

The FSU Panhellenic Association 2012 Formal Recruitment Guide for Parents & Guardians

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Welcome from the Vice President of Membership

Dear Family Members of Potential New Members,

I am Elizabeth, Vice President of Membership for the Panhellenic Association at Florida State University. I am responsible for overseeing Panhellenic Recruitment and for helping guide your student through this exciting process. This document is geared toward the parents and guardians of women who are interested in Recruitment and in it you will find answers to many of the questions and concerns you may have about sorority Recruitment here at FSU. The Panhellenic Association, the governing body of our 16 women's sororities, strives for Scholarship, Service, Leadership and Sisterhood. You may be asking yourself why you should encourage your daughter to join our Panhellenic Community. I can tell you first hand stories, but here are some statistics that make the Greek Community proud: over the past year, Greek students have contributed over 30,000 hours of service to our local community. They hold leadership positions on campus in organizations such as Student Government, Student Boosters, the Student Alumni Association, Women in Business, Dance Marathon benefiting the Children's Miracle Network, the Homecoming Overall Committee and many more. Panhellenic women participate in Intramural Sports teams, excel scholastically and are part of the largest values-based women's organization on campus.

Both of my parents were Greek and encouraged me to go through Recruitment because they both truly valued their Greek experiences in college. Having that support from my family made the Recruitment process so much easier for me. Today, my parents acknowledge my leadership involvement in both my chapter and the Panhellenic Association as being the biggest contributor to my growth, maturity, and overall positive experience here at FSU.

The Recruitment process at FSU has been shaped to be a process that emphasizes the values that our chapters were built on decades ago and continue to live out today. The process will encourage your student to find the chapter that matches her values and beliefs while the chapters do the same through mutual selection. There are many similarities between each of the 16 sororities, and while your daughter may have her heart set on one particular sorority, please remind her to keep an open mind; just like she is required to narrow down the number of chapters she returns to, chapters are also required to narrow down the number of Potential New Members they invite back. Although Recruitment week can at times be exhausting, please encourage your student to continue through the emotional ups and downs of the week because joining a Panhellenic sorority is bound to be one of the most rewarding experiences of their collegiate career.

We are so excited that your student is interested in our Panhellenic community. If you have any further questions regarding Greek Life and the Recruitment process please do not hesitate to contact me! I look forward to meeting your student in August!

In Panhellenic and Seminole Pride,

Elizabeth J.

Vice President of Membership

FSU Panhellenic Association

fsugogreek@gmail.com

Enrich Your Experience ★ Live Your Values ★ Go Greek!

What to Expect Throughout Recruitment Week

Panhellenic Recruitment is undoubtedly an exciting and busy time for our campus community. From Kick-off until Bid Day, your student will experience seven days of self-discovery and sisterhood. While the Recruitment process may seem overwhelming, knowing what to expect can help both you and your student prepare for this amazing journey.

Recruitment Check-in & Kick-off Sunday August 19 th	<p>Kick-off for Recruitment will take place at the Ruby Diamond Auditorium in the Westcott Building. Please be aware that your student must register for Recruitment prior to this event. If your student has not completed the online registration and paid the Recruitment fee by August 11th, she will not be allowed to participate (no exceptions can be made).</p> <p>Registered participants will receive a nametag, Recruitment guide and two Recruitment 2012 t-shirts, then proceed to the Ruby Diamond Auditorium to meet their Rho Gamma to learn more about the week and what to expect. In service to the local community, students also have the opportunity to donate canned goods to the Florida State University Dean of Students Department. Please encourage her to simply bring two canned goods to the Kick-off and Panhellenic will take care of the rest!</p>
Scholarship Day Monday August 20 th & Tuesday August 21 st	<p>The Scholarship round of Recruitment will give your student an opportunity to meet each of the 16 Panhellenic chapters on the FSU campus. She will have a few minutes to talk with a member in every chapter. This round of Recruitment will run all day Monday and all day on Tuesday. She will be visiting multiple chapters and should have the appropriate clothing and shoes to withstand the heat and walking distances. It is critical that ladies begin the Scholarship round with an open mind and a great attitude. While your student might already want to join a particular chapter, there will be 15 other amazing sororities and she will need to give equal consideration to all of them.</p> <p>At the end of this round, potential new members (PNMs) will visit the computer labs to select the 12 chapters that they would like to return to for the Service round. PNMs are asked to refrain from talking to one another, making phone calls, or texting at this time. In order to find the right sorority, your student's decision to select a chapter should be her own. If you are in contact with your student, allow her to voice her thoughts, and be supportive of her personal decision even if it may differ from your own. Remember, chapter personalities can vary from campus to campus.</p>
Service Day Wednesday August 22 nd & Thursday August 23 rd	<p>During the Service round of Recruitment, women will visit a maximum of 12 chapters. This round of Recruitment connects women with the philanthropic efforts of the Panhellenic community. In addition to more in-depth conversations with chapter members, PNMs will learn about each chapter's national charitable endeavors and tour the sorority's house. Your student will view a short video about the organization's philanthropy.</p> <p>The giving spirit of our Panhellenic sororities can be felt throughout the Tallahassee community. Therefore it is important that your student actively engages in this round and considers the positive impact that she can make through service and sisterhood. At the conclusion of this round, PNMs will visit the Recruitment computer lab to select the chapters that they are interested in returning to for the Leadership round. They will select a maximum of seven (7) chapters. Be advised that this may be a difficult decision for your student, but nevertheless, one that she should make independently.</p>

<p>Leadership Day Friday August 24th</p>	<p>During this round of Recruitment, your student will visit as many as seven (7) sororities to continue her conversations with chapter members and watch a short skit about the chapter and what makes their sisterhood special. The skits may be funny, heart-felt, creative or artistic, but no matter the theme, they all showcase the amazing abilities of Panhellenic women. Following the skits, she will once again return to the Recruitment computer lab to select the chapters that she is interested in visiting for the Sisterhood round. PNMs may only select a maximum of three (3) chapters for the next round, making this selection particularly difficult. Again, we encourage you to let this decision be one made solely by your student. If she has any questions or concerns she can always turn to her Rho Gamma for advice and a listening ear.</p>
<p>Sisterhood Day Saturday August 25th</p>	<p>This final round of Recruitment is sure to be an exciting day for your student. Visiting a maximum of three (3) sororities, she will take part in a sisterhood ceremony, and have one last chance to converse with chapter members. This round is designed to provide a glimpse into the sisterly bonds that members share, helping your student to ultimately choose a sorority to call home. This round is the most formal round and taken more seriously. It is the chapter's opportunity to show your student why their sisterhood is a unique and special part of their lives. At the conclusion of their schedule, ladies will return to the computer lab to make their final rankings for Bid Day. While Rho Gammas have been previously allowed to help PNMs with making selections, on this day, they are on their own. Your student must rank a maximum of three (3) sororities in the order of which she wishes to be a member. This is an unaided decision and your student should not be calling, texting, or in any way contacting anyone to assist in this choice.</p>
<p>Bid Day Sunday August 26th</p>	<p>The big day has arrived and your student will meet her Rho Gamma in the morning to attend the Florida State tradition of Convocation! Shortly after Convocation your student will follow her Rho Gamma to the Westcott Fountain to receive a bid to join one of our wonderful Panhellenic sororities. Once she receives her bid, she will have the option to accept the bid, or turn it down. Understand that accepting a bid will bind her to the organization for one calendar year, while turning it down will mean that she will not be joining the Panhellenic community. Those that accept their bids will head to the Westcott Fountain to meet their new sisters and celebrate. After a brief greeting at the fountain, chapters return to their houses for closed festivities to welcome their new members. If your student does not accept her bid, she will not be eligible to seek membership with one of our Panhellenic chapters for one calendar year.</p>

