

# Tulane University Spring 2021 Fraternity and Sorority Recruitment Information for Parents

# Fraternity & Sorority Programs

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TULANE UNIVERSITY

## Office of Fraternity & Sorority Programs (OFSP)

The mission of the Office of Fraternity and Sorority Programs is to enrich the capacities of members of the fraternity and sorority community through opportunities and experiences that develop and maintain the values of leadership, scholarship, service, citizenship, personal growth, interpersonal relationships, sisterhood, and brotherhood.

**We have compiled an overview of Fraternity and Sorority Recruitment which answers the most common questions we receive from parents of prospective Greek members.**

## Eligibility

In order to participate in recruitment or intake, a student must:

- be a full-time, degree-seeking Tulane student
- have earned at least 12 semester hours with a minimum 2.5 cumulative grade point average in those hours
  - For students whose first semester of enrollment at Tulane will be Spring 2021, at least 6 of those 12 hours must be from graded, college-level courses accepted for credit by Newcomb-Tulane College. Because new students will not have a Tulane GPA, grades in all college-level courses taken from Summer 2020 forward will be used to calculate GPA and determine eligibility. This means we will include any grades below a C if the class is approved to transfer, even though Tulane credit is not earned, per university policy. Courses that have not been approved for transfer into the Newcomb-Tulane College will not contribute toward this calculation.
  - Fraternity and sorority chapters have a strong commitment to academic achievement; the all-Greek GPA is currently 3.546. Potential members should display a similar commitment and prioritize their academic responsibilities before seeking fraternity or sorority membership. Additionally, we do NOT round-up GPAs. For example, if the student's official GPA is a 2.499, it will not be rounded up to 2.500; therefore, this student would be ineligible for recruitment.
  - Any academic issues that will affect a student's eligibility (contested grades, finishing incomplete coursework to receive a grade, etc.) must be resolved before recruitment or intake begins:
    - 5 p.m. CST January 1, 2021 for Panhellenic Recruitment.
    - 5 p.m. CST January 22, 2021 for Interfraternity Council Recruitment.
    - 5 p.m. CST the day before any NPHC or MGC chapter's first MIP/recruitment event.
- be free of pending Student Conduct or Honor Board charges or sanctions
  - Our fraternities and sororities expect members to hold themselves to higher standards of personal behavior than the average student might. Therefore, students who are not in good disciplinary standing with the university are not eligible to join these organizations.
- not have been found responsible for a drug possession violation
- have completed all five components of the **Potential New Member (PNM) Education Series**: Sexual Violence Prevention Program: OneWave or Consent Conversations; Alcohol Education

Workshop; Other Drugs Module; Diversity and Inclusivity Module (requirement as a first-year Tulane student); and Hazing Prevention Online Module.

- All modules and workshops are available via the Canvas learning management system or Zoom links. Reminders regarding all programs were sent monthly to students via their Tulane email. Those who have not completed these requirements should do so ASAP.
- Specific questions regarding this program can be sent to [greek@tulane.edu](mailto:greek@tulane.edu).

**There are NO EXCEPTIONS to these eligibility requirements.**

## **Important Dates**

### **Interfraternity Council Recruitment**

- Online early-bird registration (\$50) will be available until December 15, 2020; late registration (\$60) will be available until January 22, 2021.
- Students should complete the online registration at <https://tulaneifc.mycampusdirector2.com/landing/>
  - **Parents are not to complete this for their student; Registration contains a Grade Release Agreement only students can sign.**
- Chapters hosted semi-structured, individual "Recruitment Open House" events throughout the fall. Attendance was optional but recommended.
- **January 24 – February 5** – During the spring semester, IFC's recruitment process will be more structured. Events will include 2-3 "open houses" per chapter, one invite-only event, and Bid Day. Bids (membership invitations) will be issued on Friday, February 5.

### **Multicultural and National Pan-Hellenic Council Fraternity and Sorority Membership Intake**

- Each organization sets its own schedule in consultation with graduate advisors.
- There is no registration process.
- Intake meetings happen over a few weekends in the spring.
- Dates are approved and publicized by Fraternity & Sorority Programs once they are set.

