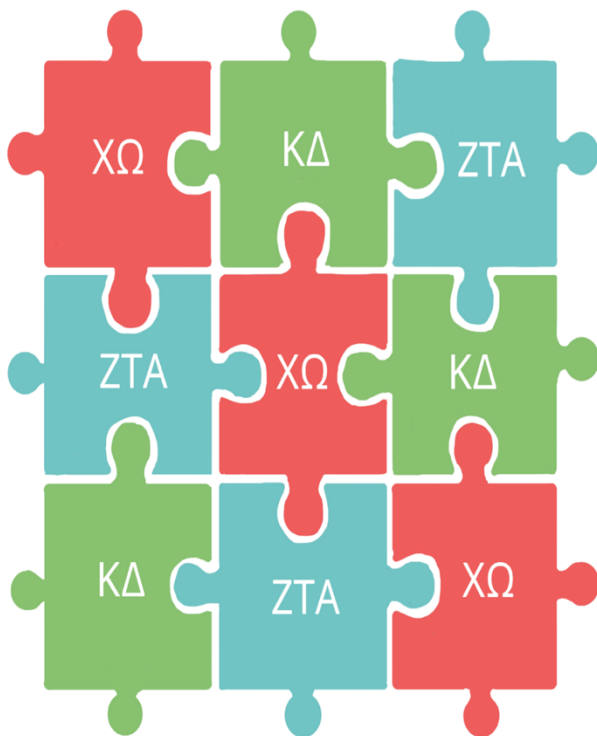




*Individual*



*Always Connected*

*Panhellenic Recruitment 2025*



# 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 2025!

## 2025 OFFICERS



**Bella Putt**  
President



**Olivia McMahon**  
Vice President  
Recruitment



**Madison Colley**  
Vice President  
Standards



**Cameron Fountain**  
Vice President Sisterhood



**Lily Stark**  
Vice President Public  
Relations



**Ruthie Pettigrew**  
Vice President Administration

# 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, various presentations and more. Together, these events will help you learn about each chapter at Union and Greek Life as a whole.

## NEW MEMBER EDUCATION

New Member Education marks the beginning of your relationship with your newly chosen sisters. This orientation period serves as an opportunity to become familiar with your new 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 of the Greek system. Greek women can be found in the Student Government Association, Student Activities Council, 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 a certain minimum GPA before joining.

	GPA
Chi Omega	3.00
Kappa Delta	3.00
Zeta Tau Alpha	3.00

## 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

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

## RHO GAMMAS

The Panhellenic Council trains recruitment counselors, also called Rho Gammas, for the purpose of providing a more enjoyable and less stressful atmosphere during the Recruitment process. Rho Gammas fully remove themselves from their sororities and do not reveal their affiliation until after bids are distributed, enabling them to focus on your individual questions and concerns. The Rho Gammas 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 Rho Gammas. 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 Rho Gamma, especially if you miss a party or are considering withdrawing from recruitment.

The photos on the next few pages feature this year's Rho Gammas and the suggested attire for each of the week's parties.





Teaghan Bradley



Kayleigh Brinks



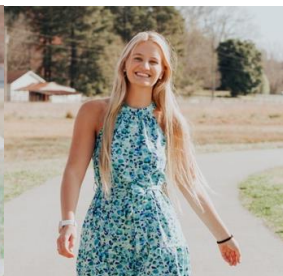
Morgan Chicantek



Jana Galberth



Ella McMahon



Grace Meyn



Bryn Norton



Sophie Putt



Lucie Roth



Diana Trejo



Allison Whitworth



Claire Windham

## VALUES PARTY

The Values Party is the first round of parties when you will have the opportunity to personally meet and talk to members of the sororities. This is an excellent time for PNMs to ask questions about Greek Life, academics, and leadership opportunities. PNMs will be given a t-shirt to wear during this round of recruitment and are encouraged to wear nice jeans, skirts, capris, or fun pants.





## PHILANTHROPY PARTY

The Philanthropy Party is the second round of parties for the week. You will learn about each sorority's philanthropy and how they serve the community, Philanthropy parties give the PNMs 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. Potential new members typically wear skirts, sundresses, or nice dress pants.



## PREFERENCE PARTY

The Preference Party focuses 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 signing a bid card, be sure to ask questions! This is often the "dressiest" evening of the week. Dresses and skirts are typically worn on this night. A nice dress/skirt that you might wear to church would be appropriate.



## POLICIES GOVERNING FORMAL RECRUITMENT

\* A full list of policies can be found on the recruitment website. The following are key policies to be reviewed.

### ARTICLE I. PANHELLENIC CODE OF ETHICS

We, the members of women's sororities at Union University, agree to promote honesty, respect, sisterhood and cooperation within the College Panhellenic and our respective chapters, and in our daily lives. This code of ethics is designed to inspire our members, reinforce exemplary conduct and values-based leadership, and perpetuate lifelong membership to enrich the sorority and Panhellenic experience.

