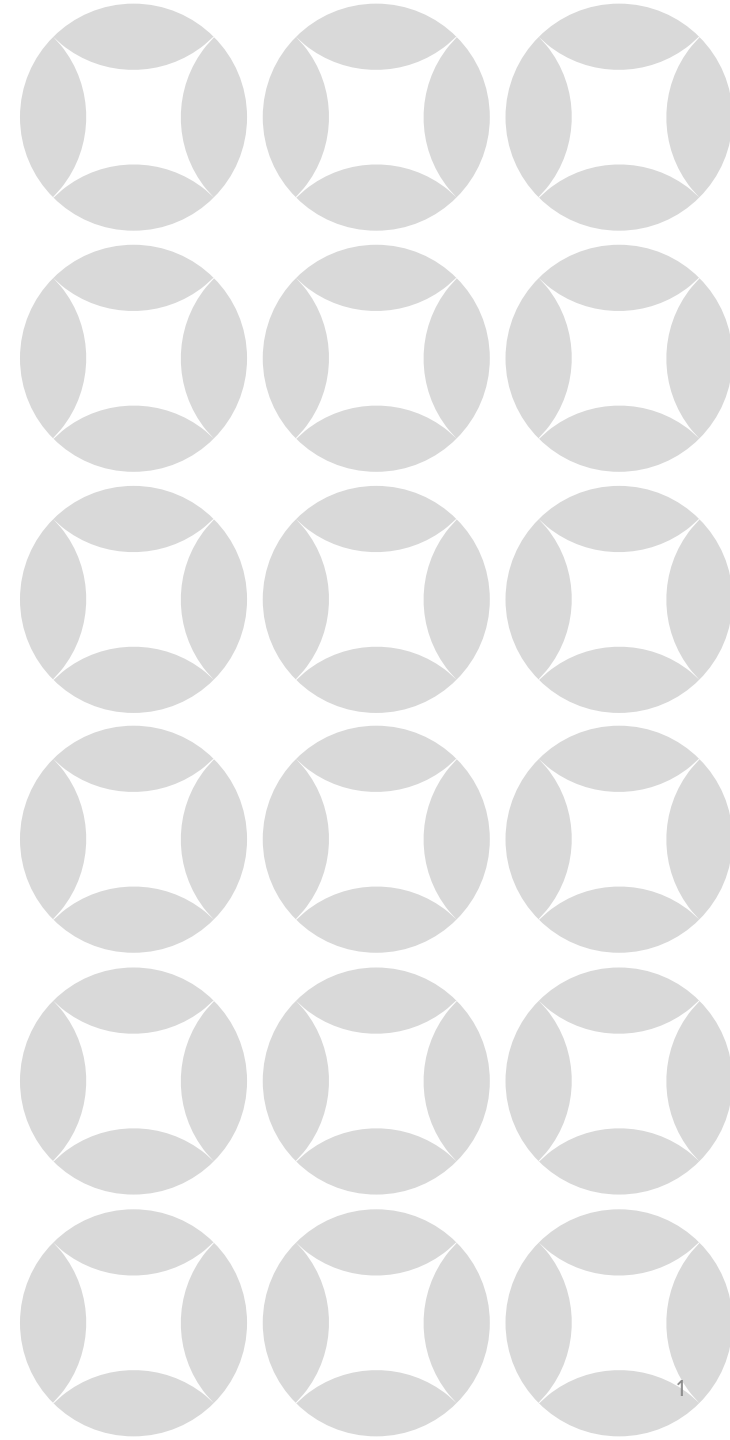




# Sorority 101

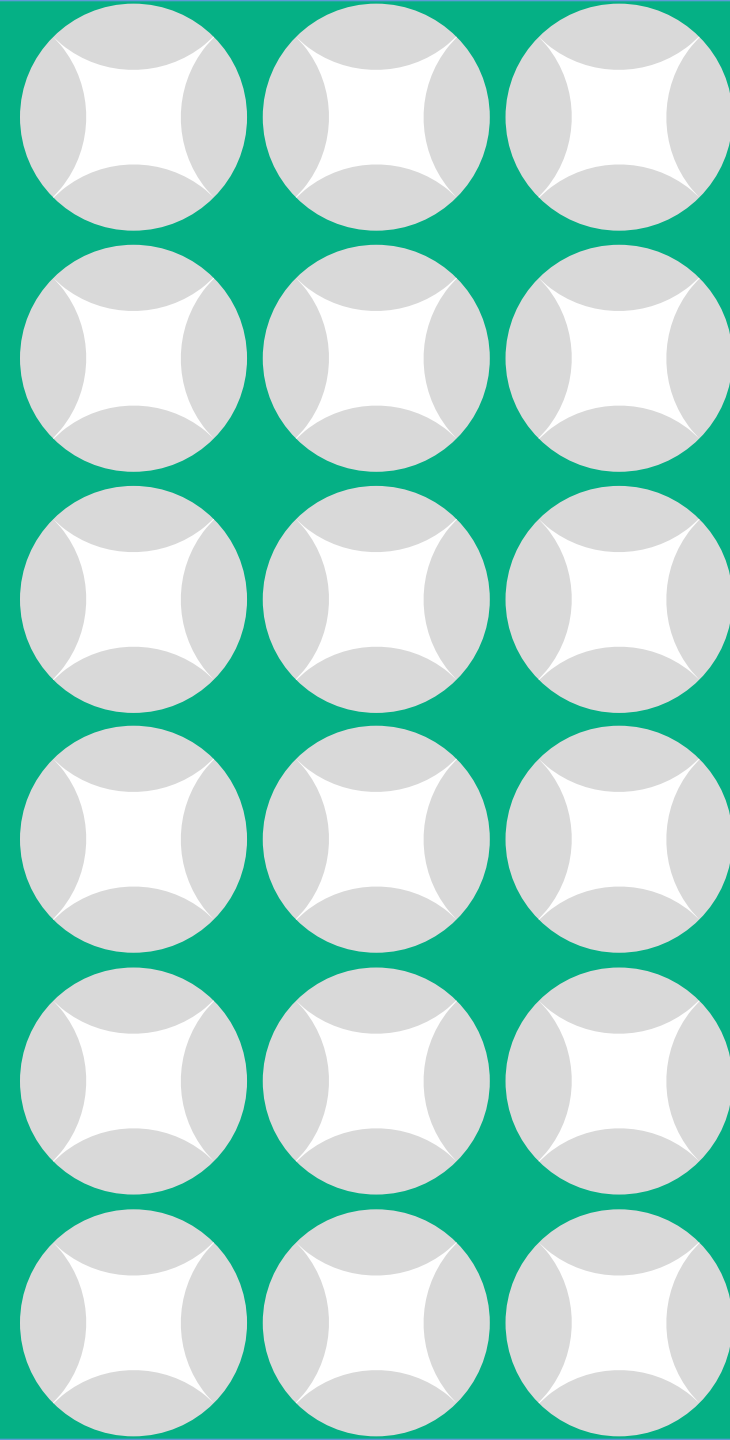
## 2024 Information Session





*Click to watch NPC video “Courage and Conviction”*  
▸ <https://youtu.be/xUO9MNtjG2w>

# Overview of NPC





# What is a sorority?

- Values-based organization
- Lifelong sisterhood
- Academic support system





# Types of sorority communities

- National Panhellenic Conference (NPC)
- National Pan-Hellenic Council Inc. (NPHC)
- National Association of Latino Fraternal Organizations Inc. (NALFO)
- National Asian Pacific Islander Desi American Panhellenic Association (NAPA)
- National Multicultural Greek Council Inc. (NMGC)
- Local organizations





# History of NPC

The **National Panhellenic Conference (NPC)**, founded in 1902, is an umbrella organization for 26 women's sororities.

- Each member group is autonomous as a social, Greek-Letter society of college women and alumnae.
- NPC supports its 26 Member Organizations through educational materials like the “Greek Book” which serves as a guideline for minimum standards for all sororities to abide
- Currently, NPC member organizations are represented on more than 670 campuses in the United States and Canada with more than 300,000 undergraduate members.
- Alumnae of NPC organizations like Kingwood Panhellenic are represented in more than 4,000 alumnae associations throughout the world.





# History of Sororities

- The first secret societies were founded in the mid-1800s in the United States.
- The first sorority, Alpha Delta Pi, was founded in 1851 at Wesleyan College in Macon, Georgia.
- Several sororities established in the mid-to-late 1800s still reference “fraternity” in their official names instead of the term sorority. The term sorority was not coined into 1882.







