



MAAP Recruitment Guide

The first sorority was founded in 1851. At that time women were not fully integrated into campus life at institutions of higher learning. As more women began to seek the advantages of higher education, they banded together seeking mutual friendships and thereby finding support in their pursuit of education. For more than 150 years, these women have written an epic record of leadership, aid to education, achievement, and philanthropy. Today there are 26 sororities recognized by the National Panhellenic Conference.

Why Join A Sorority?

- **SISTERHOOD** - Sororities are a group of collegiate women bound together by a commitment of friendship, scholarship, leadership, and service.
- **COMMUNITY SERVICE** – Every sorority has a philanthropic platform. All members are required to participate in philanthropy events. Each sorority also supports philanthropic events sponsored by other sororities on campus. This is a fulfilling and passionate area of being a sorority woman!
- **LEADERSHIP** – Sororities are a great way to become involved at your campus and to pursue leadership positions, many within the chapter, and within the university Panhellenic. Many Greek affiliated students run for campus government as well.
- **SCHOLARSHIP** - Sororities offer many enriching positives such as an academic support network, philanthropy and service opportunities, and professional networks after graduation. By going Greek you will become part of a long-standing tradition and make your mark on your college campus.
- **ALUMNI** – After college, sorority women can join alumni groups and make new friends with a common bond anywhere you go!

Joining a Sorority

- Sorority recruitment is the process by which potential new members go through recruitment (formally known as "rush") in order to join a sorority. Yes, there are social functions – fraternity mixers, date parties, etc., but sorority life does not revolve around these things. It is so much more!
- Preparing for recruitment and going through the process is great practice for career applications and interviews.
- Recruitment is a mutual selection process meaning the PNM will select the chapters they would like to continue meeting after each round, and the sorority chapters will narrow down the PNMs they would like to invite back for each round. PNM's choices will narrow down each round until the end of the recruitment process and a final selection is made.

Recruitment Tips

- Sororities look for potential new members to have:
 - **SCHOLASTIC ABILITY:** Each sorority strives to maintain a high chapter grade point average so each member must adhere to its' scholastic standards. Generally, sororities look for a 3.0 high school minimum GPA for its new members.

- COMPATIBILITY: Sororities are based on friendship, congeniality and mutual ideals. Members are looking for girls they want to be friends with. And these friendships will last a lifetime!
- INTEREST IN INVOLVEMENT: Sororities look for new members to have been involved in high school activities. Some type of leadership is also a plus. This shows them that you are the type of member who will participate and encourage involvement in their programs, philanthropy, etc. Get involved and stay involved!
- FINANCIAL RESPONSIBILITY: Sororities are financed by the dues of the members. Girls and Parents need to be aware of the cost and able to accept this financial commitment. Costs vary by sorority and by university. Contact the university's Panhellenic office for more specific information.

Where do I start?

- REACH OUT – Start by asking women you know or that your parents know if they are sorority members. Posting on Facebook is a great way to let people know that you are looking for recommendation writers. Ask family, friends, neighbors, teachers, etc. and have your parents ask co-workers. You can also ask older sorority girls you may know if they have contacts that might be willing to help you. Once you have exhausted your resources, that is when you will contact us, and we will help you find someone from the sorority you are needing to write your recommendation. It's always better to find someone who knows you – but we are a good backup source for you and are happy to help. We will host a Meet & Greet in April so you can meet writers and deliver packets.
- MAKE CONNECTIONS
 - Follow your university's Panhellenic social media pages as well as each chapter. Join the Facebook group for your university class (for example - University of Texas Class of 2023). Do not post or get involved with any posts that are inappropriate or controversial.
 - Reach out to active sorority girls you might know from high school, sports teams, etc.
 - Attend Greek Preview events in the spring or summer and Orientation if applicable. Try to attend social events and meet people during these events.
- [JOIN MAAP](#)
 - We will help you secure missing letter writers
 - We will share your information with university Panhellenic organizations and sorority chapters that request lists of PNM's going through recruitment. You must be registered with MAAP for us to give them your information.
 - If we don't know you are going through recruitment, we can't help you network!
- SOCIAL MEDIA
 - Clean it up now. Delete any private Twitter accounts and "Finstas". You've heard of many college athletes losing scholarships because of inappropriate posts, likes, photos, etc. Sorority recruitment is no different. Your social media can make or break your recruitment experience. If you don't want your mom, dad, grandparent or a future employer to see it, then you should remove it now.
 - Consider setting your Twitter and Instagram profiles to public. This is a great way to allow actives to get to know you a little before recruitment starts. Just be sure to watch your posts, likes, and favorites. Try to stay away from "subtweeting".
 - Remember that you are telling a story about yourself to people who don't know you personally. Actives will be looking!