Schedule Conflicts: Orientation Sessions & Other Official University Commitments

Although we, along with the Office of New Student & Family Programs (NSFP), strongly recommend your student complete her FSU Orientation session prior to August, if necessary, she will be able to participate in both Orientation and Sorority Recruitment. We work closely with NSFP to create a personalized schedule that allows her to meet both Orientation and Recruitment requirements. If your student is participating in Orientation in August, she will be assigned to a specific Recruitment Counselor who will assist her in managing her schedule for the week. She will have a busy few days, but she will have plenty of support from the Panhellenic Recruitment Staff, her Rho Gamma and NSFP to get her through the process.

- The Orientation and Recruitment events that will be listed on your student's schedule will be required. Failure to participate will not only result in your student being released from Recruitment, but will also prevent her from registering for fall classes.
- Only official University commitments, illnesses and/or emergencies are considered excused absences. "University commitment" includes any University-sponsored athletic team practices, marching band rehearsals, cheerleading practices and any of the Living/Learning Community mandatory programming. Non-University commitments such as work or travel are NOT considered as excused absences.
- If your student has a University commitment during Recruitment, she should inform her Recruitment Counselor of the day and time of that commitment on Sunday, August 19th at the Recruitment Kick-off program. Generally, Recruitment schedules can be adjusted to accommodate for a limited number of absences on a case by case basis.

It is important to note that many University programs (Orientation, Living/Learning Communities, Athletics, etc.) have events which are mandatory. If your student is a part of these programs during Recruitment, she must attend their scheduled activities and work with her Recruitment Counselor to submit an excused absence form for the sorority Recruitment process.

University Commitments:

New Student Orientation Sessions
Living/Learning Community Programs
Athletic Team Practices
Cheerleading Practices
Golden Girl Practices
Marching Band Rehearsals

If My Student is Unhappy, What Can I Do?

While Panhellenic Recruitment can be a time of excitement and joy in finding a sorority to call home, there may be times when your student is unhappy, frustrated, or overwhelmed. The Recruitment schedule is long and the days are hot, so your support and enthusiasm will be critical in boosting her morale.

If your student should contact you in a troubled moment, here are a few things to keep in mind:

My student is scheduled to visit a chapter that she is not interested in: Your student may be asked to return to a chapter that is not one of her favorites. The Recruitment process is designed to match women with chapters that are the best fit and most interested in them. Though your student may not want to attend a party, she is required to do so and should approach that chapter with an open mind. She may find that her opinion changes. Please encourage your student to stay positive about returning to the chapter because that chapter sees something special in her. Rudeness and disrespectful behavior towards chapter members will not be tolerated and may result in your student being released from the Recruitment process.

My student was not asked to return to a chapter that she really wants to join: Once a chapter has made their PNM selections for the next day that decision is final. Though your student may be upset that she was dropped from a chapters list, there is nothing that can be done to alter her schedule or add her back onto the list of a chapter that has not asked her to return. Encourage her to focus on the chapters that are still on her schedule as these are the sororities that are very interested and excited to have her back in their home. Once again, encouraging her to keep an open mind is key. Many women begin Recruitment with a preconceived notion about the chapter that is best for them, but they do not always end up receiving a bid from that sorority. They later find that the chapter they joined is a much better fit and they cannot imagine themselves anywhere else.

My student has been released from Recruitment: When a woman is “released from Recruitment” this means she has not been invited back to any houses for the following round. If your student is released from Recruitment she may be understandably unhappy and disappointed. It is important that you are able to listen to your students feelings, but also help her to understand why the release occurred. It is **NOT** appropriate to contact the chapters or Recruitment staff about your student’s release. This is an action that cannot be reversed or negotiated. Help your student to consider other ways that she can become involved at FSU, the 10 sororities in our Multicultural and National Pan-Hellenic councils, or participation in spring Recruitment for Panhellenic chapters.

My student is a legacy, but the chapter did not invite her back: It is important to know that being the legacy of an organization and/or submitting a recommendation letter does not guarantee that a PNM will be mutually selected by a chapter. While this connection may be helpful, it does not outweigh the impression that your student makes during the Recruitment parties. If your student is not asked back, reassure her that not being selected for a chapter does not mean that her Recruitment experience is over. There are several other sororities to choose from and there may be one that is a much better fit for her. Again, it is **NOT** appropriate to contact the chapter about your student not being asked to return for the next round.

Frequently Asked Questions

How Can You Help Your Student Succeed?

One of the best ways to help your student succeed in Recruitment is to continually encourage her to learn about all of our Panhellenic chapters. Each of our 16 Chapters is unique and offers their own rich traditions. It is important to enter the Recruitment process with an open mind, as opposed to having preconceived ideas as to which sorority is right for your student. It is important for your student to make her own decision with as little influence from others as possible.

What Contact will Sorority Members have with my Student before Recruitment?

Panhellenic at Florida State has rules about Recruitment and you can review those rules in this document. An awareness of these rules and guidelines will help your student's success. Current sorority women should not be trying to form friendships with your student the summer before Recruitment begins. With that being said, women who already know your student should not be contacting her to talk about Recruitment, nor should your student receive cards, letters, or gifts from sorority women. It is also important to note that during Recruitment, your student should not receive any cards, letters (this includes Facebook communication), gifts, or communication from sorority members, alums, or members' mothers.



I was in a Sorority. What should I expect?

Recruitment is different over time and between institutions. Please do not assume that the Recruitment process at Florida State will be identical to the one that you remember. Many times friends can provide false information to parents and potential new members as well. We recognize that you and your student are both nervous and excited for Recruitment, so if you do have questions the best place to direct those questions is the Greek Life staff. We ask that you review the materials that we have compiled for you on this website, and if you still need questions answered then we would be happy to answer those as well.

Additionally, if you hear information from a friend that conflicts with the website materials, go with the website, as we are the ones most closely linked to the Recruitment process.

Please also keep in mind that this is Recruitment not Rush. The difference being that in the past PNMs have had to complete a certain number of requirements to participate in Rush. Recruitment is about sororities showcasing themselves and what their organization can offer to potential new members. Your student will be nervous about this process, but please encourage her to understand that chapters are equally as nervous to impress her and recruit her into sorority membership.

How can I find out about my students Recruitment experience during the week?

