

Hello!

We're excited that you're interested in becoming part of our sorority community.

This message includes important information about the Primary Recruitment Process and a reminder about the requirements for the process. ***Please read it thoroughly, and be sure to ask questions if you have them.*** The process can be both confusing and hard to explain, and having an understanding of it is key and can make for a better experience.

Throughout the Primary Recruitment Process, it is very important to both check your e-mail regularly, and to log in to your [Campus Director account](#) to see if there are any updates. It is also important to be sure that your Campus Director profile has a photo of you. This will help our chapters. With as many women as there are participating, being able to put a face with a name is important!

**Sorority Recruitment is a Mutual Selection Process.** This means that both those participating in the recruitment process, and our sorority chapters, are trying to find the best fit. Participating in chapters' events and getting to know them is the best way to do this. You're encouraged to be open minded, to be yourself, and be honest about what you're looking for.

Membership in sororities is by invitation, meaning that matching to a chapter or being extended a "bid" is dependent on both the potential member and the organizations. This process considers the health of our entire sorority community, too, so there are several factors that affect if women are matched to a chapter and which chapter they are matched to.

**This process attempts to accomplish three primary things:**

1. Match as many women as possible to one of our sororities.
2. Match as many women as possible to one of their preferred sororities. This may not necessarily always mean the "first choice."
3. Complete the process with all of our sororities close to each other in total membership size.

**Women participating in the recruitment process must complete the following:**

1. Register for recruitment on our [Registration Site](#)
2. Attend 1 Sorority Recruitment Information Session, as posted on our [Prospective Members page](#).
3. Attend at least one event hosted by every chapter. These events are hosted on September 4-5 and 9-12, and the schedule is posted on the [Sorority Recruitment Website](#). You may attend as many events as you like, **but you must attend at least one for each chapter.** There are no exceptions.
4. Submit chapter priorities by no later than 9:30 pm on Thursday, September 12. This is done by login into your Campus Director Account.

5. Attend all preference events you may be scheduled for on Friday, September 13. If you're unable to attend these events, or if you choose not to attend any of the events you are scheduled to attend, you will be withdrawn from the recruitment process.

## How the Primary (Structured) Recruitment Process Works

### ***Sorority Recruitment Info Session***

The Sorority Recruitment Info Session is intended to provide an introduction to our community and the Panhellenic (sorority) recruitment process.

### ***"Open House Events"***

These events are hosted by the individual sororities and provide you an opportunity to meet the members, ask questions, and try to find a good fit. You may attend as many of these for each chapter as you like, but you must attend at least one for each chapter to be eligible to attend the final round of primary recruitment (preference round).

### ***Evaluating the Chapters and Submitting your Priorities***

After each chapter has hosted three events, all women who are participating in the process, and who have attended Sorority Recruitment Info Session and at least one event hosted by every chapter, will be asked to submit their priorities. This will be done on Campus Director, the site where you registered for recruitment.

1. Log in to your Campus Director account, using the email address and password that you registered with. If you don't remember your password, contact one of the three people named at the bottom of this email, and we can reset the password for you.
2. Once logged in, select "Preference Round" on the left-side menu, and click on "Enter Priorities"
3. You must list all four chapters, indicating your first two priority chapters with a number 1, and ranking your third and fourth priority chapters with a number 2 and 3, respectively. The matching system will consider your top two priorities equally.
4. You do not "cut" any chapter. It is possible that you could be invited back to your third or fourth ranked option. **All participants must submit their priorities by 9:30 p.m. on Thursday, September 12 but may not submit them prior to attending an FSL Info Session and at least one event for every chapter.**
5. Be sure that your listing is accurate. Click on "Save," and be sure to click on "Submit." If you do not click on Submit, you will be lost in the system.

Members of the Recruitment Team or Fraternity & Sorority Life Staff will be available in the Student Activities Office, located in CSU 173, from 7-9:30 p.m. that evening to assist you or to answer your questions.