Preliminary Planning

- RESUME – Keep updating your resume until you are ready to put it in your packet.
 - Add all activities, leadership roles, volunteering, honors, awards, etc.
 - Resume may be up to two pages
 - Request an unofficial transcript with test scores to include in your packets.
 - Keep working on your grades. You will send an official transcript to your university upon graduating and the Panhellenic will verify your final grades to be used during recruitment.
- RESEARCH - Be sure and check with your college's Panhellenic and EACH chapter at the college
 - A lot of times the national website will want something different than the actual chapter at your university. Be sure to do your research. Sometimes the university Panhellenic will state something different so be sure to double check with each chapter's website as well.
 - Some chapters will want a physical copy mailed in to their Recruitment Chair. Others will want your packets electronically submitted either via their national's website, their chapter's website or via email. Do your research well in advance!
 - Create a chart or checklist to organize all your writers, researched information etc.
 - On our website, we have an excel spreadsheet/checklist you can use.
 - Once you have filled out your chart with your writers and the necessary information, make personal contact with your writers. Introduce yourself and ask them how they want your packet delivered (digital, hard copy, both) and what they need in them. Some writers may ask for specific items (extra copies of resume, etc.)
- PICTURES - Plan your photos if you haven't already. You will need 2-3 photos. Keep a positive image in mind when choosing attire, etc.
- REGISTER with the Panhellenic at your university as soon as it opens. There is usually a fee involved. **This is not optional!** You will NOT be allowed to go through recruitment if you are not registered.
- TRANSCRIPTS- Request final transcripts to be delivered upon high school graduation.

Packets – Letters of Recommendations / Support

When you find an alumna to help you with a sorority recommendation, please let her know whether you're asking for an official Recommendation or a Letter of Support. In both cases she will need your packet of information. Side note: One alumna should not do both a REC and a LOS for the same girl. They need to come from different people

The Recommendation (sometimes called a Recruitment Information Form or RIF) is the most important and what is required by most sororities. Most sororities have a form, either paper or electronic, which an alum will complete and add pictures or comments to. A Letter of Support is in letter format and includes whatever the writer feels is good information and insight about you - it's a great way to look beyond the resume facts and get personal! IF a sorority accepts and likes to receive Letters of Support (some don't) you can submit as many as you want, although more than 2-3 is unnecessary. If you don't have anyone to do a LOS, don't worry about it. Just focus on the Recommendation. (When you ask an alumna for help, don't ask for a "Letter of Recommendation", because it might be hard for her to know which type of reference, you're asking her to do. Ask for either an official recommendation or a LOS so there's no misunderstanding.

- Step 1: You compile a recruitment packet that includes:
 - A large pre-addressed envelope with postage paper-clipped to it (9x12 size). This should be addressed to the proper person at each sorority house on campus. You can find this on the sorority's website on your campus. Make sure your postage amount is accurate.