# NPC member organizations

Alpha Chi Omega

Alpha Delta Pi

Alpha Gamma Delta

Alpha Epsilon Phi

Alpha Omicron Pi

Alpha Phi

Alpha Sigma Sigma

Alpha Sigma Tau

Alpha Xi Delta

Chi Omega

Delta Delta Delta

Delta Gamma

Delta Zeta

Delta Phi Epsilon

Gamma Phi Beta

Kappa Alpha Theta

Kappa Delta

Kappa Kappa Gamma

Phi Mu

Phi Sigma Sigma

Pi Beta Phi

Sigma Delta Tau

Sigma Kappa

Sigma Sigma Sigma

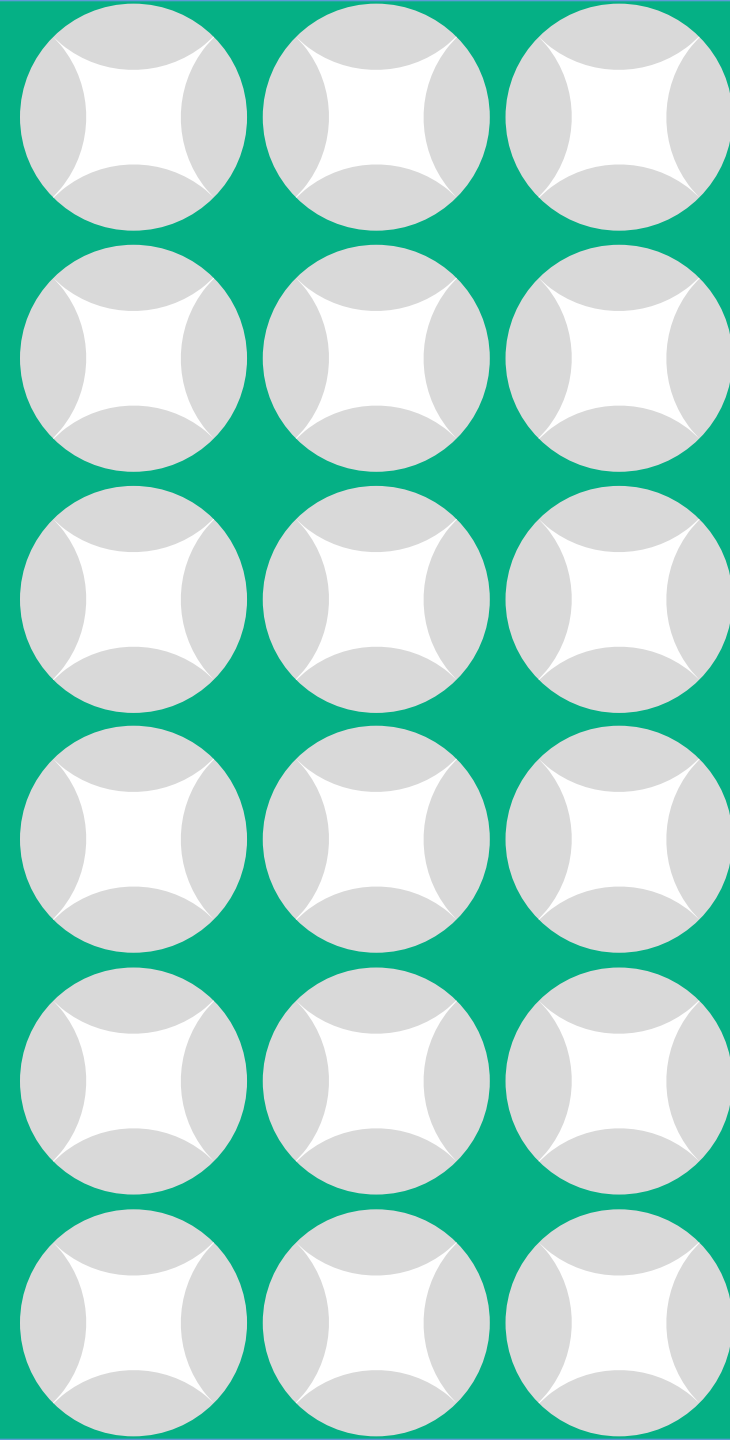
Theta Phi Alpha

Zeta Tau Alpha





# Understanding Recruitment





# What is rush or formal recruitment?





# Formal Recruitment

**Formal Recruitment** is when sororities hold organized events with potential new members (PNMs) in the hopes of growing their sisterhood. Formal recruitment was formally known as rush.

Many campuses will schedule recruitment for 3-5 consecutive days. Schedules may vary by campus and may continue over two weekends, over an academic calendar break, before the academic term begins or over a long weekend.

