

# PANHELLINIC NEW MEMBER

## RECRUITMENT HANDBOOK



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IS A PANHELLENIC COUNCIL

RECRUITMENT GUIDE, SPECIFICALLY FOR POTENTIAL NEW MEMBERS, THAT CONTAINS INFORMATION, TOPICS, AND TIPS FOR RECRUITMENT AND SORORITY LIFE.

# WELCOME

On behalf of the Delta State University Panhellenic Association, we would like to welcome and congratulate you on being accepted to our university. We are excited to have you participate in what will be a rewarding and unique experience—new member recruitment.

The DSU Panhellenic Association is comprised of Greek women interested in strengthening the bonds among our campus sororities. Its purposes are to maintain a high standard of sorority life and inter-sorority relationships within the university, to further intellectual accomplishment and sound scholarship, and to cooperate with the college administration in the maintenance of high social standards.

Here at Delta State, we have three established national panhellenic conference (NPC) sororities that participate in formal new-member recruitment and three national pan-hellenic conference (NPHC) sororities that conduct their membership recruitment activities during the school year. All sororities are unique and have much to offer you. We encourage you to attend any new member recruitment or intake activity with an open mind, get acquainted with all of our sorority women, and decide for yourself which group is the best for you.

Contained in PNM you will find Panhellenic Membership Recruitment Rules, specifically expectations for FNMR week. Please read these rules carefully, for violating them could result in your dismissal from membership recruitment. Our current chapter members and affiliates have rules that will limit their contact with you until FNMR week; please be understanding. There is also information listed to help guide you through informal and intake activities offered beyond FNMR week.

Be sure you understand the obligations you will be assuming if you bid a sorority, financially, scholastically, and socially, as well as how time-consuming a membership may be for you. Please read this entire guidebook carefully.

We are looking forward to meeting and getting to know you. See you in August!

Sincerely,  
Panhellenic Executive Council 2020  
Abby Thomas, Mallory Myers, and Sarah Nipp



# FNMR WEEK

Formal New Member Recruitment (FNMR) is one week concentrating on potential new members becoming acquainted with the Panhellenic Sorority System. FNMR Week begins with a recruitment orientation, called Panhellenic Night, on Aug. 8th, 2020, and concludes with sororities offering bids for membership on Aug. 14, 2019, called Bid Day.

**Women participating in the week's activities will be allowed to move into their assigned fall 2020 residence Hall before FNMR Week activities beginning on Saturday, Aug. 8, 2020.**

Each activity planned helps potential new members (PNMs) and sorority members acquaint themselves with one another. During FNMR Week events, PNM's talk one-on-one with sorority members. Presentations also provide insight about each sorority's activities and values. As the week progresses, the events become more serious. The activities and laughter fade into ceremonies and quiet songs. Here the PNM gets a glimpse of the importance of sorority life and its value to members.

# ELIGIBILITY

Any regularly enrolled woman at Delta State University who is not on social or scholastic probation and who is properly registered for FNMR Week is eligible for participation. However, each individual sorority has its own minimum scholastic requirements that it considers during the membership selection process.

Women interested in FNMR Week must register online. The \$75 registration fee must be submitted with the online registration form. If the form is postmarked after July 24, the fee is \$100. The fee includes a FNMR T-shirt, meals, housing, and other costs. Greek members and staff will be available during each DSU Orientation session to assist new students.

# 2020 SCHEDULE

## SATURDAY, AUG. 8

12 PM - 4 PM	FNMR Week and fall residence hall(s) check-in
4 PM - 5 pm	Dinner on your own
5 PM - 6 PM	Break – Recruitment Counselor (RC) intros
6 PM - 8 PM	Panhellenic Night (FNMR orientation) <ul style="list-style-type: none"><li>• <i>Panhellenic Council Welcome</i></li><li>• <i>Introduction to FNMR Week and panhellenic presentations</i></li><li>• <i>Meet 'n' Greet</i></li></ul>
8 PM	PNMS must be in FNMR Week residence hall for meeting with RC groups

## SUNDAY, AUG. 9

8 AM - 12 PM	Breakfast on your own and free time (church options available to sign up the night before)
12 PM - 1 PM	Panhellenic Council Lunch for PNMS
1 PM - 3 PM	Free time
3 PM	PNMS must be in FNMR Week residence hall
4 PM - 8 PM	Open House Night ( <i>Round 1</i> )
8 PM - 10 PM	Free time – dinner on your own
10 PM - 'til	PNMS must be in FNMR Week residence hall for meeting with RC groups <ul style="list-style-type: none"><li>• <i>Panhellenic Council Game Night for PNMS</i></li></ul>