- A folder to hold your information
 - Your resume
 - Your high school transcript (can be unofficial)
 - Your ACT and SAT scores
 - Cover letter to the alumnae writing you the recommendation
 - 3 pictures – 1 headshot, one full body, and one three quarter view or your choice
 - You need one folder for each REC/RIF or LOS that you're requesting. If there are 10 sororities on your campus, you will make a minimum of 10 folders.
- Step 2: Deliver your completed packet to an alumna of every sorority house at your college campus.
 - If the alumna prefers everything by email because their sorority only takes electronic submissions, send everything including pictures this way.
 - Be sure to ask your writer how they prefer your documents to be sent if they select electronically. Some prefer PDF, but others prefer WORD for your resume so the alum can cut and paste into their sorority's format rather than having to retype everything you send.
 - Save your transcript, resume, and cover letter in separate documents.
 - It's still helpful to give your writer your physical folder if she wants to also mail this to her sorority.
 - Step 3: The alumna uses your info to complete a REC/RIF or a Letter of Support on your behalf.
 - Step 4: Each alumna sends her RIF or LOS to their chapter house, either electronically or by mail. Often, they will send your packet both electronically and via mail.
 - Step 5: Thank you notes are very appreciated. Your REC/RIF writers will spend a great deal of time and effort on your recommendation, and it's also a good reminder to the writer to get your information completed and sent. We recommend mailing or hand delivering a thank you note 2-3 weeks after delivering your packet to the writer.

Additional information: If you do not know the woman writing your REC/RIF, she may ask you to hand deliver the information and meet with her. This allows her an opportunity to talk with you for a few minutes and include more personal information on her form. Be sure to be on time and dress appropriately to make a good first impression.

- **LETTER OF SUPPORT** - It's a good idea to ask each alumna writing a REC/RIF for you if she would like you to secure additional letters of support. The requirement of letters of support varies by sorority and campus; they are usually not required but are sometimes a good idea for sororities or universities which are very competitive. In Texas LOS are common – some schools, like Alabama - don't even take them. Look at your college's Panhellenic website to find out their policy. This website should also have links to each sorority, so it's a great place to start. (Alabama suggests two REC/RIFs). Your Letter of Support should be more of a personal description of you. Something that goes into a little more depth than your REC/RIF. Try to find someone who knows you personally to write your LOS.
- **RESUME** - Your packet offers your writers, and the recruitment team, a first impression so we recommend that you make your resume/packet look neat and give it a little personality so it will stand out. It is not necessary to spend a huge amount of time and money making your folders "over the top" unless you want to. The content of your packet – your GPA, school and community involvement, leadership, your best – matter the most. See our [sample resume](#) section on our website.

- **COVER LETTER** – Take the time to write a personal letter to your writer. Thank them for helping you with the recruitment process and tell them a little bit more about yourself. Topics you might want to include are why you want to go through recruitment, what your intended major is and why you chose it, your passions, etc. Give them instructions based on your research. Important for RECs, but may be even more important for Letters of Support, as these are very personal, and you don't want your writer to just rehash what's already on your resume. You may also ask your writer to send you a text or email when they have sent in your REC so that you can mark it off your list.
- When should you be done finding your REC/RIF writers and delivering your packets?
 - We recommend information be delivered to alumna on or before May 1, in order for them to have the time necessary to complete the Recruitment Information Form ("RIF") in a timely manner. If possible, deliver them even earlier. If you are going to UT, get everything in earlier because UT's deadline to get info to them is very early.
 - Sorority recruitment teams begin looking at recommendations almost as soon as school gets out for the summer, which is mid-May. By midsummer, many have chosen the girls that they really want to highlight to their full membership. They will begin promoting these girls, so everyone is familiar with their names and faces. Getting everything in early maximizes your options to be seen and remembered. This doesn't mean that if your packet doesn't get to the school by midsummer, you don't have a chance, because you definitely still do - but you just want to give yourself every opportunity to be on the radar.
- **THANK YOU NOTE** – Be sure and send a personal thank you note to your letter writers approximately two weeks after you deliver your packet. Do not include your note IN your packet. This shows the writer how much you appreciate them for taking the time to write the letter for you and gives them a gentle reminder to complete the letter if they have not already done so.

