



Sorority Recruitment 101

May 23, 2017

www.northshorepanhellenic.net

www.npcwomen.org
www.thesoroitylife.com

National Panhellenic Conference

Member Sororities

ΑΧΩ	Alpha Chi Omega	alphachiomega.org
ΑΔΠ	Alpha Delta Pi	alphadeltapi.org
ΑΕΦ	Alpha Epsilon Phi	aepi.org
ΑΓΔ	Alpha Gamma Delta	alphagammadelta.org
ΑΟΠ	Alpha Omicron Pi	alphaomicronpi.org
ΑΦ	Alpha Phi	alphaphi.org
ΑΣΑ	Alpha Sigma Alpha	alphasigmaalpha.org
ΑΣΤ	Alpha Sigma Tau	alphasigmatau.org
ΑΞΔ	Alpha Xi Delta	alphaxidelta.org
ΧΩ	Chi Omega	chiomega.com
ΔΔΔ	Delta Delta Delta	tridelta.org
ΔΓ	Delta Gamma	deltagamma.org
ΔΦΕ	Delta Phi Epsilon	dphie.org
ΔΖ	Delta Zeta	deltazeta.org
ΓΦΒ	Gamma Phi Beta	gammaphibeta.org
ΚΑΘ	Kappa Alpha Theta	kappaalphatheta.org
ΚΔ	Kappa Delta	kappadelta.org
ΚΚΓ	Kappa Kappa Gamma	kappakappagamma.org
ΦΜ	Phi Mu	phimu.org
ΦΣΣ	Phi Sigma Sigma	phisigmasigma.org
ΠΒΦ	Pi Beta Phi	pibetaphi.org
ΣΔΤ	Sigma Delta Tau	sigmadeltatau.org
ΣΚ	Sigma Kappa	sigmakappa.org
ΣΣΣ	Sigma Sigma Sigma	sigmasigmasigma.org
ΘΦΑ	Theta Phi Alpha	thetaphialpha.org
ΖΤΑ	Zeta Tau Alpha	zetataualpha.org

National Panhellenic Conference: www.npcwomen.org

Chicago North Shore Alumnae Panhellenic: www.northshorepanhellenic.net

What's cool about sorority life?

- Women bound together by common interests, principles, goals and experiences.
- You will belong to a group of women who are sincerely interested in you and your well-being.
- Builds a smaller community within a university setting.
- A home away from home environment.
- Each sorority is unique.
- A great way to make lasting lifetime friendships.
- Opportunities for leadership development, community service and philanthropic endeavors.
- Dances, theme socials, Parents Weekend, Greek Week and more.
- All sororities have scholastic standards for their members.
- Sororities offer a variety of tools to support academic success, which may include group study hours and tutoring.
- Being a sorority member does not end in college but goes beyond with alumnae organizations promoting personal and professional development in a social atmosphere.
- Sorority membership is a lifetime bond.

A
Alpha
al-fah

B
Beta
bay-tah

Γ
Gamma
gam-mah

Δ
Delta
del-tah

E
Epsilon
ep-si-lon

Z
Zeta
zay-tah

H
Eta
ay-tah

Θ
Theta
thay-ta

I
Iota
eye-o-tah

K
Kappa
cap-ah

Λ
Lambda
lamb-da

M
Mu
mew

N
Nu
new

Ξ
Xi
zie or zee

Ο
Omicron
ohm-e-cron

Π
Pi
pie

Ρ
Rho
roe

Σ
Sigma
sig-mah

T
Tau
taw

Υ
Upsilon
oop-si-lon

Φ
Phi
fie or fee

Χ
Chi
kie

Ψ
Psi
sigh

Ω
Omega
o-may-gah

What is Membership Recruitment all about?

College women wishing to join a sorority go through Membership Recruitment. Previously known as Rush, this is the time when Potential New Members (PNM) visit sororities (or chapters) and go through a process of mutual selection. The PNM are searching for the sorority that they can call home and the sorority women are looking for women who will enrich their sisterhood.

