

USC Upstate SORORITY RECRUITMENT

SEPTEMBER 11 - 13, 2021

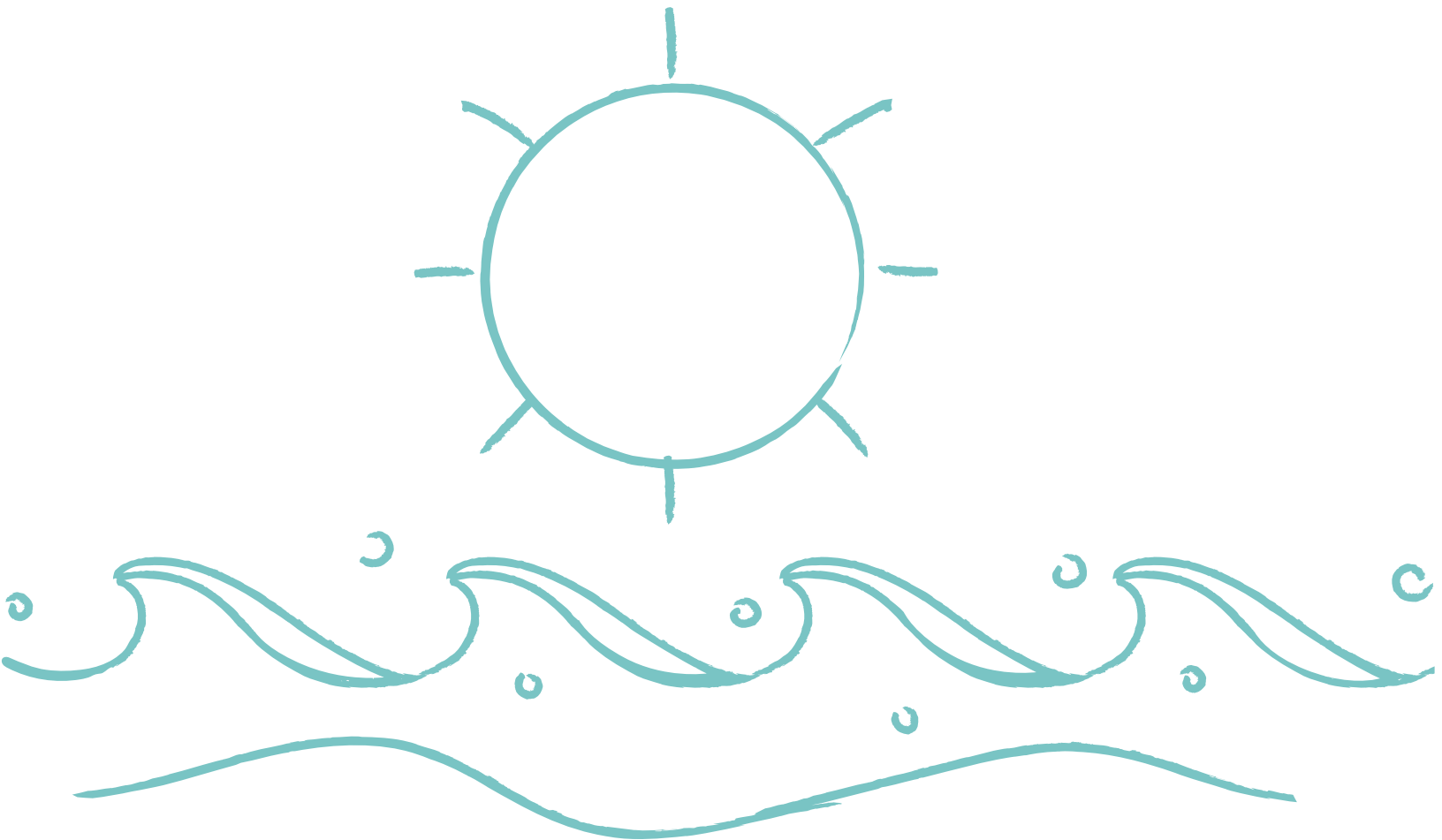




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ABOUT THE NATIONAL PANHELLENIC CONFERENCE (NPC)

MISSION, VISION, VALUES & PURPOSE

Our Mission

The National Panhellenic Conference is the premier advocacy and support organization for the advancement of the sorority experience.

Our Vision

National Panhellenic Conference -
Advancing the Sorority Experience
Together

Our Values

We are committed to relationships built on trust through transparency, accountability and mutual respect. Innovation and our core values of friendship, leadership, service, knowledge, integrity and community guide us in fulfilling our mission.

Our Purpose

The National Panhellenic Conference (NPC) was established in 1902 to assist collegiate and alumnae chapters of the NPC member organizations in cooperating with colleges and universities and to foster interfraternal relationships.