As your student goes throughout the Recruitment process it will be her duty to share with you the experiences that she has. If you do call the Office of Greek Life, we will be able to share with you very limited information. If you have questions about why she may have been released from a chapter or which chapters have asked her back for the day, we cannot share that information with you. In fact, chapters do not inform us of how they make their selections, or what their process looks like. Each chapter has alumnae advisors who are well versed in Panhellenic and sorority policies, and they ensure that their chapters are following their national selection guidelines.

Can you tell me which sorority my student wants? Which chapters want her?

Once a potential new member submits her preference list neither she nor anyone else may change it. We cannot tell you how your student ranked the chapters that she visited or which chapters wish to invite her back or extend a bid. Each chapter has their own unique democratic process for membership selection and the lists that they submit to our office have been checked numerous times by the chapter leaders and advisors. We cannot share any information about the chapter's lists with you, but please know that your student's schedule is determined by interactions and choices, not mistakes and errors.

What does it mean when someone is released from Recruitment?

Although it is a very rare situation, occurring with less than two percent of the women, your student may be released from Recruitment. "Released from Recruitment" means a potential new member has not been asked to return to any of the chapters for the next round of the process. A Rho Gamma will notify the released woman as soon as possible, and they will meet one-on-one to discuss her different options in moving forward. Since women released from Recruitment are still extremely important to us, the Rho Gamma will remain in contact with them throughout the fall semester and beyond. In addition, they will provide their group members with information about other campus activities, clubs, and future Recruitment opportunities.

Are there options for someone who has been released?

There are still opportunities for women to join chapters after formal Recruitment is over. Some chapters are eligible to participate in a process called Continuous Open Recruiting (COR). Not all chapters are eligible for COR and it is never a guarantee. It is important to know that if your student received a bid during formal Recruitment, but did not accept it, she is still bound for one calendar year to that chapter, therefore making her ineligible for COR or Spring Recruitment. "Winterfest" is our kick-off event to Spring Recruitment. Winterfest allows potential new members to interact with all 16 chapters. Only the chapters that are below the average chapter size are eligible to recruit new women. Those chapters will hold informal events following Winterfest to recruit new members.

Recommendation Information

What is a Recommendation?

A recommendation is a personal letter of reference provided by an alumna of a sorority to her sorority's chapter at FSU. In the "rec" the alumna will write about your student's talents and skills that will contribute to the sorority. The purpose of a "rec" is to simply introduce a woman to the sorority so that the sorority members may become better acquainted with her prior to Recruitment.



How Do I Get a Recommendation?

Tell your relatives and friends that your student is going through Recruitment. Alumnae may send in a personal letter, or obtain a recommendation form through their sorority headquarters.

Is a Recommendation Necessary for my Student to Get a Bid?

No! Recommendation letters are not required to receive a bid, and students will not in any way be penalized if a letter or form is not submitted on their behalf.

Will a Recommendation Ensure that my Student Receives a Bid?

No. A recommendation is just a way to introduce your student to the sorority in addition to the information that she has already provided during the online registration process.



When and Where Should They Be Mailed?

- In the summer, before Recruitment begins
- Directly to the Sorority House
- Addresses are provided below

Alpha Chi Omega
518 W. Park Ave.

Chi Omega
1015 Mimosa Drive
Tallahassee, FL 32312

Gamma Phi Beta
655 W. Lafayette St.

Phi Mu
823 W. Jefferson St.

Alpha Delta Pi
537 W. Jefferson St.

Delta Delta Delta
534 W. Park Ave.

Kappa Alpha Theta
2566 W. Tennessee Street
Apt. 8411A

Pi Beta Phi
519 W. Jefferson St.

Alpha Gamma Delta
517 W. Park Ave.

Delta Gamma
143 N. Copeland St.

Kappa Delta
555 W. Jefferson St.

Sigma Delta Tau
833 W. Jefferson St.

Alpha Phi
833 W. Gaines St.

Delta Zeta
749 W. Jefferson St.

Kappa Kappa Gamma
528 W. Jefferson St.

Zeta Tau Alpha
514 W. College Ave

*Please have any recommendations sent directly to the Chapter prior to Recruitment week.
All addresses are located in Tallahassee, FL 32304 unless otherwise noted.*

Recruitment and Housing

Students Living in On-Campus Residence Halls

Women pre-registered to participate in sorority Recruitment who will be living in an on campus residence hall for the 2012-2013 academic year will be permitted to move into their residence hall room on Sunday, August 19st at 1:00pm. After registering for Recruitment, your student's registration will be shared with University Housing to verify that she is living on campus and to guarantee her access to moving in early on Sunday, August 19th. The only step your student needs to take to be granted this early move-in access is to register for Recruitment. Panhellenic will take care of the rest.

When your student arrives on campus for move-in, she should go directly to the residence hall to which she has been assigned to pick up her keys and complete the check-in process. Guests or visitors of a residence hall student must be escorted in the hall by their resident host at all times. Guests and visitors of a resident student may not be given the resident student's key or access card or be in the hall for any reason when the resident student herself is not present with them. This includes parents/guardians and family members.

Students Living in Off-Campus Housing

Women living off-campus and needing accommodations for the week of Recruitment must work directly with their landlord or complex management to make appropriate accommodations. More often than not, these individuals are willing to be flexible and work with residents to adjust their move-in date for a nominal fee.



If you have any questions or concerns about your student's on-campus accommodations, please contact:

University Housing

www.housing.fsu.edu

Phone: (850) 644-2860

Fax: (850) 644-7997

Email: housinginfo@fsu.edu

Scholarship Information

Panhellenic is offering four, \$500 scholarships to Potential New Members. To be eligible your student must register for Recruitment and attend Recruitment kick-off on August 19st. The four scholarship prompts are based upon the four values of the Panhellenic Association: Scholarship, Service, Leadership and Sisterhood. Additional information will be available in the confirmation email that women receive upon completion of the online registration process.

Financial Information: Why Membership is Worth the Cost

Let's face it. These are tough economic times and everyone is feeling the financial strain. But as we look to the future and to all of the successes yet to come, we cannot ignore opportunities to invest in that future. By joining a sorority, your student is not simply joining a social club and she is not just "paying for friends." She is making an investment in her college experience and in her future. She is joining an organization that will help her personally and professionally grow over her lifetime.



Sororities have been active at Florida State for over 100 years and even remained a vibrant part of campus life during the Great Depression. For generations, women have become members of sororities because these organizations provide opportunities for leadership development, friendship, and service that are unparalleled on campus. After graduation, your student will join an international network of sorority alumnae who are finding success and making a difference every day. Sorority membership may not seem affordable now, but ultimately it is an investment that you and your student cannot afford to miss. This guide contains information on the specific costs for each of the 16 organizations and breaks down the costs to show what you and your student are actually paying for in sorority membership.

Sorority Membership Financial Breakdown

This table provides membership costs and dues as reported by each chapter to the FSU Panhellenic Association. ***Please note that these rates are subject to change and are only the rates reported to the Panhellenic Association. The listed amounts may cover different costs of membership and some chapters may assess additional fees throughout the year, while others may only require the flat fee shown below.*** Additional fees and options are indicated in the far right column. To learn more about specific chapter financial obligations, [CLICK HERE](#) to open a document detailing the cost of membership for each chapter.

