



# A GUIDE TO PRIMARY PANHELLENIC RECRUITMENT

## INFORMATION FOR POTENTIAL NEW MEMBERS

We, the women of the Panhellenic Council at K-State, will work collaboratively to strive for unity, excellence and service to others by upholding our commitment to the fraternal values upon which our organizations were founded. We will live up to these standards by fostering opportunities for exceptional scholarship and leadership development, while building lifelong bonds of sisterhood.

### PANHELLENIC COUNCIL AT K-STATE MISSION STATEMENT

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#### TABLE OF CONTENTS

02	LETTER FROM THE DIRECTORS OF RECRUITMENT	08	LETTERS OF RECOMMENDATION
03	RECRUITMENT SCHEDULE	09	WHAT TO PACK AND WHERE TO PARK
05	WHAT TO WEAR	10	TIPS FOR A SUCCESSFUL RECRUITMENT
06	FREQUENTLY ASKED QUESTIONS	11	CONVERSATION GUIDE BY ROUND
07	HOW SELECTION WORKS	12	EXPECTATIONS AND GUIDELINES
		13	PANHELLENIC RECRUITMENT VOCABULARY

# AN INTRODUCTION LETTER

Dear Potential New Member,

Welcome to Kansas State University! We are thrilled to not only have you at K-State but to have your interest in our sorority community. We cannot begin to express how excited we are for you to begin your journey here!

During primary recruitment this fall, you will meet women from all of our 13 National Panhellenic Council (NPC) chapters. We encourage you to go into each day with an open mind and a positive attitude. Take it all in and enjoy yourself, and try not to stress too much! Each and every chapter on campus is exceptional. Think about what is important to YOU, and look for that in your sorority home.

We want this to be one of the most positive experiences of your college career. Joining a sorority is a unique experience that has the potential to change your life. This fall, more than ever, it will be important to have a community and a group of women who can empower and encourage you.

We wish you the absolute best of luck at K-State and in Panhellenic Recruitment!

Sincerely,  
Panhellenic Directors of Recruitment  
College Panhellenic Association Kansas State University

# RECRUITMENT SCHEDULE



## **MOVE IN & ORIENTATION**

You should have received communication from K-State Housing and Dining Services by now with information on the move-in process. Early move-in is **REQUIRED** to take part in recruitment this year. You must move in Saturday, August 13. There will be an early move in fee of \$50 per day.

On May 1, registration for recruitment will begin. Shortly after registering, our recruitment team will add you to the 2022 Sorority Recruitment online education module, which will have a variety of videos and resources on the recruitment schedule, process, team, and more! In total, you should need no more than an hour to read or watch this orientation module. On July 15, you will be put into your recruitment groups so you can meet your fellow PNMs and ask questions to your recruitment guide.

## **Round 1: Open House - Sunday, August 14**

This is the first day of formal recruitment. You will travel to all 13 chapters, meeting the women that make up each chapter. These are 25-minute rounds with 20-minute breaks between each round. The break allows for travel to the next neighborhood.

At the conclusion of your day, you will meet with your recruitment group. You will vote your priorities for the chapters you would like to visit during round 2, this will be the conclusion of round 1. You will also review the round 2 plan for Monday.

## **Round 2: Philanthropy and Community Service - Monday, August 15**

Events will be conducted at each chapter facility and last 30 minutes with 20-minute breaks in between to allow time for bussing between neighborhoods. Following the conclusion of your rounds, you will enter your priorities of whom you would most like to see during Round 3.

# RECRUITMENT SCHEDULE



## **Round 3: Sisterhood and House Tours - Tuesday, August 16**

You will receive a schedule inviting you to up to six events for the day. During this day you will receive information concerning each chapter's member expectations, as well as financial, housing, community service, and academic obligations. You will also be given a house tour of the facility to get a better idea of what each chapter house looks like. Additionally, each sorority will emphasize the unique bonds of sisterhood within its chapter and its values.