It's important to be knowledgeable of the quantity of woman participating in recruitment on your campus and the number of opportunities available. It may differ greatly at each university.

Open Houses First Round

The vast majority of colleges and universities hold Membership Recruitment in the fall and some prior to second semester. During this time, PNM visit all of the sororities that are a part of the National Panhellenic Conference (NPC).

This round is an informal opportunity to meet women from all of the sororities on campus. Each PNM visits every sorority chapter. This first round can sometimes take two days if there are a large number of sororities on the campus. At the end of the round, the PNM selects sororities she would like to visit again. The sororities also select the PNMs they would like to visit their home again. The Collegiate Panhellenic Council (Panhel) brings all of the information together and generates a list of invitations for each PNM for the second round.

Philanthropy in Second Round

The second round is often centered around philanthropy. Each sorority has a national and/or local philanthropy in which they actively participate. During this round, PNM may spend time doing something that is related to the sorority's philanthropy. This may involve crafts or making something and is a casual activity. This round is a great time to get to know more of the sisters in each house while talking informally. After visiting all of the sororities from the third round, the PNM rank their favorites, narrowing it down to just two or three choices (depending on the campus). The sororities make their choices who they wish to invite to the final round.

Sisterhood in Third Round

The third round is an opportunity for the sororities to talk about their sisterhood. After the PNM visit all of the 3rd round sororities, they again narrow down their list to their favorite ones. Concurrently the sororities also narrow down their list of their PMN. Panhel again tabulates the information and generates the party lists for the next round.

Preference is the Final and Fourth Round

The fourth round is Preference. This is a formal and ceremonial round and everyone will be dressed up. By this time the PNM are generally quite serious about the sororities they are visiting and the sororities are excited about the PNM who are coming to Preference. This round may involve a ritual-like ceremony that speaks more meaningfully about the sorority, sisterhood and the sorority's symbols. After attending all of the Preference parties, the PNM and sororities must make their decisions. The mutual selection process ends when Panhel matches the PNM and sororities according to the lists provided by each.

Bid Day

The last part of Membership Recruitment is Bid Day. This is the day PNM and the sororities find out who was matched to each sorority. The PNM may gather in one location and receive an envelope with the name of the sorority to which they were matched. The women open their envelopes and then are dismissed to find their new sisters! Shortly after bid day, the PNM will participate in their pledging ceremony, the first step in the various sorority rituals they will enjoy as sorority members.

Various other events take place after sorority recruitment ends, all designed to help new members feel integrated into their new chosen sorority. Although sorority membership recruitment can be a stressful and challenging time, most women feel that all of the effort to prepare for sorority recruitment is well worth the time and expense in order to enjoy the benefits of a lifelong sorority sisterhood.

What do I talk about during recruitment parties?

Sorority recruitment is like one interview after another. At each sorority, a potential new member will have several minutes of conversation to meet members of the chapter and make a good impression. Standing out in a positive way is critical when the sorority members are meeting so many women and must make membership decisions based on these interactions.

Prepare Recruitment Conversation Topics Ahead of Time

Sorority membership recruitment is the time to shine. Be prepared to share something memorable and unique that will help the sorority women remember the conversation. Acceptable topics include career aspirations, a favorite vacation spot, an interesting work experience and a hobby or skill that stands out.

It is also important to show at least a basic knowledge about each sorority during conversations. A little research on the national and campus websites will reveal what is important to each sorority. Being familiar with their philanthropy and where they excel on campus (athletics, leadership, cheer, etc.) will demonstrate an interest to the members. However, it is possible to overdo it. Showing too much knowledge may come off as obsessive or stalker-like. Simply express a friendly interest that shows an effort to get to know a bit about them ahead of time.

