



Recruitment Style Assessment

Recruitment Style (2003, 2023) – POLICY

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

What is the average quota for the past 3 years?	
Less than 10 ↓	10+ ↓
Release figure methodology (RFM) is not needed for recruitment. Skip to Step 3.	RFM is needed for recruitment. Continue to Step 2.

Step 2: Recruitment Statistics Evaluation

	Column A	Column B
What is the average quota for the past three years?	10 - 24	25+
What is the average open house pool (OHP) for the past three years?	1 - 99	100+
How many NPC chapters participate in recruitment?	2 - 5	6+
What is the average number of matched potential new members (PNMs) for the past three years?	1 - 74	75+
What is the average "total" set following the primary recruitment term over the past three years?	1 - 79	80+

*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 3 to 5 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 6 or more NPC chapters on campus
- At a minimum, 80 women are being matched through the recruitment process