2015 PANHELLENIC Recruitment Guide
UNION UNIVERSITY

GO GRΣΣΚ
Panhellenic Council

The Panhellenic Council serves as a governing body for the local chapters of the three national sororities on Union’s campus. The purpose of the local Panhellenic is to unite sorority women by focusing on common goals and values and creating a network of support for each organization represented.

The Panhellenic Council welcomes you to Union. We are excited about your participation in Recruitment 2014!

2015 Officers

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<thead>
<tr>
<th>Position</th>
<th>Name</th>
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<tbody>
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For more information on sorority life at Union, please visit [www.uu.edu/studentlife/greek/pan.cfm](http://www.uu.edu/studentlife/greek/pan.cfm)
Important Aspects of Sorority Life

recruitment

Recruitment is an exciting week filled with plenty of new faces. The sororities at Union University offer you the opportunity to explore Greek Life through a series of group activities. These experiences are designed to enable you to become comfortable with the members of each sorority. The week’s events consist of individual conversations with sorority members, skits, songs and other presentations. Together, these events will help you learn about each chapter and Greek Life as a whole.

pledging

Pledging marks the beginning of your relationship with your newly chosen sisters. This orientation period serves as an opportunity to become familiar with your pledge sisters and to become acclimated with the history and goals of your sorority. A variety of activities including sisterhood events, scholarship programs, service projects, intramurals and weekly new member meetings help you become involved with your sorority and help to create a special bond that will frame your university experience.

leadership

The Greek community offers a variety of opportunities for women to develop leadership skills and find a venue for campus involvement in the many organizations on Union’s campus outside the Greek system. Greek women can be found in the Student Government Association, Residence Life staff, as well as academic and leadership honorariums, just to name a few.
**scholarship**

Greek women exhibit a high level of commitment to and place a special emphasis on academics. Members benefit from programs that provide supervised study periods and peer tutoring. Additionally, they learn time management skills and how to prioritize responsibilities. Each sorority also requires certain minimum GPAs before pledging:

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<thead>
<tr>
<th>Sorority</th>
<th>Freshmen</th>
<th>Upperclassmen &amp; Transfers</th>
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<tr>
<td>Zeta Tau Alpha</td>
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<tr>
<td>Kappa Delta</td>
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<tr>
<td>Chi Omega</td>
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**philanthropy**

A strong tradition shared by all of Union’s sororities is the support of chosen philanthropies and service-oriented projects on both the local and national levels. Sorority women on Union’s campus volunteer and raise money for worthy causes such as Breast Cancer Awareness and Education, the Make-A-Wish Foundation, and Prevent Child Abuse America. Our organizations also support underprivileged children, visit nursing homes and promote literacy programs, as well as participate in a wide variety of other service projects throughout the year.

**social growth**

The mission of the sorority system is to provide a variety of co-curricular programs and to expose members to a wide range of opportunities, including social activities. You will be able to enjoy chapter retreats, sisterhood activities, parties, formals and mixers in the company of your new sisters. The development of these relationships can lead to lasting friendships and a lifetime of memories.
2015 Recruitment Schedule

Monday, August 24
6:00 pm Panhellenic Party, Harvey Auditorium (SUB)

Tuesday, August 25
12:00 – Panhellenic Office (Bowld 162)
2:00 pm open for regrets for parties to be missed, questions, answers
6:00 –
10:00 pm Display Parties

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<tr>
<th>Time</th>
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<td>ZTA</td>
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<td>7:00</td>
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<td>9:00</td>
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<td>11:00</td>
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Wednesday, August 26
12:00 – Panhellenic Office (Bowld 162)
2:00 pm open for regrets for parties to be missed, questions, answers

Thursday, August 27
12:00 – Panhellenic Office (Bowld 162)
2:00 pm open for regrets for parties to be missed, questions, answers
5:30 pm Meet in Bowld Commons (120) to receive schedules for Skit Parties

6:00 –
10:30 pm Skit Parties

Friday, August 28
12:00 – Panhellenic Office (Bowld 162)
2:00 pm open for regrets for parties to be missed, questions, answers
5:30 pm Meet in Bowld Commons (120) to receive schedules for Preference Parties
6:00 pm Preference Parties: Bid Cards are to be signed immediately following the last preference event in the Bowld Commons (120)