### ***Preference Round***

On Friday, September 13, it is likely, but not guaranteed, that women who meet requirements for membership in the sorority chapters will be scheduled to attend 1 or 2 Preference Round events. Not everyone will attend the same number of Preference Events. Some may be scheduled for 1. Others may be scheduled for 2. No one will be scheduled for more than 2 events. The Panhellenic Council Recruitment Team will consult with representatives from the national governing organization for all of our sororities and will schedule these events for you, and you will receive the schedule, including which chapters' events you will attend, when you arrive on Friday afternoon/evening. If you are not scheduled to attend any event, you will be contacted before the arrival time by Hailey Hoernemann, one of the Panhellenic Vice Presidents of Recruitment. Through the Primary Recruitment Process, women can only receive a bid from a chapter whose Preference Event they attend. Chapters are only able to extend bids to women scheduled to attend their Preference Events.

It is important to know that, as you are making decisions, so are the sororities. This mutual selection process may mean not going back to a chapter you prioritized highly (listed as a number 1 on your priority list). You may receive an invitation to a chapter you have indicated as a lower priority (your 3<sup>rd</sup> or 4<sup>th</sup> choice, ranked 2 & 3 when submitted). Consider this an opportunity to get to know the chapter further as they have identified you as someone who fits the values and expectations of their organization.

### ***Preference Attire***

Preference events are special, and the sorority chapters take them seriously. They may include part of an organization's Ritual, and the members may go more in-depth about the organization's values, creed, and more. Business casual attire or something you would wear to a nice dinner, ceremony, or service is suggested. If you do not have something you would feel comfortable in, please contact Hailey, and she will work with the Recruitment Team to find you something. Do not feel like you can't attend because you don't have something that is dressier. We'll make it work!

*Please understand that not going back to a chapter you prioritized highly does not mean that the chapter didn't "like you."* As noted earlier, this Primary Recruitment process attempts to accomplish three primary things. The events potential members are scheduled to attend take this into consideration. The Primary Recruitment Process does not allow for chapters to extend an unlimited number of bids or invitations. This helps maintain the overall health of our whole sorority community.

After attending their last Preference Round event, whether it is 1 event or 2, potential new members will gather and will be asked to submit their Membership Recruitment Acceptance

Binding Agreement. On this form, they will have several options, and these will be clearly explained. There will even be a video script to watch – watch it before [here](#).

Simply put, the options are:

1. Indicate that you are willing to accept a bid from, or membership in, any chapter whose Preference Event you attended (one or two chapters).
2. If you were scheduled for 2 Preference Events, you do have the option to limit your choices and only list one chapter. Note that this may limit the chances that you are matched to a sorority through this process.
3. Withdraw from the Primary Recruitment Process by indicating that you are not willing to accept a bid from or membership in any chapter whose Preference Event you attended.

[Here](#) is an additional resource to better help you understand your final preferences.

The option selected is very important and the selection is final. If a woman indicates that she is willing to accept a bid from an organization and later decides, after receiving the bid, that she does not want to accept the bid she received, *she becomes ineligible to join any sorority until the next primary recruitment period in Fall 2025.*

Fraternity and Sorority Life Staff will work with representatives from the national governing organization and will complete the process of matching Primary Recruitment participants to sorority chapters. A majority of women who are still participating, and who did not self-limit the chances that they would be matched to a sorority, will, in fact, be matched to an organization. Some participants may not be matched through the Primary process. If this happens, they will be notified very late Friday evening or very early Saturday morning.

All participants are encouraged to pay attention to their phones for any calls, voicemails, text messages, or emails from staff or members of the Recruitment Team. If you do not receive a call/voicemail/text/e-mail, you should plan to report to the lounge outside the Student Activities Office on Saturday morning for bid day.