Formal Recruitment usually consists of:

- Orientation Day
- Welcome Day
- House Tours
- Philanthropy Day
- Preference Day/Night
- Bid Day





# What to expect during recruitment

- Orientation
- Recruitment counselors
- Mutual selection process
- Membership recruitment acceptance binding agreement (MRABA)







# Orientation

- This day may also be called **convocation**.
- You will be assigned a recruitment group with a recruitment counselor.
- Your recruitment counselor is your guide to recruitment. She can answer any questions you may have and is there to listen.
- You may receive your recruitment schedule for the next day.





# House Tours

- You will travel from house to house on your chapter list, where you'll receive a guided house tour from initiated members.
- This is your time to get a sense of what living in the chapter house might look and feel like.
- Again, you can (and should!) ask any questions you may have, as well as get to know the other members of the sorority.
- What do you think would be some questions you would have about living arrangements?





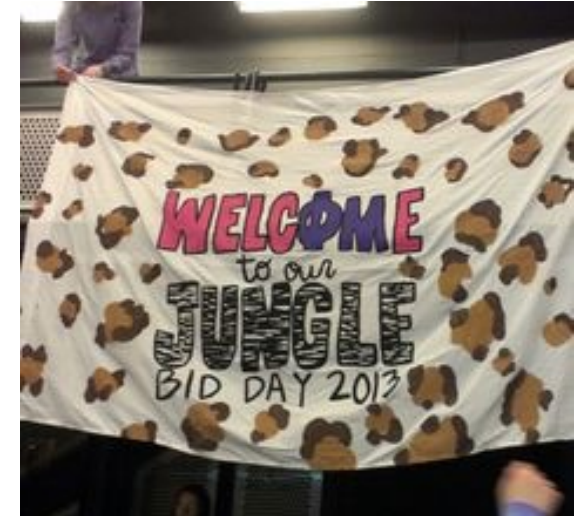


[Click to watch a video on sorority door stacks](http://www.youtube.com/watch?v=1_i4J_qJeFU)  
▸ [http://www.youtube.com/watch?v=1\\_i4J\\_qJeFU](http://www.youtube.com/watch?v=1_i4J_qJeFU)



# Welcome

- The chapters provide a general introduction to their chapter, their values, and their annual events.
- This day is **usually the longest day** of recruitment.
- You visit each chapter house or room.
- Since you are meeting with each chapter these rounds are usually the shortest.
- After the end of each round you should have a minute or two to take some quick notes. Once the day is finished you will rank the chapters you visited.







# Philanthropy Day

- On philanthropy days, chapters showcase volunteer events specific to their chapter.
- These days usually include a craft or video surrounding the chapter's philanthropy.
- Conversation on this day will tend to focus on volunteer experience and general interests.
- Sometimes the chapters also introduce member financial responsibilities on these days as well.
- Once the day is finished you will rank the chapters you visited.





# Preference

- Preference or pref parties are the final part of a formal sorority recruitment process.
- These events are typically the most formal, are quiet reflective parties, and normally the longest party of recruitment.
- PNMs usually attend two or three preference parties. Depending on campus size some women may only have one party.
- These formal parties provide PNMs the opportunity to make final decisions regarding rank of their last few chapters. You will most likely speak to someone you've had a good relationship with during your recruitment process.
- Likewise chapters will be making decisions about who to invite as new members.







# Bid Day

- The last day of recruitment, when most potential new members receive bids to join chapters and become new members.
- Each chapter will usually host a Bid Day activity to help the new members get to know each other and the rest of the chapter, like bowling or roller skating.
- If for some reason you were released from recruitment or decided to drop out you could still be contacted by a chapter to offer you a “Snap Bid” or invite you to a “Continuous Open Bidding Event”.