Chapter	1st Semester Dues	Out of House Dues	In House Dues	Reduced Meal Plan Offered?	Date Functions included in dues?	Payment Plan Offered?	Financial Assistance Available?	Is this all inclusive?
Alpha Chi Omega	\$2,087.50	\$1,750.00	\$3,100.00	Yes	Yes	Yes	Yes	Yes (except optional shirts)
Alpha Delta Pi	\$1,934.00	\$1,286.00	\$2,359.00	No	Yes	Yes	Yes	No
Alpha Gamma Delta	\$1,950.00	\$1,650.00	\$3,050.00	Yes	Yes	Yes	Yes	No
Alpha Phi	\$1,741.00	\$1,131.39	N/A	No	Yes	Yes	Yes	Yes
Chi Omega	\$2,395.00	\$2,055.00(f)/ \$1,965.00(s)	\$3,721.00(f)/ \$3,631.00(s)	Yes	Yes	Yes	Yes	Yes (except optional shirts)
Delta Delta Delta	\$2,419.00	\$2,002.00	\$3,445.00	Yes	Yes	Yes	Yes	Yes
Delta Gamma	\$2,114.20	\$1,746.20	\$3,100.00	Yes	Yes	Yes	Yes	Yes
Delta Zeta	\$2,343.00	\$2,139.00	\$3,578.00	Yes	Yes	Yes	Yes	Yes (except optional shirts)
Gamma Phi Beta	\$2,550.00	\$1,980.00	\$2,800.00	Yes	Yes	Yes	Yes	Yes (except optional shirts)
Kappa Alpha Theta	\$2,417.00	\$2,092.00(f)/ \$1,887.00(s)	\$3,564.50(f)/ \$3,359.50(s)	Yes	Yes	Yes	Yes	Yes
Kappa Delta	\$2,660.00	\$2,295.00	\$3,625.00	Yes	Yes	Yes	Yes	Yes (except optional shirts)
Kappa Kappa Gamma	\$2,242.00	\$2,077.00	\$2,897.00	Yes	Yes	Yes	Yes	Yes (except optional shirts)
Phi Mu	\$3,775.13 (first year)	\$2,864.00 (per year)	\$6,264.00 (per year)	No	Yes	Yes	Yes	Yes
Pi Beta Phi	\$2,360.00	\$2,056.00(f)/ \$2,000.00(s)	\$3,106.70(f)/ \$3,050.70(s)	Yes	Yes	Yes	Yes	Yes (except optional shirts)
Sigma Delta Tau	\$2,415.00	\$2,250.00	\$3,425.00	Yes	Yes	Yes	Yes	Yes (except optional shirts)
Zeta Tau Alpha	\$2,336.00	\$2,176.00	\$3,182.00	Yes	Yes	Yes	Yes	No

"1st Semester Dues" are the set rate for the first semester of membership and are not charged in addition to "Out of House" or "In House Dues." After the first semester, members will pay either "Out of House" or "In House" Dues.

All rates above include sorority meal plans.

*(f)=fall rate and (s)=spring rate, respectively.

PNM BILL OF RIGHTS

As a Potential New Member, your student has the following rights throughout their Recruitment experience:

1. *The right to be treated as an individual.*
2. *The right to be fully informed about the Recruitment process.*
3. *The right to ask questions and receive true objective answers from Recruitment counselors and members.*
4. *The right to be treated with respect.*
5. *The right to be treated as a capable and mature person without being patronized.*
6. *The right to ask how and why and receive straight answers.*
7. *The right to have and express opinions to Recruitment counselors.*
8. *The right to have sacred confidentiality when sharing information with Recruitment counselors.*
9. *The right to make informed choices without undue pressure from others.*
10. *The right to be fully informed about binding agreements implicit in the preference card signing.*
11. *The right to make ones own choices and decisions, and accept full responsibility for the results of those decisions.*
12. *The right to have a positive, safe, and enriching Recruitment and new member experience.*

If at any time your student feels that they are not being treated according to the precepts outlined here, encourage her to immediately contact her Recruitment Counselor. With the student's permission, the Recruitment Counselor will then inform the Panhellenic Association officers of the issue and appropriate action will be taken to rectify the situation.

Potential New Member Contract

Sorority Recruitment at Florida State University is not only a great opportunity, but also a privilege. Each sorority on campus has been preparing over the past year for your student's arrival and participation in this process. As an honored guest in chapter facilities and registered participant for the week, PNMs are expected to act in accordance with the following rules:

1. I will attend all events for which I receive an invitation.
2. I will behave respectfully towards myself, other potential members, chapter members, and university staff at all times, specifically I will refrain from slandering any of the above individuals during Recruitment.
3. I will act politely and respectfully when attending all events. This includes, but is not limited to, conversations and social media (Facebook, Twitter, etc.).
4. I understand that if I am matched with a chapter and receive an invitation to membership, I am bound to that organization and considered ineligible for an invitation to membership from any other chapter for one calendar year.
5. I understand that the consumption of alcohol and socializing with men are not permitted during Recruitment and during bid day activities.
6. I understand that, upon joining a chapter, I will be responsible for the financial obligation of membership.
7. I understand that Florida State University, Panhellenic, Panhellenic Staff, Advisors, and Recruitment Counselors are not liable for the damage of my personal property I choose to bring to the Recruitment parties.
8. I understand that I must wear the Recruitment T-shirts on the first round of Recruitment, Scholarship round.

Failure to abide by the rules stated above will result in your immediate removal from FSU Sorority Recruitment. By signing the Potential New Member Contract I understand and agree to the terms listed above. I understand that if I violate this contract, I will be removed from the Florida State University's Formal Recruitment Process.

Name: _____
Potential New Member (Print)

Date: _____

Name: _____
Potential New Member (Sign)

Name: _____
Rho Gamma- Witness (Print)

Date: _____

Name: _____
Rho Gamma- Witness (Sign)

Membership Recruitment Acceptance Binding Agreement (MRABA)

Name _____ PNM# _____

FSU Email Address _____

I have participated in the membership Recruitment period at _____ Florida State University _____

By signing this acceptance agreement, I understand and agree to the following terms.

Please read and initial each of the following:

- _____ I am willing to accept an invitation to membership from any women's sorority (fraternity) that I list on this agreement.
- _____ I may limit my choices to just one OR list any women's sorority (fraternity) whose preference round (last) event I attended, and **from which I am willing to accept membership**. I realize that _____ by not listing the maximum number of events I attended, I may be limiting my potential to join any other _____ NPC group during formal Recruitment should I not be placed with my choice(s).
- _____ Once I submit this agreement to the College Panhellenic Association, I cannot change the order of _____ my preferences or add or delete a preference.
- _____ If I do not receive an invitation to membership from a group that I have listed, I am eligible for continuous open bidding.
- _____ I have the option of not submitting an agreement at this time.
- _____ Once I submit this agreement, I am bound by the National Panhellenic Conference one-calendar year rule. This rule states that if I receive an invitation to membership from a group that I have listed and then do not accept it, I am **not eligible** to be pledged to any other NPC member sorority _____ (fraternity) on this campus for one calendar year (12 month period) from the time of this signing.