THE PANHELLENIC CREED

We, as undergraduate members of women's fraternities, stand for good 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 idea 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 SORORITY LINGO

ACTIVE MEMBER - A fully initiated undergraduate member of a fraternity or sorority.

BID - An invitation to join a fraternity or sorority. If extended a bid, you will receive your bid card on Bid Day, Monday, September 14, upon completion of all rounds of recruitment.

CHAPTER - The local organization of undergraduate students on a campus recognized by the university and the National or International organization.

CONTINUOUS OPEN BIDDING (COB) - An opportunity for chapters who are not at total to extend bids to women who did not join a sorority during Primary Recruitment.

INTERFRATERNITY COUNCIL (IFC) - The governing body of two of USC Upstate's fraternities (Alpha Sigma Phi and Sigma Alpha Epsilon).

INITIATION - A formal ceremony during which new members become active members of the chapter.

LEGACY - An immediate family member of an initiated member, generally sister or daughter. Some sororities also recognize grandchildren, stepsisters, and stepdaughters.

MEMBERSHIP ACCEPTANCE BINDING AGREEMENT (MRABA) - A binding document that each PNM signs after her last Preference event during recruitment. If signed, the PNM is acknowledging that she is willing to accept a bid from ANY of the organizations she listed. If, on Bid Day, the PNM declines her bid, the MRABA stops her from pursuing membership in another Panhellenic sorority until the next primary recruitment process.

MUTUAL SELECTION PROCESS - Describes the Panhellenic recruitment process. Both the potential new members and the individual sororities are making choices. Potential new members will make decisions regarding chapters they want to revisit, and the sororities will make decisions regarding the women they want to invite to their events.

NATIONAL PAN-HELLENIC COUNCIL (NPHC) - The governing body of the eight historically Black fraternities and sororities at USC Upstate.

NATIONAL PANHELLENIC CONFERENCE (NPC) - The umbrella organization for 26 national and international social sororities.

PANHELLENIC SORORITY LINGO (CONT.)

NEW MEMBER - A person who accepts a bid from an IFC fraternity or Panhellenic sorority chapter.

NEW MEMBER EDUCATOR - The individual who is the liaison between the new members and the chapter. This individual is responsible for implementing and monitoring the new member program and preparing the new members for initiation.

NEW MEMBER PERIOD - A period of four to eight weeks prior to initiation when a new member learns about her sorority's values and expectations, and develops relationships within that organization.

PANHELLENIC COUNCIL (PC)- The governing body of the three NPC sororities at USC Upstate

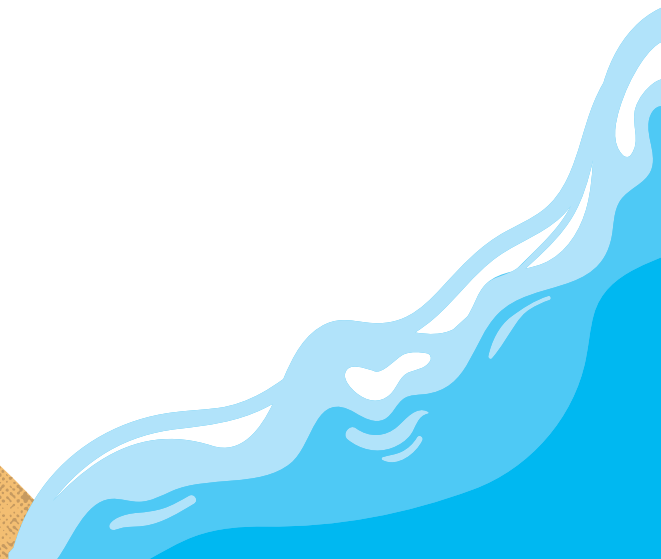
PANHELLENIC EXECUTIVE BOARD - The eleven members of the Panhellenic Exec lead the Penn State Panhellenic Council. They are sorority members who have disaffiliated during Recruitment to oversee the process.

POTENTIAL NEW MEMBER (PNM) - A prospective new member of a Panhellenic sorority of IFC fraternity.

PRIMARY RECRUITMENT - Designated period in the Fall when Potential New Members and Panhellenic sororities get to know each other through events. Primary Recruitment is a mutual selection process.

RECOMMENDATION - A letter written by a sorority alumna introducing and recommending a Potential New Member into her sorority. These are not required.

RECRUITMENT COUNSELOR (RC)- An active sorority woman who has chosen to service as recruitment counselor to assist and counsel Potential New Members during the Primary Recruitment process.