We, as Panhellenic women of Union University, agree on and commit to:

- Uphold and demonstrate the Panhellenic spirit in thought, word and action through our chapters as well as individual members.
- Demonstrate ethical behavior and conduct ourselves in a manner consistent with the mission and values of the College Panhellenic, each inter/national organization and our institution.
- Respectfully adhere to the Unanimous Agreements and all policies established by the National Panhellenic Conference.
- Avoid disparaging remarks about any sorority or collegiate woman and refrain from discussing Panhellenic matters with nonmembers, in accordance with the dignity and good manners of sorority women.
- Recognize friendly relations with all collegiate women, both sorority members and nonmembers, realizing the importance of creating and building friendships.
- Plan recruitment events that provide opportunities for the greatest possible number of women to become sorority members while protecting the rights and privileges of individuals and the chapters.
- Provide a safe, positive and enriching recruitment experience, understanding that membership is a social experience arrived at by mutual selection.
- Strive to be truthful, honorable, open and friendly to all potential new members during all recruitment events.

- Be respectful of the rights of every potential new member to make her own choices, including the right not to join the women's sorority community.
- Refrain from limiting a potential new member's chances of becoming a member of the Panhellenic community by encouraging her to make a single intentional preference or to limit her choices.

We, as Panhellenic women of Union University, also agree on and commit to:

- Respectfully adhere to the bylaws and recruitment rules of the Union University Panhellenic Association.
- Abide by all local and federal laws and NPC inter/national member organization bylaws.
- Hold one another accountable to these standards, remembering at all times that we represent not only our individual chapters but also the Panhellenic community as a whole.

As Panhellenic women of Union University, these are the tenets by which we strive to live.

## **ARTICLE II. NPC STATEMENTS**

### **A. Statement of Positive Panhellenic Contact**

We, the women of Union University, will promote Panhellenic-spirited contact with all potential new members throughout the year. Strict silence will begin at the end of the potential new member's last preference event on August 30, and last until bid distribution at 10:00am on August 31. No sorority member, including alumnae and new members, may communicate or live with potential new members during this period. Strict silence is defined as verbal, nonverbal, written, printed, text message and electronic communication or communicating through a third party. If potential new members live in a residence hall with sorority members, only casual greetings and contact are permitted.

All member organizations are expected to display ethical behavior at all times. Ethical behavior means adhering to local Panhellenic rules as well as NPC policies. It means holding yourself and others accountable to make good choices in your actions. Ethical conduct promotes parity for all member organizations through fair play.

### **ARTICLE III. GENERAL POLICIES**

- A.** A woman must contact her recruitment counselor and/or College Panhellenic if she desires to withdraw from the recruitment process; she must complete a withdrawal evaluation.
- B.** 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.
- C.** 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.

### **ARTICLE V. TIMELINE**

#### **Section 1. May 13 – August 25**

- A.** Potential new members may only visit sorority houses at the designated time of recruitment parties during formal recruitment.

#### **Section 2. Beginning August 1 – August 25**

- A.** Potential new members are not allowed to visit any disaffiliated member's room if she lives with affiliated members.
- B.** Potential new members are not allowed to be off campus (including off-campus residences) with members.
- C.** Members are not allowed in a potential new member's room unless they are a Welcome Week Leader or Resident Advisor and only in situations requiring their assistance because of their campus leadership position.

#### **Section 3. Beginning August 26–August 30 (Recruitment Week)**

- A.** Primary recruitment officially begins with Recruitment 101 on Monday, August 26, and concludes with bids being given on Saturday, August 31.
- B.** During primary recruitment, potential new members must abide by all rules enacted by the Panhellenic Council. Failure to do so may result in PNMs being removed from recruitment and not allowed to pledge until the next primary recruitment period.
- C.** The Panhellenic Council encourages Positive Panhellenic Contact between potential new members and members. All members should refrain from speaking about their individual sorority with potential new members except during recruitment parties, unless specifically asked. This rule depends upon the integrity of all recruitment participants.