Topics to Avoid During Sorority Recruitment Conversations

There are topics that are taboo during sorority recruitment. It is never acceptable to speak negatively about another sorority. No matter how much someone may dislike a group or how badly someone may have been treated at a sorority function, it will only reflect poorly upon the PNM. Sorority members have friends in other sororities, and the sorority being disparaged may be their favorite chapter on campus after their own. In speaking negatively about another group, the potential new member has probably eliminated her chances at both.

It is also generally said to avoid the three Bs – Boys, Booze and Bible. Discussing boyfriends, parties, drinking and the like is taboo. So is discussing controversial topics such as religion and politics. Although most sororities have a cross-section of members both political and religious, it is very difficult to have a positive and meaningful discussion about topics such as these during a recruitment party. It is best to avoid them altogether.

The bottom line for a positive recruitment conversation is to be friendly and genuine. Smile, demonstrate a sincere interest in meeting the other women, and make a valuable contribution to the conversation by speaking intelligently and openly. Putting on a show in order to impress the sorority members rarely comes off well. Sororities are looking for real women with much to offer, not someone who is trying to play a role.

Possible Questions Asked During Recruitment

1. What were you involved in during high school or freshman year in college?
2. Why did you decide to go to this college?
3. Why do you want to join a sorority?
4. What attributes do you think you could bring to a sorority?
5. How do you plan to get involved in the sorority and around campus?
6. What type of sisters are you looking for?
7. Who are your role models and how have they given you inspiration?

Reasons Women May Not Receive a Sorority Bid

There are times when a woman works hard to prepare for sorority membership recruitment, goes through the entire process, attends preference, ranks her final groups and ends up without a bid. Although no one will be able to tell her exactly what went wrong, there are general reasons why this happens.

Lower GPA Makes Women a Greater Risk

It's possible to meet the GPA requirements for recruitment, but not receive a bid because of GPA. Sororities need to keep up their chapter GPA and given the choice between two women, they'll take the one with the higher GPA.

Being Too Selective and Not Maximizing Opportunities

Some women going through sorority recruitment are simply too selective and fail to maximize their options during the process. Women who remain open-minded during the process will usually end up with a sorority home.

A Negative Reputation Will Hurt

Sometimes a woman will not receive a bid because of a reputation problem. Did the sisters see something on your Facebook page or blog that turned them off? Did you have a reputation for participating in questionable behaviors in high school or your first weeks or year at college? Sorority women look for PNM that share respectful values.

Not Being Prepared or Realistic

Some women fail to be realistic about their chances of being invited to join a sorority. Women with poor hygiene, lack of pride in appearance and not being prepared with conversation topics are less likely to be extended a bid.

Bid Matching Failure After Final Round of Sorority Recruitment

Unfortunately, there are times when a woman does not receive a bid because of the way bid matching occurs. National Panhellenic has made many changes in recent years in order to further minimize the chance of this happening. It's important to attend all parties and maximize your options.

Simply Not Fitting in with Any Sorority Chapter

A woman might be a good student, involved on campus and generally likable. However sorority women generally know who will be comfortable in their home. It's not a matter of disliking someone; it may just be that the woman didn't "fit."

Quantity of Women Participating

It's important to note, that sometimes the generous number of women participating in recruitment is far greater than quotas (maximum amount of bids each sorority can give out) resulting in wonderful women not receiving a bid.

IMPORTANT!!!

To participate in
New Member Sorority Recruitment
2018-2019
YOU MUST REGISTER
with your
College or University Panhellenic Association

Check out your University's Greek Life Web site
and/or call for their requirements and deadlines.

Have questions? Please contact:
www.northshorepanhellenic.net

Great Web sites and articles to check out!
www.npcwomen.org
www.thesororitylife.com

Do I need recommendations from alumnae?
If so, how do I get them?

A Recommendation, Recruitment Information Form (RIF), or Member Information Form (MIF) for a Potential New Member is technically, not required to participate in recruitment.

Please note that **many NPC chapters have their own policy regarding recommendations.** Some groups require a recommendation form completed by an alumna member of a sorority.