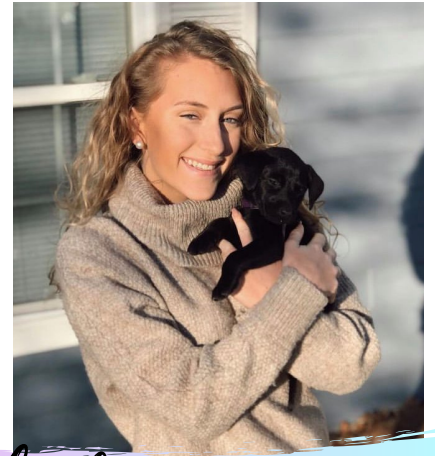


RECRUITMENT COUNSELORS

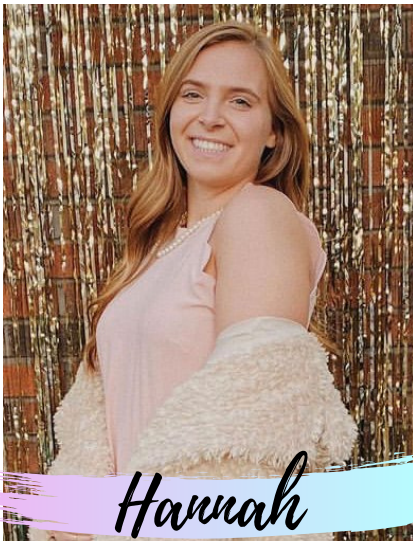
A Recruitment Counselor is more than just a new friend.

Panhellenic Recruitment Counselors (RC) model the way for PNMs. They serve as a confidant and sounding board as you search for sororities/ organizations that meet your needs and match your values.

She is an active member of her sorority who has chosen/was selected to step away from her chapter to help you during Panhellenic Recruitment.



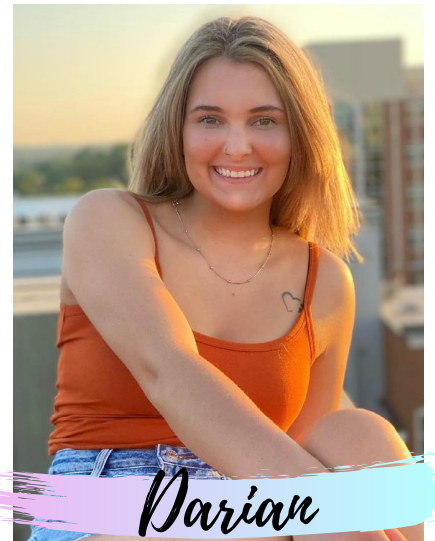
Shelby Recruitment Director



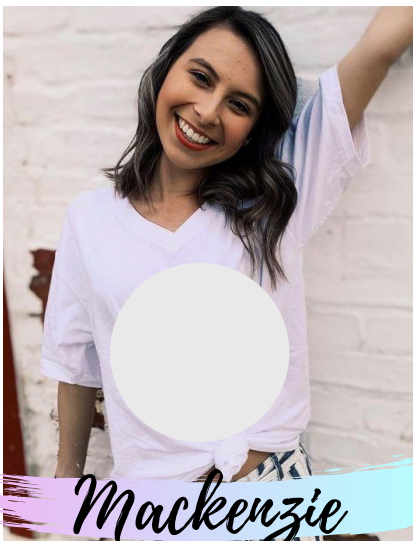
Hannah



Kaitlyn



Darian



Mackenzie



Payton



Skyler

THE RECRUITMENT EXPERIENCE*

Panhellenic Sorority Recruitment 2021 is currently scheduled to be a hybrid style. Meaning that we plan to use **BOTH** virtual and in-person opportunities for PNMs and chapters to interact with and get to know each other. Please see page 13 and 14 for additional information regarding the how virtual recruitment will be conducted if you select to participate in that way.


Recruitment consists of three rounds of events that allow PNMs the opportunity to ask questions about sorority activities, financial obligations, new member programs, scholarship, community service. During these rounds, each Panhellenic sorority at USC Upstate will also have the chance to get to know you.

Potential New Member Orientation

Friday, Sept. 3 · In person (with virtual option), 6pm - 9pm

If you will be attending virtually, please notify your Recruitment Counselors and join the [VIRTUAL MEETING ROOM HERE](#) at 6pm on Friday, September 3rd.

This event provides PNMs the opportunity to learn more about Panhellenic life and the recruitment experience before formal recruitment begins. This orientation will provide an overview of the fraternity/sorority life, recruitment process, how to prepare for recruitment, how to make decisions recruitment decisions and the costs associated with sorority membership.



At this meeting, you will also meet your Recruitment Counselor(s) and the rest of your recruitment group!

This meeting is mandatory to participate in the Panhellenic Recruitment process as it goes over much pertinent information about the process. If you are not able to attend orientation (or have other recruitment conflicts), please submit them using our [Panhellenic Recruitment Event Conflict Form](#) or inform your Recruitment Counselor.

For additional information or to seek accommodations, please contact the Sorority Recruitment Director at UpstatePanPresident@gmail.com.



