

2026-27



THE OFFICIAL  
**SORORITY**  
**RECRUITMENT**  
**GUIDE**

**YOUR MUST-  
READ GUIDE  
TO ALL  
THINGS  
RECRUITMENT**

Savro Photography

# WELCOME TO THE OFFICIAL RECRUITMENT GUIDE!

On behalf of the National Panhellenic Conference (NPC), we are so excited to welcome you to the Official Sorority Recruitment Guide. The National Panhellenic Conference (NPC) serves as the trade association or umbrella organization for each of the 26 inter/national sororities that are members. That is a fancy way of saying **we are the EXPERTS in all things sorority!**

With more than 640 campuses with Panhellenic sorority chapters and more than 375k undergraduate sorority members, your journey is sure to be unique to you. Whether you are going to a large public university or a private liberal arts college, this guide was created to walk alongside you throughout your recruitment journey and answer questions that may arise.

Inside, you will find helpful information, tips and insight designed to make the process feel clear, supportive and approachable. Think of this as your go-to resource—and a little reminder that **you are not navigating this experience alone.**

If you ever need more information, be sure to check out The Sorority Life, our website for all things about the sorority joining and membership experience.

We are so glad you are here and cannot wait for you to explore **sorority life!**

With all of our support,



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# SORORITY TERMINOLOGY

Phrases to know before recruitment!

**Bid Day:** A day to celebrate and welcome the chapter's new members. Bid Day activities will vary by chapter. Ultimately, it is a time to celebrate the connections and friendships made during recruitment.

**Big/Little:** A big sister is an initiated sorority woman who walks along side you the (little sister) through sorority membership. The following year, you could be a big sister.

**Chapter:** A membership unit of an inter/national sorority.

**College Panhellenic Association:** The cooperative campus organization of all collegiate members of National Panhellenic Conference member organizations. Over 500 colleges and universities have College Panhellenic Associations.

**Continuous Open Bidding (COB):** An casual and relaxed recruitment process that allows sororities to continue to recruit new members throughout the year.

**Dues & Fees:** Sorority membership dues are fees paid to a chapter and/or inter/national organization. Fees are paid to support operations, programming, events and more. Because chapter activities vary, there is no one-size-fits-all breakdown of what chapter dues will include. If a chapter has a house or other communal space, it is reasonable to expect a housing fee to help with the upkeep and management of the property.

**Initiation:** A ceremony where women are brought into full membership of a sorority.

**New Member:** A woman who has accepted a bid from a sorority but is not yet an active member of the chapter. New members receive 6-8 weeks of education on the organization's values and history to prepare for initiation.

**MRABA:** The Membership Recruitment Acceptance Binding Agreement (MRABA) is a binding agreement that PNMs will sign at the final stage of recruitment. Once signed, it cannot be changed.

**Potential New Member (PNM):** A PNM is any woman who is eligible to participate in sorority recruitment.

**Recruitment Counselors:** A recruitment counselor is a member of a Panhellenic sorority that is not recruiting for their chapter. They are trained to help guide PNMs throughout the recruitment process (at no cost!).

**Strict Silence:** The period of time from when preference events begin to bid distribution when there is no communication between PNMs and sorority women.



Click here or scan the QR code, to watch a video to learn more about the MRABA.



# MYTHBUSTING

- 1. “Being in a sorority means paying for your friends.”**  
Sorority members collectively contribute to the financial support of chapter activities, giving back opportunities and events that enhance the sorority experience. You cannot put a price on the sisterhood and friendship that comes from sorority membership.
- 2. “I need to have expensive clothes for recruitment.”**  
Recruitment is about how you show up authentically, not what you wear. Confidence and conversation will always matter more than any outfit.
- 3. “Sorority women are all the same.”**  
Chapters are made up of women with different majors, personalities and backgrounds. That diversity is what makes sisterhood meaningful.
- 4. “Sororities are all about social events.”**  
Sorority membership is so much more! Members experience leadership roles, giving back opportunities, academic support, sisterhood events and skill-building to prepare you for life after college. The day-to-day experience is filled with campus involvement, personal growth and meaningful connections, not just social events.
- 5. “Sorority women don’t care about academics.”**  
Academics are a priority! Most chapters hold study sessions and emphasize that school should be a priority. Members have built-in accountability and sisters who genuinely want to see you succeed inside and outside of the classroom.



# LET'S BREAK IT DOWN...

Here is an example of what recruitment **COULD** look like on your campus. Check your specific College Panhellenic website or social media for exact round details and outfit information!

## ROUND ONE

### ALSO REFERRED TO OPEN HOUSE OR ANOTHER CAMPUS-SPECIFIC NAME; SOMETIMES VIRTUAL

The first round of recruitment is about getting to know the chapter women and letting them get to know you. Think of it as a day full of conversations, smiles and first impressions that go way beyond what you are wearing.