It's best to have a RIF for every chapter at your college. Having a RIF and being a legacy **doesn't guarantee** that you will receive a bid.

The Chicago North Shore Panhellenic will help you get Alumnae recommendations for the chapters at your college.

Please note: It's best to seek out and receive recommendations from sorority alumnae that know you personally.

Instructions for Your Recruitment Package

- 1. Resume.** Your resume should be a PDF and include: (a) Your email address that you will check often this summer and fall, preferably your university email; (b) all your Honors and Awards received; (c) your **grade point** and ACT score or SAT score; (d) your Elected positions in high school and outside activities during all four years of high school; (e) high school and current college activities, including clubs, sports, offices held and years participated in; (f) community/volunteer activities; (g) interests, hobbies and work experience; (h) legacy information.
- 2. Legacy Information on Resume:** Please include the **first, maiden & last name** of the Greek member, the **sorority/fraternity affiliation**, the **college/university** that she/he attended and their relation to you.
- 3. Your Picture.** Include a JPEG photo (350 kilobytes or less) of yourself. Make sure that your photo is “in good taste” and that you are the only person in the picture.
- 4. Your School’s Recruitment:** Check your university’s website or their Panhellenic website to determine the number of sororities on campus. Please include a list of the sororities that you **need a recommendation** for and if your recruitment is held in the **fall or spring**. Additionally, know when your recommendations are due.
- 5. Submitting your information:** Please send an electronic folder with the above information to our gmail account, northshoresororityinfo@gmail.com by **June 15, 2018**.

Sample Email - Request for Recommendation

Hi Mrs. (Name),

This is (Your Name) and I’m excited to head to (College Name) this August as a freshman. I’m planning on going through sorority recruitment this fall and I’d be very appreciative if you’d be willing to write a (Name of Sorority) recommendation for me.

I have attached my resume, questionnaire and two JPEG photos. Recruitment begins in August and the recommendation deadline is August 1st. Please let me know if you’d be willing to help.

Thank you. I will let you know how the recruitment process goes!
Name, Email, Phone

Sample Resume

Sara Sample

Current email or your university email (but not both)

Home Address, Hometown, IL 60000

Home Tel: 847-111-0000 Cell: 847-111-1234

Attending State University, Statesville, IL -- Resident Hall Name (if you know it)

HIGH SCHOOL ACADEMICS AND AWARDS

Dean's List -- Senior year, Junior Year, Sophomore Year **3.65 GPA, ACT 30**

Advanced Placement/Honors Courses --U.S. History, Art, Chemistry

National Honor Society inducted May, 2018

High School Name Scholar Athlete

Illinois State Scholar

French Honor Society inducted February, 2017

Vocal Music Awards

Band & Orchestra Awards

Selected as a Freshman Peer Helper

Selected for Leadership Seminars 2012, 2015

HIGH SCHOOL ACTIVITIES

Senior -- Rush Junior Board, Varsity Cross Country & Track, Tutor

Junior -- Marching Band, Debate Team

Sophomore -- Girls Club, Peer Helping, Australian Exchange Student, Summer of 2015

Freshman -- Soccer, Jazz Band

COMMUNITY & VOLUNTEER

Chorus, Y-Me Walks, Habitat for Humanity, Ericka's Lighthouse Walk, Ronald McDonald House

EMPLOYMENT

Babysitting, 2013-2016

Busgirl at Diner Summer of 2014,

Park District Camp Counselor, Summers 2012-2016

Internship

Retail Sales at Macy's, Christmas Break 2011

FAMILY

Parents – Jan & Mark, sister, Lynley, 12, brother, Tanner, 20

SORORITY/FRATERNITY AFFILIATIONS

(INCLUDE FIRST, MAIDEN & LAST NAME, COLLEGE ATTENDED, & SORORITY AFFILIATION)

Sue Lewis Jones, Mom, University of Illinois, Alpha

Mark Jones, Dad, Illinois State University, Delta

Maddie Jones, Sister, Northwestern University, Chi

Andrea Lewis Jones, Grandmother, University of Chicago, Phi

Todd Jones, Uncle, Loyola University, Tau

Roni Lewis Jones, Aunt, Southern Illinois, Omega

Greek Lingo

Active Member: An initiated lifetime sorority member.