Saturday, August 29
10:30 am BID DAY!! New members receive bids in Bowld Commons (120)
Gamma Rho Chi’s

The local Panhellenic Council trains a special group of women (Gamma Rho Chis or Greek Recruitment Counselors) for the purpose of providing a more enjoyable and less stressful atmosphere during the Recruitment process. Gamma Rho Chis fully remove themselves from their sororities and do not reveal their affiliation during Recruitment Week. This enables them to focus on your individual questions and concerns. The Gamma Rho Chis can offer valuable information regarding all aspects of Greek life, academic classes and other opportunities available to you as a member of the Greek community. Potential new members should make the most of their relationship with the Gamma Rho Chi. These upperclassmen want to help and are available at all times to aid potential new members with any difficulties. It is important to stay in touch with your Gamma Rho Chi, especially if you must miss a party or are considering withdrawing from recruitment.

The photos on the next few pages feature this year’s Gamma Rho Chis wearing the suggested attire for each of the week’s parties.
The Panhellenic party is a chance to mix and mingle with the Panhellenic Council, Gamma Rho Chis and other potential new members. During this time, the rules in place during Formal Recruitment will be explained, and you will find out who your Gamma Rho Chi will be for the week.
Display Party

These parties are mostly instructive and provide you with the information concerning each sorority's offerings and philanthropies, among other topics. This is an excellent time for potential new members to ask questions about Greek Life, academics and leadership opportunities.
Most sororities offer entertaining scenes with songs to tell you about themselves during these parties. Skit parties give the potential members more time to meet and talk to sorority members. By the end of these parties, you should be able to discern the personality of Union’s Greek system and each individual sorority.
Preference Party

Preference parties focus on each sorority’s expressions of ideals and values. The parties consist of speakers and singers. Listen carefully to what they say, for these women are revealing to you the strongest characteristics of their chapter. During this party, think back on the previous parties and recall what you liked best about each chapter. Also, since this is the last time to visit each house before being asked to sign a bid card, be sure to ask questions!
Policies Governing Formal Recruitment

General Policies:

1. Only women who are members of the Union University student body shall participate in formal recruitment.

2. To be pledged by a sorority, a potential new member must be enrolled as a full-time student with a minimum of twelve (12) hours, and should she join a sorority, that minimum level of hours must be maintained throughout the semester(s) in which she is an active member.

3. All NPC UNANIMOUS AGREEMENTS and NPC policies shall be upheld.

4. All members, including alumnae and new members, are responsible for understanding and observing the membership recruitment policies as well as the Panhellenic code of ethics.

5. Every new student is considered a potential new member. Only returning upperclassmen who have registered for recruitment will be considered a potential new member. After display party, if a new student has not registered for recruitment then she is no longer considered a potential new member.

6. A non-refundable registration fee of $16 shall be paid by all potential new members upon registering for formal recruitment in order to supplement the cost of recruitment.

7. No sorority members or alumnae shall suggest to any potential new member that she refuse a bid from one group to wait for a bid from another group.

8. The Panhellenic Office keeps hours for the potential new members’ benefit. When the office is open, potential new members may ask questions and submit written excuses for parties they cannot attend. It is essential that all potential new members submit excuses for all parties they will miss by 2:00 p.m. the day of the respective party. The Panhellenic Office will be located in Bowld 162.

   Panhellenic Office Hours will be:
   - Tuesday, August 25: 12:00 pm – 2:00 pm
   - Wednesday, August 26: 12:00 pm – 2:00 pm
   - Thursday, August 27: 12:00 pm – 2:00 pm
   - Friday, August 28: 12:00 pm – 2:00 pm

9. Potential new members may leave recruitment at any time but must notify their Gamma Rho Chi and complete a removal form before doing so. The removal form can be obtained from the Panhellenic Office or from the Panhellenic Advisor.
10. A student who has her pledge broken by a sorority or who has broken her pledge to a sorority may not be asked to join another sorority on the same campus for the duration of the academic year in which she was originally pledged. However, she may be pledged by the same sorority chapter at any time within that academic year.

11. Complaints of violations of recruitment rules should be made in written form within 30 days of the violation to the Panhellenic President or Panhellenic Advisor.