### **Panhellenic Council Recruitment**

- Online early-bird registration (\$70) will be available until December 4, 2020; late registration (\$90) will be available until December 11, 2020.
- Students should register at <https://tulanepanhellenic.mycampusdirector2.com/landing/>.
  - **Parents are not to complete this for their student. Registration contains a Grade Release Agreement only students can sign.**
- We are planning for a fully virtual recruitment to follow the recommendation of the National Panhellenic Conference, however we are also planning for a hybrid option with limited in-person events if conditions allow.
- Students received an email from Housing and Residence Life on Tuesday, November 24<sup>th</sup>, detailing the Arrival Center procedures and their return to campus. Please read through that information thoroughly, however details can also be found at <https://housing.tulane.edu/housing-logistics/spring-move-in>.
- In order to assist with the phased return of students to campus, all recruitment participants (Potential New Members, "PNMs") are expected to arrive on campus on the day they are assigned, unless they will be enrolled remotely for the spring semester or have received prior approval to arrive on another date. Remote PNMs should contact Julia Hankins, [jhankins@tulane.edu](mailto:jhankins@tulane.edu). Remote active sorority members should contact their chapter's recruitment chair.
- Women registered and approved for Panhellenic Council Recruitment will be approved to sign up for the Spring 2021 Move In on January 11 or 12, following specific instructions emailed from

Housing and Residence Life and on <https://housing.tulane.edu/housing-logistics/spring-move-in>. PNM's should complete the move-in sign up process by Friday, December 11 so we can assign you to a recruitment group, which will correspond to the time of your Recruitment Kickoff (orientation) session.

- **Recruitment Week, January 13 – 17** – A detailed schedule of events is online at <https://greek.tulane.edu/node/2326>

### **Time Commitment/Balance**

The time commitment for participating in a fraternity or sorority is flexible and dependent on what the student makes of it. Officers spend more time; 5-10 hours per week is required for new members.

Additionally,

- Students' academic commitments come first and shouldn't be compromised.
- Organizations view members' other campus involvement as a benefit to the entire group.
- All groups encourage (some require) membership in other campus organizations.
- All chapters are required to submit New Member Program outlines to the Office of Fraternity and Sorority Programs for approval. Chapter officers then send the expectations to each new member. Encourage your student to share that information with you so you will be aware of the activity plans.

### **Scholarship**

Often people assume that membership in a fraternity or sorority interferes with academic and scholarly pursuits, however, scholarship is an important facet of Greek life. Greeks promote scholastic achievement through programs including study groups, mentors, study hours and recognizing high grades. For context, consider the most recent GPA data:

- all Greek: 3.466
- all undergraduates: 3.376
- all sorority members: 3.508
- all undergraduate females: 3.470
- all fraternity members: 3.286
- all undergraduate males: 3.241

### **Costs to Join**

Membership dues cover educational programs, insurance fees, social events, and national benefits. Some dues also include weekly catered meals, t-shirts/merchandise, a chapter house, and transportation to events. Typical costs:

- Interfraternity Council Fraternities - \$600-\$1500 per semester
- Multicultural and National Pan-Hellenic Council Fraternities and Sororities - \$50-\$150 per semester. Some include a \$500 - \$1000 one-time fee in the first semester
- Panhellenic Sororities - \$650-\$800 per semester, plus \$200-\$400 one-time fees in the first semester.

### **Legacy Relationships**

Generally, a legacy is the child, sibling, or grandchild of an initiated member in good standing of a particular Greek organization. Only a few groups include more distant family members (cousins, nieces/nephews, etc.), however many include stepfamily members.

Some fraternities and sororities give some special consideration to legacies, though many are reconsidering their legacy policies in response to calls that they be more inclusive in their recruitment practices. ***Having a legacy relationship to an organization in no way guarantees an invitation to***

**membership.** The fit between the chapter members and the potential member is the most important factor in determining whether an organization will invite someone to join.

