



Sorority Recruitment Information Handbook

Prepared for:
High School Seniors

Prepared by:
Arlington Area Alumnae Panhellenic

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TABLE OF CONTENTS

Questions/Contact for Additional Information	1
What is Panhellenic?	2
Steps for Recruitment Success	3
Sample Résumé	5
FAQ's About Recruitment	6
Greek Glossary	8
Greek Alphabet	9
National Panhellenic Conference Members and Website Addresses	10

QUESTIONS/CONTACT FOR ADDITIONAL INFORMATION

What If I Have Questions?

For more information, visit our website
www.arlington-panhellenic.org

You may also e-mail us at arlingtonpanhellenic@gmail.com

WHAT IS PANHELLENIC?

Panhellenic is a group of sororities that have organized to promote Greek life and cooperation between member groups.

There are three levels within the Panhellenic system:

- **National Panhellenic Conference (NPC)** – is the governing body of all NPC members. Delegates are elected from their sororities to represent their groups within NPC. For more information, visit the NPC website at www.npcwomen.org
- **Collegiate Panhellenic (CPH)** – is established on campuses where there are at least two NPC member group chapters. CPH's exist to develop and maintain fraternity life and interfraternal relations. CPH's through their all-sorority programming efforts, often promote superior scholarship, leadership development, and dissemination of information important to women in general. The CPH is the coordinating body for recruitment
- **Alumnae Panhellenic (APH)** – is a community-based organization, affiliated with the NPC, whose membership is composed of representative alumnae from NPC member group fraternities. The primary goal of the Arlington Area Alumnae Panhellenic is to assist female high school graduates who are interested in pledging at universities nationwide.

Purpose of an Alumnae Panhellenic:

- To INFORM fraternity women of current trends
- To PROMOTE the fraternity system
- To IMPROVE the Panhellenic image
- To STIMULATE a continuing interest in Panhellenic affairs

At this time, there are over 200 Alumnae Panhellenics (APHs) in the US, Canada, and the United Kingdom. Based upon NPC policies, these groups set up their own organizations and carry out programs in line with their special interest or situations.

APHs enhance the fraternity system through scholarship awards, annual educational informational functions for prospective college freshman, philanthropic projects, community participation and civic leadership. Last year, over \$5.8 million was raised and granted in scholarships by APHs in 25 member organizations. If located in a college community, an APH can give valuable support to a College Panhellenic.

Alumnae Panhellenic organizations offer alumnae of the 26 member groups of the NPC further leadership and social opportunities, beyond the college years. An APH represents an ongoing commitment of women to promote and foster the Greek experience.

NOTE:

APH information obtained from http://www.npcwomen.org/alumnae/a_overview.php.

CPH information obtained from http://www.npcwomen.org/college/c_overview.php.

STEPS FOR RECRUITMENT SUCCESS

Step 1	Register with your College Panhellenic
Step 2	Recommendation Letters - Establish if necessary for sororities on your campus

Step 1 – Register with the Panhellenic office at your college/university

You must register separately with your university.

Contact the student activities office of your chosen college/university, or access the college's website to register with the university. As soon as your registration with the college panhellenic is complete, it will be passed on to the participating sorority chapters.

Each campus has individual rules and procedures to guide the potential new members through the recruitment process. Check with your college for their additional requirements and deadlines as soon as possible.

Step 2 Compile and distribute Information Packets if requesting Letters of Recommendation (Now optional in some sororities)

Although not required by you (the PNM), the purpose of this step is to obtain references or recommendation letters that introduce you to a chapter before the recruitment process begins. As of Spring 2021, many sororities are no longer requiring letters of recommendation for membership in their organization.

If you do choose to pursue letters of recommendation, many recommendation chairs or alumnae prefer to receive this information via email so they may complete the recommendation online. Please check with each individual letter writer for their preferred way of receiving this information in order to complete your letter of recommendation.

It is important to make your requests in a timely manner; we suggest no later than May 1st. Many sororities at large colleges or universities have early summer deadlines for their alumnae to notify them of potential new members. The alumnae writing letters for you work hard to ensure that every Arlington area woman, interested in formal recruitment, are afforded the benefit of a reference or recommendation.

When requesting a letter of recommendation from a member of a sorority, it is strongly encouraged that you prepare information packets that can be distributed to any alumna that requests additional information. The alumna will then use this information to prepare a reference or recommendation for you. Please note that you can compile this information before you have made your final choice of a university.

The information packet you provide to an alumnae should consist of a résumé, transcript, and pictures.