- D.** Positive Panhellenic Contact is defined as a passing greeting, giving directions, or classroom activities. Positive Panhellenic Contact does not mean creating an unfair advantage for a particular NPC member organization. It does mean being friendly and responding to questions potential new members may ask of Panhellenic members. It does mean promoting sorority membership in general, not a particular organization.
- E.** During primary recruitment parties, members may not make any negative reference to another sorority. If this occurs, it should be reported by the PNM to the Rho Gamma upon completion of the party.
- F.** There must be no communication pertaining to formal recruitment unless it is Panhellenic in nature, verbal or written, between advisors and alumnae and registered potential new members during formal recruitment.
- G.** Members are not allowed to ask a potential new member which sorority she prefers during primary recruitment. Rho Gammas will encourage potential new members to express their preference during recruitment.
- H.** A potential new member may not keep any recruitment paraphernalia, with the exception of her Panhellenic nametag. This includes flowers, napkins, food items or other favors.
- I.** 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.
- J.** Bid cards will be signed at or about 9:00 p.m. on Friday, August 30. Potential new members will report directly to Bowld Commons immediately following her last preference party. Bids will be extended by 10:30am Saturday, August 31, in the Bowld Gym.
- K.** If a potential new member must miss a recruitment party or round for any reason, she must submit a Party Excuse through the Panhellenic Advisor 24 hours before the missed party/round.

## GREEK GLOSSARY

**Alumnae:** Graduated members of a sorority.

**Bid:** An invitation to join a sorority.

**Bid Day:** The last day of recruitment when potential new members receive invitations (bids) to join chapters. The Unanimous Agreements state there is to be no alcohol use or men associated with Bid Day.

**Chapter:** A membership unit of an inter/national sorority

**College Panhellenic Association:** The cooperative campus organization of all collegiate members of NPC member organizations and associate members on the campus.

**College Panhellenic Council:** The governing body of a campus College Panhellenic Association. Each member chapter of the College Panhellenic Association chooses a delegate to sit on the College Panhellenic Council.

**College Panhellenic Delegate:** The representative for each chapter on a College Panhellenic Council who votes on all decisions made by the College Panhellenic.

**Continuous Open Bidding (COB):** An opportunity for chapters that do not reach quota during primary recruitment to bid to quota and/or for chapters that are not at total to bid to total. The COB process is not structured by the College Panhellenic, and only chapters with available spaces in quota/total are eligible to participate in COB.

**Fraternity:** A Greek-letter sisterhood or brotherhood. NPC member organizations may be formally named as fraternities but are referred to by NPC as sororities.

**Initiation:** A ritual ceremony that brings new members into full membership of a sorority including its lifelong benefits. Once a woman is initiated into an NPC sorority, she is ineligible for membership in any other NPC sorority.

**Intentional single preference:** When a woman who attended more than one preference event lists only one chapter on her Membership Recruitment Acceptance Binding Agreement (MRABA) following preference round.

**Legacy:** A daughter, sister, or granddaughter of an initiated member of a sorority. Each NPC member organization has its own definition of and invitation policies regarding legacies.

**Lodge:** A small house used as a meeting place.

**Membership Recruitment Acceptance Binding Agreement (MRABA):** The binding agreement signed by a potential new member (PNM) following the final preference event she attends during primary recruitment. A PNM agrees to accept a bid from any chapter she lists on her MRABA. If she receives a bid to a chapter she lists and declines it, she is ineligible to join another organization on that campus until the beginning of the next primary membership recruitment period. If she does not receive a bid to membership, she is eligible for continuous open bidding.

**National Panhellenic Conference (NPC):** The umbrella organization for 26 inter/national sororities.

**New Member:** A woman who accepted a bid from a sorority but is not yet an active member of the chapter. As a new member, she receives education about the organization's values and history to prepare her for initiation.

**Pledge:** A promise made by a new member. It is a verb and should not be used as a noun to describe a new member.

**Potential New Member (PNM):** Any woman who is eligible to participate in recruitment.

**Primary (Formal) Recruitment:** A period of time during the academic year when events are held by each sorority for the purpose of selecting new members.

**Quota:** The number of potential new members to which each chapter can offer bids during primary recruitment. This is determined with a formula involving the number of chapters and the number of women participating in bid matching.

**Rho Gamma:** A Panhellenic representative (also called Recruitment Counselor) who is available to guide women through the recruitment process and answer questions.

**Snap bidding:** An option available to chapters that did not match to quota during bid matching. This process takes place before bids are distributed. Snap bidding is not intended to fill spaces in the chapter total and is limited to potential new members who withdrew from primary recruitment before signing the MRABA and/or were not matched in the bid-matching process.

**Sorority:** A Greek-letter sisterhood. NPC refers to all its member organizations, regardless of formal title, as sororities.

**Strict silence:** The period of time after the close of preference events and prior to the distribution of bids when there is no communication between potential new members and sorority women.

**Total:** The allowable chapter size on a campus, as determined by the College Panhellenic that includes both new and initiated members. Chapters that fall under total are allowed to participate in continuous open bidding (COB) until they reach total.