Signature _____ **Date** _____

By signing this form I agree to accept a bid from any of the women's sororities I list below, and if offered, I am bound to that bid for one calendar year.

I agree to the terms stated above, and I am willing to accept an invitation to membership from any of the following women's sororities (fraternities) whose preference event I attended (listed in order of preference):

1st preference _____

2nd preference (if attended 2 or 3 events) _____

3rd preference (if attended 3 events) _____


Signature _____ **Date** _____

“It’s All Greek to Me!”

Panhellenic Recruitment Vocabulary

*Did your student call to tell you about her wonderful **Rho Gamma**? Is she a **Legacy** and excited about mailing her **Recommendations** to the **Chapter**? Is she trying to decide whether to participate in **Recruitment** or wait for **Continuous Open Bidding**? Throughout this Recruitment experience, you and your student may encounter a number of terms and aspects of Greek life that are new to you. This overview of Recruitment Vocabulary will help you to define many of the words and phrases that are common in this process.*

- **Bid**- an invitation to membership in a chapter.
- **Chapter**- a local group of a national organization, designated by its own Greek letter name.
- **Continuous Open Bidding**- an opportunity for chapters who are not at quota or total to extend bids to women who did not join a sorority during formal Recruitment
- **Colony**- a new sorority being formed by their national organization.
- **House Director/Mother**- a woman who lives in the sorority house and cares for all of the women living in the sorority house. She plans meals and manages the house.
- **Interfraternity Council (IFC)**- an umbrella organization that presides over men’s fraternities, each of which is autonomous as a social, Greek letter society of college men, undergraduate and alumnae.
- **Legacy**- the immediate family member or student of an initiated member (daughter, sister, granddaughter, etc.)
- **Multicultural Greek Council (MGC)**- an FSU Greek governing council composed of culturally- based Greek letter organizations.
- **National Panhellenic Conference (NPC)**- a conference body composed of delegates from the 26 women’s national sororities, each of which is autonomous as a social, Greek letter society of college women, undergraduate and alumnae.
- **National Pan-Hellenic Council (NPHC)**- a national conference body composed of the nine historically, predominately African American Greek letter organizations at both the college and alumni level. Locally, the NPHC at FSU is the governing council for seven chapters.



“PNMs do not need a **Recommendation** in order to receive a **Bid** during **Recruitment**.”

- **One Calendar Year**- the period from a given date in one year to a comparable date in the next year. If a PNM accepts a bid on Preference night, she must wait one calendar year before she is permitted to go through the Recruitment process again.
- **Panhellenic (PH)**- Greek word meaning “All Greek”.
- **Panhellenic Association**- the governing body of the women’s fraternities on FSU’s campus.


- **Panhellenic Exec**- the nine members of Panhellenic Executive Board that lead the FSU Panhellenic Council.

- **Pool**- The group a PNM is a part of, based on class standing. There are two pools: Freshman Pool and Upperclassman Pool.

- **Potential New Member (PNM)**- a woman who is participating in the Recruitment process and wishes to explore the possibilities of sorority membership.

- **Quota**- the number of new members in a Recruitment pool that each chapter takes at the conclusion of Recruitment. Quota is set at the conclusion of the Recruitment process and is based on the number of women remaining in the process in each Recruitment pool.

- **Recommendation/ Reference**- a written statement recommending a PNM for membership in a sorority/fraternity. It is not necessary for a PNM to have a recommendation.
- **Recruitment**- the process in which potential new members visit all chapters, and through a mutual selection process, finds a chapter that best suits her.
- **Recruitment Counselor/ Rho Gamma**- a neutral representative from the college Panhellenic community who guides and supports the PNM through Recruitment.



If I transfer to FSU and register for **Recruitment** as a Junior, am I a part of the **Upperclassman Pool**?

Panhellenic Association at Florida State University

2012 Formal Recruitment Rules

PURPOSE:

- A. To give the Potential New Member (PNM) every opportunity to become acquainted with as many chapters as possible.
- B. To ensure that Chapters have an equal opportunity to have a successful Recruitment during Membership Selection under the Panhellenic system.
- C. To ensure that each Chapter maintains a level of consistency through all rounds of Recruitment so that Potential New Members can make a wise, unbiased decision concerning Membership.

I. General Rules:

- a. The Unanimous Agreements of the National Panhellenic Conference (NPC) contained in the NPC Manual shall be upheld.
- b. **Dates**
 - 1. Early Recruitment Registration is April 8th - July 1st with a fee of \$85.00. Registration will continue July 2nd- August 5th at a fee of \$105.00. Late Registration will last from August 6th - August 11th at 11:59pm with a fee of \$125.00.
- c. **Communication**
 - 1. Communication (i.e. verbal, electronic including Facebook, and written) between Sorority Members, New Members, or Alumnae and Potential New Members should be limited to a brief, greeting during summer, Pre-Recruitment and Recruitment week.
- d. **Panhellenic Chapters**
 - 1. All Sorority Members (actives, Rho gammas, alumnae) and participants of Recruitment are responsible for knowing and observing the Recruitment Rules.
 - 2. All women participating in Recruitment, including Sorority Members and Potential New Members, are prohibited from attending Fraternity functions, as well as Fraternity Houses during Recruitment week including Bid Day.
 - 3. Any Sorority Member violating the Recruitment Rules (including the Code of Ethics) will subject her chapter to judicial procedures by the Panhellenic Council. The entire Sorority is responsible for the actions of its Members and its Rho Gammas during Pre-Recruitment and Recruitment.
 - 4. Chapters will not be allowed to place any advertisements encouraging or recruiting Potential New Members for Formal Recruitment, including t-shirts directly or indirectly disparaging other chapters. T-shirts are to be approved by Recruitment Staff by the set date of June 1st.
 - 5. Chapter heart pins shall not be worn at establishments that distribute alcohol at any time during Spirit week and Recruitment week including Bid Day.
 - 6. All members must deactivate their Facebook pages for the duration of Spirit Week and Recruitment Week: August 12th, 2012 at 5:00pm through August 26th, 2012 after all bids are distributed.
 - 7. NEITHER A SORORITY, NOR ITS MEMBERS, MAY PURCHASE OR DISTRIBUTE ALCOHOLIC BEVERAGES TO ANYONE DURING FORMAL RECRUITMENT INCLUDING BID DAY.
 - 8. Summer and Fall Residence Hall Assistants and Orientation leaders must be disassociated from their chapters and may not participate in Recruitment, with the exception of background aspects (this includes being off Facebook on August 12th).
 - 9. No Sorority Member is permitted to visit a Potential New Member during Formal Recruitment or Pre-Recruitment week (this does not include Rho Gammas or the Potential New Member's parents).
 - 10. All Sorority Members shall refrain from references or comments about other sororities during the Recruitment period, including skits, songs, and conversations.
 - 11. Chapter members cannot point out a trophy case, or trophy unless the PNM brings it up.
 - 12. There will be no promising of Formal Recruitment Invitations to any Potential New Member directly or indirectly by any Sorority.

