

Panhellenic Formal Recruitment

AT THE UNIVERSITY
OF OKLAHOMA



**BEGINNING AT
6 PM CT**



Larsen Roussel

VP Recruitment Operations



Meg German

VP Recruitment Programming



Angelita Ochoa

Panhellenic President



Kylie Frisby

Student Life Staff



Hannah Phillips

Student Life Staff



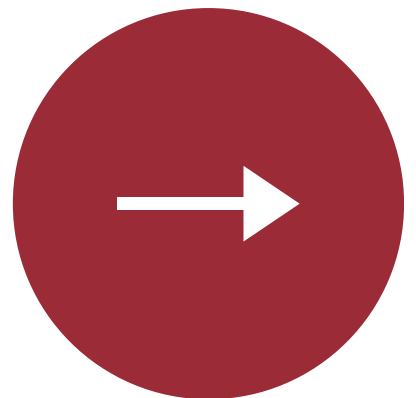
Alexx Jackson

Student Life Staff



Agenda

- Panhellenic membership information
- Recruitment basics and lingo to know
- Process overview
- Selections and bid matching
- Supporting your student and resources





PANHellenic MEMBERSHIP

Resources & Information



Time Commitment

- Students can expect to spend 1 – 2 hours per week on sorority activities

Academic Data

- 98% first-year retention
- All-Panhellenic GPA is a 3.48
 - The All-Women's GPA is a 3.38

Financial Commitment

- Panhellenic Financial Transparency Report
 - QR code to the left
- Greek Fee
 - \$30/semesterly fee to support Greek programs / staffing
 - Billed in October via Bursar





FORMAL RECRUITMENT

Terms to Know



Terms to Know



PNM

- Potential New Member – your student!

Rho Gamma

- Recruitment Guide or counselor

Parties

- Events during reach round of Formal Recruitment

Panhellenic

- The governing body that oversees and facilitates Formal Recruitment

Maximize Your Options

- Utilizing all options available to you during the recruitment process



Terms to Know



Hall Group

- The group students meet with each evening during recruitment – there are 2 – 3 Rho Gammas assigned to each hall group.

Tour Group

- Tour Groups are only utilized on Round 1. Students are assigned to tour groups based on their last names.
- Tour Groups travel together to Round 1 parties and meals together
- Students will have a GroupMe for both their hall group and their tour group.

Chapter

- A local branch of a national sorority organization.



FORMAL RECRUITMENT

Basic Overview

RECRUITMENT STRUCTURE

- *4 round process, split over 6 days*
- *Process designed to match students to chapters*
- *Mutual selection process*
- *Time spent at each chapter increases each round*



Round 1 *Open House*



August 11 and 12

- Students visit 11 chapters over 2 days, visiting 5 or 6 chapters per day
- Events, also called “parties” are 25 minutes long
- Students are led around by Panhellenic recruitment guides in groups of 60–70.
- Students wear white (Aug. 11) or red (Aug. 12) Panhellenic t-shirts
- There is a set lunch break each day



Round 2 ***Philanthropy***



August 13

- Students visit a maximum of 8 chapters
- Parties are 30 minutes long
- Personalized schedules delivered by Rho Gammas in the morning
- Students wear cream Panhellenic t-shirt
- There is a set lunch break
- Not every student will have a full schedule, all will have breaks



Round 3 ***Sisterhood***



August 14 and 15

- Students visit a maximum of 5 chapters
- Parties are 45 minutes long
- Personalized schedules delivered by Rho Gammas in the morning
- Students wear blue (Aug. 14) and purple (Aug. 15) shirts
- No set lunch break but students will have breaks
- House tours happen this round!



Round 4 ***Preference***



August 16

- Students visit a maximum of 2 chapters
- Parties are 60 minutes long
- Personalized schedules delivered by Rho Gammas in the afternoon
- No set attire – but think cocktail or summer wedding
- Students attend required training session in the morning to cover MRABA (more on this soon)



Bid Day ***August 17***



Bid Day Overview

- Students have the entire day free until 4:00 PM
- Bids will be distributed by Rho Gammas at 4:00 PM
- We suggest parking in the Dale Hall parking lot or near the residence halls – the lots at the chapter houses will be full!
- Students will be given a t-shirt and their bid card before they “run home” to the chapter they were matched with

A photograph of a university campus. In the background, a large, ornate red brick building with three prominent towers and crenellated roofs stands under a blue sky with scattered white clouds. In the foreground, a lush green lawn is dotted with several people walking. To the left, a flowering tree with bright pink blossoms is partially visible. A large, semi-transparent red rectangle is centered over the image, containing the title text.