- **Résumé:** A sample résumé is included in this packet (page 5).
- **Transcript:** An unofficial copy of your transcript will aid the writer in ensuring the most effective membership recommendations. It is not required but highly recommended.
- **Pictures:** Photographs are not a requirement but highly recommended. It is suggested if you choose to include photographs in your packet, they should be recent photos. One full length and one

close-up photo are preferable. These do not need to be formal photographs – an informal snapshot is fine. The sorority members will use these pictures to identify you at recruitment.

It is the responsibility of the active chapter and alumnae of a sorority to obtain letters of recommendation if they are required for membership in their organization. Although it is NOT the potential new member's responsibility to obtain these recommendations/references, it is to your advantage for you to network among family, friends, teachers, and acquaintances to secure your own recommendations. By doing so, you are assured a recommendation, and it is more likely to be more personal.

Only one formal recommendation letter would be necessary for most organizations. However, if you know more than one alumna in an organization, it is perfectly acceptable to request other alumnae to write a letter of support.

It is not the responsibility of the PNM to mail or email their letter of recommendation; the alumna that agrees to write your recommendation is responsible for submitting their letter on your behalf to their organization.

Many of the Texas schools and other major universities have a deadline of June 1st to receive these recommendations. ***It is important to make your requests to an alumnae writing your letters in a timely manner; we suggest no later than May 1st.***

Additionally, it is always a nice touch to receive a personally written note from the potential new member thanking the alumna for their effort. You will most likely not know when your sorority alumnae contacts have written recommendations for you, but please go ahead and write each of them a personal thank you note a few weeks after giving them your information. They will appreciate it, and if they have not already written their recommendation for you, your thank you note will serve as a reminder for them to do it.

Remember, it is to your advantage to distinguish yourself from other potential new members by following these tips. Completing these steps early ensures that you will not be swept up into the crowd of late applicants.

SAMPLE RÉSUMÉ

JANE MARY DOE

Jane Mary Doe (Janie)
111 Main Street
Arlington, Texas 76000

DOB: 01/01/94
817.555.5555

Arlington High School
GPA: 11.999 out of 12.000
SAT or ACT: 1100 SAT, 29 ACT

Graduate: 06/01/11
Rank: 100/800
Classification: Freshman

Father: John D. Doe
111 Main Street
Arlington, Texas 76000
University of Texas at Arlington

Firm: Self Employed
Occupation: Financial Advisor
Fraternity: Phi Delta Theta

Mother: Mary Jane Doe (Smith)
111 Main Street
Arlington, Texas 76000
Smith College

Firm: AISD
Occupation: Teacher
Sorority: None

Sorority affiliation of relatives:
Aunt – Margaret Smith Jones, Phi Mu
Sister – Emily Doe, Alpha Xi Delta

High School Honors:

Honor Roll 9, 10, 11, 12
National Honor Society 10, 11, 12

Texas Scholar 9, 10, 11, 12

High School Activities:

Varsity Tennis 10, 11, 12 All District 12
French Club 9, 10
Key Club 10, 11

Drill Team 9, 10, 11, 12 Captain 12
Student Council 11, 12
Mission Arlington 11, 12

Other Activities:

Church youth group 9, 10, 11, 12

Hospital Volunteer 9, 10

Employment:

Hostess at Fridays – Summer 2005, 2006
Waitress at Bennigans – Summer 2007
Babysitting, as requested

Hobbies, Interests, and Talents:

Playing tennis, reading, bike riding

References:

Mrs. Wanda Way
1114 Main Street
Arlington, Texas 76000
817.555.5554
Neighbor – Alpha Phi

Mrs. Linda Lane
222 Elm Street
Arlington, Texas 76111
817.555.4444
Teacher

Ms. Della Street
714 Maple Avenue
Mansfield, Texas 76444
817.666.3333
Friend

FAQ'S ABOUT RECRUITMENT

➤ ***Am I required to have recommendations?***

Some, but not all, NPC groups require references or letters of recommendation. It is up to the sorority members to find a recommendation for you. However, obtaining your own recommendations gives you the following advantages:

- A friend or acquaintance is more familiar with you and the recommendation will be more personal;
- This way you know you have obtained a recommendation for the sorority because you are not guaranteed a reference if you leave it to the local reference chairwomen and their committees.

The local reference chairwomen want potential new members from Arlington, Grand Prairie, Mansfield, and other surrounding towns to pledge their sororities. Do not be afraid to publicize that you will be entering formal recruitment. It is a goal of all sorority women to keep the "Greek system" strong. Alumna that you may know casually or have lost touch with will usually be thrilled to help. Just ask!!!

