



FORMAL RECRUITMENT GUIDE FOR PNIMS

WELCOME TO UCHICAGO PANHELLENIC

WE ARE SO EXCITED TO HAVE YOU!

The University of Chicago Panhellenic Council community is comprised of over 400 incredible women that make up 4 National Panhellenic Conference (NPC) chapters. Each of these 4 chapters are unique, but are all based upon similar values and principles. Each ultimately provides benefits in the areas of sisterhood, academics, involvement, philanthropy, social engagement, and networking.

This is your all-in-one guide to all things recruitment. Feel free to browse through and learn about Formal Recruitment and the Panhellenic community. We hope you'll join us in the fall!



Have questions? Email
Recruitment Director Phoebe
Cao at
ucpanhelrecruitment@gmail.com.



WHY YOU SHOULD GO GREEK

Sisterhood

Whether it's a friendly face in a new class, or someone to hang out with at the Point, Greek Life is a place to build lifelong friendships. Sororities provide the opportunity to interact with women from diverse backgrounds. Chapters sponsor programming and events to encourage member bonding. Sisters can go apple picking, attend a boxing class downtown, grab brunch at Valois, or go bowling!

Leadership

Leadership opportunities are endless within the Panhellenic community. As a chapter officer or leader, you can develop management and communication skills. You will have the chance to experience different roles within the chapter, from handling finances to planning your chapter's philanthropy event. We believe that having a balance between academic and extracurricular activities is an important part of college. Additionally, our Panhellenic sisters can be found in so many different leadership positions across campus.

Philanthropy

Philanthropy events demonstrate that Greek women's interests and concerns extend beyond the wellbeing of themselves and their chapters. Sororities give back to the community by sponsoring events throughout the year that benefit different causes. Panhellenic women raise money and donate their time to both national philanthropies and the local Hyde Park community,

WHAT IS FORMAL RECRUITMENT?

Formal recruitment is a five day event culminating in Bid Day. It is the process through which potential new members (PNMs) interact with affiliated members from each Panhellenic chapter during organized events in order to find a fit for a sorority. Formal Recruitment typically occurs every Fall Quarter during the first week of school. There are also various events during the Fall leading up to recruitment such as Meet the Greeks and Pre-Recruitment Info Sessions. For the 2022-2023 school year, Panhellenic Formal Recruitment will be held **September 28 - October 2, 2022**. Formal Recruitment is planned to be held in person.

How do I register?

Please register at uchicago.mycampusdirector2.com. Registration closes on September 24th at 11:59 pm. There is a \$20 Registration fee.

If a fee-waiver application is needed, please submit it before you register for recruitment. The waiver can be found on the Panhellenic website.



RECRUITMENT FEE WAIVER

Applications are open August 31, 2022 - September 24, 2022.

Starting in the January 2021 recruitment cycle, and for every Primary Recruitment cycle afterwards, UChicago Panhellenic will offer registration fee waivers as a commitment to our effort to make recruitment more accessible.

For the 2022 cycle, the recruitment registration fee is \$20.

Who Is Eligible?

This is a need-based recruitment fee waiver that is open to students who:

- Have never received this fee waiver in previous application cycles.
- Meet the NPC eligibility requirement to participate in Formal Recruitment (undergraduate student who self-identifies as female and has not been initiated in a NPC sorority).
- Qualifies as at least one of the following: Pell-eligible, Work-Study eligible, or Odyssey Scholars as recognized by the University of Chicago.

What's In the Application?

- Questions determining an applicant's eligibility as defined above.
- 250-word short essay question: "Why are you interested in participating in primary recruitment? Do you feel that your financial circumstances might qualify you for a recruitment fee waiver?"
- RECOMMENDED: a letter/signature from the applicant's academic advisor certifying the eligibility requirements.

For more information on the Recruitment fee waiver, please visit uchicagopanhellenic.com/recruitment-fee-waiver

WORDS & DEFINITIONS

ACTIVE

A sorority member currently in college, who has been formally initiated by her chapter.

BID

A formal invitation extended by the chapter to join a sorority

CONTINUOUS OPEN BIDDING (COB)

The period in which a sorority that has not met the Campus Total is able to recruit members. This typically occurs throughout the school year and is also known as Informal Recruitment.

MRABA (MEMBERSHIP RECRUITMENT ACCEPTANCE BINDING AGREEMENT)

A document that each Potential New Member (PNM) completes after the preference round of parties, ranking her membership preferences. This is a binding agreement lasting one calendar year, stating that the PNM is willing to accept a bid from any sorority she lists.

NATIONAL PANHELLENIC CONFERENCE (NPC)

Founded in 1902, NPC provided support and guidance for its 26 member inter/national sororities and women's fraternities and serves as the national voice on contemporary issues of sorority life. UChicago has 4 NPC affiliated sororities.