## MONDAY, AUG. 10

10 AM - until	Philanthropy/Sisterhood Night ( <i>Round 2</i> ) invitations Panhellenic Breakfast – after all invitations are collected 11:30 AM <ul style="list-style-type: none"><li>• <i>PNMS must be in FNMR Week residence hall</i></li></ul>
12 PM - 3 PM	Lunch on your own and free time
3 PM	PNMS must be in FNMR Week residence hall
4 PM - 9 PM	Philanthropy/Sisterhood Night ( <i>Round 2</i> )
9 PM - 10 PM	Free time – dinner on your own
10 PM	PNMS must be in FNMR Week residence hall for meeting with RC groups

## TUESDAY, AUG. 11

10 AM - until	Preference Night ( <i>Round 3</i> ) invitations Panhellenic Breakfast – after invitations are collected
12 PM - 2 PM	Panhellenic Movie Matinee
2 PM - 3 PM	Free time
4 PM - 8:15 PM	Preference Night ( <i>Round 3</i> )
8:15 PM - 9 PM	MRABA ( <i>preference card</i> ) signing
10 PM	PNMS must be in FNMR Week residence hall for meeting with RC groups <ul style="list-style-type: none"><li>• <i>Panhellenic Council Dinner and Birthday Party for PNMS</i></li></ul>

## WEDNESDAY, AUG. 12

8 AM - 11 AM	Check out of FNMR Week residence hall <ul style="list-style-type: none"><li>• <i>Breakfast on your own</i></li></ul>
11 AM	PNMS must be in FNMR Week residence hall lobby
11:30 AM - 1 PM	Panhellenic Council Lunch for PNMS
1 PM	Bid Day <ul style="list-style-type: none"><li>• <i>Pool party, skating, sleepovers, etc. may be apart of chapter activities</i></li></ul>

# WHAT TO BRING:

- Swimsuit / cover-up
- Bath and beach towels
- White dress (required)
- White / nude shoes
- Rain boots and raincoat
- Umbrella
- Toiletries and toilet paper
- Undergarments and socks
- Money for “on your own” meals
- Personal snacks and drinks
- Overnight bag
- Laptop / electronic devices
- Bug spray
- Bedding (twin) / pillows
- An open and positive mind

# WHAT TO WEAR:

## **Panhellenic Night**

Think comfortable and casual when choosing your outfit. T-shirts, blouses, running shorts, tennis shoes, sandals, and jeans are all acceptable.

*Please refrain from wearing dresses, spaghetti strap tank tops, dress pants, heavy jewelry, and heels.*

## **Open House**

This is your first night meeting sorority members. Comfortable blouses, dress shorts, sun dresses, sandals, dress flats, and skinny jeans are all acceptable.

*Refrain from wearing hats, spaghetti strap tank tops, stilettos and tennis shoes.*

## **Philanthropy / Sisterhood**

Panhellenic Council is providing you the T-shirt to wear on this night because each sorority will be hosting a hands-on project benefiting various charities. Pair your new Panhellenic Council shirt with your favorite shorts and tennis shoes or sandals and blue jeans.

*Refrain from wearing dresses, dress pants, heavy jewelry, and heels.*

## **Preference Night**

Wear a reception dress or pant suit with dress flats or heels.

*Refrain from bringing your prom dress and work boots, and wearing flip flops and tennis shoes.*

# SORORITY FEES:

## **ONE-TIME FEES**

*New membership fees: \$40-\$50*

*Initiation fees: \$130-\$150*

*Badge: \$50-\$80*

## **SEMESTER FEES**

*Membership dues: \$300-\$500*

*Housing fees: \$100*

*Panhellenic dues: \$10*

*\*There is also an obligation by each chapter that members are invited to live on the chapter floor. The chapter floors are located in Lawler-Harkins Residence Hall*

