



## NPC Position Statement on Primary Recruitment

[adopted: 2014; amended: 2025]

The National Panhellenic Conference (NPC) is one of the world's largest organizations advocating for the sorority experience, representing 26 inter/national women's-only sororities and more than 350,000 undergraduate sorority women. NPC advocates for the rights of women--both collegiate and alumnae--to associate with one another as members of our women's-only sorority organizations.

The United States Supreme Court has granted individual students and student organizations the freedom to associate without restrictions [*Healy v. James, 408 U.S. 169 (1972)*]. NPC believes the freedom to associate extends to the timing of recruitment and joining.

### *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 initiate new members at any time that other student organizations – such as intercollegiate athletics, musical ensembles and other recognized student organizations – may to uphold students' rights to freely associate and to ensure a fair and equitable application of student policy.
- Acclimation: Sorority membership provides women an opportunity to adapt to the demands of campus life, including academic, social, cultural and service components, by quickly affiliating with a supportive community of women students.
- Retention: Sorority programming and services provide first-year women a sound base for educational success and support as they continue toward degree completion.
- Mentorship: Sorority sisterhood provides woman-to-woman mentoring opportunities via collegiate chapter members and alumnae.
- Academic support: Chapter scholarship requirements encourage women to engage in academic study and scholarship groups immediately.
- Time management: Chapter programming and membership expectations provide an optimal experience without distractions from recruitment activities throughout the fall academic term.
- Scheduling: Fall term recruitment offers fewer disruptions caused by inclement weather conditions.

Additionally, 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. 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 a deferred recruitment or impose eligibility requirements that prohibit first term students from joining our organizations, they are taking inappropriate control of organizational membership processes and violating student rights to associate.

NPC's Unanimous Agreement VI. College Panhellenic Membership Recruitment establishes that the College Panhellenic Council is the authority to establish rules governing membership recruitment activities. Those activities include determining timing, organizing and implementing the primary recruitment period.

NPC believes all decisions regarding the timing of recruitment, including any changes to timing, should be made through an informed decision-making process of the College Panhellenic, in consultation with members' respective NPC member organizations, NPC staff and volunteers and the campus-based professionals at the institution.