13. All sororities are responsible for having Potential New Members out of their houses by the time the event is scheduled to end.

e. Recruitment Chairwomen

1. From the end of the Spring Semester until the end of Formal Recruitment week, sorority walls shall be painted only with the Recruitment Theme message: Enrich your experience. Live your values. Go Greek.
2. All Sorority Members shall remain inside the Chapter house during the entire Recruitment Event.
3. No individual Sorority (including alumnae) may give events (i.e. teas, informational events, etc.) for any Florida State Potential New Member(s).
4. Only the following are allowed in the Sorority houses during Recruitment Events: Chapter Members, Chapter Members' Mothers, Alumnae Members, House Directors, Rho Gammas, Panhellenic Executive Board, Panhellenic Recruitment Staff, and the Office of Greek Life Staff and/or any official visitors who are escorted by Recruitment Staff or Office of Greek Life Staff. All of the above must be designated by name tags during Recruitment events.
 - a. Only the Office of Greek Life staff, Rho Gammas, Panhellenic Executive Members, Recruitment Staff, and Potential New Members shall be present during Formal Recruitment Computer selection. Only the Office of Greek Life staff will be present during Computer selections following Sisterhood Day.
5. Any Chapter participating in Formal Recruitment which has 90 or fewer women currently in the Chapter (actives and new members, excluding RA's, OL's, and Rho Gamma's) will be allowed to invite sorority members who do not attend FSU to help the FSU chapter during Formal Recruitment.
 - a. If sorority members who do not attend FSU help a chapter during Formal Recruitment a detailed plan must be presented to the Vice President of Membership two weeks before Formal Recruitment. The number of extra helpers combined with the FSU Chapter's number will not exceed 183 (Chapter Median).
6. All Members of the visiting chapter and/or graduated alumnae participating in Formal Recruitment must be clearly identified as such by name tags.
7. Each sorority house must have one phone line open and a person to answer the phone during Pre-Recruitment (8am-10pm) and Recruitment week (at all times). A back up number may be supplied, if both calls are missed fines will be assessed (see designated fine list).
8. Recruitment Chairwomen are required to attend all Recruitment Chairwomen meetings unless prior notice of absence is given to the Vice President of Membership at least 24 hours in advance. They must provide adequate substitution if they are unable to attend.
9. No sorority shall exceed the amount of \$5,000.00 on its expenditures (excluding tent rental) for Recruitment. All budget forms, receipts, and donations will be turned into Panhellenic using the template provided by Greek life the week following Recruitment at a date specified by the Vice President of Membership.
 - a. All receipts must be copied and turned in as well as the Recruitment template.

f. Rho Gammas

1. Rho Gammas shall sign and abide by their contracts from the date of signing until bids are given on Bid Day.
2. Rho Gammas must attend classes once a week. Missing more than two classes results in termination of their position.
3. Rho Gammas must deactivate their facebook before Summer C on June 29th by 5 p.m.

g. Potential New Members

1. No Potential New Member may be taken off alone, or away from the main group, by any Sorority Member(s) during Spirit week and Formal Recruitment week.
2. No gifts, favors, alcoholic beverages, or purchases of any kind for Potential New Members will be allowed until they have accepted bids. No Member, New Member, or alumnae may spend money on any Potential New Member at any time
3. All Potential New Members will abide by the Potential New Member contract from the date of signing until bids are received.
4. Potential New Members will be divided into a primary pool and a secondary pool determined by high school graduation year. Potential new members graduating during spring 2012 will be in the primary

pool, and potential new members graduating prior to spring 2012 will be in the secondary pool. The Release Figures Method will be used to calculate carry figures and quota for both pools.

II. Events:

a. Schedule

1. There are 16 Scholarship Day events, 12 Service Day events, 8 Leadership Day events, and 3 Sisterhood Day events.

b. Decorations

1. No decorations are allowed inside or outside the chapter house except those that are normally present or present during a Parents weekend, Mothers weekend, or special function.
2. Chapters will purchase and use solid-colored napkins and clear, plastic, 9 oz cups without chapter names, crests, or emblems.
3. Only clear ice water will be served during all rounds of Recruitment. Ice cubes must be clear, REAL ice. Colored or fake ice is considered a garnish.
4. There are no garnishes in the main water bowl.
5. Decorations must be kept to a minimum. Nothing hanging from the ceilings/chairs/etc. No candy jars of any size.
6. High top tables are permissible only on scholarship round with one solid color tablecloth and no decorations.
7. No flowers except for single flowers given to PNM's on preference round.

c. Clothing

1. Each sorority shall be prohibited from purchasing identical outfits and/or accessories to be worn during Formal Recruitment except for scholarship round t-shirts. NO style numbers! No brand specific clothing! Jewelry and footwear are up to the individual's discretion!
2. ALL members must abide by clothing guidelines for each round of recruitment.

d. Restrictions

1. No food may be served at any Recruitment Event.
2. No awards or rankings shall be spoken of unless brought into conversation by the PNM.
3. No social events or tailgating partners posted throughout your house.
4. No more than two sorority women shall talk to a Potential New Member at any given time during an event.
5. No sorority member shall make a statement indicating the PNM will be returning to the chapter in the following round. Examples include, but are not limited to: "I look forward to seeing you tomorrow," "I can't wait to see you tomorrow," "You're going to love our skit tomorrow."
6. No chapter member will stand at the door or in the foyer just to stand. The only chapter members in the foyer are the women actually picking PNM's up at the door. The President and Recruitment Chair are the *only* chapter members allowed to stand in the foyer.

f. Recruitment Days

Scholarship Day:

1. Scholarship Day events will last 20 minutes each with 15 minutes between events.
2. *All* chapter members will wear only the same colored T-shirts/Polo/Jersey and dark denim jeans on the first round with minimal accessories. All shirt proofs must be approved by Recruitment Staff by a determined date. Chapter members will wear flats.
3. No video will be shown.
4. Every Chapter must have their "invite back" list and flex list (Remove list is mandatory, Add list is highly encouraged, but optional. If your chapter chooses not to turn in an Add list you MUST call Greek Life Staff prior to time to tell them you will not be turning in Add List) turned in by 5:00 am.

Service Day:

1. Service Day events will last 35 minutes each with 15 minutes between events.
2. The attire for Service round is as follows: Chapter members are in shorts/skirts or pants. Attire should not be fancy.

3. Potential New Members will watch an 8 minute maximum Philanthropic video. The video must be pre-approved by the Vice President of Membership. There is to be no craft participated in by the Potential New Members.
 - a. You are not to mention or show any boys unless they are participating in your philanthropy. No comments that one particular group loves your philanthropy. Pictures around the house must only show a variety of fraternities participating in your philanthropy.
 - b. Philanthropy video must show *your* philanthropy, not Cheers for Charity, Line Dance, or other philanthropies.
4. The Service Day video should promote your National Philanthropic Organization, Greek Life, and the Panhellenic Community. The video should not contain trophies, awards or rankings, references to alcohol use, Recruitment Staff, Rho Gammas, or Panhellenic Executive Board. Fraternity letters may only be pictured on Fraternity men at your Philanthropic or Service event.
5. House tours will be given during this event.
6. There can be a maximum of four bedrooms propped open to see inside. Bathrooms are permissible. There must be continuous flow of traffic when inside the room.
7. Each Chapter must have their “invite back” list and flex list (Remove list is mandatory, Add list is highly encouraged, but optional. If your chapter chooses not to turn in an Add list you MUST call Greek Life Staff prior to time to tell them you will not be turning in Add List) turned in by 5:00 am.