SELECTIONS & BID MATCHING

Basic Overview

DAILY PRIORITY SELECTIONS

- *Each evening, students meet with their hall groups to make selections for the subsequent round*
- *Selections can be made on a computer or a cell phone*
- *Staff will be around to troubleshoot*

SELECTIONS

After Round 1, for Round 2

Reminders:

- PNMs can visit a maximum of 8 chapters on Round 2
- Chapters are inviting PNMs back to Rounds 2 – 4
- Formal Recruitment is a mutual selection process
- All PNMs must maximize their options on Rounds 2 – 4

PNM PRIORITIES

ALPHA

ZETA

GAMMA

KAPPA

OMEGA

UPSILON

CHI

OMICRON

Selected (8)



1) PHI

2) PSI

3) ETA

Rank (3)

SELECTIONS

After Round 1, for Round 2

Reminders:

- The system requires PNMs to maximize their options to increase their chance of being matched with a chapter
- There can be no chapters left in the “available / regret” column in Rounds 2 – 4
- Selected order does not matter, all are ranked as “1” – ranked order is very important

Selected (0 out of 5)

Available / Regret (9)

Alpha Delta Pi (ADPI)

Alpha Gamma Delta (Alpha Gam)

Alpha Kappa Alpha (AKA)

Chi Omega (Chi O)

Delta Sigma Theta (Delta Sig)

Kappa Delta (KD)

Phi Mu (Phi Mu)

Sigma Gamma Rho (SGRho)

Zeta Phi Beta (Zeta)

Rank (0)

Save Changes

PNM PRIORITIES

CHAPTER INVITATIONS

Selected (8)

ALPHA	→	ALPHA	✓
ZETA	→	ZETA	✓
GAMMA		GAMMA	
KAPPA	→	KAPPA	✓
OMEGA		OMEGA	
UPSILON	→	UPSILON	✓
CHI	→	CHI	✓
OMICRON	→	OMICRON	✓

Rank (3)

- 1) PHI
- 2) PSI
- 3) ETA

- 1) PHI
- 2) PSI
- 3) ETA

PNM PRIORITIES

CHAPTER INVITATIONS

Selected (8)

ALPHA

ZETA

GAMMA

KAPPA

OMEGA

UPSILON

CHI

OMICRON



ALPHA

ZETA

GAMMA

KAPPA

OMEGA

UPSILON

CHI

OMICRON



Rank (3)

1) PHI

2) PSI

3) ETA

1) PHI

2) PSI

3) ETA

PNM PRIORITIES

CHAPTER INVITATIONS

Selected (8)

ALPHA	→	ALPHA	✓
ZETA	→	ZETA	✓
GAMMA	×	GAMMA	
KAPPA	→	KAPPA	✓
OMEGA	×	OMEGA	
UPSILON	→	UPSILON	✓
CHI	→	CHI	✓
OMICRON	→	OMICRON	✓

Rank (3)

1) PHI	→	1) PHI	✓
2) PSI	×	2) PSI	
3) ETA	→	3) ETA	✓

PNM PRIORITIES

CHAPTER INVITATIONS

Selected (8)

ALPHA

ZETA

GAMMA

KAPPA

OMEGA

UPSILON

CHI

OMICRON



ALPHA

ZETA

GAMMA

KAPPA

OMEGA

UPSILON

CHI

OMICRON



..... PHI



..... ETA



Rank (3)

1) PHI

2) PSI

3) ETA



1) PHI

2) PSI

3) ETA



PNM PRIORITIES

Selected (8)

ALPHA

ZETA

GAMMA

KAPPA

OMEGA

UPSILON

CHI

OMICRON

- Rank (3)
- 1) PHI

2) PSI

3) ETA

PNM PARTY SCHEDULE - ROUND 2

ALPHA

ZETA

PHI

KAPPA

ETA

UPSILON

CHI

OMICRON



DAILY PRIORITY SELECTIONS

- *This same process happens each evening*
 - *Round 2 – maximum of 8*
 - *Round 3 – maximum of 5*
 - *Round 4 – maximum of 2*

FOLLOWING PREFERENCE ROUND

- *Students come to the Jim Thorpe Multicultural Center to sign their MRABA*
 - *Membership Recruitment Acceptance Binding Agreement*
 - *3 options*
 - *1) Maximize options (guaranteed match)*
 - *2) Intentionally single preference one chapter (no guaranteed match)*
 - *3) Withdraw from recruitment*

A photograph of a university campus scene. A paved walkway leads through green trees and grass. On the right, a black lamppost holds a red banner with the white 'OU' logo. A semi-transparent red rectangle is centered over the image, containing the text 'BID MATCHING' in large white letters and 'Following Round 4' in smaller white italicized letters.

BID MATCHING

Following Round 4

MATCHED

PNM is matched with a chapter at the end of the recruitment process

ISP UNMATCHED

PNM intentionally chooses only 1 chapter following Round 4 and is not matched

WITHDRAWN

Student self-selects out of the process. This happens before final selections

RELEASED

Student is not invited back to any chapters – only applicable in rounds 2 – 4

BID MATCHING TO-KNOWS

- *On this round, chapters are ranking the full list of PNMs who attended parties that day – in previous rounds it's a simple invitation list*
- *Quota is the same for each chapter – we take the number of MRABAs signed and divide by 11*
 - *Meaning, a larger pool of students doesn't mean fewer spots, it just means the new member classes will be larger!*

BID MATCHING

High-level example

Reminders:

- *Not every chapter has the same number of PNMs on preference round*
- *Chapters are ranking their full list of PNMs*
- *Panhellenic sets quota – in this example, quota is set at 3*
- *This is purely an example – a computer system does this much faster and more efficiently than we can! This example is just to illustrate how bid matching works at a high level*