➤ ***Will my membership force my grades to suffer?***

Sorority women take their grades very seriously. Scholarship is always a focus in chapter goal setting, and the women are always striving to have the highest GPA on campus. A certain GPA is required to remain a member in good standing and to maintain chapter and campus leadership positions.

➤ ***What do I wear?***

This is the most important question to most participants of recruitment!! Each college will provide you with guidelines specific to each day of events. Ask your recruitment counselor or college Panhellenic representative for clarification. Many campuses will stage a "fashion show" to provide further understanding. Some will have the information posted on a recruitment website. You should receive this information from the college Panhellenic as soon as you register with them. This is another advantage of early registration.

HINT: Recruitment is not a perfect system, and the women will have very little time to get to know you. Therefore, it is suggested that you dress as you would for a school, religious, or family party, not as you would if you were going out with your friends. The recruitment process can be compared to an interview, except the interview is being conducted two ways. Any distracting clothing and jewelry could move the focus from you to these items.

➤ ***What will my financial obligations be?***

Dues vary by university and sorority. Typically, the first semester includes new member and initiation fees along with regular dues and is therefore the most expensive semester. Your college Panhellenic should have more specific information. Don't be afraid to ask questions. It is well within your rights to determine what your financial obligations will be.

➤ ***Why are girls I have talked to before, now only nodding and smiling at me?***

Sorority members are not being rude or unfriendly; they are protecting the ideal of a fair formal recruitment. Every College Panhellenic has "silence" rules that restrict members from speaking with potential new members outside the recruitment events. Women that you have known for years, even alumna, are under strict guidelines, particularly during the week of formal recruitment.

➤ ***What is a legacy? If I'm not a legacy will it hurt my recruitment chances?***

A legacy is usually defined as the sister, daughter, granddaughter, or great-granddaughter of an initiated member of a sorority. Being a legacy does not guarantee placement in the particular sorority.

Not being affiliated with an NPC sorority will not impact your recruitment.

FAQ'S ABOUT RECRUITMENT CONTINUED

➤ ***Why pledge now, as a freshman?***

There are many advantages to pledge as soon as your first semester:

- Sororities tend to favor freshman because they can maintain their membership for four or more years. Freshmen have an advantage over upperclassmen on most campuses. There are some campuses that have a strict quota placed on the number of sophomores and juniors they can accept as new members.
- The sorority house gives you a home away from home. Your sorority sister can be a surrogate family or support network. You will have the privilege of this support network as you adjust to experiencing college life for the first time.
- Sororities provide a strong academic program for their new members. An officer responsible for your academic well being typically oversees study hours. You will most likely gain instant access to upperclassmen in your major. In addition, if you are struggling with a course, you are likely to find sorority members who can help.

➤ ***What if I'm an upperclassman? Should I still participate in recruitment?***

Absolutely. Although freshman will have a slight advantage, upperclassmen have a proven college scholastic record and organization participation. This is important to chapters ensuring their scholastic standing.

➤ ***Should I be afraid that I will be mistreated (hazed) as a new member in a sorority?***

No. Unfortunately, Greek members are portrayed very negatively in the media and in Hollywood today. The image of an exclusive party culture is exploited. Philanthropic, academic, and personal development activities are often overlooked. Greek members are more likely to have better GPA's and act in leadership roles in their communities and college campuses. Greek life departments continue to support programs that educate young men and women on the dangers of drug and alcohol abuse, as well as, date rape and other important issues. Research each sorority on your campus to find out more about their mission, values and beliefs.

All NPC groups and universities have adopted a "no tolerance" approach to hazing violations. Abuse of any sorority member is immediately confronted, and the party involved is often stripped of their membership. Groups that frequently break the no-hazing policy are forced to remove their chapter from campus. NPC sororities adopted this strict policy many years before the heightened attention to it, and they have lead the rest of the Greek community in this direction.

➤ ***How can I get any other questions I might have answered?***

E-mail any questions to Arlington Area Alumnae Panhellenic to arlingtonpanhellenic@gmail.com.

GREEK GLOSSARY

Active – an initiated sorority member attending college

Alumna (plural is alumnae) – an initiated sorority member who is no longer an active

Bid – a formal invitation to join a particular sorority

Chapter – an organized group of women representing a national sorority. Collegiate chapters are found on college campuses. Alumnae chapters are usually organized by geographic areas and support their collegiate chapters.