# BEING A PNM

## YOUR RIGHTS:

- The right to be treated as an individual
- The right to be fully informed about the recruitment process
- The right to ask questions and receive true and objective answers from recruitment counselors and members
- The right to be treated with respect
- The right to be treated as a capable and mature person without being patronized
- The right to ask how and why and receive straight answers
- The right to have and express opinions to recruitment counselors
- The right to have inviolable confidentiality when sharing information with recruitment counselors
- The right to make informed choices without undue pressure from others
- The right to be fully informed about the NPC Unanimous Agreements implicit in the Membership Recruitment Acceptance Binding Agreement (MRABA) signing process
- The right to make one's own choice and decision and accept full responsibility for the results of that decision
- The right to have a positive, safe and enriching recruitment and new member experience

*The decision to join a sorority is important and should be one that is strictly your own. Sorority membership is purely a matter of voluntary mutual choice and you are the one to decide what is best. What someone else feels about sorority life, or a particular chapter, is not important. The most important factor in your selections is whether or not you feel comfortable with the women in the sorority you select. Don't let anything or anyone influence your decision. Keep an open mind throughout the recruitment process. The chapters will do the same.*

# PLEDGING/INITIATION

## PLEDGING

Pledging is a very special experience. It's the period of time between when a woman joins (or accepts a bid to join) a sorority and her initiation into that chapter. This new member education period can last from six weeks to a whole semester, depending on the individual chapter, the national organization, and other Greek organizations at DSU. Getting to know your sisters and other members of your new member class is the best part of pledgeship.

This is easy to accomplish through the special activities planned throughout the semester. New member classes usually meet one night each week in order to plan these activities. Most sororities establish special scholarship programs to assist members with their studies. Participation in service projects and social activities is also an important part of the semester's activities. Pledgeship teaches you about being a sister as you begin to experience the unique feeling that exists in your sorority. All of the activities and events you participate in during your pledgeship help to create a bond in your special group. All of these aspects give you memories that will be sure to last a lifetime.

## INITIATION

Initiation is when a new member participates in a ceremony that marks formal admittance into the sorority as a member. This happens after several weeks of being a new member and learning about the sorority's history; in the pledging or new member education process. By completing initiation, the chapter standards will be raised, and you will not be allowed to pledge another sorority.

Initiation is like a marriage ceremony. It's calm and intimate, with quiet songs and readings. So don't freak out about some of the depictions on TV or in movies.

### **Sisterhood**

Both of these events, pledging and initiation, are ritual ceremonies that typically date back to the very beginning of the sorority's founding. They include symbolic gestures and events, with the details remaining secret within each sorority's membership.

While you may be overwhelmed with emotion or curiosity during the actual ceremony, you should spend time reflecting on the ceremony and its importance to your sisterhood.



# WHAT'S IN IT FOR ME?

## Scholarship

As DSU sorority women, we take great pride in our level of scholastic achievement. Typically, both the new member and all-panhellenic member cumulative grade point averages exceed the university all-women's average each term.

*Sororities place great emphasis on encouraging, developing, and maintaining academic progress. Tutors, study programs, and other incentives are indicative of this goal. Additionally, time-management skills of sorority women improve as they work to attain desired scholastic goals while meeting chapter responsibilities.*

## Leadership

Sorority membership offers women a variety of positions to sharpen skills as leaders. Sorority women are found in the Student Government Association and academic and leadership honor societies; they also represent DSU as student ambassadors in orientation, Delta Diplomats, and Okra Scholars. Sorority women don't just belong to these organizations; many hold the highest leadership positions. Sorority membership catapults women into these positions through experience shared by older members. Involvement and active participation in activities enable sorority women to develop the knowledge and skills necessary to succeed in the fast-paced job market of today.



## Philanthropy

Chapters support a strong tradition of service to our campus and community. Each year, sorority women donate thousands of dollars and, more importantly, thousands of hours to various charities. Each sorority focuses on national philanthropies, but all donate services to several local agencies. Because of strength in numbers and organizational qualities found in sororities, these women achieve great success in efforts to aid in community. The panhellenic system has adopted several projects in which all sorority women assist with their talents.

## Social

The DSU sorority system provides a diverse selection of events to expose members to a wide variety of social programs. Formals, homecoming week, Greek week and chapter retreats all support the goal of bringing women together to develop the bonds of friendship. Development of values, traditions, and honor contribute to the panhellenic commitment of social programs that enable personal development. All sororities maintain a responsible social policy promoting panhellenic standards of careful planning of safe social activities and events.