NEW MEMBER

The period when a woman joins a sorority but is not yet initiated into the chapter.

POTENTIAL NEW MEMBER (PNM)

Any woman who is eligible to participate in Formal Recruitment or Continuous Open Bidding.

RHO GAMMA

A Rho Gamma, or Recruitment Counselor, is an active member of a Panhellenic sorority who has temporarily disaffiliated to guide PNMs through the formal recruitment process. Rho Gammas remain disassociated from their chapters through Formal Recruitment in order to eliminate any bias they may hold toward chapters. Their job is to lead PNMs to and from parties, provide PNMs with mental and emotional support, and ensure the recruitment process is fair for all PNMs and chapters.

UNIVERSITY OF CHICAGO PANHELLENIC

UChicago Panhellenic represents NPC (National Panhellenic Conference) and is the coordinating body for the 4 NPC women's organizations on The University of Chicago campus.

RECRUITMENT SCHEDULE

PHILANTHROPY NIGHT DAY 1

Wednesday, September 28th, or
Thursday, September 29th
beginning at 5 pm

For all days of Formal Recruitment
with parties, please report to
**University Church, 5655 S University
Ave, Chicago, IL 60637**



You will visit each chapter for **30 minutes** at a designated party, or event, time. All parties are speed dating style, where you will talk to a few girls in the chapter, get to know them a bit, and get a sense of what the chapter is like.

At the end of the day, you will rank all chapters from 1 to 4 based on your preference. This will affect the chapters you go back to the next day. The chapters will invite PNMs back the next day for 45 minute parties.

If you have a valid conflict, please email ucpanhelrecruitment@gmail.com by **SEPTEMBER 24TH @ 11:59 PM** so that we can avoid scheduling conflicts.

VALUES DAY

02.



Friday, September 30th,
beginning at 2:00 pm

You can be invited back to a
maximum 3 parties for 45 minutes
each

At the end of the day, you will rank all
chapters from which ones you liked
best, 1 to 3 based on your preference.

You can be invited back to up to two
parties for 60 minutes each. At the end of
Preference Round, PNMs must sign the
MRABA (more on this later!).

PREFERENCE ROUND

03.

Saturday, October 1st,
beginning at 11:30 am

BID DAY

04.

Sunday, October 2nd,
beginning at 12:30 pm

All PNMs will get together and the
Rho Gammas will give everyone
their bid cards that tell them which
organization they are placed into
based on their preferences and
chapter invites.

Rho Gammas will reveal which
chapters they are a part of and
bring their new members to a Bid
Party, which is where the chapter
welcomes the new members (super
fun!).



MEET THE RHO GAMMAS



ALY TISOL

Majors: Psychology, Gender & Sexuality Studies



MORAYO FERNANDEZ

Major: Psychology



AVA TRENT

Majors: Economics and Data Science



BELLA WIETRZAK

Major: Biology

MEET THE RHO GAMMAS



ALEXANDRA NEHME

Majors: Public Policy and
Data Science



MANYA BHARADWAJ

Majors: Neuroscience and
Business Economics



TORI ANKEL

Majors: Physics and Math



ANNA STALLINGS

Majors: English and
Economics

MEET THE RHO GAMMAS



ANIKA MIRO-QUESADA

Major: History



SONIA STADLER

Majors: Global Studies, Russian and East European Studies



ZOE KIM

Major: Sociology and Public Policy



FJ MARSH

Majors: Public Policy and Psychology

Each Potential New Member has:

- 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 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 the 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 binding agreements implicit in the preference card signing.
- 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 period.
- The right to not be persuaded by a sorority member to resign her bid to any sorority during her new member period.
- The right to be treated fairly regardless of race, color, religion, age, national origin, disability, or sexual orientation.

POTENTIAL NEW MEMBER BILL OF RIGHTS

Individuals who have concerns about the Recruitment process are encouraged to contact the Recruitment Director at ucpanhelrecruitment@gmail.com

PNM CODE OF CONDUCT

I, as a Potential New Member of women's sororities at the University of Chicago, agree to:

- Attend all Primary Recruitment Events for which I have received an invitation for each round of Primary Recruitment unless the conflict has been approved by the Panhellenic Recruitment Director.
- Respect the spaces where Recruitment is held, and not purposefully damage any equipment or facilities used by Panhellenic during Formal Recruitment.
- Respect myself, other Potential New Members, chapter members, and Panhellenic officers at all times, which includes refraining from making comments or committing actions that may be deemed as offensive or demeaning.
- Never discriminate against other Potential New Members, chapter members, and Panhellenic officers on the basis of race, color, religion, age, national origin, disability, or sexual orientation.
- Understand that I may not bring any items, including a bag or cell phone, into Recruitment party spaces unless previously approved by the Panhellenic Recruitment Director.
- Adhere to all Recruitment COVID protocols put forth by the University of Chicago Panhellenic Association.