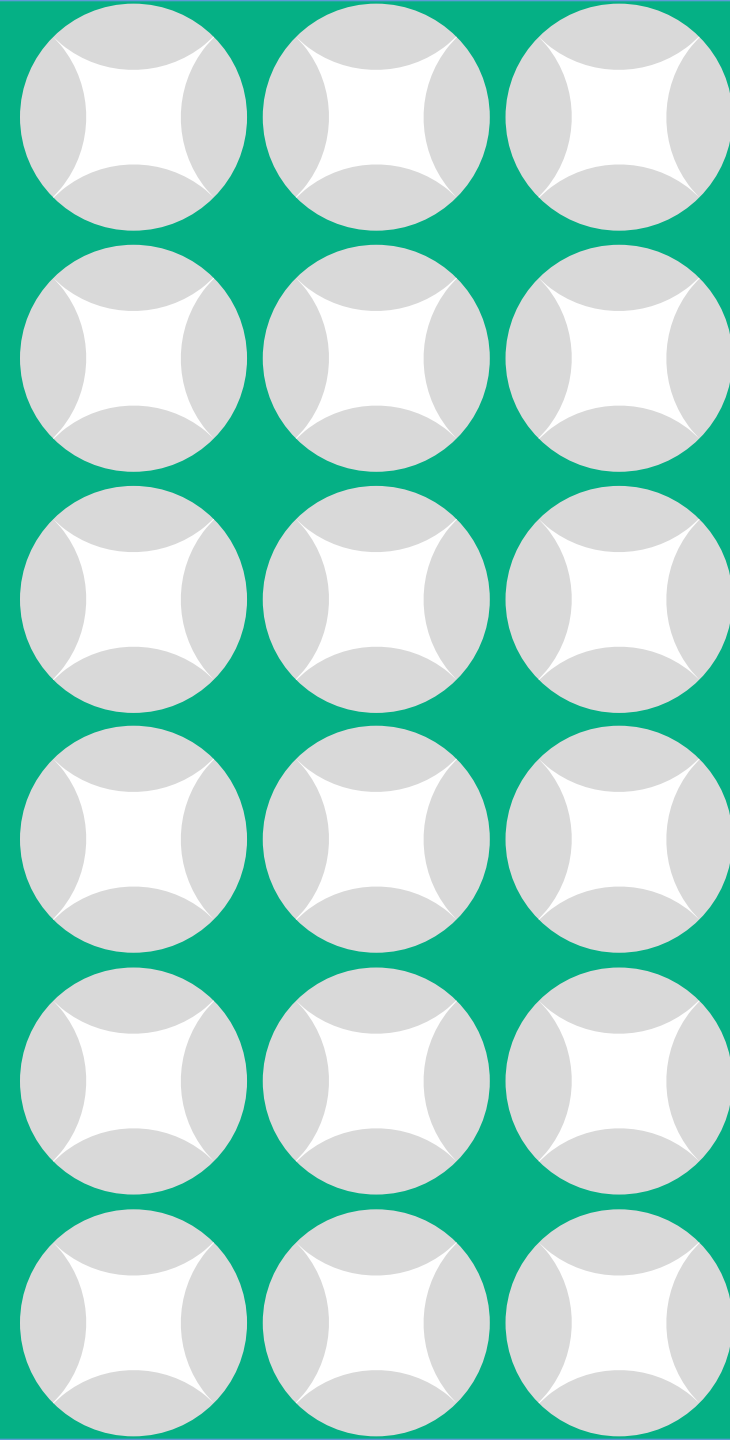
# Bid Day

- **Snap Bids** are an option available to chapters that did not fill quota. Chapters may offer bids to PNMs whose preferences were not matched.
- This process takes place before bids are distributed, and a PNM would receive a phone call or other contact by a sorority offering her a snap bid.
- If she chooses to accept, the new member would participate in normal Bid Day activities. This only applies to women that have not attended a preference party.
- **Continuous Open Bidding (COB)** is an opportunity for chapters that do not reach quota during primary recruitment to bid to total and/or quota.
- The COB process is less formal, and not all chapters will participate in continuous open bidding.





# Preparing for Recruitment





# Recruitment tips

- Recruitment clothing
- Keep an open mind
- Be yourself
- Be polite
- Take notes
- Get plenty of rest





# Recruitment preparation

- **Bring a notepad to keep notes after events.**
- **Be thoughtful** with your actions, you never know who is watching.
- **Keep your thoughts to yourself.**
  - ✓ Side conversations in the hallways or bathrooms can be confusing and this process is about you.
  - ✓ This is a very personal decision for you and the others around you so you never know if you may be insulting someone or their chapter.

If you have questions, speak to your recruitment counselor or Panhellenic Council officers.



# Recruitment preparation

## Things to avoid:

- Do **NOT FOCUS** on **ONE** sorority. Keep your options open.
- **Excessive discussion** about parties, boys, and other sororities.
- **Clean up your social media** posts, watch your language, and remember, nothing is private.

There are **recruitment rules** in place that forbid interaction of sorority members and PNMs outside of scheduled recruitment activities.









# KAAPA Registration

- ✓ **Secure a sorority introduction packet** [via online registration](#)
  - Visit [KingwoodPanhellenic.com](https://KingwoodPanhellenic.com) to complete a basic information form
- ✓ **Once you have registered**, KAAPA will email the sorority information packet to you which includes the online submission instructions, résumé template, recruitment tips and more.
- ✓ **Once you have submitted your digital packet** to KAAPA, visit your university's Greek Life website to register for the Panhellenic on-campus recruitment process.