### **How Will They Know which Organization to Join?**

As your student is considering different fraternities or sororities, encourage them to consider these factors:

- **Fit & comfort level** with students in the various groups – It's best to keep an open mind and not limit options based on preconceived notions about different chapters or legacy relationships. The personalities of current memberships can vary over the years and chapters can vary from campus to campus.
- **Emphasis on values espoused by the national organization and local chapter** — All national fraternities and sororities were founded on a set of guiding principles and values. Potential new members should explore how different organizations' values resonate with their own by taking note of how the members articulate their values and how the local chapter "lives" them. Those values should guide the group's activities. Your student may want to investigate the chapters' disciplinary statuses at [www.studentconduct.tulane.edu](http://www.studentconduct.tulane.edu)

## **Panhellenic Recruitment**

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### **Spring 2021 Panhellenic Recruitment Schedule**

Given the schedule of the spring 2021 semester, Tulane Arrival Center and the extended timeline necessary for a safe move-in and testing process for all on-campus students, recruitment will occur during move-in week. Active Panhellenic sorority women and potential new members will not move-in "early" as in years past. They will simply be the first cohort of students to move-in, leaving the rest of the move-in week available for recruitment events.

We look forward to a **hybrid process** with most chapter events occurring virtually, however critical time and support from recruitment counselors, peers, and Tulane staff will be available in person. Even under normal circumstances, Panhellenic sorority recruitment is a complex and methodical process that relies on the clarity of information and extremely precise timing of events. With recruitment being conducted virtually because of COVID, that is even more the case this year. In addition to the opportunity for in-person support, being together on campus eliminates challenges of the multitude of time zones, increased confusion, timing errors, and individual isolation.

### **Recommendation Forms**

Your family may know someone who is a member/alumna member of one of the nine Panhellenic sororities. It's a good idea to ask them to write a recommendation on your student's behalf. Similar to a reference letter for a job, recommendations are forms that members of each sorority can submit on your student's behalf if they feel your student would be a strong fit for the organization. Recommendation forms can be found on the inter/national headquarters website for each sorority; the member who will submit the recommendation should know where to find a copy. Recommendations can be beneficial because they give the sororities more information about character, interests, and achievements beyond what they may learn during recruitment alone. **However, recommendations ARE NOT required on Tulane's campus, nor does a recommendation guarantee a bid from any sorority.** Many national organizations prefer electronic submission of recommendations; however, if the alumna writing a recommendation is not comfortable with online submission, she may mail a recommendation to the chapter at the address below (all located in: New Orleans, LA 70118):

- Alpha Delta Pi (ADPi): 642 Broadway Street
- Alpha Epsilon Phi (AEPi): 1134 Broadway Street
- Chi Omega (Chi O): 1029 Broadway Street
- Delta Delta Delta (Tri Delta): LBC Suite G02, 6823 St. Charles Avenue, care of Tri Delta
- Kappa Alpha Theta (Theta): 928 Broadway Street
- Kappa Kappa Gamma (Kappa): 1033 Audubon Street
- Phi Mu: 7220 Zimple Street
- Pi Beta Phi (Pi Phi): 7014 Zimple Street
- Sigma Delta Tau (SDT): 1013 Broadway Street

**\*With deferred recruitment, we recommend submitting recommendations starting in October with a deadline of January 5, 2021.**

### **Resolve Issues with Grades Before the January 5 Deadline**

Any issues with GPAs or credit hours that affect a student's eligibility to go through recruitment must be reconciled, with documentation provided to the Office of Fraternity and Sorority Programs, by Tuesday, January 5, 2021 at 5 p.m. CST. Many faculty members use winter break as a time for family vacation and may not be available to discuss grade changes during this time. Therefore, it is imperative to talk with a professor before the university closes for the break. Issues that will not affect your eligibility to participate or change your GPA significantly (i.e., a grade change that moves your GPA from a 3.15 to a 3.36) do not need to be resolved before recruitment.

### **Excused Absences from Recruitment Events**

The recruitment staff can excuse absences due to special circumstances (family event, sports team competition, etc.). However it is important to note that sororities only have a limited amount of time to meet potential new members during recruitment, so missing events can limit options and ability to join a sorority.