# PANHellenic COUNCIL AND ASSOCIATION

The Panhellenic Association is one of the largest student organizations on campus, representing more than 250 women. Every sorority woman belongs to the Panhellenic Association immediately upon pledging a panhellenic sorority.

The Panhellenic Council serves as the governing body for three National Panhellenic Council (NPC) sororities at Delta State University: Delta Delta Delta, Kappa Delta, and Phi Mu. Delegates from each of these chapters serve on the Panhellenic Council. From this Council, executive officers initiate Council plans and support the Panhellenic Association and Council activities.

Panhellenic Council works to unite sorority women to focus on common goals and to create a network of support for chapters and members. We provide interactive programs and activities for sorority women and all DSU students. Panhellenic annually works with the Inter-fraternity Council (IFC) and the National Pan-Hellenic Council (NPHC) to sponsor Greek Week, educational programs, and a variety of activities.

## 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."*

# PANHellenic CODE OF ETHICS

*"We, the undergraduate women of the Delta State University Panhellenic Association, agree to promote honesty, integrity, and sisterhood through respectful adherence to the guidelines established by the National Panhellenic Conference. We agree to uphold and demonstrate the Panhellenic spirit in thought, word, and deed as individual members, chapters, and as an association. We recognize and encourage friendly relations with all collegiates, Greek and non-Greek, realizing the importance of creating and building friendships. We shall have mutual respect and trust among all members of the women's Greek system. We shall adhere to the relationships among chapters, Panhellenic Council, and National Panhellenic Conference in order to establish a process more conducive to timely and efficient management of information. It is in accordance with the dignity and good manners of our chapters to avoid disparaging remarks concerning any collegiate woman and to avoid publicity on Panhellenic matters that are not properly the concern of non-members.*

*All recruitment programs will be planned to provide opportunities for the greatest possible number of women to become sorority members, thus seeking to protect the rights and privileges of both the individuals and the chapters, always striving to do so in good taste. We recognize the potential member as a distinct individual with the right to make an informed decision without undue pressure from others. We respect the potential member's right to make her own choices, including the right not to choose to join the Greek system. We accept the responsibility to provide a positive, safe, and enriching recruitment and experience. The Delta State University Panhellenic Association wishes to reflect positively toward the growth and development of Greek life by strengthening the relationships among sorority women, collegiate and alumnae, both now and in the future. These are the tenets by which we strive to live."*

**Thoughtfully consider some of the qualities we value. What are your values?  
What do ours mean to you?**

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# BITS OF WISDOM

- Just relax. Recruitment is a time to meet new people, make new friends, and, especially, enjoy yourself.
- Expect smiling and friendly faces, and songs and conversations filled with laughter at each recruitment function.
- Be yourself! FNMR Week will not only be easier, but also more enjoyable.
- Be courteous and prompt. Recruitment functions are scheduled to begin and end at certain times. Please be mindful of the planned 2019 schedule.
- Make your own decisions—don't allow yourself to be influenced by others.
- Do not spread rumors. These remarks are most likely untrue.
- During FNMR Week, parking will be available around the residence hall(s).
- PNMs usually spend \$30-\$50 during FNMR Week for food (labeled 'on your own' on the 2019 schedule) not covered by Panhellenic Council, but you may spend more or less. WE LOVE FOOD! So be prepared to chow!
- If you lose something during FNMR Week, the lost and found is located at the Office of Student Life, located in H.L. Nowell Union 200.
- Consider the financial responsibilities involved with joining a sorority. Discuss this with your parents **BEFORE** you make your final decision to bid and/or pledge to become a member of a panhellenic sorority.
- Confide in your Recruitment Counselor (RC). She can be your best friend during FNMR Week. She is there for you. Feel free to discuss any problems with her or ask her any questions.



# SAFE AND SOUND

## Alcohol

The DSU sorority system opposes the misuse of alcohol and maintains that all chapters, all individual members, and all guests must abide by state, local, and university laws and regulations. Guidelines for social events involving alcohol are established by DSU and prohibit student from possessing alcoholic beverages on university premises. All chapters work to educate and foster a better understanding of social responsibility and alcohol education for their members.

## Hazing

DSU, Greek Life, and the Panhellenic Council support a NO HAZING Policy. "Hazing" is defined as any action or situation that recklessly or intentionally endangers the mental or physical health or safety of a student for the purpose of initiation or admission into or affiliation with any university organization. All violators will be prosecuted.

