



Considerations for Virtual Recruitment: Part Two

1. Take it Step by Step

Since no single vendor can meet all of a College Panhellenic Association's virtual recruitment needs, it's normal to feel anxious about whether your menu of solutions will actually work when the time comes, and it is difficult to know where to head next (and for some campuses, where to even begin). It's tempting to engage a third-party vendor to provide reassurance, but so important to make sure those vendors understand NPC's process, work well with other platforms and are truly well-situated to address your Panhellenic's needs.

The good news is there is still plenty of time to arrange and execute some or all of your fall recruitments virtually, and there is a path forward. We are all learning as we go, identifying and working with vendors to meet our collective needs. Be confident that **you can and will find a solution that works.**

In the [Considerations for Virtual Recruitment: Part One](#) resource, we talked about selecting your videoconferencing provider and continuing to rely on your tried-and-true recruitment management platform (for most College Panhellenics, either ICS or CampusDirector) for registration, invitation processing and schedule management.

In this resource, we encourage you to focus on solidifying the “hard resources” of a virtual recruitment:

- Confirm a roster of at least one tech lead for every chapter, one for Panhellenic, and one from campus tech support if you are relying at all on campus systems. Have this group meet, compare notes about their assumptions and brainstorm about setup and opportunities.
- Identify physical areas where bandwidth must be increased and/or additional hardware must be provided. Establish next steps for solving those problems, and be sure they match the recruitment calendar as you know it.

2. Learn to Set Up Effective Zoom Breakout Rooms

Many thanks to the fraternity/sorority advisors who completed our short survey about anticipated videoconferencing platforms. The results show that at least two-thirds of College Panhellenics plan to use Zoom for their virtual recruitment videoconferencing this fall; the remainder plan to use primarily Microsoft Teams, WebEx or Google Meet.

Given the popularity of Zoom, we are working on a video to help share Zoom best practices. It will guide College Panhellenics and their chapters through the basics of setting up chapter Zoom events* to facilitate breakout rooms that mimic the bump groups and matching needs common to many sororities. Please look out for and recall this resource as you setup and rehearse your virtual events.

(*Note: Each chapter's virtual recruitment rounds and events should be set up as *chapter* events controlled/hosted by the chapter, not by the College Panhellenic or recruitment counselors. The Panhellenic's role will be to distribute the links to virtual chapter events in accordance with the invitation and scheduling results from the recruitment management platform—e.g., ICS or CampusDirector.)



We also plan to hold a “Zoom 201” session with NPC member organization recruitment leaders in the coming weeks to follow up on this video’s guidance.

3. Put Your Tech Support at Your Fingertips

As your College Panhellenic sets up your “recruitment headquarters,” you’ll want your tech support numbers on hand to support and troubleshoot any virtual component. Please feel free to use the [Virtual Recruitment Troubleshooting](#) resource to document your go-to troubleshooter contact list.

4. Share Your Successes

We are happy to hear and amplify solutions you find will work for your College Panhellenic. Please share them with the NPC office so they can be shared with the broader community as we all work together to create solutions.