### **Attire**

Many students wonder what they should wear during Panhellenic Recruitment. There is no need to buy new clothes for recruitment; your daughter should already own everything she needs. Suggestions for attire are included in the event schedule at <https://greek.tulane.edu/node/2326>.

### **Panhellenic Recruitment Particulars**

These concepts are crucial to understanding Panhellenic Recruitment:

- **Parity Is the Goal** – Unlike all the other Greek organizations on campus, the Panhellenic sororities each receive approximately the same number of new members each year. IFC fraternities and the multi-cultural groups admit members they feel are a good fit, whether it be one new member or one hundred new members. However Panhellenic sororities are permitted a specific number of women they may ultimately offer bids, as set during the final round of recruitment by a specialist from the National Panhellenic Conference. This number changes from year to year because it is calculated based on the number of women who go through the formal recruitment process. It is determined in a way that offers the most women the opportunity to join a sorority.
- **Mutual Selection** – The process that all colleges across the country use is one of mutual selection – both the potential new member and the sorority must agree that the decision for the PNM to join is mutually acceptable. This doesn't mean that every potential member gets her dream chapter or that the chapters get every potential member they want. Sometimes it is challenging

for a student not to receive an invitation to an initial first choice sorority, but it is important to remember she is far more likely to be happy in a group that wants her as a member.

- **Maximizing Options** — Women who maximize options have best chance of being placed in a sorority. Bids can't be guaranteed, but keeping an open mind helps! Help your daughter manage her expectations and work through and move past any initial disappointment to consider all her options. Every year many students find a good fit in a sorority they may not have preferred at first.

### **So, What if it Doesn't Work Out?**

Sometimes students who go through recruitment or intake process decide it is not for them, don't get a bid, or don't get a bid from the group they want.

- Panhellenic stats from last year:
  - 774 women started the process, 653 joined (84%)
  - 6 were released at some point, 112 withdrew
  - 83% matched to their final 1<sup>st</sup> preference

Professional staff in Housing and Residence Life coordinate personal follow up check-in conversations via students' Resident Advisors with each student who leaves the process. If needed, additional full-time staff follow up as well. Staff share resources for other types of campus involvement opportunities, including our annual Spring Student Organization Fair.

If your daughter isn't eligible to participate in recruitment this spring, or she is released or withdraws from recruitment this spring, she can participate in spring 2022. Some sororities may also be eligible to hold an informal recruitment, called Continuous Open Recruitment (COR). In the fall semester, sophomore, junior, or senior women may contact Assistant Director of Fraternity & Sorority Programs Julia Hankins to find out which groups will hold recruitment for the upcoming fall. Students who do not receive a bid in the spring during recruitment or did not participate in recruitment may also contact her to learn if any groups will take a few additional members for that spring.

## **IFC Recruitment**

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Recruitment for the Interfraternity Council (IFC) is a semi-structured process. Students interested in joining an IFC fraternity should make every effort to introduce themselves to each chapter and develop a connection with chapter members. To assist in this process, IFC hosts a variety of events that allow recognized fraternities and potential new members (PNMs) to meet. It is important that interested students attend events for each fraternity to determine which fraternity is the best match. Even students who aren't sure if they'd like to join an IFC fraternity should attend recruitment events to learn more and make an educated decision.

During the fall semester, IFC offered virtual information sessions and "open houses" on campus to allow easy access for interested students to attend. During the spring semester, IFC's recruitment process will be more structured. Events will include 2-3 "open houses" per chapter, one invite-only event, and Bid Day.

### **Deferred Bid Acceptance**

A bid is an invitation to join an organization. Tulane students may not join a fraternity or sorority until they've earned 12-credit hours and a 2.5 GPA, approved by Tulane. We believe it is important for students to adjust to college life before deciding whether to join a Greek organization. Deferring the process of bid extension and acceptance until this time allows the students to truly find the right fit.

