

SORORITY RECRUITMENT

Presented to HPHS Senior Girls

January 22, 2018

What are Sororities?

The oldest sororities were founded in the late eighteen hundreds as “women’s fraternities.” In fact, several of these sororities are still technically fraternities, because the word sorority didn’t exist at the time. Sorority and Women’s Fraternity are interchangeable names. Sororities were established to provide women with the opportunity to establish friendships based on academic support of one another. Remember, very few women attended college at that time, and it was advantageous to be able to associate with other women who shared the same high ideals. These ideals of scholarship, friendship and commitment to a group continue to be goals of sorority life in the 21st century.

What is Recruitment?

Recruitment (formerly known as rush) is a specific period of time for mutual selection among college sororities and undergraduate students; it is the process by which potential new members and Panhellenic member groups mutually select one another for membership. **It is the privilege of alumnae** (women who have graduated from college and belonged to a sorority) **to recommend girls for membership. It is the responsibility of active** (girls who are enrolled in college and are currently members of a sorority) **collegiate members to select new members.** It is the privilege of potential new members (formerly rushees) to accept an invitation to join a sorority. Recruitment is a mutual experience designed to produce a happy association. Sorority membership is for lifetime – a joining with other women of mutual choice to embark on a wonderful adventure of friendship and activity that will last not only through college but throughout one’s life.

Belonging to a sorority is not the essence of college life, but it can be a rich addition that will broaden friendships, encourage academic achievement, support high ideals, and offer another way to grow and discover oneself. Belonging to a sorority involves commitment – giving and receiving.

What is a Legacy?

A legacy is the daughter, sister, granddaughter, or great-granddaughter of a member of a sorority. Be sure to check with your recommendation form writer for the specifics of her sorority. Some sororities no longer recognize granddaughters or great-granddaughters as legacies. Some acknowledge step-relations as legacies. Being a legacy provides no guarantee that a bid will be received from that particular sorority, although legacies are generally given some special consideration. Be mindful of the fact that many of the older sororities have many generations of members now, and many chapters have more legacies going through recruitment than they have spaces available in the new member class.

What Do Sororities Look For?

Scholastic Ability

Since each sorority wishes to maintain a high chapter grade point average, each must consider a potential new member's ability to adhere to its scholastic standards and to attain the GPA required for initiation in to membership. This requirement varies from campus to campus and is sometimes higher than what Panhellenic requires to participate in recruitment.

It is hoped that each girl pledged will place importance on completing her education, and that she has the potential of staying active in school and sorority life for the full four years.

Most sororities require a potential new member to have a GPA that meets their chapter's specific requirements. These requirements can vary from school to school and also from chapter to chapter. Class rank and SAT/ACT scores are also considered. For deferred recruitment taking place in January, fall semester grades will be considered.

Compatibility

Sororities are based upon shared friendship, congeniality and mutual ideals.

The ability to get along with others and the enjoyment of being with people of diverse personalities are desirable qualities.

Interest and Involvement

Those who are group-oriented and who enjoy working and being with others are more likely to contribute to and benefit from sorority activities.

Activities listed on your resume need to best reflect your interests, the amount of time you invested in an activity and any leadership roles. Include honors and awards received.

Financial Responsibility

Sororities are financed by the dues paid by their members. Potential new members and their parents should be aware of the cost of sorority membership and be willing to accept this financial obligation. For specific information regarding individual sorority expenses, contact the college Panhellenic office at your university.

Social Media

Clean up all social media (photos and language). Make sure you are not tagged in any inappropriate photos. "If you don't want your grandmother to see it, don't post it!"

Be sure to change your profile photo to the headshot you select for recruitment.

How Do I Go Through Recruitment?

1. Register with Dallas Panhellenic (optional) and with your College Panhellenic (**required**)
 - a. Complete the Dallas Alumnae Panhellenic registration form that can be located on the website www.dallaspanhellenic.org. This form tells sorority representatives that you will be going through recruitment and helps alumnae with writing recommendation forms, but it DOES NOT register you for recruitment at your college campus. Scholarships are also available on the Dallas Panhellenic website!
 - b. Go online to your selected College Panhellenic website, and complete the college Panhellenic registration for your selected campus. **This is required to participate in recruitment on your college campus, so be sure to meet the deadline!** This information is typically available to students in the late spring of each year (summer recruitment) and early fall (deferred recruitment).
2. Compile your resume and make copies. You will give this to each sorority alumna you have asked to write a recommendation for you.
 - a. Don't hesitate to list all honors received and activities during your high school years. Be sure to include all the information possible, as this will be to your advantage.
3. Request your updated HPHS transcript with test scores on the back from Ms. Waite in HPHS Counseling Office. Be sure to black out your social security number on the back of the transcript (it will be listed with each test score).
3. Select photographs that *look like you*, and obtain necessary copies. Most sororities request one to three photos. Some sororities require paper photographs (4x6) and some require digital photographs. You will give or email the photos along with your resume and transcript to each of your recommendation form writers. When submitting paper photographs, it is recommended that you write your name, high school, hometown and college attending on the back side of each photo. Labels can easily be made with this information.
 - a. Your photographs are used as a tool for sorority members to identify you when they meet you for the first time. Recruitment takes place in a very short period of days. Photographs should express your personality, so take time to select those you like.
 - b. The photos do not need to be from a professional photographer; snap shots are fine. Do not choose photos of you in uniforms, hats, with other people, or with pets. It is best to have one close-up, one three-quarter shot and one full length in your selection.
4. Find recommendation form writers. Some sororities also ask for additional letter of support writers.
 - a. Begin with your family friends who are alums of national sororities. They will be familiar with the process and helpful to you. Other sources might be a mother of one of your friends, a neighbor, a teacher, someone you have babysat for, someone from your church, etc.
 - b. A recommendation form does not guarantee an invitation to a recruitment open house at every university, but it is highly recommended.

