

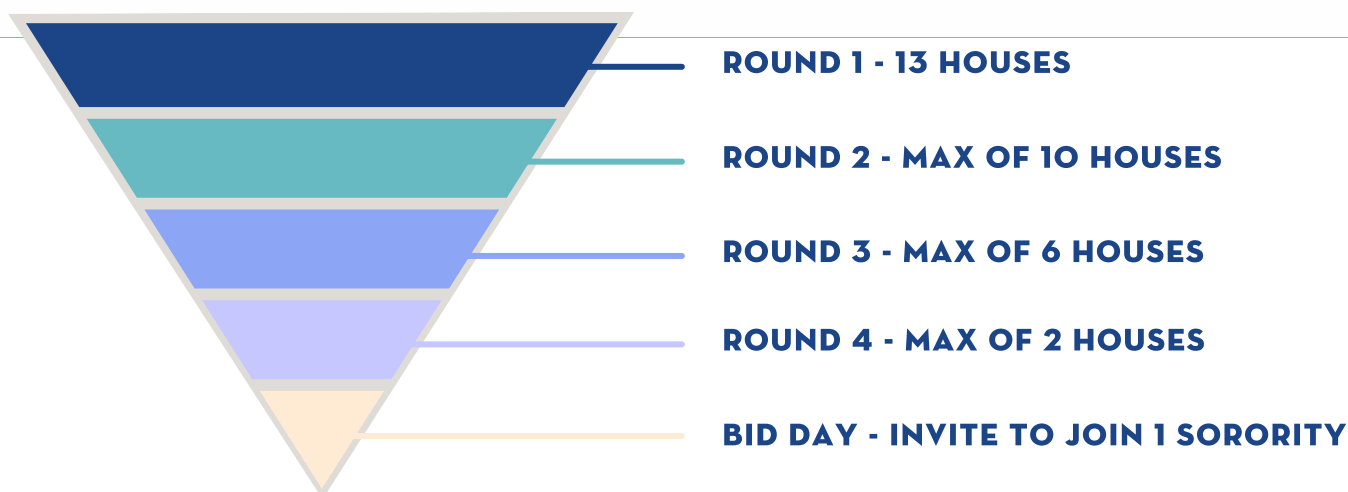
ALL ABOUT Recruitment

Recruitment is a progressive week of parties that you attend to see which sorority is the best match with you. The number of parties you attend gets smaller as the week goes on and in the end, you should end up with one invitation on bid day to the sorority that you match with.

HOW DOES THE PROCESS WORK

Sorority recruitment operates on a mutual selection process. After participating in each round of parties, you'll rank your preferences, and the sororities will do the same. The selections from both sides are then put through a matching program, generating a list of sororities to which you'll be invited back for the next round. The following example will help explain this process a little better.

EXAMPLE (IF YOUR SCHOOL HAD 13 SORORITIES)



FOR EXAMPLE:

After each round (except Pref), the PNM will rank the houses. After round 1, the PNM will put a 1 for their top 10 houses and then rank their bottom 3 as 2-4. Each Sorority creates their list of girls they want to invite back. The computer system compares the PNM list to the Sorority's lists. If your name is on all the Sorority's that you choose as "1", then you get invited back to all of your top 10. If not, let's say you were only on 8 of your top 10, then the computer will look to see if you were on the Sorority's list of your #2-4 to fill your remaining 2 spots. Some girls may get all 10 while others may get less than that.

This same process is followed after each round of parties until preference parties.

IMPORTANT NOTE

The first two days of recruitment will bring the largest cuts. Do NOT get discouraged if you did not get invited back to a house you liked.

You have plenty of time the rest of the week to form new connections, and your opinions on the chapters will likely change through the week.

It is common and expected to be cut from lots of houses on days 1 and 2. It all works out for the best!

GET TO KNOW THE ROUNDS

OPEN HOUSE/VIDEO ROUND

This is your opportunity to get introduced to each chapter on your campus. More than likely, you will be watching a video that will tell you all about each chapter. Some schools may instead do a virtual Open House round where you will get to talk to some girls from the chapter online. This is the shortest and most casual round. Many times your school will provide a t-shirt to wear for this round.

PHILANTHROPY

The philanthropy round will be a series of parties you will attend that will be 30 - 40 minutes in length. Each sorority has a philanthropy that it supports and part of your membership duties will include contributing to this philanthropy. Today's party will explain more about each sorority's specific philanthropy, why it is important to them, and how they help support that philanthropy. They may also show a short video.

SISTERHOOD

The sisterhood round consists of a series of slightly longer parties, where the focus is on the unique ways sororities cultivate sisterhood bonds. These events may include presentations, short videos, and discussions about sisterhood events, living in the house, and the experiences of acquiring big or little sisters. This is an enjoyable opportunity to learn more about the various sisterhood bonding opportunities each sorority has to offer.

PREFERENCE PARTY

The preference round involves attending two parties, typically longer in duration (45 minutes to 1 hour) and carries a more serious tone. At these events, you'll engage in heartfelt conversations with someone you've already spoken to earlier in the week. The sorority members will share why they chose their respective chapters and what it truly means to them. This is a chance for you to express your feelings about the decision-making process, and it's entirely normal to experience emotions during this round



WHAT HAPPENS AFTER PREF?

