



KAPPA ALPHA THETA

Potential New Member (PNM) Introduction FAQ

In 2021, Kappa Alpha Theta updated the policies and procedures around submissions intended for chapters about potential new members. These submissions are no longer considered references or recommendations and should not be referred to as such.

DOES THIS CREATE MORE WORK FOR CHAPTERS BECAUSE THERE WILL BE MORE FORMS TO REVIEW?

The total number of forms may be greater, yes. However, the volume of information will be less. There will be limited chance for duplicate information to be submitted and the information shared is truly valuable to the chapter.

WHICH NPC SORORITIES HAVE MADE CHANGES TO THEIR REFERENCE POLICIES?

Several organizations have reported changes to their reference/sponsorship/recommendation policies recently. Those changes range from elimination, removing the requirement, evaluating preferential treatment, to broadening the submitter pool. If you are interested in learning more about a specific organization, please visit their website.

WHY DID THETA CHOOSE TO ELIMINATE REFERENCES?

After careful consideration, the Fraternity chose to go this route to increase accessibility to the organization with consideration to the chapters, campuses, and alumnae that value this information. Opening the eligibility allows for potential new members who may not know a Theta to feel included in the process if securing an introduction is something that they feel they need. Finally, we modeled this process off of a more universal professional and academic experience.

ARE THERE STILL BONUS POINTS FOR INTRODUCTIONS?

There are no automatic bonus points given to a potential new member any longer. Meaning, a PNM will not receive points just for having a submission. The content of the submission can be used to inform other point areas that are based on Theta values.

CAN COLLEGE MEMBERS SUBMIT AN INTRODUCTION?

Yes! We do recommend that they do not submit an introduction for potential member who is participating in recruitment at their institution.

THERE IS NO OPPORTUNITY TO UPLOAD SUPPORTING MATERIAL. WHY IS THAT?

When a potential new member registers for recruitment with Panhellenic, they likely submit a photo, resume, and other supporting documentation. This means our chapters are getting duplicate information and we're hoping to reduce that. What information does the chapter get on the PNM from Panhellenic? Here is a sample of information that is usually on a recruitment registration form:

College and HS GPA (if applicable), standardized test scores, Class Rank	Honors and Awards
Hometown, High School, Current City, State, Mother's Maiden Name	Why are you interested in joining a Panhellenic sorority?
Resume or Extracurricular activities, Employment Overview, College Clubs & Organizations	How do you hope your membership in a sorority will develop you for the future?
Volunteer & Service Efforts, Community & Civic Engagements	A part of membership is the social building of friendships and sisterhood with other members and the community. Describe what you look for in a group of friends.
Sports, Athletics & Recreation	Name 3 values that are important to you and why.

ARE RECRUITMENT REFERENCE BOARDS STILL ACTIVE?

No, with this shift Kappa Alpha Theta has retired recruitment reference boards. All active recruitment reference board chairmen (RRBC) have been notified. The service that references boards have given since their inception is greatly appreciated. Following Grand Convention in 2010, when it was determined that references were no longer required, the work of the boards slowly became less essential. With so few reference boards still active, the Fraternity feels that we have reached a turning point. If there is a still a desire to track introductions from a specific area, that work may be completed by a local alumnae chapter.