



Membership Requirements and Selection Process Epsilon Xi Chapter – Lafayette University

Delta Gamma Fraternity is a private social organization. Members are selected in accordance with the rules and regulations of the local College Panhellenic and the Delta Gamma Constitution. Procedures include a series of meetings, social gatherings and interviews by members of the Fraternity. Collegians select members from among the women students fully matriculated on the same college or university campus where a collegiate chapter of Delta Gamma Fraternity exists. Non-collegiate members may be approved by the governing council of Delta Gamma Fraternity if they have fulfilled the constitutional requirements listed in Article IV.

Mission:

The objects of this Fraternity shall be to foster high ideals of friendship among college women, to promote their educational and cultural interests, to create in them a true sense of social responsibility, and to develop in them the best qualities of character.

Statement on Non-Discrimination

Delta Gamma Fraternity does not discriminate in its membership selection on the basis of race, religious affiliation, color, creed, national origin, sexual orientation, marital status, or physical disability. Those selected for membership in Delta Gamma must have good scholarship, be of good character and standing, have an interest in activities which will enhance the academic atmosphere at the college, university, or community, and have a sincere desire to contribute to the work of Delta Gamma. Delta Gamma is committed to diversity and does not discriminate on the basis of race, color, creed, national origin, sexual orientation, marital status, disability or other characteristics protected by state or federal law. Males are excluded from membership, as provided by Title IX, 20 U.S.C. ss 1681(a)(6)(A). The Delta Gamma Constitution imposes minimum qualifications regarding college attendance which impacts age eligibility.

Constitution of Delta Gamma, Article IV: Membership:

General qualifications for membership include:

The membership of this Fraternity shall consist entirely of women (*legally protected by Bayh Amendment to Title IX, 1974*)

- A candidate must be a person of good character and standing
- Be registered in a course leading to a bachelor's degree or its equivalent

Additionally, to be eligible for pledging, a candidate for membership shall meet all of the following qualifications:

- Be sponsored by a member of Delta Gamma (*sponsorship is essential per Roberts v. Jaycees, 1984, which ensures single gender status will be maintained if organization has a high degree of selectivity, clearly stated purpose, enforcement of purpose and philosophy, and a willingness to close substandard chapters.*)
- Receive the approval of the chapter members in a manner selected by the chapter which has been included in the bylaws of the chapter.
- Be registered in the college or university where she is to be pledged and have achieved a minimum of a "C" college grade point average (local chapter may set a higher minimum standard.) If college grades are not available, an equivalent minimum grade point average of a 2.5 on a 4.0 scale from secondary school may be used.

Membership Selection

Each chapter is responsible for developing its Membership Selection Criteria. Chapters vote on their membership goals before each recruitment period. Membership goals are centered on the following core categories:

- **Character**
- **Interests and Talents**
- **Education and Scholarship**
- **Personal Development**
- **Activities and Honors**

Here is a sample of Epsilon Psi-Lafayette's goals from a previous recruitment period – while we consider our specific membership goals/selection criteria to be protected by the Fourth Amendment of the United States Constitution (keeping private papers private), we share this example in good faith toward mutual understanding of the integrity of our process.

Our chapter seeks to pledge new members who:

- Are kind and generous and have not been involved in negative situations that involve speaking negatively of others
- Are involved with community service and have a clear desire to participate in all of our philanthropic events.
- Have an academic scholarship and participate in clubs that encourage further learning.
- Currently hold leadership positions or show involvement in several clubs and activities.
- Are enthusiastic and outgoing and want to be a very active member.

Release Figure Method

Please see Release Figure Method Update, National Panhellenic Conference, June 2011 and the College Panhellenics Conversations newsletter, National Panhellenic Conference, July 2011.

The number of membership invitations extended each round of recruitment are set according to the Release Figure Method (RFM) figures determined by the College Panhellenic. Here is an evaluation of Lafayette's RFM results last year, from the NPC RFM specialist:

- According to the RFM Report, 194 women attended Open House. 165 women were matched. That means that 34 women withdrew sometime during recruitment and 6 were released by all the chapters. There were 7 women not matched during the bid matching process, but they would have single intentional preference (deciding that they would ONLY accept a bid from one group) which limited their options. If they had put 2 groups down, they would have been matched.
- This result of 82% being matched of the Open House Pool is considered VERY GOOD by NPC.
- There is no pre-determined Quota or number of spots available - every potential new member that attends a preference party and doesn't single intentionally preference should get placed.
- Lafayette should consider NOT having a separate upperclass quota.
- Lafayette should consider a freshman recruitment.

Legacies

In Delta Gamma, a legacy is defined as a daughter, stepdaughter, granddaughter, step-granddaughter, sister or stepsister of an initiated member. As with all potential new members, legacies should meet our membership criteria as well as the chapter's Membership Selection Criteria. Any legacy meeting these criteria should be given special consideration.