RANK	ALPHA	BETA
1	VISHA	VISHA
2	NAOMI	NAOMI
3	RACHEL	DARIA
4	KELLY	SAM
5	JESS	ANYA
6	HALLIE	LIZ
7	DARIA	RACHEL
8		HALLIE

VISHA

Preference 1: **Alpha**

Preference 2: **Beta**

MATCHED

Maximizing your options

RANK	ALPHA	BETA
1	VISHA	VISHA
2	NAOMI	NAOMI
3	RACHEL	DARIA
4	KELLY	SAM
5	JESS	ANYA
6	HALLIE	LIZ
7	DARIA	RACHEL
8		HALLIE

VISHA

Preference 1: **Alpha**


Preference 2: **Beta**

Remember, recruitment is a **mutual selection process**. Because Visha’s first preference was Alpha and she was above the quota line for Alpha, she matches.

Visha matches with **Alpha**

MATCHED

Maximizing your options

RANK	ALPHA	BETA
1	 VISHA	VISHA
2	NAOMI	NAOMI
3	RACHEL	DARIA
4	KELLY	SAM
5	JESS	ANYA
6	HALLIE	LIZ
7	DARIA	RACHEL
8		HALLIE


NAOMI

Preference 1: **Beta**

Preference 2: **Alpha**

MATCHED

Maximizing your options

RANK	ALPHA	BETA
1	 VISHA	VISHA
2	NAOMI	NAOMI
3	RACHEL	DARIA
4	KELLY	SAM
5	JESS	ANYA
6	HALLIE	LIZ
7	DARIA	RACHEL
8		HALLIE

NAOMI

Preference 1: **Beta**



Preference 2: **Alpha**

Remember, recruitment is a **mutual selection process**. Because Naomi’s first preference was Beta and she was above the quota line for Beta, she matches.

Naomi matches with **Beta**

MATCHED

Maximizing your options

RANK	ALPHA	BETA
1	 VISHA	VISHA
2	NAOMI	 NAOMI
3	RACHEL	DARIA
4	KELLY	SAM
5	JESS	ANYA
6	HALLIE	LIZ
7	DARIA	RACHEL
8		HALLIE



KELLY

Preference 1: **Beta**

Preference 2: **Alpha**

MATCHED

Maximizing your options

RANK	ALPHA	BETA
1	 VISHA	VISHA
2	NAOMI	 NAOMI
3	RACHEL	DARIA
4	KELLY	SAM
5	JESS	ANYA
6	HALLIE	LIZ
7	DARIA	RACHEL
8		HALLIE

KELLY

Preference 1: **Beta**

Preference 2: **Alpha**

Kelly is below the quota line for her first preference but because she **maximized her options**, she is matched with her second choice

Kelly matches with **Alpha**

MATCHED




Maximizing your options

RANK	ALPHA	BETA
1	✔ VISHA	VISHA
2	NAOMI	✔ NAOMI
3	RACHEL	DARIA
4	✔ KELLY	SAM
5	JESS	ANYA
6	HALLIE	LIZ
7	DARIA	RACHEL
8		HALLIE

S A M

Preference 1: **Beta**
Preference 2: **N/A (only invited to 1 preference event)**

MATCHED
Maximizing your options

RANK	ALPHA	BETA
1	 VISHA	VISHA
2	NAOMI	 NAOMI
3	RACHEL	DARIA
4	 KELLY	SAM
5	JESS	ANYA
6	HALLIE	LIZ
7	DARIA	RACHEL
8		HALLIE

S A M

Preference 1: **Beta**
Preference 2: **N/A (only invited to 1 preference event)**

Even though Sam only has one option, she is still maximizing all options available to her and will match regardless of her place on Beta’s list.

Sam matches with **Beta**

MATCHED

Maximizing your options





RANK	ALPHA	BETA
1	✓ VISHA	VISHA
2	NAOMI	✓ NAOMI
3	RACHEL	DARIA
4	✓ KELLY	✓ SAM
5	JESS	ANYA
6	HALLIE	LIZ
7	DARIA	RACHEL
8		HALLIE

DARIA

Preference 1: **Beta**
Preference 2: **N/A (ISP)**

INTENTIONAL SINGLE PREF (ISP)

Not maximizing your options

RANK	ALPHA	BETA
1	 VISHA	VISHA
2	NAOMI	 NAOMI
3	RACHEL	DARIA
4	 KELLY	 SAM
5	JESS	ANYA
6	HALLIE	LIZ
7	DARIA	RACHEL
8		HALLIE

DARIA

Preference 1: **Beta**
Preference 2: **N/A (ISP)**

Daria gets lucky! She's above the quota line so she matches.

Daria matches with **Beta**

INTENTIONAL SINGLE PREF (ISP)

Not maximizing your options

RANK	ALPHA	BETA
1	✓ VISHA	VISHA
2	NAOMI	✓ NAOMI
3	RACHEL	✓ DARIA
4	✓ KELLY	✓ SAM
5	JESS	ANYA
6	HALLIE	LIZ
7	DARIA	RACHEL
8		HALLIE






RACHEL

Preference 1: **Beta**

Preference 2: **N/A (ISP)**

INTENTIONAL SINGLE PREF (ISP)

Not maximizing your options

RANK	ALPHA	BETA
1	 VISHA	VISHA
2	NAOMI	 NAOMI
3	RACHEL	 DARIA
4	 KELLY	 SAM
5	JESS	ANYA
6	HALLIE	LIZ
7	DARIA	RACHEL
8		HALLIE

RACHEL

Preference 1: **Beta**
Preference 2: **N/A (ISP)**

Rachel isn't quite as lucky. She's below the quota line on her only option. There is no other chapter to match her to, as she did not maximize her options.