*Hazing includes, but is not limited to, the following: (1) Brutality of a physical nature such as beating, whipping, branding, forced calisthenics, exposure to the elements, forced consumption of food, beverages, liquor, drugs, or other substances, (2) Forced physical activity that could adversely affect the physical health or safety of the individual, (3) Activity that would embarrass or affect the dignity of the individual or would subject the individual to exclusion from social contact, and/or (4) Generally, any activity which is done or expected of a perspective member, with or without the perspective member's consent, but is not done or expected of a current member may also be considered as a hazing activity.*

## DSU Non-Discrimination Clause

*"As an institution of higher education and in the spirit of its policies of equal employment opportunity, the university declares its policy of equal educational opportunity. All applicants for admission will be considered without regard to an applicant's race, color, religion, sex, national origin, disability related to program performance, disabled veteran status, or Vietnam era veteran status."*

***In case of emergency, contact DSU Campus Police at:  
police@deltastate.edu or 662-846-4155.***

# OPEN RECRUITMENT

Open recruitment, also known as Continuous Open Bidding (COB), begins after the conclusion of FNMR Week and continues throughout the academic year. Open recruitment is recommended for anyone who chooses not to participate in FNMR Week or did not receive a bid during the Week. It offers women the opportunity to participate in panhellenic life and join a sorority through an informal process. COB has a \$10 registration fee.

Participating sororities invite you to attend their membership activities. Keep in mind, you may not be invited by all of the sororities to participate in open recruitment events. Membership recruitment activities might include pizza parties, bowling, shopping, and movies. Because some chapters fill their pledge quota during the FNMR Week, they may not be eligible to participate in open recruitment.

## National Pan-Hellenic Council

*The National Pan-Hellenic Council (NPHC) affiliated sororities at DSU represent historically African-American national Greek-lettered community service groups. DSU hosts three chapters:*

**Alpha Kappa Alpha Sorority, Inc.**

**Delta Sigma Theta Sorority, Inc.**

**Zeta Phi Beta Sorority, Inc.**

*All NPHC chapters announce intake, or recruitment, on an individual basis during the academic year.*

For more information about sorority life, CPH open recruitment, NPHC intake, and each chapter's membership process, contact the Office of Student Life or visit [www.deltastate.edu/GreekLife](http://www.deltastate.edu/GreekLife).

# GREEK 101

**ALUMNA** – An initiated sorority member who has graduated from college.

**BADGE** – The badge is worn on the chest, designating an initiated member of a certain chapter.

**BID** – A formal invitation to join a chapter.

**SISTER** – A term used by active members in a chapter when referring to each other.

**CHAPTER** – The local collegiate group of a national fraternity or sorority.

**CONTINUOUS OPEN BIDDING (COB)** – Open recruitment bidding among panhellenic sororities.

**FORMAL NEW MEMBER RECRUITMENT (FNMR)** – A period of structured membership selection for Panhellenic Council sororities at DSU.

**GREEK** – Any member of a Greek-letter organization (sorority or fraternity).

**INTERFRATERNITY COUNCIL (IFC)** – The representative government body of fraternities affiliated with the North-American Interfraternity Conference (NIC) or other recognized organizations.

**INITIATED MEMBER** – Any Greek member who has gone through the initiation ceremony.

**INITIATION** – A formal ceremony, a transition from new member to initiated member.

**LEGACY** – A person whose parent, sibling, or grandparent is a Greek alum or active member.

**OPEN RECRUITMENT** – Membership selection process that occurs throughout the academic year.

**NATIONAL PAN-HELLENIC COUNCIL (NPHC)** – The governing body of fraternities and sororities affiliated with the National Pan-Hellenic Council.

**PANHELLENIC COUNCIL** – A representative governing body of sororities affiliated with the National Panhellenic Conference, or NPC.

**PHILANTHROPY** – An organization, such as St. Jude Children's Research Hospital, Prevent Child Abuse America, Circle of Sisterhood, and Children's Miracle Network, just to name a few.

**NEW MEMBER** – A person who has accepted an invitation to a chapter and has not been initiated.

**PLEDGE-SHIP** – A trial period of adjustment to fraternity or sorority life.

**POTENTIAL NEW MEMBER (PNM)** – A student who participates in the recruitment process.

**QUOTA** – The specified number of new members each sorority may accept.

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