***Packets Due Thursday, May 30, 2024  
by End of Day/Midnight***

<b>INFO SESSION</b>  Register for our 2024 Sorority 101 Info Session <b>Sunday, 5/12 at 4pm</b>  Previous Zoom Sessions: <ul style="list-style-type: none"><li>• <a href="#">Watch the 2023 info session</a></li><li>• <a href="#">Watch the 2021 info session</a></li></ul>	<b>REGISTER TODAY</b>  Register your interest in sorority recruitment as a potential new member to receive our introduction packet	<b>SORORITY 101</b>  Download the 2023 Sorority 101 Zoom Presentation.*  *Note: 2024 Presentation to be uploaded after Info Session.	<b>RESUME SAMPLE</b>  Download our resume Word Doc template
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# Sorority Recommendations or Recs

The 26 National Panhellenic Conference (NPC) sorority member organizations have agreed that the responsibility for providing letters of recommendation for potential new members (PNMs) rests with the members of the NPC sororities. Therefore, **you are not required to have any recommendations** to participate in formal recruitment.

## What does that mean?

If one of the NPC sororities has a requirement that letters of recommendation must be submitted, and if you do not submit one, the member organization will follow their own process to make sure you will receive one. **The responsibility will be on the chapter and member organization – it will not be on you.**

Therefore, several NPC sororities have changed their reference / recommendation letter policies from eliminating them completely to removing the requirement or preferential treatment.



# Sorority Recommendations or Recs

Do you know someone who was in a sorority?

Reach out to your **teachers, family, friends, neighbors, mentors or coaches:**

1. Ask if they were in a National Panhellenic Conference sorority?
2. Ask if they would be willing to write a recommendation or letter of support on your behalf?
3. Send them your resume, photos and a little thank you note of appreciation.

## Terms of reference:

- ☐ **A letter of support (LOS)** is a handwritten note from the alumna to her sorority about you as the potential new member (PNM).
- ☐ **Recruitment / Reference Information Form (RIF)** is sorority alumna letter of recommendation form that provides an opportunity for potential new members (PNMs) to be introduced to a sorority chapter on campus. It highlights pieces of the PNM's accomplishments and experiences that show she will be an engaged member of the sorority and uphold the values and expectations of membership.
- ☐ **PNM Introduction Form** is an online form on the sorority website allowing potential new members (PNMs) to directly introduce themselves to an individual sorority by highlighting their accomplishments and experiences.



