts and deeds
- Fostering exemplary behavior
- Social consciousness
- Development of highest of ideals in ourselves
- Mutual respect
- Being a true friend to one another



Does your chapter recruit women who reflect and live your organizational values?



HOW TO DEMONSTRATE VALUES

- Develop and refine conversational skills to have genuine conversations
- Officer welcome to events (alternating officers) – shows leadership opportunities
- Display area(s) focused on values-based themes (academics, service, friendship, involvement)
- Introduction/highlight chapter members involved in campus activities
- Member testimonials about chapter activities (parents weekend, living in the chapter facilitates, new member retreat, big/little experience, study groups)
- Panhellenic delegate presentation on chapter support of campus/Panhellenic events
- Presentations on your chapter history, values and chapter strengths

HOW TO DEMONSTRATE VALUES

- Discuss/show/present financial obligations, academic expectations and or new member requirements
- Introduce/recognize members who have been awarded scholarships, are in honorary organizations, hold leadership positions on campus, have completed internships or education abroad
- Tour living facilities
- Discuss/show highlights of the new member program and activities
- Discussion of chapter goals for future accomplishments

OPEN HOUSE ROUND CONVERSATION IDEAS



- Why did you choose to attend this institution?
- What did you enjoy about your high school experience?
- Why did you decide to go out for sorority recruitment?
- What are your plans/goals for involvement on campus?
- How do you like to spend your time?

LEADERSHIP ROUND CONVERSATION IDEAS

- What is your favorite class?
- How did you balance activities and academics in high school?
- What do you hope to gain from sorority membership?
- What will you contribute to our chapter?
- Describe your leadership style
- What are your goals after graduation?

PHILANTHROPY ROUND CONVERSATION IDEAS

- What service activities were you involved in during high school?
- Do you have a philanthropic cause that is important to you? Why?
- What most excites you about sorority membership?
- Discuss your chapter's local and national philanthropic projects and what you enjoy/gain from your involvement.

PANHELLENIC GOVERNANCE AND LEGISLATION



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- Since 1902, the member groups of NPC have unanimously agreed to pursue certain procedures and ethics that lead to the orderly and equitable conduct of their mutual functions
- There are three types:
 - Unanimous Agreements
 - Policies
 - Best Practices



UNANIMOUS AGREEMENTS

- Unanimous Agreements (UA) are the principles, procedures and behavioral expectations considered so basic to ethical and harmonious intersorority life that they are binding on every NPC member group
- College and Alumnae Panhellenic Associations are required to operate according to these agreements, and all individual members must abide by them. Also included in the UAs are statements setting forth the rights of women's fraternities as private, voluntary social organizations

UNANIMOUS AGREEMENTS

- The UAs are adopted by a unanimous vote of the NPC voting body and ratified by all 26 inter/national presidents. They can be amended by a five-sixth vote of the board of directors.
- Therefore, each College Panhellenic must incorporate the NPC Unanimous Agreements into its own procedures and methods of operation (bylaws, recruitment rules).
- These Unanimous Agreements are binding on all member fraternities of the National Panhellenic Conference.

POLICIES

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 to the 26 autonomous member groups.



NPC POLICIES

- Policies are adopted by a majority vote of the NPC voting body and amended by majority vote of the board of directors
- Found in the Manual of Information
- Include areas such as academic excellence, alcohol, CPH programming, general CPH policies and procedures, membership recruitment and total

BEST PRACTICES

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

These are recommended by an NPC committee (standing, sub or special) and approved by the Executive Committee and/or NPC voting body, as appropriate

PANHELLENIC POTPOURRI



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PANHELLENIC BYLAWS

- Should be one document (constitution and bylaws combined).
- Designed to be easy to use and revise
- Template is given in the MOI
- Every Panhellenic officer should have a copy of your Panhellenic bylaws for quick reference.
- Recruitment rules, Panhellenic ethics statements, general policies/ programming should be in an attached Standing Rules document

PANHELLENIC GOVERNING DOCUMENTS

- **Recruitment Rules**
 - Template available and all Panhellenics should use
 - Rules should not be duplicative of NPC UAs and policies
- **Code of Ethics**
- **Standing Rules**
 - Should outline additional rules that pertain to the administration of the Panhellenic. They can include awards, social events, traditions (i.e., Homecoming, advisors, service projects, etc.), office procedures, financial considerations, recruitment counselor selection, requirements and expectations.

WORKING WITH YOUR FSA

- Develop a working relationship.
- Keep them informed.
- Be supportive of the CPH and others
- Do what you say you will do
- Work through old baggage and strained relationships
- Can someone from your NPC delegation or HQ help?

**Fraternity and
Sorority** Life
University of South Carolina Student Life



HOW TO SETTLE
DIFFERENCES:
THE RIGHT WAY

JUDICIAL PROCEDURES

Point 1:

Panhellenic minds its own business

- Important that you educate all your members of what are the rules and expectations!

JUDICIAL PROCEDURES

Point 2:

Identify the offender

- Any chapter can have rogue members

JUDICIAL PROCEDURES

Point 3:

If possible, resolve problems informally



JUDICIAL PROCEDURES

Point 4:

If Starbucks fails, proceed to mediation.

If mediation fails...



JUDICIAL PROCEDURES

Point 5:

Sanctions...What's permissible? What's appropriate?

JUDICIAL PROCEDURES

A few words about the process...

- When to file?
- Who can file?

IMPLICATIONS FOR THE USC COMMUNITY

- How do you define your level of Panhellenic Spirit?
- What are the key values of our Panhellenic system?
- What would the perfect Greek community be like?
- How can our Greek community be improved?
- What are my expectations of my peers?



UNIVERSITY OF
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CLOSING THOUGHTS

- Know what it means to be an ethical woman
- Know the expectations your organization has of YOU and of your chapter
- Apply the values found in your ritual and from the teachings in your everyday life to make sound decisions
- Model the way for others in your chapter, your Panhellenic and on your campus
- Recognize that other sorority women share common values to uphold high standards and to serve others on campus and in communities.
- Put your VALUES INTO ACTION in your community!