Many College Panhellenics will provide a shirt, so you only need to choose your bottoms, shoes and any accessories that make you feel good. Choose something comfortable that you can confidently move around in, because you will be talking to so many different people throughout the day. Comfort is key, but this is also your chance to express your personality in a way that feels natural to you.



Click here for more inspo

# ROUND TWO

**ALSO REFERRED TO AS PHILANTHROPY, SISTERHOOD OR A CAMPUS-SPECIFIC NAME**

Round two is where things start to feel a little more elevated, in the best way. Conversations tend to go a bit deeper, with chapters sharing more about their values, giving back and what sisterhood really looks like in their chapter. It is still about being yourself, with a slightly more polished vibe.

Think of this round as a way to feel put-together, confident and true to your authentic self. Focus on having meaningful conversations and picture yourself going through college and life with the chapter women you meet.



CLICK  
HERE FOR  
MORE INSPO

# ROUND THREE

**ALSO REFERRED TO AS PREFERENCE ROUND**

The preference round is the final round of primary recruitment on every campus. It is the most meaningful day of recruitment. It is where everything starts to come together. Conversations are more personal and reflective, often centered around deeper connections, shared values and what it would truly feel like to call yourself a member of that sisterhood.

As a result, the attire is typically dressier. Think of a nice dress or a polished pantsuit, something you might wear to a special event. This is your moment to shine, feel elevated, and be completely your best self. While it is the most formal day, remember that the heart of it is about the connections you have made in those spaces and you can see yourself continuing to build on those relationships long after the shimmer of recruitment is over.



# WHAT DO I EVEN SAY DURING SORORITY RECRUITMENT??

Recruitment conversations are a two-way street. You are getting to know chapter women just as much as they are getting to know you. You don't need to be perfect, just present, genuine and a little prepared.

Here are some tips to keep in mind:

- **Practice active listening** – at times recruitment can be loud and distracting, but make an effort to really hear what they're saying and respond thoughtfully
- **Ask questions** – it shows interest and keeps the conversation flowing
- **Share what matters to you** – your values and experiences are what make you memorable
- **Stay positive** – speak kindly about yourself and others (confidence goes a long way!)

If you are ever unsure of what to talk about, lean into these natural topics:

- **Hometown & background** – where you are from and what experiences shaped you growing up
- **Major & academics** – why you chose it, favorite classes, future goals
- **Campus involvement** – what you are involved in or excited to try
- **Interests & hobbies** – what you genuinely enjoy
- **Values** – what is important to you and what you want in a sisterhood
- **Philanthropy & service** – causes you care about and ways you want to give back
- **Sisterhood & community** – the kind of environment you want and the people you want to be around
- **College experience** – what you are most excited about in college
- **Fun/light topics** – your favorite music, shows, travel, food – easy connection points



# WHAT IS IN MY RECRUITMENT BAG???

Everything you might need to help you feel prepared for recruitment.

## RECRUITMENT BAG CHECKLIST

- Medium/ Large Tote
- Notebook
- Pen
- Water bottle
- Breath mints or gum
- Deodorant
- Perfume or body mist (light, not overpowering)
- Hairbrush, hair ties & bobby pins
- Oil blotting sheets or powder
- Lip gloss or lip balm
- Hand sanitizer
- Band-aids or liquid Band-aids (for shoe blisters... trust)
- Comfortable backup pair of shoes
- Water bottle
- Snacks (granola bars, fruit snacks, etc.)
- Emergency kit (stain remover pen, safety pins, tampons/pads, dry shampoo)

### HOT CLIMATES

- Mini handheld fan
- Cooling towel
- Sweat-proof makeup setting spray
- Sunscreen (face + body)
- Sunglasses
- Lightweight, breathable outfits (think flowy fabrics)
- Anti-chafe stick
- Hair clips for easy updos
- Blotting sheets (extra!!)

### COLD CLIMATES

- Warm coat (easy to take on/off between houses)
- Gloves
- Scarf
- Tights or leggings under outfits
- Closed-toe shoes or boots with grip
- Thick socks (bring an extra pair)
- Hand warmers
- Moisturizer (face + hands)
- Static spray or dryer sheets

**Worried about forgetting something?** It is common for recruitment counselors to have items available to help you.

At the end of the day, the items in your bag do not determine the outcome of your recruitment experience. The most important thing you can bring is your authentic self. Pack whatever makes you feel comfortable, confident and ready to take on the experience.



# HOW RECRUITMENT INVITATIONS WORK

After each round, you will rank all of the chapters you visited in the order you would most like to return for the next round – this is called priority ranking.