# 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: \$75

Initiation Fee: \$125

Badge: \$190

Annual National Risk

Management Fee: \$135

Total: \$525

## **FALL SEMESTER:**

Chapter Dues: \$260

Housing Dues: \$160

Panhellenic Fee: \$8

Total: \$428

## **SPRING SEMESTER:**

Chapter Dues: \$260

Housing Dues: \$160

Panhellenic Fee: \$8

Total: \$428



Chapters will make a presentation of all dues and payments during Values 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

### ONE TIME FEE:

New Member Fee: \$55

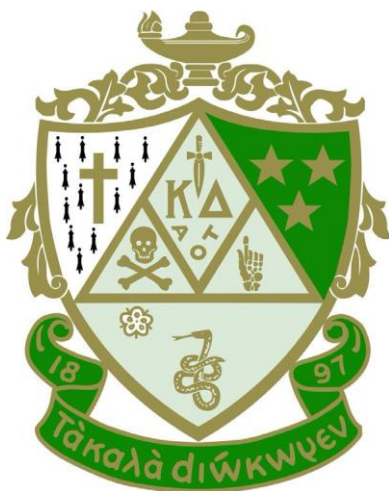
Local New Member: \$10

Initiation Fee: \$210

Local Initiation Fee: \$10

Badge: \$60

Total: \$345



### FALL SEMESTER:

Chapter Dues: \$110

Housing Dues: \$140

Children in Need  
donation: \$2

Total: \$252

### SPRING SEMESTER:

Chapter Dues: \$110

Housing Dues: \$140

Golden Circle \$10

Total: \$260

Chapters will make a presentation of all dues and payments during  
Values 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: \$150

Badge: \$68

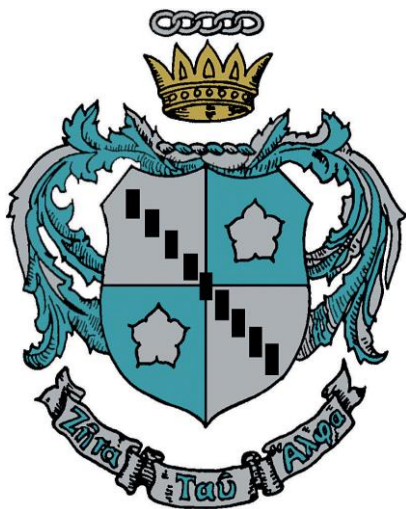
Total: \$283

### FALL SEMESTER:

Total: \$567 (includes Chapter,  
Misc, & Housing dues)

### SPRING SEMESTER:

Total: \$511 (includes Chapter,  
Misc, & Housing dues)



Chapters will make a presentation of all dues and payments during Values 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 furthering 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. Attend every event you are invited to. Failure to attend an event may jeopardize your ability to receive invitations or continued participation in recruitment.
2. Understand that being a legacy of an organization does not ensure membership to that chapter.
3. Ask questions! It will help the conversation, it shows you are interested, and can help you understand the organization's values and expectations.
4. Recruitment is a mutual selection process. You are selecting a sorority; the sorority is also selecting you. Every woman attending a preference event must appear on a sorority's bid list, but this does not ensure an invitation to join that particular sorority.
5. You are expected to act politely and respectfully when attending recruitment events as well as you should expect to be treated politely and with respect.
6. No chapter member may promise or imply the promise of a bid or an invitation to another event. If this happens, make your Rho Gamma aware.
7. Each organization has a financial and academic responsibility required of all members. Understand each chapter's requirements to ensure you are committed to those standards.
8. Be yourself. Going through the recruitment process with an open mind and genuine attitude will ensure the best outcome for recruitment. This decision is yours – not your friends, family, or other influencers.
9. This decision is a lifelong choice. Be sure to utilize your Rho Gamma throughout recruitment to discuss your feelings and to help walk you through the decisions if you need them.
10. Get plenty of sleep and enjoy the Recruitment process!



## SAMPLE QUESTIONS FOR POTENTIAL NEW MEMBERS

1. What kind of support does the chapter provide academically?
2. What are some of your social functions?
3. What makes your chapter's sisterhood strong?
4. What are the time commitments as a member of your sorority?
5. What are the advantages of membership in your sorority?
6. What made your chapter stand out to you during recruitment?
7. What leadership opportunities are available in your sorority?
8. Why did you choose this sorority? How were you sure it was the right choice for you?
9. What do your sisters do that encourage or challenge you in your walk with Christ?
10. How have you grown in your chapter?

## SCHEDULE

### Recruitment 101

6-7:30 pm, Monday, August 25<sup>th</sup> - Harvey Hall

### Values Party

6:00 pm, Tuesday , August 26<sup>th</sup> - Bowld Gym

### Break

Wednesday, August 27<sup>th</sup> - Go to church, study, take a breath!

### Philanthropy Party

6:00 pm, Thursday, August 28<sup>th</sup> - Bowld Gym

### Preference Party

6:00 pm, Friday, August 29<sup>th</sup> - Bowld Gym

### Bid Day

10:30 am, Saturday, August 30<sup>th</sup> - Bowld Gym