Rachel is **unmatched**.

INTENTIONAL SINGLE PREF (ISP)

Not maximizing your options

RANK	ALPHA	BETA
1	✓ VISHA	VISHA
2	NAOMI	✓ NAOMI
3	RACHEL	✓ DARIA
4	✓ KELLY	✓ SAM
5	JESS	ANYA
6	HALLIE	LIZ
7	DARIA	RACHEL
8		HALLIE






ANYA

Preference 1: N/A

Preference 2: N/A

WITHDRAW

Self-select out of the process

RANK	ALPHA	BETA
1	 VISHA	VISHA
2	NAOMI	 NAOMI
3	RACHEL	 DARIA
4	 KELLY	 SAM
5	JESS	ANYA
6	HALLIE	LIZ
7	DARIA	RACHEL
8		HALLIE

ANYA






Preference 1: **N/A**
Preference 2: **N/A**

Anya decides she doesn't want to join a sorority anymore. She withdraws from the process entirely.

Anya is **unmatched**.

WITHDRAW

Self-select out of the process

RANK	ALPHA	BETA
1	 VISHA	VISHA
2	NAOMI	 NAOMI
3	RACHEL	 DARIA
4	 KELLY	 SAM
5	JESS	ANYA
6	HALLIE	LIZ
7	DARIA	RACHEL
8		HALLIE

HALLIE

Preference 1: **Alpha**
Preference 2: **Beta**

Hallie is below both quota lines, but she maximized her options, so she is guaranteed a bid.

Hallie is **matched** as a **quota addition**.

QUOTA ADDITION

Guaranteed bid match

RANK	ALPHA	BETA
1	✓ VISHA	VISHA
2	NAOMI	✓ NAOMI
3	RACHEL	✓ DARIA
4	✓ KELLY	✓ SAM
5	JESS	ANYA
6	HALLIE	LIZ
7	DARIA	RACHEL
8		HALLIE

MATCHED

PNM is matched with a chapter at the end of the recruitment process

ISP UNMATCHED

PNM intentionally chooses only 1 chapter following Round 4 and is not matched

WITHDRAWN

Student self-selects out of the process. This happens before final selections

RELEASED

Student is not invited back to any chapters – only applicable in rounds 2 – 4



TYPES OF RECRUITMENT

Formal vs. Informal



Formal Recruitment



Items of Note:

- Designed to match students to chapters
- Only time of year that all 11 Panhellenic chapters recruit
- Fully structured – facilitated by the Panhellenic Association



Informal *Recruitment*



Items of Note:

- Also known as COB – Continuous Open Bidding
- Takes place in the fall and spring semesters
- About half of our chapters get to recruit (only chapters under the median or average chapter size)
 - They can recruit up to that number
- Unstructured – chapter driven and not guaranteed that a chapter will reach out