12. No behavior or conversation contrary to the Panhellenic Creed or the ideals of the Panhellenic or its member organizations should ever occur, including intentional mistruths about other groups or conduct detrimental to the Greek system.

13. No active member should contact a PNM who will be a student prior to the beginning of the semester during summer break unless a new member initiates contact first or there is a pre-existing relationship that has been in existence 5 weeks or longer prior to May 1, 2015. All communication should be initiated by the PNM at all times.

14. Potential new members must visit lodges only at the designated time of recruitment parties during formal recruitment.

15. Potential new members are not allowed to visit any disaffiliated member’s room if she lives with affiliated members.

16. Potential new members are not allowed to be off campus with active members.

17. No active member may purchase or give any potential new member anything at any time and vice versa.

18. No actives are permitted on campus before upperclassman move-in day unless they are a part of a pre-approved group or have obtained approval to move in early from the Office of Residence Life. Only members of pre-approved groups involved in orientation may attend orientation events.

19. Facebook, Twitter, Instagram, and other social media rules (see policy #28 below):
   - Effective August 14, active members must “deactivate” their Facebook account
   - Effective August 14, active members must make their Twitter and Instagram accounts private

20. Formal recruitment officially begins with the Panhellenic Open Party on Monday, August 24, and concludes with bids being given on Saturday, August 29.

21. During formal recruitment, potential new members must abide by all rules enacted by the Panhellenic Council. Failure to do so may result in PNM’s being removed from recruitment and not allowed to pledge for
one academic year.

22. The Panhellenic Council encourages friendly and natural contact between potential new members and actives, which should include little, if any, specific comments about recruitment. All actives should refrain from speaking about Greek life with potential new members except during recruitment parties. This rule depends upon the integrity of all recruitment participants.

- Friendly and natural interaction is defined as a passing greeting, giving directions, or classroom activities
- Friendly and natural interaction does not include:
  - Facebook, Twitter, or any form of Internet communication
  - Phone conversations (including text messaging)
  - Potential new members visiting an active member’s dorm or vice versa
  - Going off campus with a potential new member at any time
- Exception #1: Without prior planning, potential new members and active members are allowed to eat together and talk in Brewer Dining Hall and The Lex only, but may not discuss Formal Recruitment. Outside of these two areas, PNMs and Actives should adhere to the Friendly & Natural contact rule.
- Exception #2: Siblings participating in formal recruitment (whether as a potential new member or as an active member), may go off campus together before and after formal recruitment begins. They are also allowed to talk and spend time together one-on-one during formal recruitment, but must refrain from speaking about Greek Life or formal recruitment. Siblings are not allowed to go to each other’s rooms if either sibling is living with another PNM or active member.
- Exception #3: Realizing that LIFE Group leaders, Welcome Week leaders, and Resident Advisors play an integral role in the acclimation of new students to college life at Union:
  - Prior to AND during Formal Recruitment, LIFE Group leaders are allowed to meet with their group off campus as long as it’s as a group (LIFE Group partner and other group members must be present) and not one-on-one.
  - During Formal Recruitment, LIFE Group leaders, Welcome Week leaders, and Resident Advisors cannot initiate contact with Potential New Members individually. However, they can talk with PNMs from their group if the PNM initiates the contact and as long as it does not concern Formal Recruitment or Greek Life.

23. During formal recruitment parties, active members may not make any negative reference to another sorority. If this occurs, it should be reported
by the PNM to the Gamma Rho Chi upon completion of the party.

24. Social Media Rules:
   • All active members should “deactivate” their Facebook accounts and make their Twitter and Instagram accounts private effective August 14 until after formal recruitment on Saturday, August 29.
   • Exceptions are made for Welcome Week Leaders, Life Group Leaders, Resident Advisors and Rho Chis.
     - These leaders must set all pictures to “me only” status and remove all Greek Affiliation from Profile Information and Groups.

25. There must be no communication pertaining to formal recruitment unless it is Panhellenic in nature, verbal or written, between faculty advisors, sponsors and alumnae and registered potential new members during formal recruitment.

26. There will be no promising of bids directly or indirectly by any members, new members or alumnae of the fraternity.

27. Active members are not allowed to ask a potential new member which sorority she prefers during formal recruitment. Gamma Rho Chis will encourage potential new members to express their preference on the night of preference party.