Events will be 50 minutes long with 20-minute breaks in between to allow time for bussing between neighborhoods. Following the conclusion of your rounds, you will enter your priorities of whom you would most like to see during Round 4.

8:30- 9:20 am Event 1

9:40 - 10:30 am Event 2

10:50 - 11:40 am Event 3

1:30 - 2:20 pm Event 4

2:40 - 3:30 pm Event 5

3:50 - 4:40 pm Event 6

5:00 - 5:50 pm Event 7

## **Round 4: Preference Round - Wednesday, August 17**

During this round, you will have the opportunity to attend up to two chapters. You will talk more in-depth with members about their sorority experience and why their chapter is important to them. You will take part in a special ceremony that is unique to each chapter. Some women may be emotional during this round as they share the bonds of sisterhood they have formed with women in their chapter.

Events will last one hour with 20 minutes allotted for travel between each chapter. Participants will submit their preferences following their events and sign the Membership Recruitment Acceptance Binding Agreement.

8:20- 9:20 am Event 1

9:40-10:40 am Event 2

11:00 am-12:00 pm Event 3

## **Bid Day: Wednesday, August 17**

On Wednesday evening you will meet with your recruitment groups on Bosco Student Plaza to open your bid cards together. After opening, all new members will run to Anderson lawn and meet up with their new sisters. At this point, chapters may host an evening of fun and safe activities at their respective houses.

# WHAT TO WEAR

## **ROUND 1** OPEN HOUSE

Round 1 is the most casual day. We encourage you to wear a K-State shirt with casual pants. This can include jeans, shorts, skirts, etc.

## **ROUND 2** PHILANTHROPY & COMMUNITY SERVICE

During Round 2, we encourage you to wear a casual summer outfit. Casual skirts, rompers, or shorts are all appropriate -something that you feel comfortable in.

## **ROUND 3** SISTERHOOD & HOUSE TOURS

Round 3 is dressier than Rounds 1 and 2. Attire is similar to what you would wear to church or a nice dinner.

Appropriate clothing would be a dressier skirt or sundress. When choosing shoes, remember to stay comfortable! If you want to wear heels, we suggest bringing a pair of flats or sandals to use between events.

## **ROUND 4** PREFERENCE

This is the most formal day of recruitment. You should consider wearing what you would wear to a summer wedding

or to an important ceremony. Most potential new members choose to wear heels but bring sandals or flats to wear between parties.

## **ROUND 5** BID DAY

Be comfortable! Shorts or jeans and tennis shoes or flip-flops are appropriate. Most chapters will provide a bid day shirt for you to change into on Wednesday night.

# FREQUENTLY ASKED QUESTIONS



## WHAT ARE THE ACADEMIC STANDARDS?

Academics are extremely important to the Greek community, as shown by the all-sorority GPA average of 3.4. It is important to understand the role academics play in the recruitment process. Sororities perform very well academically at K-State, and the chapters expect their members to be a part of this high level of academic achievement.

### PLEASE NOTE THE FOLLOWING

Panhellenic Council at K-State highly recommends that women wishing to go through recruitment have a 3.0 GPA in high school or 2.8 GPA in college. Each sorority chapter has academic standards for membership. Sometimes the chapters make exceptions, but those instances are rare. To maximize your potential success, please understand the importance of meeting the suggested academic standards.

## ARE TRANSCRIPTS REQUIRED?

To verify your registration, we require a copy of your final high school transcript, including your last semester. Please DO NOT send a copy to the Fraternity and Sorority Life at K-State. We obtain a copy via the K-State's student information system. Make sure your high school sends your final transcript to the K-State Admissions Office. College sophomores will need copies of any applicable college transcripts, which can be obtained through your K-State student records

## CAN I LIVE IN THE SORORITY HOUSE AS A NEW MEMBER?

While chapters are only guaranteed to have spots for their current members living in, many may open up their doors to move in after bids have been received. There is no guarantee that this housing option will be available to new members of every chapter or at any given time. Occasionally there will be vacancies throughout the year, but we do not encourage potential members to rely on this as a housing option.