Advisor: An alumna/alumni member of a sorority or fraternity that serves as a mentor to a collegiate chapter officer.

Alumnae: Initiated sorority members who have graduated from college.

Badge: The pin of an initiated member.

Bid: An official invitation from a chapter to become a new member.

Big Sister: Each new member is given a “big” sister that mentors her throughout her new member period.

Continuous Open Bidding: (COB) is an informal recruitment process that Panhellenic sororities use to recruit new members outside of the designated formal recruitment period to reach quota and/or Panhellenic Total.

Chapter: Each national sorority has individual chapters of their organization at different colleges and universities.

Colony: a newly formed sorority on campus that has yet to receive their charter recognizing them as a chapter. Colonies have to fulfill requirements set by the college and their national organization before becoming a chapter.

Dues: Fees paid to the organization you are affiliated with. Dues must be paid to remain in “good standing” with your chapter.

E-Board: Executive Board. It is also referred to in some sororities as Executive Council, which includes the elected executive officers of the chapter (i.e. President, Vice Presidents, Secretary, etc).

Founders: The founding sisters of a national sorority.

Good Standing: A sorority or fraternity member who has fulfilled all membership obligations, such as paying their dues, maintaining the required GPA, etc.

Greek Week: A week where all of the Greek organizations on campus come together for activities and friendly competitions.

House: The sorority chapter where you are a member and the sorority house where you reside.

House Mom: Officially titled House Director, which refers to a person hired to manage the sorority house and supervise the home operations.

Initiation: The new members participate in a ceremony that marks formal admittance into the sorority.

Legacy: A student whose family member (sister, mom, grandmother, aunt) is a member of a particular sorority. The student is given special membership consideration, but NOT guaranteed a bid.

Letters: The Greek letters of your sorority or fraternity name.

National Panhellenic Conference: NPC - The representative body governing 26 Greek letter sororities both locally and nationally.

Nationals: Every chapter is a member of a national organization that sets policies for the entire sorority or fraternity.

New Member: This term refers to the women that have accepted a bid to a particular sorority chapter but are not yet initiated.

New Member Educator: This is an initiated member of the sorority who will serve as the new member class' "teacher" of the chapter. She will be their guide throughout their new member period.

New Member Period: The time between pledging and initiation where the new member learns about the sorority before becoming a collegiate member.

Paddle: This is seen as a gift in the Greek world. It is often given from chapter to chapter as a thank you or an honor.

Philanthropy: Put simply, community service. Typically each sorority has a nationally and/or locally recognized non-profit agency that they donate time and money to; they refer to this as "their philanthropy".

PNM: Potential New Member. It refers to all incoming women going through the recruitment process before they accept a sorority bid.

Preference: The last party of formal sorority recruitment. This is the last party before PNM's and chapters make their final decisions about membership.

Quota: The maximum number each sorority can pledge during formal recruitment. This number is determined by a NPC specialist at each school and is based on many different factors.

Recruitment: The official process for new members to join a sorority. It is a mutual selection process where the PNM's and chapter's choose based on their perfect fit.

Recruitment Counselor: A collegiate sorority member who disaffiliates from their individual chapter to help PNM's with an unbiased perspective through recruitment. Also known as Rho Gamma, Rho Chi or Gamma Chi.

Recommendations: Recs, Referrals, Recruitment Information Form (RIF) or Membership Information Form (MIF). This is a short form a sorority alumna can fill out to recommend a PNM into their sorority. This does NOT guarantee a bid from any sorority.

Sister: Sorority sisters are female members in the same sorority.