Leadership Day:

1. Leadership Day events will last 40 minutes with 15 minutes between events.
2. The attire for Leadership round is as follows: Dresses are allowed, but not formal.
3. There will be a skit no more than 10 minutes in duration performed by Members of your Chapter. Skits should present all Greek Organizations in a positive light, including Rho Gammas and the Panhellenic Association during the formal Recruitment process.
4. Skit content should be re-evaluated to be a realistic situation portraying real chapter members.
5. Scrapbooks are not permissible.
6. Solid backdrops only, no stage lights, or excessive props, used in skits. Props should be made by chapter members in the skit, no excessive stage props.
 - a. Skit script and list of props must be submitted to Panhellenic Vice President of Membership for approval prior to Recruitment Spirit Week.
6. Each chapter must have their “invite back” list and flex list (Remove list is mandatory, Add list is highly encouraged, but optional. If your chapter chooses not to turn in an Add list you MUST call Greek Life Staff prior to time to tell them you will not be turning in Add List) turned in by 5:00 am.

Sisterhood Day:

1. Sisterhood Day events will last 50 minutes each with 20 minutes between events.
2. The attire is formal.
3. Decorations should be minimal to include those items needed for ceremony.
4. In accordance with the policies of the NPC Manual of Information, there will be no preference letters distributed to potential new members.
 - a. If preference letters read, written, or given are seen or heard about including but not limited to writing a preference letter to a PNM, reading a letter to a PNM, giving a letter to a PNM to read herself, Judicial Procedures will be followed through resulting in the sanction of Social Probation for the chapter for a semester.
5. Each chapter must have their “invite back” list and flex list (Remove list is mandatory, Add list is highly encouraged, but optional. If your chapter chooses not to turn in an Add list you MUST call Greek Life Staff prior to time to tell them you will not be turning in Add List) turned in by 5:00 am.

Bid Day:

1. There shall be no alcoholic beverages consumed by any chapter members or new members for the 24 hours following Bid acceptance.

2. There shall be no men included in any Bid Day activities, with the exception of band members, and house staff members. Absolutely no fraternity men, or non-Greek affiliates, who do not fit into these two categories, are allowed in Bid Day activities.

III. Recruitment Fines:

1. Monetary fine for being late with the computer list: An initial \$400.00 for being late, and an additional \$40.00 for each additional minute late.
2. Monetary fines for not answering the Recruitment Hotline: (the phone line designated by the Recruitment Chairwoman and submitted to the Membership Director): A \$50.00 fine will be assessed. Hot lines and back-up lines must be active at the start of Pre-Recruitment week.
3. Sanction for late video: \$20 for every day late.
 - a. This includes turning in last year's video posing as this years

VI. Recruitment Sanctions

1. Violations of any of the above guidelines, the Panhellenic Code of Ethics, and the NPC Unanimous Agreements may result in a mediation and/or Panhellenic judicial hearing resulting in sanctions including, but not limited to the following:
 - a. Public apology by President, Recruitment chair, and the violating chapter member(s)
 - b. Contacting the National Panhellenic Delegate and your National Headquarters
 - c. Holding an educational event for the entire Panhellenic community
 - d. Social probation for a period of time not to exceed one year following hearing
 - e. Conduct and disciplinary probation not to exceed one year following hearing

A well organized, successful and ethical Recruitment is the most important goal for every chapter and the Panhellenic Association as a whole. The Panhellenic Association has established guidelines and rules for each of the chapters to follow. These regulations have been derived from the National Panhellenic Conference and approved by all chapters listed in our Panhellenic Association's Constitution. **It is the individual Recruitment Chairwoman's responsibility to educate her Chapter and Alumnae on each of the above rules.**

The Mutual Selection Process

For those interested in the detailed computer mutual selection process used at Florida State University, please read below!

Sorority Recruitment at FSU utilizes a “mutual selection” process where both chapter votes and potential new member (PNM) rankings are considered in creating a PNM’s Recruitment schedule and, ultimately, bid. This process has been implemented on a national level to ensure that the highest number of women possible are matched to chapters on campus, and the National Panhellenic Conference (NPC) has highly trained volunteers on a national level who advise campuses in managing this process. The process works by scheduling PNMs to see all chapters in the first round of Recruitment and a steadily declining number of chapters in later rounds of the process, allowing PNMs to focus more intently on a smaller number of chapters at the end of the process versus the beginning. The overall process is grounded in statistics, and in general it works as follows:

Women registered for Recruitment are divided into two pools, or groups, based on their high school graduation date. The first pool is composed of “Freshman,” defined as women who graduated from high school in 2011. The second pool is composed of “Upperclassmen,” or students who graduated high school prior to 2011. In each round of Recruitment every chapter participating is given a specific number of women to invite back to the succeeding round from each of the two pools. These numbers are known as “carry figures.” The carry figures for each chapter are based in large part on historical data of that chapter’s previous years’ rate of invitation acceptance. Generally speaking, chapters that historically are “stronger” recruiters will invite back fewer women in the earlier rounds of Recruitment than others. (It is important to note that Recruitment strength is in no way a determination of the quality of a chapter. All of FSU’s chapters provide an amazing sorority experience.)

Each sorority has their own individualized process and criteria for membership selection. In general, PNMs are evaluated on their resume, Recruitment conversations, and recommendations, but each sorority has a unique way of considering these criteria. Sororities make selections within each pool, meaning women in the Freshman Pool are not competing with women in the Upperclassman Pool, and vice versa. By having the two distinct pools in Recruitment, upperclassmen will have a more equitable experience with their freshmen peers. The selection process each sorority uses is private, and the rationale for a sorority’s selection decision is NOT shared with the Panhellenic Association or the Office of Greek Life. Only initiated members of a sorority (undergraduates and alumnae) are privy to the details of the selection process.

In addition, at the conclusion of each round of Recruitment, PNMs will go to a computer lab where they will indicate their priorities in a computer system. The process PNMs use is the same, regardless of which pool they fall into. The PNM’s options in the computer system depend on which chapters she visited for that round of Recruitment. Of the chapters she visited, she will select a set number (12 for Service, a maximum of 8 for Leadership, and a maximum of 3 for Preference) that she would prefer to see in the NEXT round of Recruitment. These priority chapters are listed in the computer system alphabetically and are not ranked by the PNM. If the PNM has more chapters available to select than she is allowed to prioritize, these remaining chapters are selected as alternates and are placed by the PNM in rank order. In the past PNMs were able to “regret” or drop chapters they did not want to return to later; however, the Recruitment process has changed in recent years and no longer allows for PNMs to drop chapters. Instead, PNMs place chapters as alternates on their lists.