## WHAT IS THE REFUND POLICY?

You may cancel your registration for a full refund (minus the GreekBill processing fee) until 11:59 p.m. August 1. Email your first, middle, and last name, as well as your home address, to [fsl.kstate@gmail.com](mailto:fsl.kstate@gmail.com) with "FMR cancellation" in the subject line. No refunds will be given for any circumstance after August 1. Cancellation must be made via email only and be received by the cancellation time and date.



## THE SELECTION PROCESS

Recruitment is a membership selection process. After each round of recruitment, you will enter your chapter preferences into a computer system. These are the chapters you wish to visit during the next round. You should make this decision based on your feelings and knowledge of the chapters you visited and be careful not to base your decision on the opinions of others. In the same manner, chapter members will decide whom they would like to invite back to the next round. Before each round, you will receive a schedule of chapters you have been invited back to visit. You may be invited back to chapters who you ranked toward the bottom of your list -that means they would like to get to know you more! Potential new members can not "cut" chapters entirely.

After attending your last event of preference round, you will make your final preference choices. Each potential new member will list, in rank order, the chapters whose preference events you attended. By ranking the chapters and submitting your preferences after your last preference round, you are agreeing to accept an invitation to membership from any National Panhellenic Conference (NPC) sorority that you have listed. Once the acceptance agreement has been submitted, it cannot be altered or changed.

After the agreement is submitted, you are bound by the NPC one calendar year rule. **This rule states that if you receive an invitation to membership from a group that you have listed and then do not accept it, you are not eligible to be pledged to any other NPC member sorority in the Panhellenic community at K-State or any other institution until primary membership recruitment in fall 2020.**

Most of the time, potential members receive their first preference of their remaining choices on Friday. If the potential new member does not receive an invitation from her first preference, she may receive an invitation from her second preference. Once a potential new member receives an invitation to pledge a chapter, she becomes a new member of that sorority. There will be a pledging ceremony, in which chapters ask their new members to pledge themselves to the ideals of the sorority. Pledging ceremonies occurs during Bid Day activities or at the first chapter meeting. Pledging ceremonies may be formal or informal, depending on the chapter

# LETTERS OF RECOMMENDATION

## 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 K-State. When an alumna asks to write a recommendation on your behalf, you may help by offering a resume complete with high school academic and involvement information, as well as community service involvement information. Alumnae should follow their headquarters' policy regarding letters of recommendation.

## IS A RECOMMENDATION NECESSARY?

Letters of recommendation are not required by the Panhellenic Council at K-State. They do not guarantee an invitation to the next round of recruitment events or ensure a bid to a particular sorority.

## WHEN AND WHERE SHOULD LETTERS BE MAILED?

Because facilities are not occupied currently, please ask alumnae interested in writing you a letter to submit it via their organization's international headquarters website (linked below if you hover your mouse on the chapter name).

Alpha  
Chi  
Omega

Alpha  
Delta  
Pi

Alpha  
Gamma  
Delta

Alpha  
Xi  
Delta

Chi  
Omega

Delta  
Delta  
Delta

Gamma  
Phi  
Beta

Kappa  
Alpha  
Theta

Kappa  
Delta

Kappa  
Kappa  
Gamma

Pi  
Beta  
Phi

Sigma  
Kappa

Zeta  
Tau  
Alpha

# WHAT TO **PACK** & WHERE TO **PARK**

## **PARKING**

If you are planning on bringing a car to campus, it is important that you purchase a parking permit through K-State Parking Services. If you live on campus, your permit will be available at your residence hall when you move in. If you live off-campus and purchase a parking permit, your permit will be available at Parking Services (located in the K-State Student Union parking garage). Order your parking permit online by logging into your KSIS account. Enter your eID and password. Select the “marketplace” option and then “student parking permits.” To order, you just need to know if you will live in the residence halls or off-campus. You will not need an exact address or room number.