In January, IFC holds its formal recruitment week that culminates on Bid Day. Although recruitment events are in full swing throughout the fall semester or even though a fraternity member may say his fraternity will extend a bid, it is important to note that fraternities may not extend official bids to first-year students until Bid Day.

### **Virtual Info Sessions**

Virtual Info Sessions will provide an overview of the Tulane Fraternity & Sorority community while highlighting the IFC community. The IFC President and IFC Vice President of Recruitment & Retention will host the event and review all necessary materials. PNMs will receive information regarding recruitment including requirements, dates, and logistics through their Tulane email address. Each chapter will be given an opportunity to provide information regarding their chapter and contact information, followed by Q&A with one member from each chapter. After Q&A, chapters will have breakout rooms/individual Zoom links set-up for PNMs to network further.

### **Spring 2021 Recruitment Info**

Recruitment events began in the fall and will continue this spring. However, IFC recruitment events will not start up again until January 24.

### **Recruitment Registration**

Online registration is required to participate in IFC Recruitment. Remember that to join a fraternity a student must be a full-time, degree-seeking student at Tulane with at least 12 credit hours and a 2.5 cumulative GPA. Students may not be on disciplinary probation or deferred suspension. Interested students must also complete the [Potential New Member Education Series](#).

**The early registration deadline for recruitment is Friday, January 22nd, 2021 at 5pm CST. The registration fee is \$50 until December 15th, 2020, when it will increase to \$60.**

[Click here to complete the online registration process](#) (live as of 9/16/20). The staff in the Office of Fraternity and Sorority Programs will verify students' credit hours, GPAs, and student conduct status once grades are posted after final exams. **Please note:** Students, not their parents or guardians, must complete the registration form.

### **The Danger of Unrecognized/Underground "Fraternities"**

The following organizations are currently not recognized by Tulane University, Tulane Interfraternity Council, or their own (Inter)National Headquarters:

- Alpha Epsilon Pi (AEPi)
- Delta Kappa Epsilon (DKE)
- Kappa Sigma (Kappa Sig)
- Pi Kappa Alpha (Pike)
- Sigma Alpha Mu (Sammy)
- Sigma Phi Epsilon (SigEp)

There are also no plans in place for any of these organizations to re-establish on Tulane's campus. Students operating these groups are doing so in violation of university policies. Some students may refer to underground groups as "off-campus fraternities" in attempt to give them legitimacy, but there is no such thing. There are only recognized fraternities and rogue groups of students impersonating fraternities.

The possibility of dangerous and harmful behavior is significantly higher in underground groups. Therefore the University does not allow students to join a fraternity or sorority that we do not recognize. Students who choose to affiliate with unrecognized organizations may face Student Conduct action. Sanctions for students found responsible for violating the Code of Student Conduct by affiliating

with or supporting an unrecognized organization may range from a warning to suspension or expulsion from the University. **If your son is considering joining one of these groups, we strongly recommend that you prevent him from doing so.**

## **Alcohol & Greek Life**

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Parents have undoubtedly seen news reports of alcohol-related problems at fraternities and sororities across the country. From tragedies including fatal alcohol poisoning and accidents to hazing incidents, crime, and sexual assaults, the misuse and abuse of alcohol cause serious problems. You may wonder how Tulane addresses these issues and works to mitigate these problems. In recent years both the university administrative leadership and Greek student leaders have launched several initiatives to address these issues:

- In 2018, Tulane President Mike Fitts and Board of Administrators Doug Hertz called for the university community to change the campus culture around alcohol use.
- In 2017, Vice President for Student Affairs Dusty Porter convened a Greek Steering Committee that has focused on how the Greek community can change the alcohol culture.
- Additionally, the student leaders in the Greek organizations have recently worked with the Office of Fraternity and Sorority Programs to make internal improvements. Student leaders made changes to the required Potential New Member Education Series and established policies to limit alcohol consumption at fraternity- and sorority-sponsored parties.

## **Hazing Prevention**

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For those parents whose students will join the Greek community, it's important to be aware of Tulane's hazing policies and prevention measures.