28. A potential new member may not keep any recruitment paraphernalia, with the exception of her Panhellenic name tag. This includes programs, napkins, food items or other favors.

29. If a potential new member declines an invitation to any party she has been invited to during formal recruitment, she will forfeit her eligibility to continue in the recruitment process.

30. No potential new member may yell in any spirit circle during recruitment.

31. Bid cards will be signed at or about 9:00 p.m. on Friday, August 28. Potential new members will report directly to Bowld Commons immediately following the last preference party. Any exceptions must be cleared through the Panhellenic Advisor before 2:00 p.m. Wednesday, August 26. Bids will be extended at 10:30 a.m. Saturday, August 29 in the Bowld Commons.

32. Strict silence must be observed between the end of the preference events and the presentation of bids, between approximately 9:00 p.m. on Friday, August 28, and 10:30 a.m. on Saturday, August 29. No potential new members may communicate with any actives or Greek alumnae during this time or vice versa.
Greek Glossary

Active: a general term describing all sorority members, initiates and new members.
Alumna: a female member who is no longer affiliated with a collegiate chapter of an international women's fraternity.
Bid: An invitation to membership in a chapter.
Chapter: A chartered undergraduate or alumnae unit of an inter/national fraternity or sorority.
CPH (College Panhellenic Association): the central governing body found on all campuses that have inter/nationally recognized women's fraternities/sororities.
Formal Recruitment: The major, formal period set aside by College Panhellenic for entertaining and selecting new members for membership.
Fraternity: A Greek-letter brotherhood. The term “fraternity” can also be applied to what others might consider a sorority; some NPC members use the term “women's fraternity”.
Greeks: A term applied to members affiliated with Greek-letter organizations.
Greek Recruitment Counselor (Gamma Rho Chi or GRC): A Panhellenic Council representative who has no contact with her chapter during Formal Recruitment and serves to guide potential new members through the Formal Recruitment process and answer questions.
Initiation: The ceremony in which a new member becomes an initiated member. A woman may be initiated into only one NPC sorority during her lifetime.
Intentional Single Preference (ISP): occurs when a PNM restricts her choice to a single chapter on her MRABA.
Legacy: the daughter or sister (in some groups: a granddaughter, stepdaughter, stepsister) of an initiated member
Lodge: A house used as a sorority’s meeting place and may or may not have limited living accommodations. No lodges on Union’s campus are used for housing.
Membership recruitment: A program that provides an opportunity for women on a campus to join a women’s fraternity.
MRABA: Membership Recruitment Acceptance Binding Agreement.
National Panhellenic Conference (NPC): a conference body composed of delegates from the 26 women’s inter/national fraternities/sororities.
New Member: a woman who has accepted a bid (invitation to join) from a sorority but is not yet initiated.
One calendar year: The period from a given date in one year to a comparable date in the next year. In determining one calendar year, it is not necessary to match exact calendar dates. Example: The first day of a formal recruitment of one year to the first day of formal recruitment the following year.
Panhellenic: Greek word meaning all Greek (in referring to women's fraternities/sororities).
Philanthropy: A program or charitable organization adopted by women's fraternities/sororities.
Pledge: Promise made by a new member to support and uphold the ideas of their chosen sorority. This term is no longer used interchangeably with “new member”.
Potential New Member (PNM): Potential new member; an unaffiliated woman going through the recruitment process who wishes to join one of the groups.
Preferential bidding: A mutual selection system for PNM’s and chapters.
Quota: The number each NPC women's fraternity may pledge on a campus during a fully structured recruitment, partially structured recruitment or in some cases minimally structured recruitment.
Silence: A specific period of time after close of membership recruitment events and prior to the distributions of bids when there is no communication between PNM’s and sorority members.
Sister: A term used within a women's fraternity when referring to other members or new members.
Sorority: A Greek-letter sisterhood
Total: The allowable chapter size, as determined by the College Panhellenic, including both new and initiated members.
Chi Omega

Members: Women
Founded: 1895
Colors: Cardinal and Straw
Flower: White Carnation
Publication: Eleusis
Open Motto: “Hellenic Culture and Christian Ideals”
Emblem: Owl
Philanthropy: Make-A-Wish

One Time Fee:
New Member Fee: $55
Initiation Fee: $110
Badge: $155
Total: $320

Fall Semester:
Chapter & Misc Dues: $224
Housing Dues: $115
Total: $374

Spring Semester:
Chapter Dues: $200
Housing Dues: $115
Total: $315

PNMs should ask each chapter for more information regarding dues & payment plans during Display Party
Kappa Delta

Members: Women
Founded: 1897
Colors: Olive Green, Pearl White
Flower: White Rose
Publication: The Angelos
Open Motto: “Let Us Strive for that which is Honorable, Beautiful, and Highest.”