- c. A recommendation form is best completed by an alumna who knows you. If you are having difficulty locating a member of a specific sorority, you may contact the women on the list provided by HPHS. Most often they will be able to assist you in locating an alumna for recommendation form purposes. It is NOT appropriate to request a recommendation form from a stranger or casual acquaintance.
5. Make a list of your recommendation form writers for your own records. Include each recommendation form writer's name, address, telephone number, her sorority, and the date your information was given to her.
- a. **Deliver or email your information packet to each recommendation form writer and letter of support writer as early as possible!** It will take time for her to complete your recommendation form. For sororities that still have a paper recommendation form, it is suggested that you place all materials in a large envelope, along with any other information or instructions, with the recommendation form writer's name. For sororities that use an electronic recommendation form, attach your resume, transcript/test scores and photos and send it by email.
- b. Items included in packet for **recommendation writer's packet in paper form:**
- *cover letter
 - *resume
 - *transcript/test scores
 - *photos with labels on back
 - *9x12 mailing envelope addressed to local recommendation chair or recruitment chair at college sorority house
- c. Items included in packet for **recommendation writer's packet in digital form:**
- *cover letter in body of email
 - *resume
 - *transcript/test scores
 - *photo(s) as digital image(s)
- d. Items included in packet for **letter of support writer's packet (paper form only):**
- *cover letter
 - *resume
 - *headshot photo
 - *#10 envelope stamped and addressed to recommendation writer or recruitment chair at college sorority house
- e. Don't wait to deliver your paperwork for final transcript information! Final transcripts will be submitted when you register with your College Panhellenic.
- f. Mail each recommendation form and letter of support writer a thank you note or include the thank you in your packet.

6. Summer "rush dates" are illegal at most universities! Be careful NOT to be involved in any illegal activities with a sorority member. Colleges with deferred recruitment (winter) are the exception.
7. The College Panhellenic websites are very helpful! They will have recruitment week details including dates and attire.
8. **If you are still undecided on your college by 4/1, go ahead and deliver your packets and label the outside envelope with "UNDECIDED." As soon as you make your decision, contact all your recommendation writers.**

Recruitment Timeline for Most Colleges and Universities

February/March

- Plan your photographs. Take your own, or schedule time with a photographer. Allow time to order and receive the digital images/prints you need.
- Update your resume. REMOVE your social security number if listed.
- Request your updated transcript with SAT/ACT test scores on the back from HPHS in February. You may make copies of the transcript to use; no need to pay for multiple transcripts. Cross out your social security number where listed; may be in multiple places on the back.
- Contact one recommendation form writer and 2-3 letter writers if letters are required by the sorority. Seek out friends you know and can count on to be timely. Ask the recommendation form writer if she will need anything besides your resume, transcript, photos and for some sororities, 2-3 letters. Note: some sororities with paper recommendation forms may require multiple copies of your paperwork (refer to Dallas Area Sorority Sponsorship Information & Requirements 2018)
- Be mindful of your behavior when you visit college campuses. You don't know who is observing your behavior.
- Clean up social media!! Make your profile picture slide show appropriate.

April

- Deliver your packets to each of your recommendation and letter of support writers by **April 1 (even if your college has deferred recruitment)**.
- Be sure to give your recommendation writers for each sorority the names and phone numbers of the letter of support writers, and vice versa. The letter of support writers will submit their letters to the recommendation form writer, who will include the letters in the sorority packet.
- Campus Panhellenic websites will state deadlines much later than the one set by Dallas alumnae recommendation form committees. It is to your benefit to send your sorority packets through the local recommendation form committees rather than sending them directly to the sorority chapters at your university.

NOTE – the recommendation form writer is responsible for submitting the completed sorority packet to her Dallas alumnae recommendation form chairman.

- Register with your campus Panhellenic in June (summer recruitment) and August (deferred recruitment) so that you make sure you have not missed this mandatory requirement.
- Write a thank-you note to your recommendation form and letter writers.

Summer (for fall recruitment) and Fall (for deferred recruitment)

- Plan your clothes for recruitment. Some campuses are very casual, and some are more formal. The campus Panhellenic should provide you with guidelines.
- Be friendly and open-minded. There will be more than one house where you can be happy and find great friends.
- Understand the recruitment process and rules established by the Panhellenic at the university you will be attending.