The Recruitment computer system takes this submitted information (chapter rankings of PNMs and PNM priorities and/or alternates of chapters) and compares the lists to generate PNM Recruitment schedules. In general, if a PNM is lower on a chapter’s list than their carry figure, and if that PNM has that chapter as a

priority, she will be scheduled to attend that chapter in the next round of Recruitment. For example, if Alpha Sorority places PNM Sally Snowshoes as one of the 425 women available based on their carry figure, Sally will be scheduled to visit Alpha during the following round of Recruitment as long as Sally selected Alpha Sorority as one of her priorities.

Alternates come into play when a PNM is not listed by enough chapters to generate a full Recruitment schedule. A PNM is said to have a “full schedule” when she has 12 chapters for Service, 8 chapters for Leadership, and 3 chapters for Sisterhood. (Please note it is VERY common for a PNM not to have a full schedule for part or all of Recruitment. Many PNMs successfully finish the process without having a full schedule.) The computer system will attempt to match PNMs to the maximum number of chapters selected as priorities. In the event that one or more of a PNM’s priority chapters do not include a PNM on their list, the computer system will then attempt to schedule a PNM to attend a Recruitment party at her first-selected alternate chapter, assuming this chapter has placed the PNM on their list.

For example, PNM Sally Snowshoes attended parties at 7 chapters during the Leadership Round and selected Alpha, Beta, and Gamma sororities as her priorities. She selected the following sororities as alternates, ranked in order of preference: Delta, Epsilon, Zeta, and Eta. Sororities Alpha, Gamma, Epsilon, and Eta all included Sally on their chapter lists. The computer system then schedules Sally to attend Sisterhood parties at Alpha, Gamma, and Epsilon. Sally is not scheduled to attend a Sisterhood party at Beta because she was not on their list, and she does not receive a party invitation to Delta (her first alternate) because she is also not on their list. Although she was on the list for Eta, she does not receive a party invitation because her schedule is filled before the computer system reaches Eta in the scheduling process.

Essentially, the process is designed to allow PNMs to shrink the list of chapters they are visiting and for chapters to shrink the number of PNMs they see as the week progresses. As the week progresses, the amount of time PNMs spend in the chapter houses increases, and the formality and depth of conversation increases as well. With the exception of the Sisterhood round and bid matching, chapters will utilize the process described above to shrink the number of PNMs in the Freshman and Upperclassman Pools, all while allowing PNMs in either pool to shrink the number of chapters they are visiting.

The bid selection process, known as bid matching, is slightly different from the scheduling process above, but many of the same concepts remain. Like scheduling, both PNMs and chapters submit their preferences. However, instead of relying on carry figures, all chapters will focus their lists on two set numbers that at this point in the Recruitment process are an estimation of quota for each pool (Quota is the number of new members in a Recruitment pool that each chapter takes at the conclusion of Recruitment.). At the conclusion of the preference parties during the Sisterhood round, each chapter will submit two lists through the computer system for each of the Recruitment pools; these lists are referred to as the “A” list and the “B” list. The “A” list, set for all chapters to contain estimated quota, will contain an unranked list of a chapter’s top choices for a specific pool. The “B” list will contain every other woman who visited that chapter during the Sisterhood round in that specific pool. The “B” list, unlike the “A” list, is ranked.

Before beginning their selections, all PNMs will sign a contract provided by the National Panhellenic Conference referred to as the Membership Recruitment Acceptance Binding Agreement (MRABA). The MRABA, included in this document, explains the options that the PNM has at this point in the process. If the PNM receives a bid, this contract also binds the PNM to that chapter for one calendar year, meaning the PNM is ineligible to receive an invitation to membership (bid) from another chapter during that time. This agreement must be signed prior to a PNM participating in bid matching.

PNMs will indicate their selections a bit differently than they did during Recruitment scheduling. Instead of choosing alternates, each PNM, regardless of Recruitment pool, has the option to select and rank all of the chapters she visited during the Sisterhood round in order of her preference. The computer system will then compare the PNM selections to the chapter selections and attempt to match every PNM with her first choice chapter. The computer will immediately match a PNM with her first choice if that chapter has the PNM on their “A” list. As the computer continues placing women in chapters, it will begin to pull from chapters’ “B” lists in descending order to fill spots taken by “A” list women who have been placed in other chapters. If a PNM’s first choice chapter reaches quota in the PNM’s pool before the computer system has an opportunity to match her, the computer will attempt to match her at her second and then third choice. The matching process continues until every chapter has reached but not exceeded quota in both pools.

At this point in the process, quota for each pool could be adjusted to be higher or lower. It is commonly thought that quota is set before Recruitment begins and is a cap on how many women are able to join the community. While this may have been partially true in the past, today quota is set very differently. Quota for each pool is not set until the very end of the Recruitment process, meaning that it can be as small or as large as it needs to be in order for every woman still participating in the Recruitment process to have a spot in one of the sororities. Generally speaking, quota for each pool is set to be the highest number that every chapter can attain based on the bid matching process. If the number is raised too high, some chapters may not reach quota for one or both pools as women from their “A” and “B” lists will be pulled away by other chapters. If quota for one or both pools is set too low, there will be a large group of women who are unmatched by the process.

At the conclusion of the bid matching process, a quota number will be set for both the Freshman and Upperclassman Pool. Women registered as freshman will be matched in the freshman quota using the process above, and women registered as upperclassman will be matched in the upperclassman quota. There is no cross-over between these two pools, so women in one pool cannot match in another.

As indicated in the MRABA, PNMs are not required to select each of their options after Sisterhood round. In fact, if a PNM is NOT willing to accept a bid from one of her Sisterhood round chapters, she should not indicate this chapter on her MRABA because doing so could bind her to that chapter for an entire calendar year. However, if a PNM does “maximize her options” during the Sisterhood round, meaning she selects and ranks ALL of the chapter options she has available (1, 2, or 3), she is GUARANTEED to receive a bid. Statistically, the vast majority of PNMs at this stage of Recruitment receive their first or second choice. This guarantee is available because of a process called “Quota Additions.”

We highly recommend that you have a conversation with your student about maximizing her options during the Sisterhood round because of the bid guarantee and quota additions. “Quota additions” are women who are matched to chapters in addition to quota. In the bid matching process, if all chapters reach quota before your student is matched (something that always happens to approximately 5% of the PNMs participating in bid matching), we will manually place these unmatched women in chapters (typically their top one or two choices) as quota additions in their specific pool as long as they maximize their options. Any woman who does not maximize her options and is unmatched in the bid matching process will be released from Recruitment.

We recognize that this process is quite complex, and on first or even second reading of this summary you may still find yourself scratching your head and wondering why. But fundamentally, what you should know is that this process is designed to place as many women as possible into all of FSU’s chapters, and it is designed to give every woman an equal opportunity to meet chapter members, make an impression, and have her opinions coupled with the chapters’ opinions to mutually find the best fit for her.