



NPC Position Statement on Primary Recruitment

The Supreme Court of the United States has granted individual students and student organizations the freedom to associate without restrictions [*Healy v. James*, 408 U.S. 169 (1972)]. The National Panhellenic Conference (NPC), one of the world's largest organizations advocating for women, supports the right of association through its governance documents known as Unanimous Agreements. Unanimous Agreement VIII reinforces the right to associate. NPC believes the freedom to associate extends to the timing of recruitment.

Endorsement of Fall Primary Recruitment

NPC defines primary recruitment as the period of time during the academic year when events are held by each NPC sorority on a campus for the purpose of selecting new members. NPC endorses primary recruitment occurring at the beginning of the fall academic term for these reasons:

- Freedom of association: NPC organizations should be free to recruit, select and enroll new members at any time that other student organizations – such as intercollegiate athletics, musical ensembles and other recognized student organizations – may do so to uphold students' rights to freely associate and to ensure a fair and equitable application of student policy.
- Acclimation: Provides women an early opportunity to adapt to the demands of campus life, including academic, social, cultural and service components, by quickly affiliating with a supportive subset of women students.
- Retention: Engages women quickly as first-year students so they continue toward degree completion.
- Mentoring: Provides woman-to-woman mentoring opportunities via collegiate chapter members and alumnae.
- Academic support: Encourages women to engage in chapter academic study and scholarship groups immediately.
- Time management: Provides optimum experience without distractions from recruitment activities throughout the fall academic term.
- Scheduling: Offers fewer disruptions caused by inclement weather conditions.

Additionally, sorority programming and expectations follow the missions of higher education institutions by fostering a spirit of sisterhood, which serves as a safety net for young women as they acclimate to a college/university environment. Sorority programming and services also provide first-year women a sound base for educational success throughout college.



Moreover, studies indicate student retention is enhanced by membership in a sorority, where sharing common interests and values with mutually supportive members leads to greater collegiate satisfaction.

NPC believes there is no substitute for the enrichment sororities offer young women as part of the college/university experience, and this enrichment is most beneficial early in the academic year. NPC asserts deferred recruitment is not in the best interests for the health and welfare of a sound sorority community and its members.

Setting the Time for Recruitment

When campuses mandate deferred recruitment, also referred to as second academic term recruitment, they are taking inappropriate control of our membership processes as part of our right to associate.

NPC has established in Unanimous Agreement VI. College Panhellenic Membership Recruitment that the College Panhellenic Council is the authority to establish and regulate membership recruitment rules and activities for a campus. Those activities include organizing and implementing the primary recruitment period, including determining timing of recruitment.

NPC believes all decisions regarding the timing of recruitment, including any changes to timing, should be made by an informed decision of the members of the College Panhellenic, in consultation with their respective NPC member organizations, the NPC office, the NPC area advisor and the campus-based professionals at the institution.

[Adopted: 2014; Amended: 2023]