First, if you think your student or someone else is being hazed, **REPORT IT**. We investigate all complaints. While some activities turn out to be nothing, sometimes they are serious. We receive calls about possible hazing from students (both fraternity/sorority members and non-members), faculty and staff members, parents, and even students' friends at other universities. Regardless, we never reveal the source of our information – even if a fraternity or sorority is eventually sanctioned. Those reporting a concern should not fear that they or a student they know will suffer any consequences. Please provide as much detail as possible so that our staff can more effectively follow up and investigate.

### **To report hazing:**

- Contact the Office of Fraternity and Sorority Programs to report a concern 504-314-2160, or email a staff member.
- Call the **Tulane Hazing Hotline at 504-862-3111** to leave an **anonymous message**,
- Submit a report through our online concerns report form, <https://tulane.edu/concerns>.
- Regardless of how you make a report, please give as much detailed information as possible – times, dates, locations, specific activities, etc.

### **Information for the Tulane community**

Often people haze or tolerate hazing because they do not know if what they are participating in constitutes hazing. If you are unsure, ask yourself these questions:

- Does the activity involve mental distress such as humiliation or intimidation?
- Does it involve physical abuse (e.g., sleep deprivation)?
- Is there a significant risk of injury or a question of safety?
- Is alcohol involved?
- Would you be worried if the activity was shown on the evening news?

If the answer to any of the above questions is "Yes," the activity is probably hazing.

More details are available at <https://greek.tulane.edu/hazing-prevention/information-for-greek-members> on

- Tulane Code of Student Conduct Hazing Definition, Policies and Penalties
- Louisiana Hazing Laws
- Examples of Hazing Activities and Prohibited Activities
- Hazing Myths

### National Hazing Prevention Resources

- [www.hazingprevention.org](http://www.hazingprevention.org)
- 24-hour National Hazing hotline: 1(800) NOT-HAZE

### Resources for Parents & Students

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- **Tulane University Office of Fraternity & Sorority Programs:**
  - Main contact information: <https://greek.tulane.edu/about-our-community/staff>, 504-314-2160
  - Director of Fraternity & Sorority Programs: Liz Schafer, [lschafer@tulane.edu](mailto:lschafer@tulane.edu)
  - Assistant Director of Fraternity & Sorority Programs: Julia Hankins, [jhankins@tulane.edu](mailto:jhankins@tulane.edu)
  - Assistant Director of Fraternity & Sorority Programs: Anthony Ciliberto, [aciliberto@tulane.edu](mailto:aciliberto@tulane.edu)
  - Graduate Assistant: IsaLynn Montgomery, [imontgomery@tulane.edu](mailto:imontgomery@tulane.edu)  
**Please do not hesitate to contact us!**
- **Tulane Parent Programs Webinars:**
  - **2020 Tulane Fraternity Recruitment & Intake: What Parents Need to Know**  
Monday, December 7, 2020, 5-6 pm CST  
REGISTER at [https://tulane.zoom.us/webinar/register/WN\\_2cptTlaOQLCx0NCtvr3LnA](https://tulane.zoom.us/webinar/register/WN_2cptTlaOQLCx0NCtvr3LnA)
  - **2020 Tulane Sorority Recruitment & Intake: What Parents Need to Know**  
Monday, December 7, 2020, 6:30-7:30 pm CST  
REGISTER at [https://tulane.zoom.us/webinar/register/WN\\_Wa8KOUFzTO-NdVdt4V8aCA](https://tulane.zoom.us/webinar/register/WN_Wa8KOUFzTO-NdVdt4V8aCA)

\*\*The video recordings will be posted 2 – 4 business days after the live webinar in the Parent Programs Webinar Archive at <https://parents.tulane.edu/webinars-tutorials>.)
- **National Resources:**
  - All about the North American Interfraternity Conference: [www.nicfraternity.org](http://www.nicfraternity.org)
  - All about the national NPHC: [www.nphchq.org](http://www.nphchq.org)
  - All about the National Panhellenic Conference: [www.npcwomen.org](http://www.npcwomen.org)