Deferred Recruitment (*formerly Deferred Rush*) – formal recruitment that takes place at the beginning of the spring semester

Formal Recruitment (*formerly Rush*) – the process of mutual selection between a prospective member and active chapter. Each potential new member is given the opportunity to attend events hosted by all participating sororities. As recruitment progresses, the sorority members and potential new members go through a mutual selection process until the last day, then participants are offered an invitation (*bid*) to join a sorority chapter.

Greek – any member of a Greek letter social or community service organization (fraternity or sorority)

Initiation – The formal ceremony that marks the beginning of the active membership. Each chapter has a different set of requirements in order to be initiated.

Legacy – generally defined as a daughter, granddaughter, sister, or great-granddaughter of a sorority member. A potential new member could be a legacy to more than one sorority. Being a legacy does NOT mean automatic membership into that chapter.

New member (*formerly a Pledge*) – a member of a sorority who not been initiated.

Open Recruitment – a period usually following Formal Recruitment where there may be an opportunity to fill a chapter's designated number of new members. Open recruitment is limited to those chapters who do not fill their allowable quota in Formal Recruitment.

Potential New Member (*formerly known as a Rushee*) – a college woman who has chosen to participate in the recruitment process

Preferencing (Pref) – During the last part of recruitment, a potential new member determines which particular sorority she is willing to join by listing three sororities in her order of preference.

Quota – The specified number of recruitment guests to which each sorority may extend a bid.

Recruitment Counselor (or Rho Chi) – a sorority member who has disaffiliated herself from her chapter during Formal Recruitment. She is specially trained to assist Potential New Members throughout the recruitment process and to answer any questions they may have about sorority membership.

Recommendation (Rec) – A personal letter of reference provided by a sorority alumna to the chapter of her sorority on campus. This does NOT guarantee a bid from any sorority.

Sister – A term used by sorority members to refer to one another

Single Intentional Preference (*formerly known as "Suicide"*)- The term for only listing the name of one sorority a potential new member is willing to join

GREEK ALPHABET

There are 24 letters in the Greek alphabet.

 Alpha (al-fah)	 Beta (bay-tah)	 Gamma (gam-mah)	 Delta (del-tah)	 Epsilon (ep-si-lon)	 Zeta (zay-tah)
 Eta (ay-tay)	 Theta (thay-tay)	 Iota (eye-o-tah)	 Kappa (cap-ah)	 Lambda (lam-dah)	 Mu (mew)
 Nu (new)	 Xi (zz-eye)	 Omicron (ome-cron)	 Pi (pie)	 Rho (roe)	 Sigma (sig-mah)
 Tau (taw)	 op-silon (op-silon)	 Fie (fie)	 Chi (k-eye)	 Psi (sigh)	 Omega (o-me-gah)

NATIONAL PANHELLENIC CONFERENCE MEMBERS

Alpha Chi Omega	http://www.alphachiomega.org
Alpha Delta Pi	http://www.alphadeltapi.org
Alpha Epsilon Phi	http://www.aepi.org
Alpha Gamma Delta	http://www.alphagammadelta.org
Alpha Omicron Pi	http://www.alphaomicronpi.org
Alpha Phi	http://www.alphaphi.org
Alpha Sigma Alpha	http://www.alphasigmaalpha.org
Alpha Sigma Tau	http://www.alphasigmatau.org
Alpha Xi Delta	http://www.alphaxidelta.org
Chi Omega	http://www.chiomega.com
Delta Delta Delta	http://www.tridelta.org
Delta Gamma	http://www.deltagamma.org
Delta Phi Epsilon	http://www.dphie.org
Delta Zeta	http://www.deltazeta.org
Gamma Phi Beta	http://www.gammaphibeta.org
Kappa Alpha Theta	http://www.kappaalphatheta.org
Kappa Delta	http://www.kappadelta.org
Kappa Kappa Gamma	http://www.kappa.org
Phi Mu	http://www.phimu.org
Phi Sigma Sigma	http://www.phisigmasigma.org
Pi Beta Phi	http://www.pibetaphi.org
Sigma Delta Tau	http://www.sigmadeltatau.com
Sigma Kappa	http://www.sigmakappa.org
Sigma Sigma Sigma	http://www.sigmasigmasigma.org
Theta Phi Alpha	http://www.thetaphialpha.org
Zeta Tau Alpha	http://www.zetataualpha.org

National Panhellenic Conference Member Organizations
www.npcwomen.org/about/our-member-organizations