Summer Months

- **REGISTER** – Be sure to register for recruitment through your university's Panhellenic website. This is a requirement in order to go through rush. This is an expected deadline that you cannot miss.
- **WHAT TO WEAR** – Check your campus Panhellenic website for information. Remember that you are making an impression. Most recruitment weeks start with t-shirts that are given to each PNM to wear with a cute skirt or pair of shorts. Keep your attire conservative, but stylish.
- **ORIENTATION/EVENTS** – We recommend attending any orientation sessions or events at your university. This is a great way to familiarize yourself with the campus and make new friends before school begins in the fall. It is also a good way to make connections with sorority actives.
- **CAMPUS PANHELLENIC GUIDEBOOK** – If you haven't already, be sure and review your campus Panhellenic website and read their guidebook. It will be filled with a lot of wonderful information to help you with many things, from what to wear to giving facts and information about each chapter at that university.
- **PRACTICE** – Look over our [Conversation Tips Guide](#) to help you come up with things to talk about during recruitment week. On occasion, a PNM will be paired with a sorority active during a round that is not as comfortable with creating conversation, so you need to be prepared to fill empty space. We've created a list of great questions you can ask to get the conversation going!

Recruitment Week

- **RECRUITMENT WEEK DETAILS**
 - Recruitment Groups – PNM's will be divided into recruitment groups and assigned a Recruitment Counselor. The group will visit the different parties together during specific rounds.
 - The Role of the Recruitment Counselor – These are called different things on various campuses (Gamma Rho, Rho Chi, etc.). These counselors are disaffiliated sorority women who committed to lead groups of PNMs without bias and anonymity. They are in place to lead, encourage, and answer questions during recruitment week.
 - Legacies – A sorority legacy is a PNM who is related to a woman who is a member of a sorority, either as an active or an alumna. Most chapters consider a PNM a legacy if their related member is a sister, mother, or grandmother. While uncommon, some also recognize aunts, cousins and step-relatives.
 - Rounds – Recruitment is divided into several “rounds” where the PNM will attend parties at a certain number of sorority houses each round. The first round includes all houses. The last round is called “Pref Round” and the PNM will visit the fewest number of houses.
 - Quota - The number of potential new members to which each chapter can offer bids during recruitment. This is determined using a formula involving the number of chapters and the number of women participating in recruitment. Some campus recruitments implement a variable or sliding quota which means that houses with a higher retention rate (or membership numbers) are allowed to offer fewer bids.
 - Suicide – The PNM only chooses one house after the Pref round instead of ranking all houses she visited. We do not recommend “going suicide” as it greatly lowers your chances of being offered a bid. Maximize your options and keep an open mind!
 - Bid Day - The last day of recruitment, when potential new members receive bids to join chapters and become new members. Chapters often host a Bid Day activity to help the new members get to know each other and the rest of the chapter, like bowling or roller skating, or may have a celebratory open house for new and active members. At many campuses, parents are welcome to attend bid day events.
 - Greek Terms – To define more terms you will be hearing throughout the planning and recruitment process, look at our Go Greek Glossary.
- **CONVERSATIONS** – Be prepared with questions, make eye contact, be engaging, friendly, and don't forget to smile! Remember that the actives are just as nervous as you are. Don't worry if something embarrassing happens or a party doesn't go perfectly. How you handle an uncomfortable situation just might help you be remembered, especially if you show grace and laugh it off. Turn everything into a positive.
- **KEEP AN OPEN MIND** – Go into recruitment with an open mind to ALL houses.
- **PACK A SMALL TOTE** – Pack essentials like a brush, make-up for touch ups, oil wipes, mints, tampons, ponytail holders, etc. It might be a good idea to bring a small notebook and pencil to make notes after each round. Pack flip flops to wear in between rounds on days that you wear nicer outfits/shoes.
- **THINGS TO REMEMBER**
 - Do not make up your mind about joining any sorority until you have met its active chapter members. Also, look around you and the group you are with each day in each house. These will be your pledge sisters.
 - Keep an open mind. You are not joining a “name” but are choosing a closely-knit group in which you expect to make lasting friendships.
 - Get to know the variety of sorority girls waiting to meet you.
 - Go with curiosity, friendliness, and confidence in your own uniqueness.