### **Bid Day**

On Saturday, women who are matched to a sorority will gather and will be presented the bid from the chapter they have been matched to. They are asked if they accept the bid, and if they do, they remain with the group until the remainder of the Bid Day celebration begins. Women matched to sororities will “run home” and join the group. After this “reveal,” each chapter will have its own bid day activities planned.

## **Frequently Asked Questions Regarding the Recruitment Process**

1. What if I can't meet all of the requirements to participate in the Primary Recruitment Process?
  - a. If you can't meet the requirements, you are encouraged to wait and consider joining during the continuous open bidding period.
2. Am I guaranteed to get a bid to join a sorority?
  - a. Although we can't guarantee it, a majority of participants in the Primary Recruitment Process do receive a bid to join a sorority. Assuming they meet membership requirements, those who remain open minded about which group they join have the best chance of being matched. On our campus, well more than 90% of women who complete the Primary Recruitment Process typically get a bid.
3. What if I'm not matched to a sorority through the Primary Recruitment Process?
  - a. If you participate in the Primary Recruitment Process but are not matched to a sorority through the process, you're eligible to join through the continuous open bidding process, which takes place immediately after Primary Recruitment Process ends, and again in the Spring.
4. How does the COB process work?
  - a. It is likely that some, but not necessarily all of our chapters will be able to continue recruiting members after the end of the Primary Recruitment Process. The availability of open spots will likely be more limited. Chapters will be able to contact women who have expressed interest in joining, and, likewise, women may reach out to the chapters at that point. Some will host other events so that they can continue to meet prospective members. It is important to know that receiving an invitation to join through this method is still dependent on a good fit for BOTH the potential member and the chapter. If a potential member does not meet academic requirements or other expectations of members, they still may not receive an invitation to join.
5. What is the GPA requirement to join?
  - a. Each organization has its own specific requirements, but, generally speaking, a high school GPA or established college GPA of 3.0 may be required. Some groups' requirements may be slightly higher or lower than this. If you're a first year student, and if your High School GPA doesn't meet the academic requirement now, you're encouraged to work hard during your first semester and achieve the GPA required to join. In Spring, it will be your College GPA that is used to determine your eligibility.
6. Why do I have to go to an event for every chapter during the Primary Recruitment Process?
  - a. This expectation allows you to meet all of our groups and find out more about each of them. This helps you make better-informed decisions about what sorority chapters may be a good fit for you. There's a great chance that more than one would be a good fit! It's important to figure this out, as the number of people able to join each chapter through the Primary Recruitment Process will end up being relatively similar. Our recruitment process and policies are designed to achieve three things – matching the greatest number of women

possible to a sorority, matching the greatest number of women possible to one of their preferred organizations, and ending the process with all four chapters being relatively close in membership size.

7. Why can't I just pick which sorority I want to join and become a part of it?
  - a. Our recruitment process and policies are intended to watch out for and maintain the overall health of our entire sorority community. Additionally, each organization has its own membership requirements and expectations. Recruitment is a Mutual Selection Process, meaning that both the prospective members and the sororities are looking for the best fit.
8. I've decided that I don't want to or can't continue to participate in the Primary Recruitment Process. What do I need to do?
  - a. Please contact [hailey.hoernemann@mnsu.edu](mailto:hailey.hoernemann@mnsu.edu) and let Hailey know that you'd like to withdraw from the process. If you have registered but don't do this, we don't know that you're not planning on it!

If you have any questions about the recruitment process, please reach out to any of the following:

Hailey Hoernemann, Panhellenic Council VP of Recruitment-Personnel,

[hailey.hoernemann@mnsu.edu](mailto:hailey.hoernemann@mnsu.edu)

Rebecca Ramsey, Panhellenic Council VP of Recruitment-Programming,

[rebecca.ramsey@mnsu.edu](mailto:rebecca.ramsey@mnsu.edu)

John Bulcock, Assistant Director of Student Activities, [john.bulcock@mnsu.edu](mailto:john.bulcock@mnsu.edu)