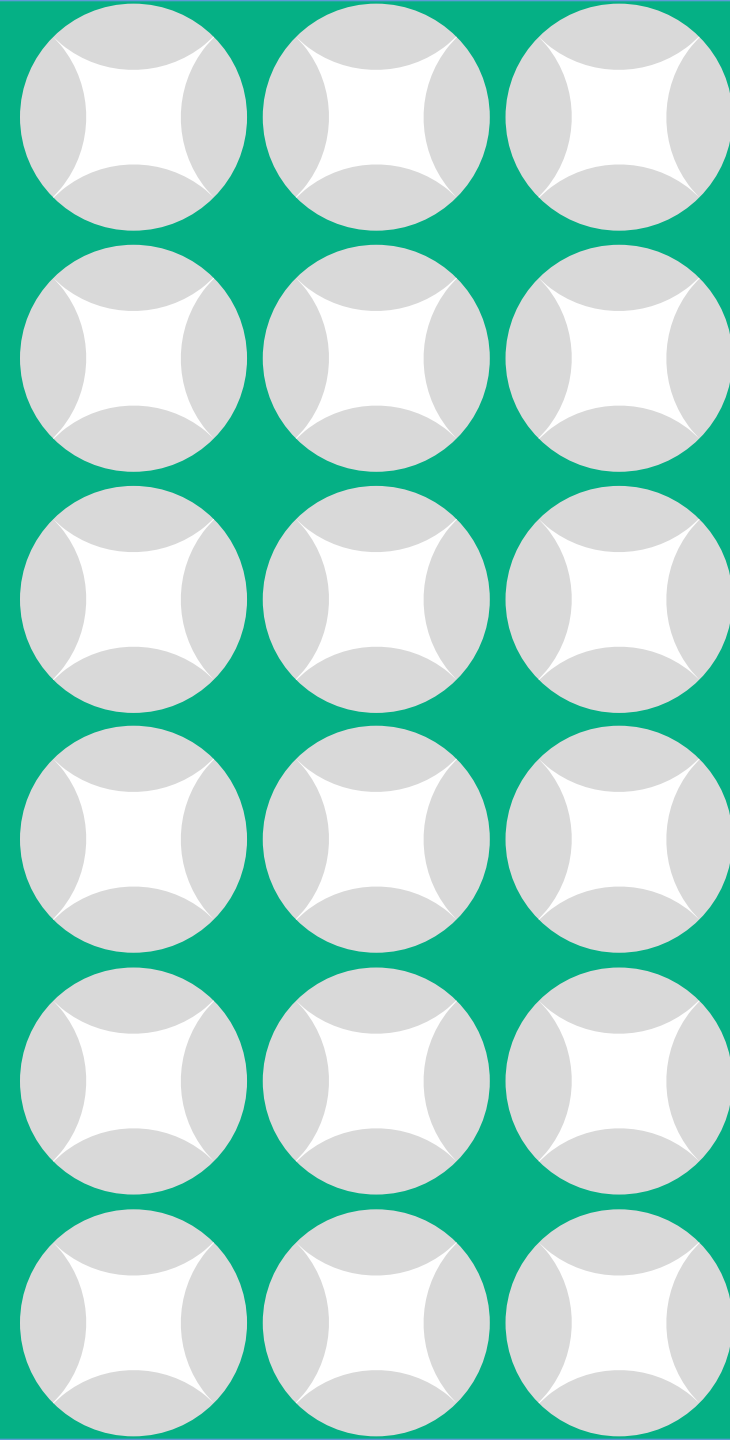


# What to do next

- Register with Kingwood Panhellenic online
- Register for recruitment on your university campus
- Pay attention to deadlines / fees
- Check academic calendars
- Do your own research
- Ask the right questions



# Understanding Sorority Life



# Why join a sorority?

- Personal and leadership development
- Academic excellence
- Lifelong friendships
- Networking opportunities
- Community service and philanthropy

## Lifelong Impact of Fraternities and Sororities



A new Gallup-Purdue University Index study of

**29,560**  
U.S. college  
graduates

found that graduates who are members of fraternities or sororities are more likely to be thriving in all five elements of well-being during their post-graduate years.

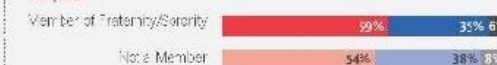


**Well-being** is the combination of all the things that are important to each individual — it's how people think about and experience their lives.

### The Five Elements of Well-Being



#### Purpose



#### Social



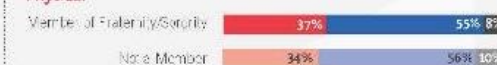
#### Financial



#### Community



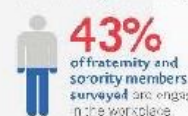
#### Physical



■ THRIVING ■ STRUGGLING ■ SUFFERING

### Employee Engagement

People who are engaged at work are involved in and enthusiastic about their work. A majority of all fraternity and sorority members surveyed are employee full time for an employer.



46% are not engaged and 11% are actively disengaged



50% are not engaged and 12% are actively disengaged

### Prepared for Life After College

**37%** fraternity and sorority members strongly agree that their institution prepared them for life after college

**27%** non fraternity and sorority members strongly agree that their institution prepared them for life after college

For more results and other information from the Gallup-Purdue University Index study, visit: [www.nicindy.org/gallup-research.html](http://www.nicindy.org/gallup-research.html)

Results for the Gallup-Purdue Index are based on Web surveys conducted Feb. 4-March 7, 2014, with a random sample of 20,360 respondents with a bachelor's degree or higher, aged 20 and older, with Internet access, living in all 50 U.S. states and the District of Columbia, and 5,137 fraternity and sorority members. The North American Interfraternity Conference and National Panhellenic Conference partnered with Gallup for this first-of-its-kind study.







# Most important part of being in a sorority?

- Sisterhood
- Scholarship
- Social events
- Campus involvement
- Intramurals
- All of the above



# Expectations of membership

- Chapter activities
- Finances
- Academics
- Time commitment
- Conduct





# Finances

- Greek organizations are dues based.
- Dues are used to support your chapter events and other administrative costs each semester.
- Dues are different for each chapter and university.
  - Typically, the **first year as a new member is the most expensive** as it includes initial set-up fees and other one-time expenses for the national sorority.
  - The Panhellenic Council at your school should be able to provide chapter dues for new members and initiated members to you before you start recruitment.





