



KAPPA ALPHA THETA

Recruitment FAQ for Alumnae

HOW MANY REFERENCES SHOULD A POTENTIAL NEW MEMBER (PNM) HAVE?

As of the 2010 Grand Convention, **references are no longer required to receive an invitation to membership.** However, a reference is still valuable to a college chapter, as it allows them to get to know PNMs on a more personal level prior to the recruitment process. A PNM is given the same amount of bonus points whether she has one reference or ten references. There is no advantage to submitting multiple references. One quality reference per PNM is preferred.

IS IT OKAY TO SUBMIT A REFERENCE FOR MY DAUGHTER?

Yes, Any Theta in good standing is eligible to write a reference, even for family members. Besides, who knows the PNM better than you? References are most beneficial when they are a personal account from someone with a relationship with the PNM. The reference form includes a legacy introduction portion.

MY PNM NEEDS MY MEMBER ID NUMBER FOR HER PANHELLENIC APPLICATION. WHERE DO I FIND THAT?

Each campus Panhellenic may select what information they require on the recruitment registration form. While this number may be valuable to other organizations, it is not necessary for Kappa Alpha Theta. We are able to verify legacy relationships without this information. We suggest using your phone number without dashes or spaces if it is required to complete the registration form.

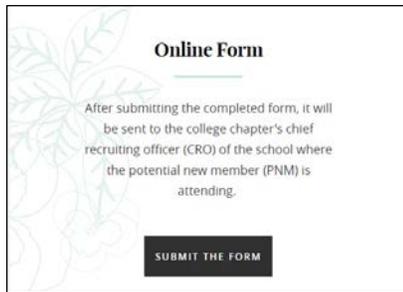
WHAT IS THE DEADLINE TO SUBMIT A REFERENCE?

Individual chapters should not have deadlines for reference submission. College chapters are instructed to accept references through the preference round. It is advisable, however, to send references sooner rather than later. With COVID-19 causing uncertainties in college life and recruitment, we are not providing specific dates, but instead listing spring and fall. You can access the **Recruitment Information Report** on the [Recommend a Potential New Member page](#) of the Theta website.

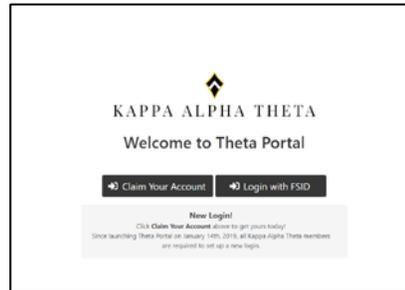


HOW DO YOU SUBMIT A REFERENCE?

Currently we are accepting only online reference forms. This can be completed via the [Recommend a Potential New Member page](#) of the Theta website.



After clicking **Submit the Form**, you will be taken to Theta Portal where you will be asked to **Claim Your Account** or **Login with FSID**. If it is your first time logging in after January 14, 2019, you will be will need to **Claim Your Account**. After claiming your account once, you will then be able to **Login with FSID** to Theta Portal in the future.



WHAT IS THE ROLE AND PURPOSE OF A RECRUITMENT REFERENCE BOARD CHAIRMAN (RRBC)?

An RRBC is an alumna who is tasked with the role of connecting local PNMs with Theta alumnae who are eligible to write a reference on the PNM's behalf. They then ensure all references are sent to the appropriate college chapters. RRBCs are not active in all areas.

DO I HAVE TO BE A MEMBER OF AN ALUMNAE CHAPTER TO WRITE A REFERENCE?

No. Any alumna in good standing is eligible to write a reference for a PNM. While being a member of an alumnae chapter is a great opportunity to be connected with local Thetas, it is not a requirement to recommend a PNM for membership.

WHAT ARE THE RULES ON ALUMNAE INTERACTION DURING RECRUITMENT?

Alumnae members are not permitted to participate in the recruitment of PNMs including, but not limited to, participating in the ceremonies and greeting or visiting with PNMs during the event rounds. Alumnae members may not contact college members during recruitment to discuss recruitment progress or the status of a PNM. Gifts to college chapters on behalf of a PNM are prohibited. Each campus Panhellenic has specific rules regarding PNM interaction which must be adhered to or the chapter can suffer consequences. It is important to remember that recruitment is confidential chapter business. Alumnae members may not be present when college members are voting, holding promotional sessions, or when the executive recruitment board (ERB) is meeting for any purpose (exceptions include recruitment advisors and Fraternity staff/officers). Recruitment is confidential chapter business and therefore no external affiliates may be involved.

HOW CAN I HELP SUPPORT A COLLEGE CHAPTER DURING RECRUITMENT?

Under Theta's advising philosophy, chapter advisors serve as coaches providing guidance that both challenges and supports advisees while the members maintain ownership and responsibility of programs and events. Therefore, each Kappa Alpha Theta chapter operates under an officer structure that provides for the effective management and operation of recruitment. However, chapter officers are very appreciative of support from our alumnae. Chapters always appreciate receiving reference letters, goodie bags during pre-recruitment week (as long as they are not promoting an individual PNM), and alumnae attendance at conversation training workshops and mock recruitment events. Alumnae involvement during recruitment events must be limited to assistance serving food and beverages, helping with decorations, etc. If you would like to assist with a recruitment event, please contact the chapter's recruitment advisor prior to making plans to attend recruitment.