**Parking on campus during the week of recruitment is no different from parking during the school year — all parking regulations must be followed.**

Neither the Panhellenic Council nor Fraternity and Sorority Life at K-State can guarantee the security of vehicles and materials left in your vehicles. Be sure to lock and secure your belongings.

## **IF YOU'RE LIVING ON CAMPUS,**

you'll be moving into your residence hall room, so bring those possessions you'll need for the semester. Here are some important items to pack:

- Sheets, pillow, pillowcases, blankets, and towels.
- Toiletries. You should bring all shower supplies and personal toiletry items with you. It may be helpful to bring along a shower caddy and shower shoes.
- A wrap, robe, or cover-up to wear when walking to and from the bathrooms.
- A white and/or black dress may be needed for pledging or initiation once you've joined a sorority (not for recruitment purposes)
- Tennis shoes and comfortable clothes for exercise time if allowed.



# 6 TIPS FOR A SUCCESSFUL RECRUITMENT

## TRAVELING BETWEEN CHAPTER HOMES

Breaks are quick! You should ensure you are on time for events by traveling quickly between events. Recruitment guides will offer instruction to help you find your way.

## ALWAYS WEAR YOUR NAMETAG

Always wear your nametag visibly.

## CONSIDER CARRYING AS LITTLE AS POSSIBLE DURING THE DAY

You will be unable to carry a bag/purse into the chapter facilities. Instead, you will be asked to leave your bag with a recruitment guide, who will watch your belongings. Anything you should need, a recruitment guide will likely have.

## KEEP AN OPEN MIND

Participants who do the best during the process keep an open mind about what they are experiencing. The week may be stressful. Some women may experience disappointment at some point. Participants who learn as much as they can about all of the chapters – and appreciate each for what they can offer – enjoy the recruitment experience more.

## RECRUITMENT CONVERSATION TIPS

You will need to be able to talk about yourself and your interests. Because you will visit all chapters on the first two days, sometimes these conversations may become somewhat repetitive. The next column lists common topics discussed during recruitment. Remember, the key to these conversations is to have fun and be yourself!

## COMMON RECRUITMENT TOPICS

**Academics--** During the first few days, expect to talk about your major, why you chose K-State, and what made you select your major. Education is the primary reason students are at K-State, so you should be prepared to discuss it.

**Summer--** You will be asked about summer jobs, vacations, and any interesting things you did over the summer. Sharing fun stories about traveling, working, movies you have seen or concerts you have attended will make the conversation much more interesting and fun!

**High School Activities --** These activities give sorority members a good picture of who you are and what types of things interest you. You may spend some time thinking about what you enjoyed participating in during high school: sports, volunteering, clubs, or any other hobbies and interests

**Leadership opportunities and involvement at K-State--** You also may wish to talk about any goals you have for your college career or if there are any organizations you would like to join. You may meet someone with the same interests who can tell you more about campus involvement. If you are interested in leadership positions within a sorority, they may ask questions about those opportunities.

**What you want to gain from being a sorority woman--** You should be sure and spend some time thinking about the qualities you would like in a sorority. Here are some examples of what to ask about:

- Academics
- Networking
- Professional Development
- Community service
- Leadership opportunities
- Sisterhood
- Social Activities

# CONVERSATIONS BY RECRUITMENT ROUND

## Round 1 OPEN HOUSE

As this round is an introduction to each sorority chapter, your conversations may focus on basic questions related to your interests both personally and academically, your high school or college experience, your friends and family, etc. You can answer these questions through a video or simply answer the questions!

### QUESTIONS YOU MAY BE ASKED:

- Where are you from and what was it like growing up in your home town?
- What's your major and what do you hope to do after college?
- What were you passionate about in high school?

### REFLECTION QUESTIONS:

What does it mean to be a member of a sorority? What aspects of sorority life appeal to you and why? What do you want to gain by participating in this experience?