Should I break any of the statements listed above, the University of Chicago Panhellenic Association reserves the right to proceed to dismissal from the Formal Recruitment Process, given the severity of the offense committed, which will be assessed on a case-by-case basis. Panhellenic will work to accommodate Potential New Members who are unable to attend Recruitment due to a sporting event or practice, religious observation, health or medical circumstance, etc.

The recruitment code of ethics is signed by every Panhellenic chapter member participating in Formal Recruitment 2022. It is expected that every chapter member abides by these rules.

We, the members of women's sororities at the University of Chicago, 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 the University of Chicago, 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.

RECRUITMENT CODE OF ETHICS

RECRUITMENT CODE OF ETHICS (CONT.)

- 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 the University of Chicago, also agree on and commit to:

- Respectfully adhere to the bylaws and recruitment rules of the University of Chicago 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.
- Promote diversity, equity and inclusion in our recruitment practices, and not discriminate against members or nonmembers on the basis of race, color, religion, age, national origin, disability, or sexual orientation.

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

MEMBERSHIP RECRUITMENT ACCEPTANCE BINDING AGREEMENT ("MRABA")

The membership recruitment acceptance binding agreement (MRABA) is effective for one calendar year. By signing this document, you as a potential new member (PNM) agree that you are willing to accept a bid for membership from any sorority that you rank on the MRABA.

Please note that if you receive an invitation to membership (a bid) from any sorority that you ranked on your MRABA, then you are bound to that group for one calendar year (September 2022 - September 2023). Most importantly, if you receive a bid from any sorority that you have listed on your MRABA, and you choose not to accept it, you are not eligible to participate in Continuous Open Bidding (COB) for the 2022 - 2023 school year.

If you receive an invitation to the Preference Round, you will make your final selection at the conclusion of your last party. Here you will rank the chapter(s) you visited on Saturday, October 1st, in a preferential order. Then you will sign and submit the MRABA electronically.

MEMBERSHIP RECRUITMENT ACCEPTANCE BINDING AGREEMENT (CONT.)

Prior to signing the MRABA, you have several options to consider:

01.

You may choose not to complete the MRABA, therefore withdrawing from recruitment. If you choose this option, you are eligible to accept a bid for membership from any sororities participating in Continuous Open Bidding (COB). However Continuous Open Bidding is not guaranteed if the chapter has reached a certain number of women.

02.

You may choose to list any sorority whose preference event you attended and from whom you are willing to accept an invitation to membership a bid. Please note that you should not rank a sorority on your MRABA that you are absolutely not willing to except a bid for membership.

03.

You may choose to limit your choices to just one sorority if you attended two preference round events. Understand that if you do so, then you are not guaranteed to receive a bid for membership.

If you do not receive an invitation to membership from any of the sororities that you have listed, you are eligible for Continuous Open Bidding.