At the same time, chapters are creating their invitation lists for the next round based on conversations during the recruitment events.

From there, a computer program builds your schedule for the next round and looks at two main things:

## FIRST

What chapters invited you back by placing you on their invitation list for the next round

## SECOND

Maximum number of events you can attend in the next round

Here is what that would look like during recruitment:

- You will only be scheduled to visit the chapters that **invited you to return to the next round**.
- If you are invited to **more chapters than your schedule allows**, your schedule will be built based on **your ranking order**.
- If you are invited back to **fewer chapters than your schedule allows**, your schedule will include all of those chapters' invitations.

The system does not allow potential new members to remove any chapter from their schedule. Because of this, your schedule may not always match your exact ranking order. Always remember,

## THERE IS NO PERFECT SCHEDULE.

For example, you could be invited back to a chapter you ranked lower if:

- That chapter invited you back, and
- A chapter you ranked higher did not

This is a normal part of recruitment and happens across every campus. This system is structured, standardized and in place to help manage a large number of participants and ensure recruitment can move forward in an organized way.

### What matters most for you:

- Rank every chapter thoughtfully after each round
- Keep an open mind as your schedule evolves
- Focus on the conversations and connections you are having with chapter women

Click here or scan the QR code, to learn more from Kaylee McCallum, a sorority woman from Georgia Southern University.



# HOW TO UTILIZE YOUR RECRUITMENT COUNSELORS

Going through sorority recruitment is an exciting way to make new connections and get involved on campus! And you don't have to go through it alone; on many campuses, recruitment counselors are there to support you throughout the process.

## WHAT IS A RECRUITMENT COUNSELOR?

Going through sorority recruitment is an exciting way to make new connections and get involved on campus! And you don't have to go through it alone; recruitment counselors are there to support you throughout the process.

College Panhellenics refer to recruitment counselors with many different names, such as Rho Chi, Gamma Chi and Gamma Rho. Regardless of what they are called, they serve the same purpose. A recruitment counselor is a Panhellenic representative who is available to guide women through the recruitment process and answer questions. Through their training, they learn about each chapter, the logistics of recruitment, other details about the Panhellenic community and so much more. They also learn how to help PNMs navigate the selection process. Their knowledge can help PNMs keep an open mind during recruitment and make informed decisions.

*Written by Nicole Green, University of Washington*



# FIT CHECK!

Don't stress about your recruitment outfits – we've got you covered.

## DRESS FOR THE WEATHER

Sorority recruitment happens in summer, fall and winter months so be sure to dress for the weather on your campus!

## MOVEMENT TEST

During recruitment, you will be sitting, standing and walking. Make sure you can move in your clothes with comfort.



## COMFORTABLE SHOES ARE KEY

Sorority recruitment can have a lot of walking, standing and sitting. Pick shoes that are comfortable to wear for long periods.

## DRESS FOR THE OCCASION

Each round of sorority recruitment is a structured process, so be sure to dress to align with each event.

## SHOW YOUR PERSONAL STYLE

Your fashion is a great way to share who you are without saying a word.

# Q&A for parents



## How much does sorority membership cost, and is it worth it?

Sorority costs vary by campus and chapter. Financial transparency is part of the requirement for organizations and chapters. Chapter dues support activities such as sisterhood events and retreats, social events, national organization fees, and, in some cases, apparel for recruitment or service events. These fees are broken down into monthly dues.

Chapter expenses may seem higher when housing is available, but alternative living options outside sorority membership, such as campus residence halls or off-campus apartments, also entail significant costs (rent, utilities, meal plans). **Your College Panhellenic and individual sorority chapters on your campus are great sources for specific information.**

## Will joining a sorority positively impact my daughter's personal and professional growth?

**Yes!** Social opportunities and friendships are often the most visible aspects of sorority membership; however, sororities also provide academic support, a sense of belonging, leadership development, networking, and opportunities to give back meaningfully. Members often gain leadership roles, access to alumnae and career networks and volunteer experience. These experiences can directly support career preparation, confidence-building and skill development.

## How do sororities ensure my daughter's safety and well-being?

Safety, mental health and risky behavior are top concerns for parents. Sororities address these concerns through: **strict anti-hazing policies and oversight, member education on health, safety and responsible decision-making and access to campus and national organization resources for student well-being.** Sororities are built on values like sisterhood and safety is a core part of that.

## Where can I go for more information about my daughter's sorority community?

For general information about the sorority experience, you can trust the information from the National Panhellenic Conference at **thesororitylife.com**. For information about the sorority community on your daughter's campus, check out the College Panhellenic website or Instagram account (search "university name + panhellenic"). You can also find out specific information about each chapter on campus by visiting the College Panhellenic website or through each individual member organization's national website.