RECRUITMENT BY THE NUMBERS

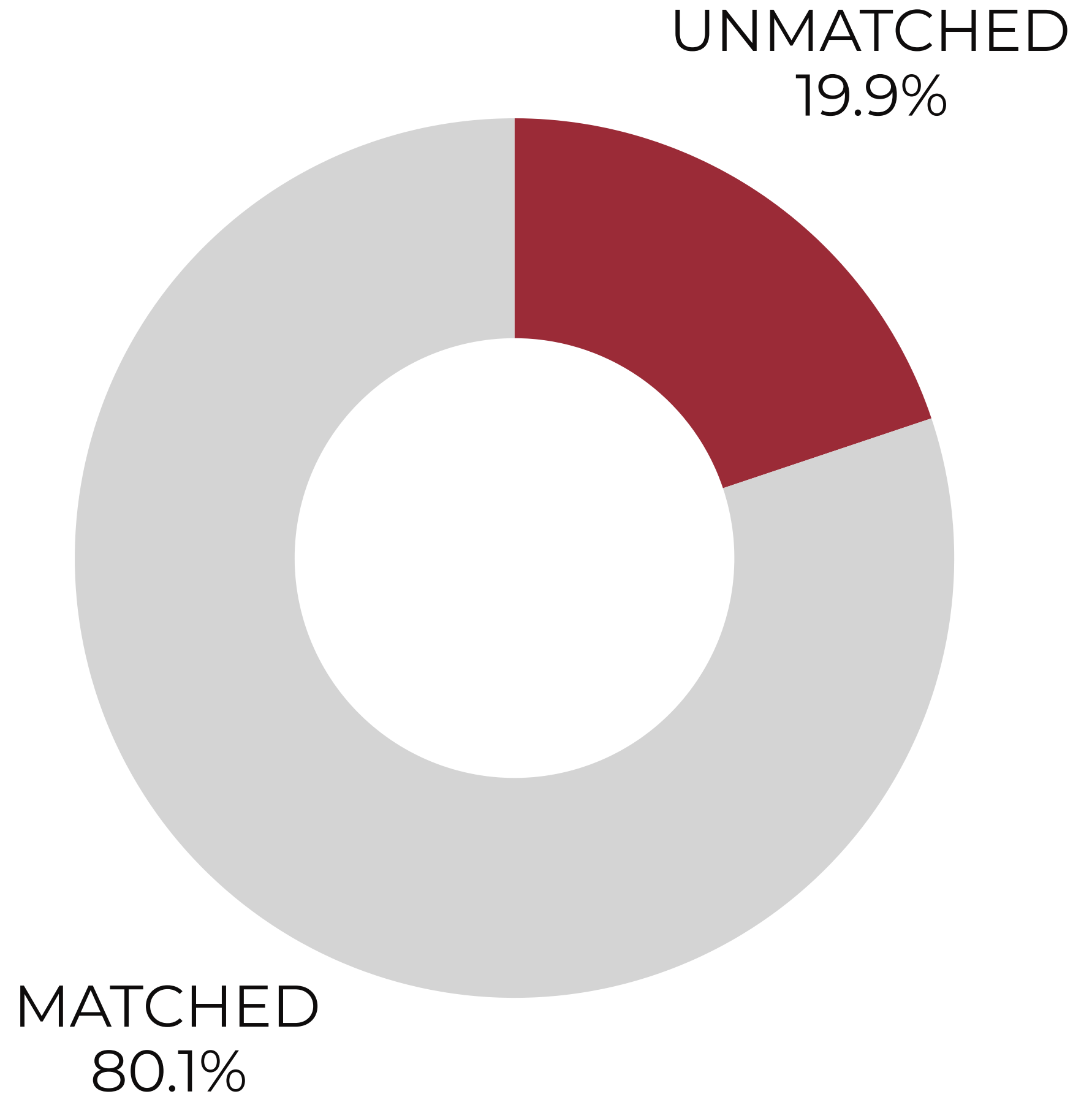
2024 Stats

MATCHED VS. UNMATCHED

Of the **1,375** recruitment participants last year, **1,102** were matched and **273** were unmatched by the end of the process.

Remember, being unmatched includes:

- Completely released
- Withdrawn
- ISP Unmatched



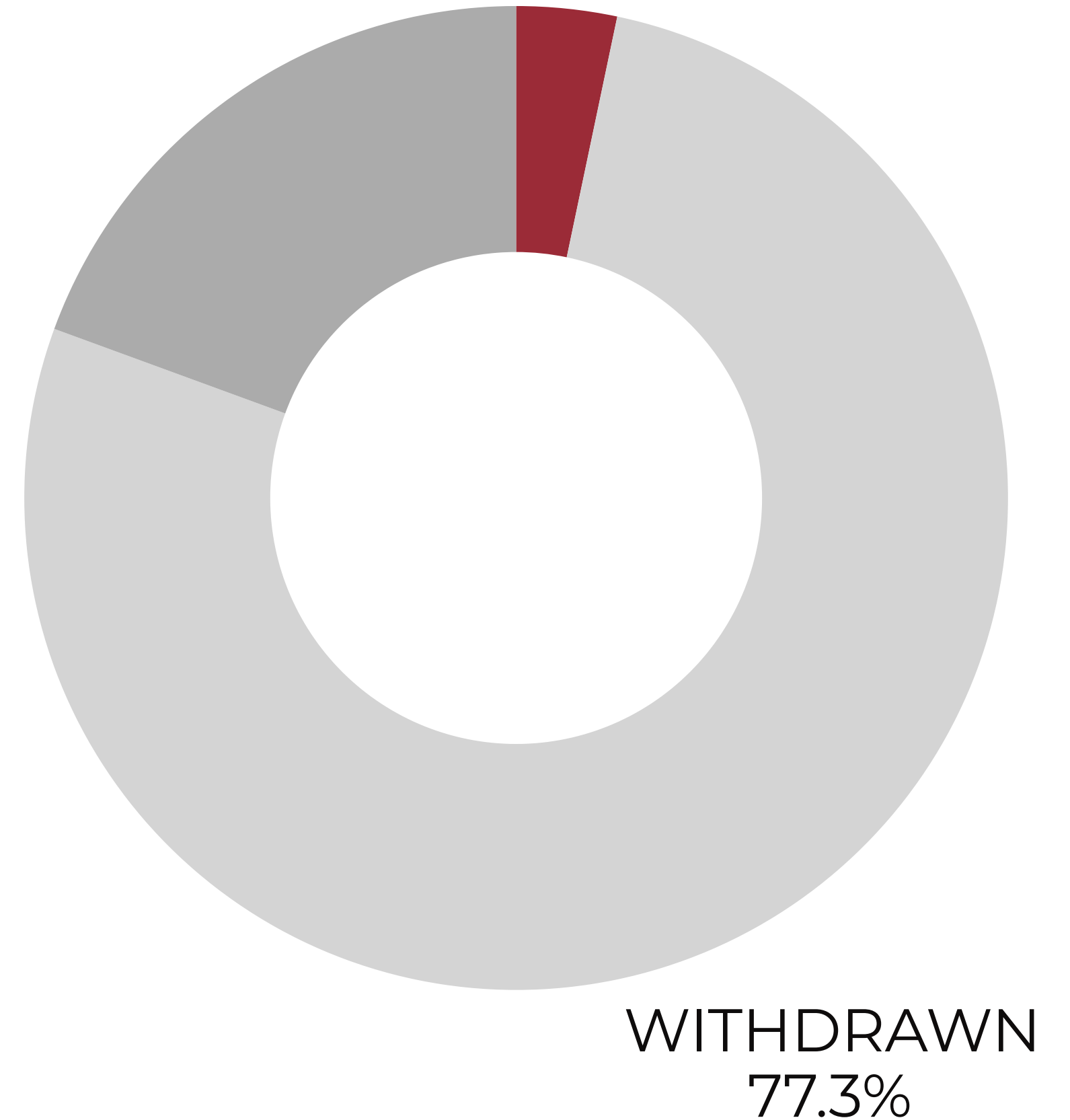
UNMATCHED DATA

Of the **273** recruitment participants who were unmatched, all but 3% had the option of continuing in the process

Unmatched Data:

- **Completely released** – 9
 - Makes up 0.6% of all PNMs
- **Withdrawn** – 211
- **ISP Unmatched** – 53

ISP UNMATCHED 19.4%
RELEASED 3.3%



CONTINUOUS OPEN BIDDING

- Last year, **211** students withdrew from recruitment, many mentioned that they would “just join through COB”
 - **Less than 28%** of those students ended up joining through COB during the entire academic school year
- We will always support the decision of the student, but it is important to know the risks – if your student wants to join a sorority, the formal recruitment process has the highest chance of making that happen
- Only **about 17%** of students who complete the COB interest form are extended a bid each semester

KEEPING AN OPEN MIND

- Keeping an open mind is so important during Panhellenic Recruitment. Going into the process thinking about one particular outcome is unrealistic.
- Helping remind your student to keep that open mind from start to finish is one of the many ways you can help support them
- Recruitment is supposed to be fun! Help provide them perspective that this does not define their self-worth.