Chapter Information

Chapter Nickname

A - O - Pi

National Founding

1897

UChicago Founding

1985

Philanthropy

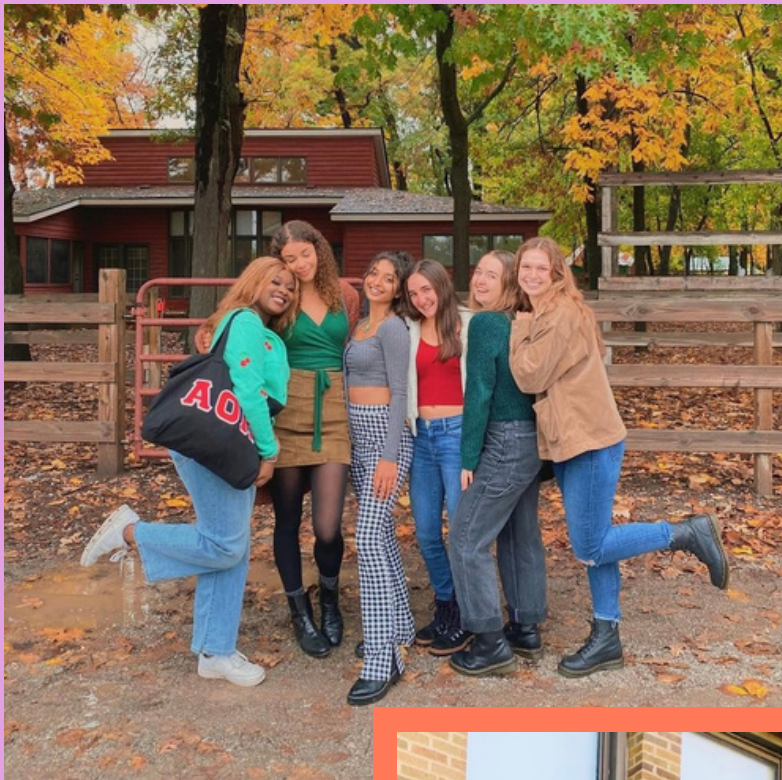
Arthritis Foundation

Flower

Jacqueminot Rose

Colors

Cardinal Red and White



ALPHA OMICRON PI

Chapter Information

Chapter Nickname

D-G

National Founding

1873

UChicago Founding

2001

Philanthropy

Service for Sight

Flower

Cream Colored Rose

Colors

Bronze, Pink, and Blue

DELTA GAMMA



Chapter Information

KAPPA ALPHA THETA

Chapter Nickname

Theta

National Founding

1870

UChicago Founding

1986

Philanthropy

Court Appointed Special Advocates (CASA)

Flower

Black and Gold Pansy

Colors

Black and Gold



Chapter Information

Chapter Nickname

Pi Phi

National Founding

1867

UChicago Founding

2013

Philanthropy

Read, Lead, Achieve

Flower

Wine Carnation

Colors

Wine and Silver Blue

PI BETA PHI



RECRUITMENT TIPS AND TRICKS

RHO GAMMA AS A RESOURCE

Rho Gammas do not reveal what chapter they are in so that they can serve as Recruitment Counselors. These women have chosen to put their chapter affiliation aside to provide unbiased advice to PNMs. Talk to them if you are unsure about which chapter to choose, or even for general college advice! They are there to support you and guide you through the Recruitment process so that you can have the best experience possible.



PACK! PACK! PACK!

Feel free to bring snacks, food, homework, a phone charger, comfortable shoes, an umbrella, a blanket, a water bottle - everything and anything you need! Just remember that you may not bring any bags into the parties, but feel free to leave them at University Church or with your Rho Gamma.

RUMOR HAS IT

Go with where you feel most at home - where you have the best conversations and see the girls as your friends. Try not to get swept up in who had the best decorations, who got to you first, or what someone told you about their personal opinion on different chapters. Greek Life is what you make of it. Keep an open mind and everything is your own decision.

I heard UChicago sororities don't have houses - where will Recruitment be located?

The sororities at the University of Chicago currently do not have houses. Recruitment is held at various locations around the Hyde Park neighborhood.

What should I expect from the registration form?

Panhellenic wants to give sororities the most information possible about their Potential New Members before the start of Recruitment. For that reason, the registration form asks for a picture (preferably a headshot, professional, or identification photo) in addition to the typical questions about your interests and involvements.

What do I wear to Recruitment?

UChicago conducts Values-Based Recruitment which aims to focus more on conversations between individuals rather than performances, decorations, or costumes. We suggest that you wear clothes that you feel comfortable and confident in, avoiding sweatpants and pajamas. Come to the info sessions if you have more questions or ask a Rho Gamma!

Do I need to submit Letters of Recommendation?

No, it is not a requirement at the University of Chicago that you submit letters of recommendation. However, there is no harm in doing so. You may submit recommendations for specific chapters to the Recruitment Director at ucpanhelrecruitment@gmail.com.

If I go through Recruitment, do I have to join a chapter?

You absolutely do not. This will be discussed in further detail at the information sessions, but you always have the option to withdraw from Recruitment, or to decline a bid that is offered to you. We do encourage you to at least complete all Recruitment events before making a decision, including Bid Day - despite initial thoughts or disappointments, you may end up in the perfect fit for you! It's always worth giving it a try.

What if I only want one chapter?

It's very possible that you'll click with a chapter on the first day and you will go on to receive a bid from them on Bid Day! However, the purpose of recruitment is to allow PNMs to meet and interact with women from every chapter to see what each has to offer. It's possible that the chapter you thought you loved isn't actually the best fit for you. The best course of action is to enter recruitment with an open mind, ready to see the positives in each chapter. (Please note that skipping recruitment events with sororities you do not wish to meet is not allowed).

How much does it cost to be in a sorority at U of C per year?

For New Members (per year):

- High: \$1121
- Low: \$1024
- Average: \$1074

For Active Members (per year):

- High: \$945
- Low: \$690
- Average: \$810

Sorority membership is the most expensive during the first quarter or year due to one-time new member fees (i.e. initiation, badge or pin fee, etc.). Each chapter has a financial requirement, which should be taken into consideration before pledging a sorority. Each chapter also offers monthly payment plans that help members pay their dues. It is important to note that membership fees vary by the sorority.

**Thank you for reading
the 2022 Formal
Recruitment PNM
Guide! We hope to see
you in the fall!**

Follow us on Instagram



uchicagopanhellenic

Add us on BeReal.



ucpanhel

Check out our website



uchicagopanhellenic.com

CONTACT US

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