



# Midway Review vs. Midway Vote

While the National Constitution requires that the midway review be included as part of the Initiation Program, some Chapters choose to take this process one step further with a midway vote. For most Chapters, that means that Initiates have had only a few weeks to progress through the program and little, if any, opportunity to receive feedback and make improvements. Here's how the midway review and midway vote compare and why it's not a best practice to hold a midway vote during your Initiation Program:

## Midway Review

- Provides feedback to an Initiate so that they can be successful in making it to Induction
- Occurs about halfway through the Initiation Program
- Offers Members an opportunity to share their observations and experiences
- Includes a follow-up conversation between the Initiate Advisor and Initiate in which feedback about performance is shared
- Provides an Initiate the opportunity to improve
- Increases overall Initiate Retention
- Protects the Chapter against complaints of bias and discrimination

## Midway Vote

- Removes an Initiate from the program if they do not receive enough votes
- Occurs about halfway through the Initiation Program
- Offers Members an opportunity to share their observations and experiences
- Does not allow an Initiate to receive feedback and make improvements
- Negatively impacts Initiate Retention
- Puts Chapter at risk of receiving complaints about the fairness of the Initiation Program

### *Why a midway review and why does it matter?*

After a successful Recruitment, your Chapter meets to determine which PNMs will make great Members. Only the best PNMs receive bids, and, at Pinning, you make a promise as a Chapter to help each Initiate make it to Induction. The Initiation Program is your opportunity to deliver on that promise, which includes educating and supporting Initiates through the Initiation Program. Holding a midway review ensures that your Chapter is in compliance with National policy, provides Initiates with the information needed to be successful and makes it possible for everyone who enters the Initiation Program to make it to the final vote.

*Contact the National Office if you'd like to schedule a call to discuss midway reviews, midway votes and how to update your policies to improve your Initiation Program.*