After pref round you will sign your MRABA. Then, each PNM will rank the sororities in the order they want to receive a bid. You are guaranteed a bid as long as you rank both the houses you were invited to for preference round. It may not be your first choice, as it is based on where you are ranked on the sorority bid list & their quota. After all rankings by PNM's and sororities have been submitted, then the RFM program is run to do all the matching.

IMPORTANT NOTE

If you only ranked 1 out of the 2 parties that you went to, you are not guaranteed a bid. This is called 'suicide bidding' or a 'single preference vote'.

This is NOT suggested and can easily result in not receiving any bid.

WHAT IS RFM?

RFM stands for release figures methodology. It is a unique mathematical method used to determine the number of invitations issued by each chapter in the recruitment process. RFM allows for more fair and even numbered new member classes. This is why it is important to rank BOTH houses on pref night. This is also why you will experience the most cuts at the beginning of recruitment week.

Generally under RFM, 85 to 95 percent of PNMs are matched with their first preference.

WHAT IS MRABA?

MRABA is a Membership Recruitment Acceptance Binding Agreement.

To receive a bid, the MRABA must be signed after you attend your pref parties. The MRABA is a binding agreement that is effective for one calendar year. By signing this document, you agree that you are willing to accept a bid for membership from any sorority that you rank on the MRABA. After all MRABA cards are submitted, quotas are set for all chapters on how many girls they can extend a bid to. This quota is set to keep each chapter as full as possible and help sustain the chapter.

If you receive a bid from any sorority that you have listed on your MRABA, and you choose not to accept it, you will not be eligible to participate in continuous open bidding (COB) until the following fall.

You may choose NOT to complete the MRABA, thereby withdrawing from recruitment. If you choose this option, you are eligible to accept a bid for membership from any sororities participating in continuous open bidding. It is not guaranteed that chapters will be participating in COB.

ADVICE ON RANKING YOUR CHOICES AFTER PREF PARTY

If you have one preference party invite (from ABC) and you attend that party then, after the party is over, you fill out the MRABA card. This is where you write down your final choice. Since you only had one choice (ABC): if you write ABC on your MRABA card, you will get a bid from ABC.

If you have two preference party invites. - You attend both parties. After both parties, you rank them on your MRABA card in order of personal preference. As long as you rank both houses, you *****will***** get a bid from one of those houses. It may be your #1 or it may be your #2.

- 1 Pref Parties
- |
- 2 Sign MRABA
- |
- 3 Rank Chapters
- |
- 4 Bid Day!

WHAT IF I GET MY SECOND CHOICE?

Don't panic! While getting a bid from your second choice can be a surprise at first, it's not the end of the world!

Remember that this chapter chose to offer you a bid because they see values in you and see potential for you to make friends in their chapter.

We suggest accepting the bid and giving the chapter a chance. After a few weeks of attending events and getting to know the members, you may find that you really like your new chapter after all. If not, you can always drop out before bid day. This way, at least you've given them a fair shot!

*******PLEASE CONTACT US DURING RECRUITMENT IF YOU HAVE ANY WORRIES ABOUT MAKING SELECTIONS/RANKINGS.******

Bid Day!

One of the most exciting days of joining a sorority is BID DAY! It's the day when you get to find out who is going to invite you to join their chapter.

- You will probably be asked to wear shorts and a tshirt to meet your recruitment counselor and your group. You then will be given a bid card in an envelope.
- Also, during bid day, the recruitment counselors usually will reveal which sorority they are a member of. This is always fun to find out because all week long you will be guessing and she will not reveal her secret until Bid Day!
- Depending on your school, you may be a part of a large production or it may just be smaller. Then they will tell you to open your envelope and you'll find out who has given you a bid.
- You will then go to your sorority house or party to meet the active members. Someone you spoke with or bonded with during recruitment will have a sign with your name on it and will be looking for you.
- They will have a bid day tshirt for you to put on and may also have decorations and music. You'll get a chance to meet all the other new members in your sorority.
- It is OK if one of your friends gets a bid from a different sorority than you. You will still be friends and will just double your friend group when she introduces you to her new sisters and you do the same for her.
- Try to get contact information from your new sisters, so you can meet up with them for coffee, walking to class and lunch in the coming days. Get to know your fellow new members.

BEING A NEW MEMBER

The new member period varies for each sorority but typically lasts 6-8 weeks.

During this time, you will learn in detail about the sorority and its history, meaning, rules, and expectations. You will also have sisterhood events to get to know your new chapter and attend weekly meetings.

After your new member period is over, you will be initiated into the chapter.

Initiation is a serious and ritualistic event that involves the entire chapter. It does not include any type of hazing or parties. It is a very serious event that is unique and you will pledge your loyalty to uphold the ideals of your sorority that you have learned as a new member.

Once you are initiated, you are a part of that sorority and are no longer able to pledge another one, so make sure you like your sorority and want to be a member for life.

You should be prepared and excited for the next 4 years of being a sorority woman, who can reap the benefits of all the opportunities of your chapter. Being involved in your sorority and taking on leadership roles can give you skills you can add to your resume. Once you graduate, the network of alumna from your chapter can be very beneficial when job searching, looking for future roommates and friends.