- Above all, be yourself, relax, and have fun!
- If you decide you like what you see and want to JOIN, then do it!
- Participation in recruitment REQUIRES registering with your university's Panhellenic - registering with MAAP does NOT fulfill this requirement
- Last, but not least – do not get into “tent talk” discussions. It will be hard, but it is best not to discuss your schedule, likes/dislikes, decisions etc. with anyone except for your mom/parent. Do not let others influence your decisions. Follow your heart!

Financial Obligations and Expectations

Sororities are financed by the dues of the members. PNM's and parents need to be aware of the costs and able to accept this financial commitment through the four years of college. Costs vary by sorority and by university. They also change year to year. Most chapters at each university will list a general idea of costs on their website. Check with the university's Panhellenic office if you can't find the information on the sorority's university website. We feel the more informed you are of the expectations and expenses the better experience you will have.

- Some mandatory expenses included with sorority fees are pledge fees, initiation fees, building/house fees, sorority dues, philanthropy events, etc.
- Some optional expenses to expect purchasing event t-shirts, fun outfits for mixers, dresses for date parties and formals, items to help with charity and philanthropy events, etc.
- Do your research and get the information before you go through recruitment so there are no surprises!

Recruitment Tips for Moms / Parents

Our moms/parents are a huge part in helping their daughters prepare for sorority recruitment so here are a few ideas to help you set your daughter up for a successful week of recruitment!

- Know the deadlines and help your daughter meet them. Check our website and social media pages for updates and deadlines.
- Monitor your daughter's social media and make sure she is representing herself in a positive way.
- Reach out to family, friends, neighbors, co-workers, and church members that are sorority members. Have your daughter ask them to write recommendations and/or letters of support. She should also write personal thank you notes after her packets have been delivered. Your daughter needs to be the one communicating, delivering packets, etc. This will be great practice for when she graduates from college and is going forward with her career!
- Help with resume and pictures. Help put packets together.
- Ensure your daughter has registered with MAAP (now) and her University's Panhellenic office (as soon as it opens – usually beginning of summer)
- Once your daughter is registered with MAAP, we can help her find letter writers for any missing houses.
- Understand that legacy status does not ensure a bid to that house. Help your daughter maximize her options in every way!
- Ask questions! Call or email the University Panhellenic office for information specific to your university. Don't hesitate to get in touch with MAAP Officers if you need assistance as well.
- Encourage your daughter to have an open mind to all houses, especially during the week when cuts are being made. If she wants to drop out because she did not receive an invite to her favorite house, encourage her to stick it out and open her mind to other houses. There are hundreds of girls in each house and it is very likely that she will find her group no matter which house she ends up in.

- If you are a sorority alumnus, don't pressure your daughter to choose your sorority. Let her know that it is okay with you if her heart feels strongly about a different house. It is understandable to want your daughter to be your "sister", but you also want her to love the house she ends up in!
- Expect a lot of stress during Recruitment Week. Be available for your daughter if she needs to talk, vent, laugh, cry, etc. Stay calm and offer her reassurance that everything will work out the way it is supposed to be!
- Keep your daughter's recruitment experience, feelings, decisions, etc. private during this week.
- Make plans to be there on bid day!

Email us at mckinneypanhellic@gmail.com if you have any additional questions.

You, the young women of McKinney, are amazing! We wish you the best and hope for a wonderfully memorable recruitment experience. You are on your way to the best 4 years of your life! Good luck!

McKinney Area Alumnae Panhellenic



mckinney area alumnae panhellenic

