



## Letters of Recommendation for the Sorority Recruitment Process

A sorority letter of recommendation is a practice used by some NPC member organizations to provide an opportunity for potential new members (PNMs) to be introduced to a sorority chapter on campus. It highlights pieces of the PNM's accomplishments and experiences that show she will be an engaged member of the sorority and uphold the values and expectations of membership.

Unfortunately sometimes PNMs and their caregivers go to great lengths to procure letters of recommendation under the false assumption recommendations are mandatory for participation in recruitment. This puts undue stress on the PNM leading up to recruitment.

Sorority letters of recommendation are not required for participation in the recruitment process. The 26 NPC member organizations have agreed on the following policy:

### **Letters of Recommendation (2020, 2021) – POLICY**

Any membership recruitment information distributed by College and/or Alumnae Panhellenics must not include references to letters of recommendation as a requirement to participate in recruitment. Member organizations that accept/request letters of recommendation have the responsibility to educate members and potential new members about their policies. Additionally, member organizations that do accept/request letters of recommendation must clarify that letters will not be accepted that are procured by a potential new member or her family in exchange for any type of compensation.

This policy reinforces PNMs do not need to seek out letters of recommendation to participate in recruitment and removes an unnecessary barrier to membership.

What this means in practice:

- College and Alumnae Panhellenics cannot state that letters of recommendation are required for participation in the sorority recruitment process.

College and Alumnae Panhellenics should review any guidance given to PNMs inferring that letters of recommendation are required in order to participate in recruitment. Instead, Alumnae and College Panhellenics should refer PNMs to each organization's preferences or requirements by referring them to organizational websites/materials where that information is located.



- We should all try to reduce undue stress on PNMs letters of recommendation.

Letters of recommendations should not be a financial barrier to the sorority experience.

- Member organizations and chapters who accept or require letters of recommendation will share the most accurate and up to date requirements with College and Alumnae Panhellenics.

In order to provide a transparent and equitable recruitment experience, member organizations that accept/require letters of recommendation should share their requirements with PNMs and their caregiver(s) whenever possible. This can be done by sharing information about letters of recommendation with Panhellenic associations and where PNMs can find that information in the organization's website/materials.

- Member organizations and chapters who accept or require letters of recommendation will follow their policies and procedures.

Chapters wishing to extend a bid of membership to a PNM who does not have a letter of recommendation will work with their member organization to ensure all policies and procedures are followed.

For more information about letters of recommendation, please visit:  
[thesororitylife.com/sorority-recommendation-letters/](https://thesororitylife.com/sorority-recommendation-letters/)