



KAPPA ALPHA THETA

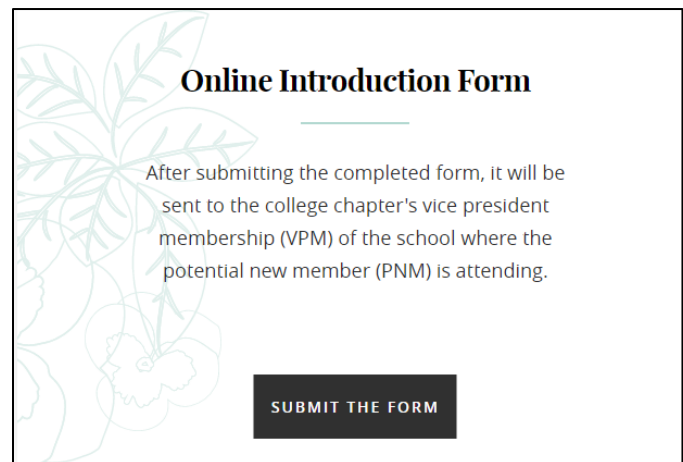
Recruitment FAQ for Alumnae

Potential New Member Introduction Form

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

HOW SHOULD I SUBMIT AN INTRODUCTION?

We strongly encourage members to submit the online form because it is faster and more secure than a hardcopy version. This can be completed online at via the [Introduce a Potential New Member](#) page of the Theta website. The printable form is also located on the [Introduce a Potential New Member](#) page of the Theta website. Click **Download the Form** and follow the mailing instructions.



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

An introduction is valuable to a college chapter, as it allows them to get to know PNMs on a more personal level prior to the recruitment process. There is no advantage to submitting multiple introductions. One quality introduction per PNM is preferred.

ARE INTRODUCTIONS REQUIRED FOR MEMBERSHIP IN KAPPA ALPHA THETA?

No. As of the 2010 Grand Convention, references (or as the Fraternity says now, introductions) are no longer required to receive an invitation to membership.

IS IT OKAY TO SUBMIT AN INTRODUCTION FOR MY DAUGHTER?

Yes, any person is eligible to submit an introduction, even for family members. Besides, who knows the PNM better than you? Introductions are most beneficial when they are a personal account from someone with a relationship with the PNM.

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 suggest using your phone number or a random set of numbers if you are not comfortable with sharing your phone number without dashes or spaces if it is required to complete the registration form.

WHAT IS THE DEADLINE TO SUBMIT INTRODUCTIONS?

Individual chapters or alumnae chapters should not have deadlines for introduction submissions. If a chapter reports a deadline, that should be considered a preferred date.

College chapters must accept introductions through the start of recruitment. It is advisable, however, to send introductions sooner rather than later.

WHERE DO I SEND THE INTRODUCTION?

Note: The preferred method for introduction is online, where the introduction is automatically sent. The introduction should be sent directly to the college chapter, attention: recruitment team. You can access the



chapter mailing address on the [Introduce a Potential New Member](#) of the Theta website under **Recruitment Information Report**.

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

Kappa Alpha Theta no longer recognizes recruitment reference boards or recruitment reference board chairmen. Alumnae chapters may choose track introductions independently. Introductions will not be sent automatically.

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

No. Any person standing is eligible to write an introduction 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 introduce a PNM to a college chapter.

Recruitment Format and Process

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 expressly 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?

Members can and always should be sharing their positive Theta experiences with prospective college students who may be interested in joining any sorority, including Theta. Sharing can occur in your community spaces, social media, and your personal network. Sharing positive messages about going through recruitment and joining a sorority is always welcome!

Direct support for a chapter does look a little different. 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 may appreciate receiving introductions, 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.

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

For the Fall 2021 semester, Kappa Alpha Theta will not be eliminating any potential member from the recruitment process solely because of their GPA. This is account for the mental and personal impact of the COVID-19 pandemic.

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.

WHAT TYPE OF EXTRA CONSIDERATION IS GIVEN TO A LEGACY?

Kappa Alpha Theta has eliminated all preferential treatment given to legacies during the recruitment process. This means that there will no longer be an automatic invitation following the first round of recruitment or an automatic placement on the chapter's bid list. We acknowledge that many women are not legacies because their mothers, sisters, grandmothers, and great-grandmothers simply did not have the same access to higher education or the means to join Kappa Alpha Theta. By eliminating preferential treatment for legacies, Theta ensures that PNMs are not receiving additional credit for things beyond their control, such as hometown, race, family connections, etc.

DOES THIS MEAN I AM NO LONGER CONSIDERED A LEGACY?

No. A Theta legacy is still 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).

IF A LEGACY IS INVITED TO PREFERENCE ROUND, IS SHE GUARANTEED A BID?

No. She will be placed on the chapter's bid list in her ranked order. Depending on how far the chapter has to go down on their bid list in order to achieve quota, she may or may not receive a bid.

WHAT IS AN MRABA?

MRABA stands for membership recruitment acceptance binding agreement. PNM's 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 to 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 HAVE BEEN SOME SIGNIFICANT CHANGES TO PANHELLENIC RECRUITMENT?

In 2016, the National Panhellenic Conference (NPC) adopted new policies around recruitment. These policies aim to eliminate all unnecessary aspects that could take away from the conversations that should be occurring between the members and PNM's. This shift is known as [values-based recruitment](#). 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 PNM's; and eliminating the production of skirts.

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. In 2022, the conference voted to include elimination door stacks and required purchasing of certain attire for chapter members into these policies.

The conference continues to evaluate recruitment policies regularly. In 2020, the conference passed a policy related to the [promotion of the sorority experience](#), stating, All sorority women including collegians, alumnae, College Panhellenics, Alumnae Panhellenics, inter/national organizations and the National Panhellenic Conference should actively promote the overall sorority experience and membership opportunities in organizations. This should be done through all forms of communication (e.g., print, digital, in person) in the spirit of Panhellenic unity and desire to reach out to all women to share the opportunity for sorority membership. Theta believes that as a Panhellenic community and as individual organizations, we must communicate the value of the sorority experience, highlighting the continued relevance and power of sorority.

WHAT HAS CHANGED ABOUT RECRUITMENT AFTER THE PANDEMIC?

While many campuses moved to a fully virtual format for recruitment in the height of the pandemic, some campuses have maintained use of a virtual round or two permanently. Virtual rounds help shorten the amount of days recruitment there are, make recruitment more accessible, and provide different options of interacting with members.

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
Rush	Recruitment
Rushee	Potential New Member (PNM)
Suicide	Intentional Single Preference (ISP) or Single Intention Preference (SIP)
Reference/Recommendation	Introduction