Philanthropies: Girl Scouts of America, Prevent Child Abuse America,
Orthopedic Research Awards, Children’s Hospital in Richmond, VA

One Time Fee (for new members):
New Member Fee: $50
Initiation Fee: $185
Badge: $50
Total: $285

Fall Semester (for members):
Chapter Dues: $285
   (due in August)
Housing Dues: $175
   (due mid-semester)
Total: $460

Spring Semester:
Chapter Dues: $280
Housing Dues: $175
Total: $455

PNMs should ask each chapter for more information regarding dues & payment plans during Display Party
Zeta Tau Alpha

Members: Women
Founded: 1898
Colors: Steel Gray & Turquoise Blue
Flower: White Violet
Publication: Themis
Open Motto: “Seek the Noblest”
Emblem: Five-pointed crown
Philanthropy: Breast Cancer Education & Awareness

One Time Fee:
New Member Fee: $65
Initiation Fee: $140
Badge: $60
Total: $265

Fall Semester:
Chapter & Misc Dues: $255
Housing Dues: $145
Total: $400

Spring Semester:
Chapter & Misc Dues: $255
Housing Dues: $145
Total: $400

PNMs should ask each chapter for more information regarding dues & payment plans during Display Party.
**Recommendations**

Although recommendation letters from alumna are not required for participation in recruitment, letters may be sent to the following addresses. All recommendations should be sent as Attn: Recruitment Chair.

**Chi Omega**  
UU Box 2390  
1050 Union University Drive  
Jackson, TN 38305

**Kappa Delta**  
UU Box 2391  
1050 Union University Drive  
Jackson, TN 38305

**Zeta Tau Alpha**  
UU Box 2392  
1050 Union University Drive  
Jackson, TN 38305

**Panhellenic Creed**

We, as Undergraduate Members of women’s fraternities, stand for good scholarship, for guarding of good health, for maintenance of fine standards, and for serving to the best of our ability our college community. Cooperation for further fraternity life, in harmony with its best possibilities, is the ideal that shall guide our fraternity activities. We, as Fraternity Women, stand for service through the development of character inspired by the close contact and deep friendship of individual fraternity and Panhellenic life. The opportunity for wide and wise human service, through mutual respect and helpfulness, is the tenet by which we strive to live.
Tips for Potential New Members

1. **Take notes** after leaving each event; write down the name of your hostess, the theme of the party, what you talked about with the women you met and anything else that will help you remember that sorority and the event. These notes will help you as you make decisions throughout the week.

2. **Be interested** regardless of whether or not you think you like the sorority. You will be remembered, and you may decide you like the group should you go to another event there.

3. **Be polite.** If you are not interested, you should still be positive and thank your hostess.

4. **Look at** each sorority as a whole; don’t judge it by the few women you met.

5. **Ask questions.** It helps the conversation and is a sign of your interest.

6. **Smile!!**

7. **Be mature** in your decision-making, and be realistic about which members you feel most comfortable with. Do not be influenced by others’ opinions.

8. **Recruitment is** a mutual selection process. You are selecting a sorority; the sorority is also selecting you.

9. **Sorority members** are just as nervous and anxious as you are, if not more so.

10. **Do not interpret** any remark made at an event as an assurance of an invitation to another event or bid.

11. **Chapters are not required** to offer bids to legacies and may extend invitations to events as a matter of courtesy.

12. **If you have a problem** or concern after one of your parties, go to your recruitment counselor immediately. Don’t get upset. You are not the first person to have a question or problem, and the chapters and recruitment counselors understand this.

13. **All sorority members** have been through recruitment, and they want you to feel comfortable.

14. **Get plenty of sleep.**

15. **Discuss your feelings** about a sorority or a certain event when you are in the privacy of your room or privately with your recruitment counselor.

16. **Be yourself,** and enjoy the recruitment events!