[Click to watch a video on what being in a sorority means](http://www.youtube.com/watch?v=4imlAMQ0ioY)  
▸ <http://www.youtube.com/watch?v=4imlAMQ0ioY>

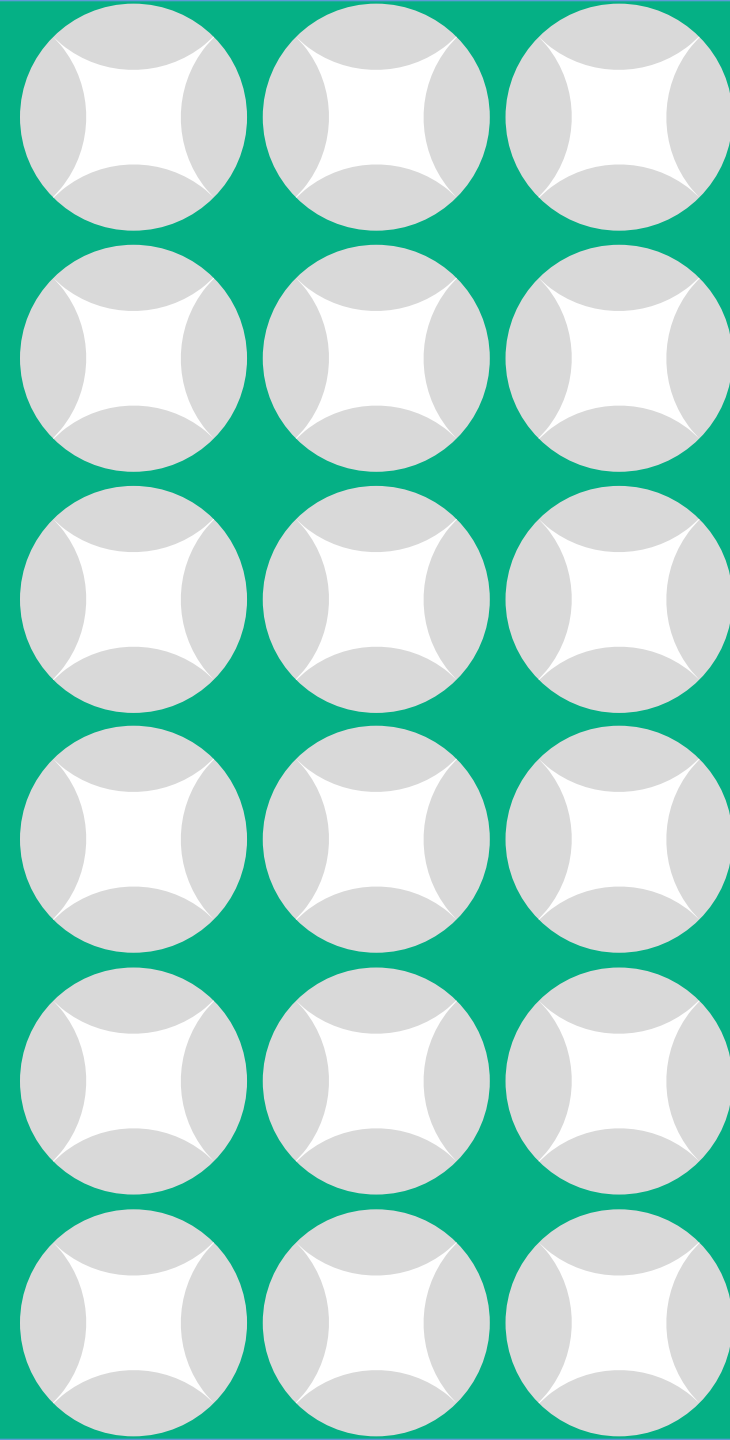


# Resources

- [KingwoodPanhellenic.com](http://KingwoodPanhellenic.com)
- [TheSororityLife.com](http://TheSororityLife.com)
- College or University Panhellenic websites
- Individual NPC sorority websites



# Questions







Questions?  
[kwoodpanhellenic@gmail.com](mailto:kwoodpanhellenic@gmail.com)



## Follow us on social media



**@kwpanhellenic**



# Recruitment Vocabulary

- New member
- Continuous open bidding (COB)
- Initiation
- Potential new member (PNM)
- Recruitment
- Membership recruitment acceptance binding agreement (MRABA)
- Bid
- Mutual selection
- Recruitment counselor
- Bid Day
- Legacy
- Chapter
- Preference
- Recommendation
- Round
- College Panhellenic
- Event