## Round 2 PHILANTHROPY & COMMUNITY SERVICE

You will be meeting with between 1-10 chapters this round to discuss service. Be prepared to discuss any community service you engaged with/are performing currently. Today is a great day to talk about what you are passionate about -as chapters will be doing the same

### QUESTIONS YOU MAY BE ASKED:

- What type of community service have you engaged in and what did you learn from it?
- What do you know about our philanthropy?
- Could you provide an example from your past experiences of you supporting a bigger cause?

### REFLECTION QUESTIONS:

What does it mean to be service-minded? Why do you think philanthropy is an important part of being a sorority member? How do you feel about collaborating with a group of people to serve others?

## Round 3 SISTERHOOD & HOUSE TOURS

This round, you will visit 1-6 chapters. You will have ample time to learn the intricacies and differences of each chapter's sisterhood. You will be asked more in-depth questions about topics you've discussed previously in the week.

### QUESTIONS YOU MAY BE ASKED:

- Can you tell me about some of your friendships?
- Do you have an example of sisterhood in your life now?
- What role would you play or what would you contribute to our sisterhood

### REFLECTION QUESTIONS:

What does sisterhood mean to you? While a facility may be part of the sorority experience, it is not sisterhood-what is the difference to you? What aspects of each chapter's sisterhood appealed to you and why?

## Round 4 PREFERENCE

Friday is your last chance to talk with chapters about the experience they offer and what it would look like to be a member of their sorority.

### QUESTIONS YOU MAY BE ASKED:

- What do you want most from your sorority experience?
- Do you see yourself in this chapter?
- What other information do you need from our sorority to make your decision?

### REFLECTION QUESTIONS:

What factors are you relying on to make your decision? How are sorority women relevant in 2019? What did you learn most about yourself through this experience?

# EXPECTATIONS AND GUIDELINES

The Panhellenic Council at K-State has adopted the following regulations so that recruitment may be as fair as possible to all persons concerned. All women participating in recruitment are responsible for becoming familiar with and observing these guidelines. If serious infringements of Panhellenic guidelines occur, penalties may be imposed, including dismissal from recruitment.

The following is taken from the Panhellenic Council at K-State's Membership Recruitment Code of Ethics, applies to potential new members.

## GENERAL GUIDELINES AND EXPECTATIONS FOR POTENTIAL NEW MEMBERS

1. Prospective members must be enrolled undergraduate students at Kansas State University to be eligible for recruitment.
2. To participate in recruitment, interested women must not be or must not have been an initiated member of a National Panhellenic Council (NPC) organization and must not have signed a membership recruitment acceptance agreement at K-State in the last calendar year.
3. Panhellenic Council at K-State recommends that women wishing to go through recruitment have a 3.0 GPA in high school or 2.8 GPA in college. Academics are extremely important to our greek community, as shown by the all- sorority GPA average of 3.44. Each sorority chapter has academic standards for membership. Sometimes, the chapters make exceptions, but those instances are rare. To maximize your potential success, please understand the importance of meeting suggested academic standards.
4. Each potential member should be aware that individual chapters will be following grade requirement guidelines set forth by their individual organizations
5. Prospective members must register with the Panhellenic Council and pay the established fee to participate in recruitment.
6. Each prospective member is expected to accept the maximum number of invitations for each round to maximize her chances of pledging, except in the case of illness or emergency. Failure to do so will result in being withdrawn from further recruitment activities.
7. Legacies are recruited the same as any other prospective member.
8. Prospective members who sign preference cards and receive bids at the end of the formal recruitment period are bound to that sorority for one calendar year at Kansas State University. While they are not obligated to pledge that sorority, they may not pledge another NPC sorority at KState or at any other institution within that year.
9. Prospective members may not use alcohol or illegal substances from the time they move into recruitment housing until the close of Bid Day.