PARTY BREAKDOWN

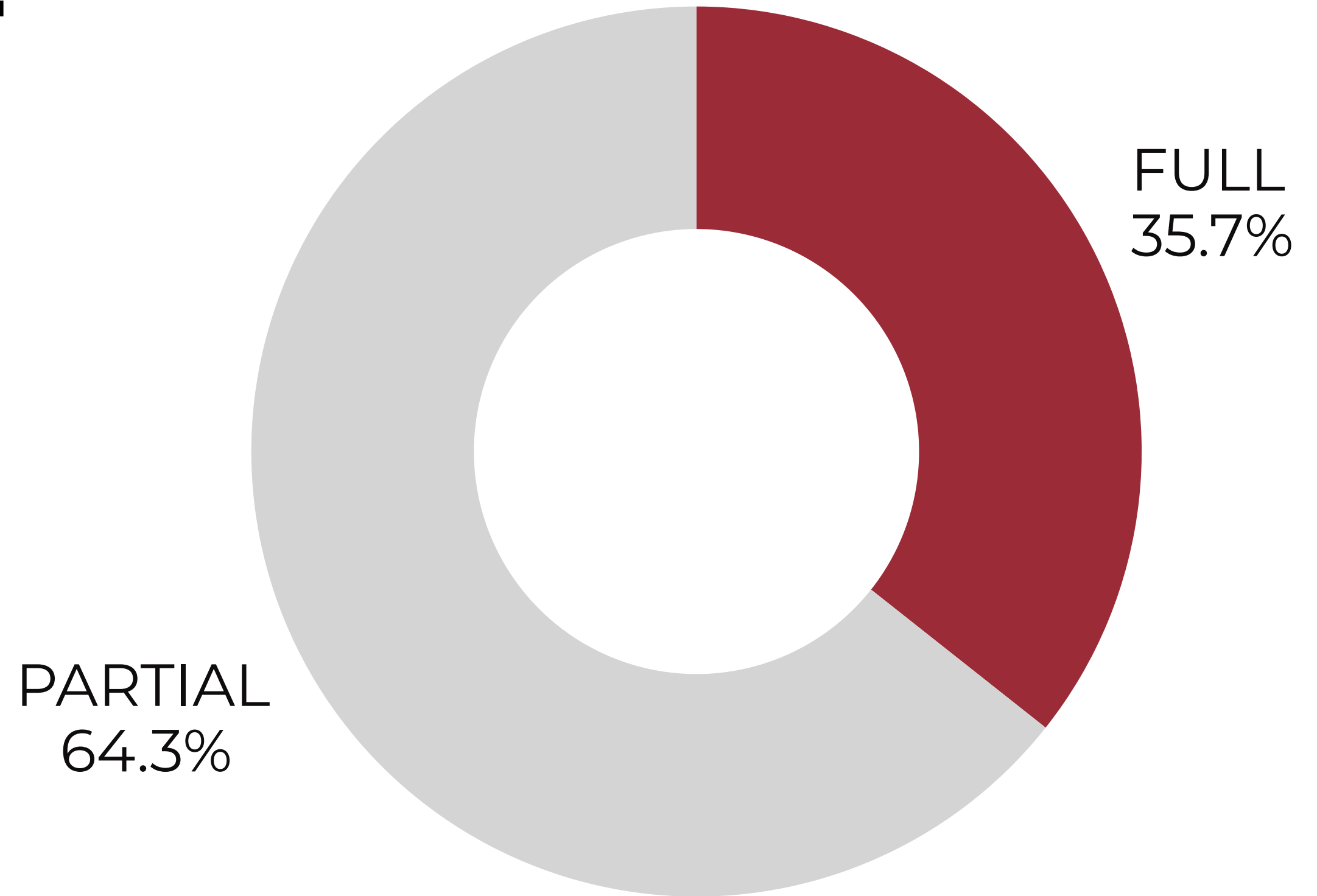
2024 Stats

FULL VS. PARTIAL SCHEDULES

ROUND 2

- 8 parties – 36%
- 7 parties – 11%
- 6 parties – 10%
- 5 parties – 10%
- 4 parties – 12%
- 3 parties – 15%
- 2 parties – 5%
- 1 party – 1%

1,366 PNMs remaining

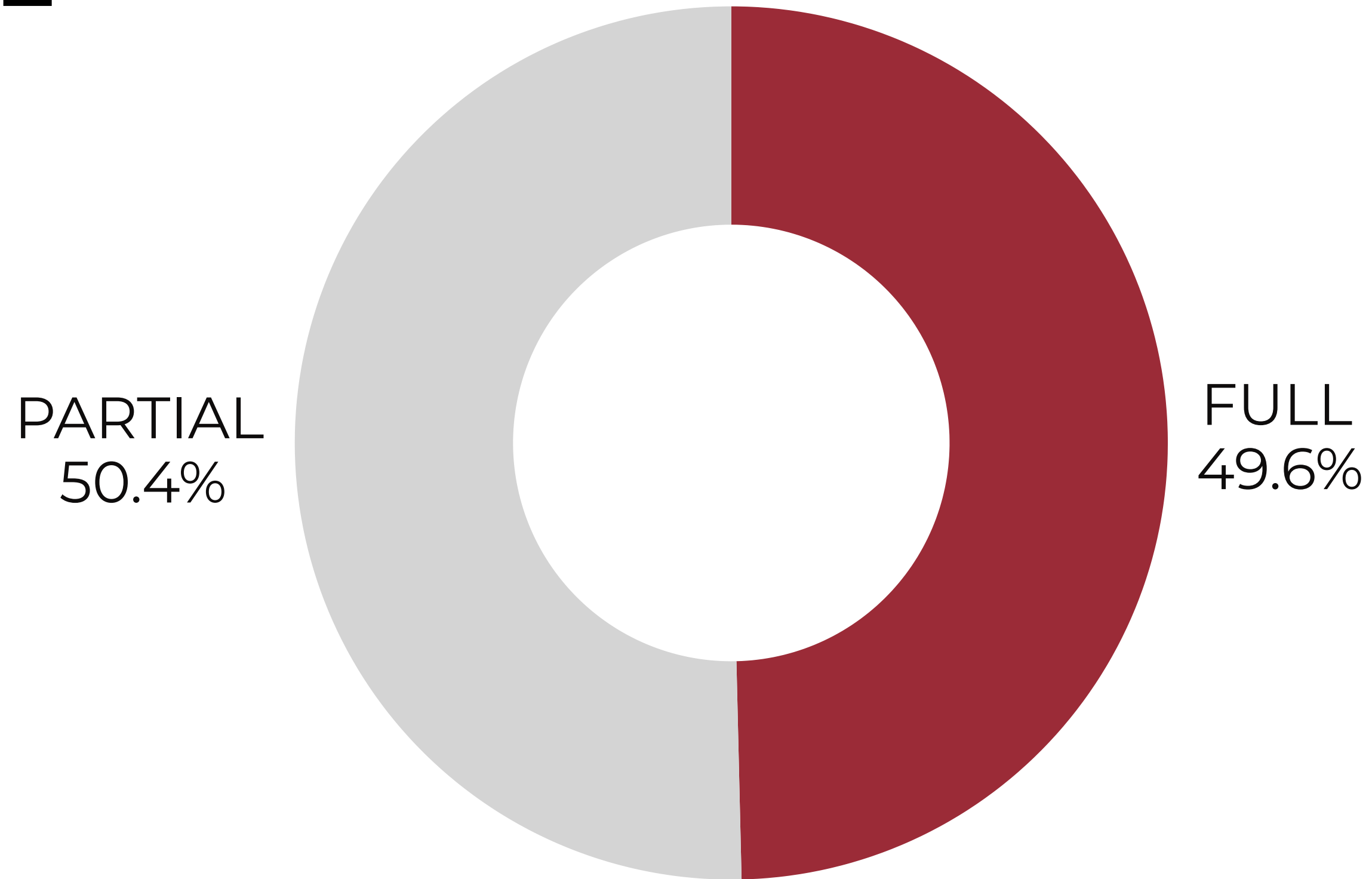


FULL VS. PARTIAL SCHEDULES

ROUND 3

- 5 parties – 49%
- 4 parties – 13%
- 3 parties – 21%
- 2 parties – 15%
- 1 party – 2%

