Updated May 2023

Recruitment Style Assessment

Recruitment Style (2003, 2023) – POLICY
If the results of the recruitment style assessment for a College Panhellenic indicate that a change in recruitment style is warranted, the College Panhellenic may, in consultation with the fraternity/sorority advisor and the NPC area advisor, vote to adopt the appropriate recruitment style for its campus.

Should a change in recruitment style be determined by a College Panhellenic, the implementation of the new style shall go into effect for the next regularly scheduled primary recruitment period, or a future primary recruitment period as voted upon by the College Panhellenic.

Step 1: Quota Evaluation

<table>
<thead>
<tr>
<th>What is the average quota for the past 3 years?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 10 ↓</td>
</tr>
<tr>
<td>10+ ↓</td>
</tr>
<tr>
<td>Release Figure Methodology (RFM) is not needed for recruitment. <strong>Skip to Step 3.</strong></td>
</tr>
<tr>
<td>RFM is needed for recruitment. <strong>Continue to Step 2.</strong></td>
</tr>
</tbody>
</table>

Step 2: Recruitment Statistics Evaluation

<table>
<thead>
<tr>
<th>Column A</th>
<th>Column B</th>
</tr>
</thead>
<tbody>
<tr>
<td>What is the average quota for the past three years?</td>
<td>10 - 24</td>
</tr>
<tr>
<td>What is the average open house pool (OHP) for the past three years?</td>
<td>1 - 99</td>
</tr>
<tr>
<td>How many NPC chapters participate in recruitment?</td>
<td>2 - 7</td>
</tr>
<tr>
<td>What is the average number of matched potential new members (PNMs) for the past three years?</td>
<td>1 - 74</td>
</tr>
<tr>
<td>What is the average “total” set following the primary recruitment term over the past three years?</td>
<td>1 - 79</td>
</tr>
</tbody>
</table>

*OHP = The number of women who completed the first round of recruitment and ranked chapters going into the second round.
Step 3: Review Your Assessment Results

If Step 1 determines that RFM is not needed, continuous recruitment is likely the best style fit for your campus.

Campus characteristics:
- Most women on campus exhibit little interest in joining a sorority
- PNMs are interested in a flexible approach to joining a sorority
- There is a low percentage of undergraduate women who belong to a sorority

Panhellenic characteristics:
- Chapters recruit almost as many or more women through continuous open bidding (COB) as during fully structured or partially structured recruitment
- Quota historically ranges from one to nine
- The community may be losing chapters

* For more information on continuous recruitment, reference the Educational Support for Continuous Recruitment.

In Step 2, if most of your answers are in Column A, partially structured recruitment is likely the best style fit for your campus.

Campus characteristics:
- The pool of PNMs initially interested in sorority membership is large enough for a centralized recruitment process
- Fully structured recruitment presents a barrier in converting the interested women into members (large withdrawal rates)
- Less than 10% of undergraduate women belong to a sorority

Panhellenic characteristics:
- Quota has historically ranged from 10-24 PNMs
- OHP has historically ranged from 1-99 PNMs
- There are less than eight NPC chapters on campus
- The community needs more flexibility in scheduling and implementing recruitment events (consider the size of the commuter population)
- The community may be losing chapters

* For more information on partially structured recruitment, reference the Educational Support for Partially Structured Recruitment.

In Step 2, if most of your answers are in Column B, fully structured recruitment is likely the best style fit for your campus.

Campus characteristics:
- The number of PNMs is relatively large, and recruitment registration remains high.

Panhellenic characteristics:
- Quota has historically been 25 PNMs or more
- OHP has historically been 100 PNMs or more
- There are 8 to 26 NPC chapters on campus
- At a minimum, 80 women are being matched through the recruitment process