WHO SHOULD I CONTACT IF I HAVE A QUESTION OR CONCERN DURING THE RECRUITMENT PROCESS?

If you have questions that require attention during the primary recruitment process, please complete the [Contact Us form](#) available on the Theta website. You will receive a response in a timely manner.

HOW CAN I SUPPORT A PNM WHO IS GOING THROUGH THE RECRUITMENT PROCESS?

There are a number of things that you can do to help prepare and support a PNM who is going through recruitment. First and foremost, help her showcase her authentic self. Our chapters want to get to know PNMs who they are. They want to know their values and how they would fit into the chapter. Secondly, for all PNMs, encourage her to thoroughly enter information into her recruitment registration form. The more information that the chapter knows ahead of time the better! Lastly, help her understand how the process works. Recruitment is a mutual selection process. Each PNM should be interviewing the chapter as much as they are doing so with her. The other information in this document can be very help to her!

WHAT CAN I EXPECT IF MY PNM DOES NOT MEET THE CHAPTER'S GPA REQUIREMENT?

Each college chapter is expected to recruit women in good academic standing with their institution. Each chapter determines their GPA requirement for PNMs with a college GPA to be eligible to membership. If a PNM does not meet the chapter's GPA requirement, she will be released following Round I of primary recruitment.

As of July 2020, Kappa Alpha Theta has directed that chapters do not set a minimum GPA requirement for PNMs without a college GPA. This means that there is no minimum high school GPA to join. Each host institution has done this work for us by admitting PNMs to the institution. There are also numerous studies that indicate that a HS GPA is not a predictor of a College GPA.

WHY DOES THETA KEEP/RELEASE A CERTAIN NUMBER OF PNMS?

The number of PNMs each chapter is permitted to keep or release each round is determined by an algorithm called release figure methodology (RFM). After each round of recruitment, an RFM specialist analyzes the data to provide each chapter with the number of PNMs that should be invited back to the next round. This is done to maximize the recruitment experience for both PNMs and chapters. After this number is calculated, chapters may invite up to that number of PNMs to the following round. All numbers are individualized for each chapter, as all data is different for each chapter.

WHY DON'T CHAPTERS KEEP A SPECIFIC NUMBER OF MY HOMETOWN PNMS?

It is no longer acceptable for Theta chapters to set hometown quotas. PNMs are extended bids to Theta based solely on their values, thus the state or city they reside in is not taken into consideration. As a result, it is not uncommon for your hometown to be unrepresented in a new member class.

WHO IS CONSIDERED A LEGACY?

A Theta legacy is defined as a daughter, granddaughter, great-granddaughter, or sister of a Kappa Alpha Theta member. Stepdaughters, step granddaughters, step great-granddaughters, and stepsisters are considered legacies if their family considers them as such. There is no such thing as an indirect legacy (i.e., cousin, niece) and such persons will not be given special consideration. However, it is still appropriate to submit a letter of reference for these PNMs.

As of July 2020, legacies will no longer receive an automatic invitation following the first round. Throughout recruitment, legacies will fall in their natural place on the chapter's invitation lists (including the bid list). By eliminating the automatic invitation to the second round for legacies Theta ensures that potential new members (PNMs) are not receiving bonus credit for things beyond their control, such as hometown, race, family legacy connections, etc.

WHAT IS AN MRABA?

MRABA stands for membership recruitment acceptance binding agreement. PNMs are expected to sign this agreement immediately after attending the last preference event. This is a very serious aspect of recruitment and every PNM will be held accountable after signing. There is no way to change her selections after she signs the agreement, so it is vital that she understands what she is agreeing to before signing the MRABA. By listing a group on her MRABA, this means she is willing accept a bid from that group, if offered. If she matches to one of the groups that she has listed on her MRABA and receives an invitation to membership, she is bound to that group until the next primary recruitment at that school and even if she declines her bid/de-pledges, she will not be permitted to join another NPC sorority on that campus until the next primary recruitment.

WHAT WERE THE 2016 CHANGES TO PANHELLENIC RECRUITMENT?

In an effort to align Panhellenic recruitment with the values of our organizations, National Panhellenic Conference (NPC) adopted new policies in fall 2016. These policies aim to eliminate all unnecessary aspects that could take away from the conversations that should be occurring between the members and PNMs. This includes limiting recruitment budgets; keeping decorations to a minimum and confined to the interior spaces; eliminating costuming and excessive recruitment attire; prohibiting gifts, favors, and notes for the PNMs; and eliminating the production of skits. This is a change affecting all NPC organizations on every college campus. Kappa Alpha Theta is working diligently with all chapters to ensure the necessary changes are fully adopted and we are confident our chapters will continue to succeed as they recruit PNMs who share our values.

WHAT IS THE BEST WAY TO PREPARE A PNM FOR RECRUITMENT?

- Remember that this is her experience.
- Do not make her feel pressured.
- Encourage her to be herself.

Encourage her to be open to all NPC organizations on her campus.

Updated Recruitment Terms

OLD TERMS	NEW TERMS
Cut/Drop	Release
Formal Rush	Primary Recruitment
Informal Rush	Continuous Open Bidding (COB)
Party	Event
Pledge (noun)	New Member
Rho Chi	Recruitment Counselor
Rush	Recruitment
Rushee	Potential New Member (PNM)
Suicide	Single Intentional Preference
Recommendation Letter	Reference Letter