1,334 PNMs remaining

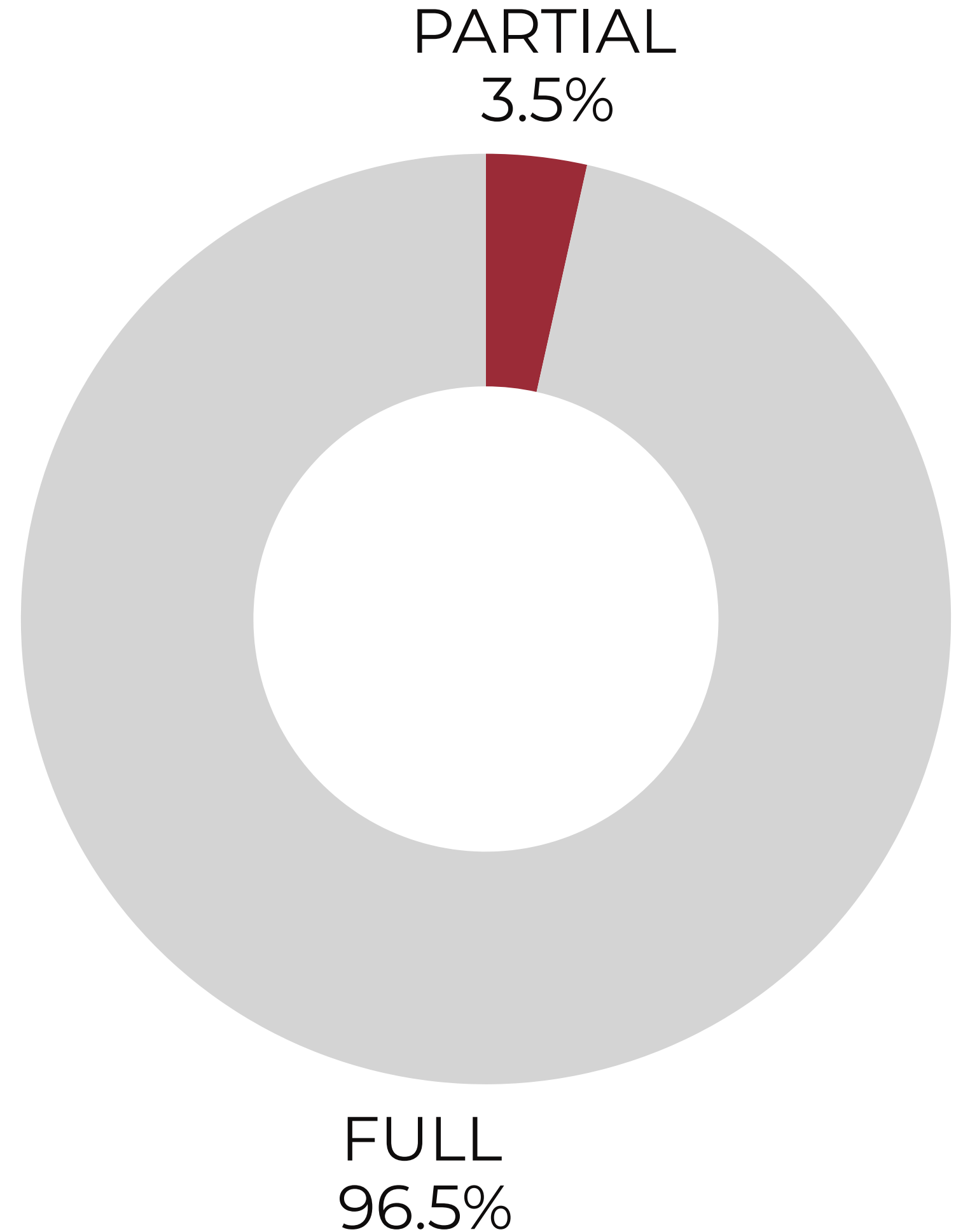


FULL VS. PARTIAL SCHEDULES

ROUND 4

- 2 parties – 96.5%
- 1 party – 3.5%

1,260 PNMs remaining





SUPPORTING YOUR STUDENT



**SOUNDING
BOARD**

**SUPPORT
SYSTEM**

**CELEBRATOR
& CONSOLER**

**PARTNER &
FRIEND**



Vendors & Partners



**Panhellenic Pop Up Shop in Cross C on
August 10th from 11:00 AM – 2:00 PM**

2025 Panhellenic Vendors

- The Apothem
- Betty Lou's Flowers & Gifts
- Cayman's
- Christmas Expressions
- Garner Crossing
- Giftly by Katsey
- Greek Necessities
- MC Clothing Company
- Occasions
- Parcel Goods + Gifts
- Party Pics
- Pure Barre
- Restorative Injectables
- Savvy Blake



Tips for Families



Listen to their triumphs and frustrations. This process can be scary and confusing but also fun and exciting. Know that they might not want any action, but just someone to listen.

Understand that this is your student's experience. This is a great, low-risk time for them to learn and grow in a caring environment.

Be intentional in your conversations with your student. Let them come to decisions on their own and trust that you've prepared them and taught them to make the tough choices.



**You
Belong
Here**



Contact Us



panhellenic@ou.edu



(405) 325-5961



Jim Thorpe
Multicultural Center