## POTENTIAL NEW MEMBER'S BILL OF RIGHTS

- The right to be treated as an individual.
- The right to be fully informed about the recruitment process.
- The right to ask questions and receive true and objective answers from recruitment guides and members.
- The right to be treated with respect.
- The right to be treated as a capable and mature person without being patronized.
- The right to ask how and why and receive straight answers.
- The right to have and express opinions to recruitment guides.
- The right to have inviolable confidentiality when sharing information with recruitment guides.
- The right to make informed choices without undue pressure from others.
- The right to be fully informed about the binding agreements implicit in the membership acceptance signing.
- The right to make one's own choice and decision and accept full responsibility for the results of that decision.
- The right to have a positive, safe, and enriching recruitment and new member period.

# PANHELLENIC RECRUITMENT VOCABULARY

## **Alumna/alumnae (feminine)**

A women's fraternity or sorority member/s who is/are no longer a member of a collegiate chapter.

## **Bid**

An invitation to join a sorority.

## **Chapter**

A membership unit of a national/international sorority.

## **Fraternity**

A values-based, social organization with a formed brotherhood and common principles.

## **House director/housemother**

A woman who lives in the sorority house, who serves as a "parent away from home" and cares for all of the women living in the sorority house. The house director may manage the house, supervise kitchen responsibilities and/or serve as the official hostess for chapter events.

## **Interfraternity Council (IFC)**

The collegiate governing body of the fraternities led by student members.

## **Legacy**

A relationship through a family member (mother, sister or grandmother). There is no standard policy regarding legacies and invitations for membership. Each chapter or national/international organization defines legacy differently. See the column to the right for legacy information.

## **Additional Resources**

Follow @PHCatkstate on Instagram for updates on what is happening in the Panhellenic community on our campus

Follow @sororitysocialmedia on Instagram to get tips and information about all things sorority life

## **NPC**

National Panhellenic Conference: A governing body composed of delegates from 26 women's national sororities, each autonomous as a social, Panhellenic letter society of college women, undergraduates, and alumnae.

## **New member**

A woman who has accepted a bid but is not yet an initiated member.

## **Panhellenic Council (PHC)**

The collegiate governing body of the National Panhellenic Conference women's fraternities or sororities led by student members.

## **Potential new member (PNM)**

Any woman interested in becoming a sorority member who is matriculated and eligible according to Panhellenic requirements.

## **Recruitment**

The process of joining a sorority. The recruitment period is organized and implemented by the College Panhellenic Council. No longer referred to as rush.

## **Total**

Total is the allowable chapter size as determined by Panhellenic, and it includes both new members and initiated members. College Panhellenics are required to review total each academic term – within 72 hours of bid distribution for the term during which primary recruitment is held and within one week.

## **LEGACY INFORMATION**

A legacy is a potential new member who is the sister, daughter, or granddaughter of a sorority alumna. Being a legacy does NOT guarantee membership into a sorority. Legacy status can be indicated when registering online. Please have the alumna member send a legacy introduction form and letter of recommendation directly to her sorority, as sororities will need to verify the information. Many legacy policies have been updated so talk to the organization as many have moved away from their previous policies

## **Alpha Chi Omega**

Sister, mother, grandmother, great-grandmother

## **Alpha Delta Pi**

Sister, mother, grandmother

## **Alpha Gamma Delta**

Mother, sisters, grandmother, stepsister, stepmother

## **Alpha Xi Delta**

Sister, mother, grandmother, aunt, step relatives

## **Chi Omega**

Mother, sister

## **Delta Delta Delta**

Sister, mother, grandmother, stepsister, stepmother

## **Gamma Phi Beta**

Sister, mother, grandmother, stepsister, stepmother

## **Kappa Alpha Theta**

Sister, mother, grandmother, great-grandmother

## **Kappa Delta**

Sister, mother, grandmother, stepsister, stepmother, half relatives

## **Kappa Kappa Gamma**

Sister, mother, grandmother

## **Pi Beta Phi**

Sister, mother, grandmother

## **Sigma Kappa**

Sister, mother, grandmother, aunt, step relatives

## **Zeta Tau Alpha**

Sister, mother, grandmother, great-grandmother, aunt, steprelatives