***Due to changing COVID-19 conditions, how Sorority Recruitment is conducted this term can change. Changes will be relayed to registered PNMs and on the Panhellenic Instagram.**



DESCRIPTION OF RECRUITMENT ROUNDS

Round 1: Open House

10:00 am - 2:15 pm, Saturday, Sept. 11 · CLC Spartan Lounge (CLC 210)

This round will allow PNMs and chapters to learn about each other in events that last for 30 minutes. During this round, PNMs and chapters will spend time getting to know each other (or virtually, if preferred). At the conclusion of this round, chapters and PNMs will submit their preferences for Round 2 invitations. PNMs will meet with the Fraternity/Sorority Advisor when they are ready to submit their preferences.

Round 2: Philanthropy (Finance)

4:15 pm - 9:30 pm, Saturday, Sept. 11 · CLC Spartan Lounge (CLC 210)

This round is by invitation only and lasts for 45 minutes. PNMs may visit up to three chapters based on their invitations (or virtually, if preferred). During this round, PNMs will learn about each chapter's philanthropy and service initiatives. PNMs will also learn about the financial commitment of being a member of that particular chapter. At the conclusion of this round, chapters and PNMs will submit their preferences for Round 3 invitations. PNMs will meet with the Fraternity/Sorority Advisor when they are ready to submit their preferences.

Round 3: Preference

1:30 pm - 8:45 pm, Sunday, Sept. 12 · CLC Spartan Lounge (CLC 210)

PNMs may be invited to visit up to two chapters for one hour in person (or virtually, if preferred). This is the most intimate round of recruitment where PNMs are able to hear personal stories and experiences that come with being in their sisterhood. Invitations to Preference Round events should be respected, as it indicates that the sorority is very interested in the PNM for membership. At the conclusion of this round, PNMs will meet with the Fraternity/Sorority Advisor to submit their final preferences. Matches will be revealed on Bid Day.

Bid Day

4:30 pm - 7:00pm, Monday, Sept. 13 · Hodge Lobby

Bid Day is a day of celebration! At this time, PNMs who received bids (invitations to membership) are able to review the invitations and decide if they wish to accept. New members will then have the opportunity to hang out with their new sisters and celebrate their sisterhood! Please bring a light jacket!

WHAT TO WEAR TO RECRUITMENT

OPEN HOUSE

IN PERSON (with virtual option)



PHILANTHROPY (FINANCE)

IN PERSON (with virtual option)

- White Sorority Recruitment shirt that is provided on the first day. You may wear a cami to slip it on over or change in the bathrooms.
- Bottoms (shorts, skirts, pants, etc.) that you feel comfortable and confident in!
- Comfortable shoes

PREFERENCE

IN PERSON (with virtual option)



Cocktail attire, dresses, dress shoes, nice sandals, wedges or heels

BID DAY

IN PERSON



Casual/active attire Leggings, shorts, and t-shirts





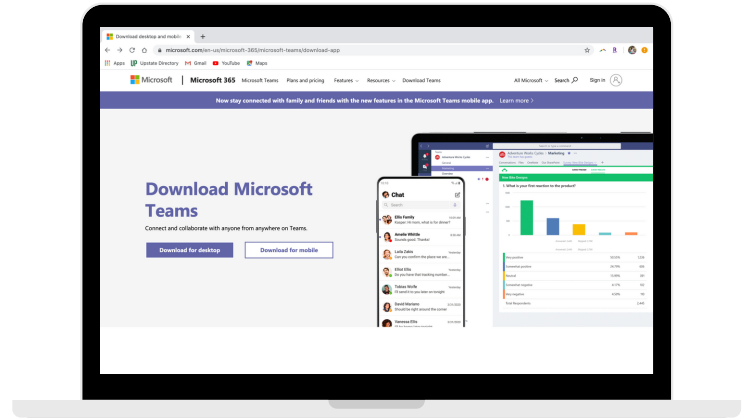
TECHNOLOGY FOR RECRUITMENT

Due to the Coronavirus, the Panhellenic Council has made the decision to adopt a hybrid recruitment structure in an effort to protect not only our current members, but also the PNMs who are participating in the Sorority Recruitment process. If at any time you feel uncomfortable participating in the remainder of recruitment, in person, we will assist you in being able to continue the process virtually. The Upstate Panhellenic Council has chosen two technologies to facilitate the a virtual Sorority Recruitment process.

Microsoft Office Teams

Microsoft Teams will be used for the virtual conversations of 2021 USC Upstate Sorority Recruitment.

Microsoft Office is a technology platform that all USC Upstate students have access to by virtue of their attendance at the institution at no additional cost.



Click on the image above to download the desktop/phone app

In preparation for recruitment, PNMs should download Microsoft Teams to their desktop. They are also encouraged to download the Teams app onto their phone.

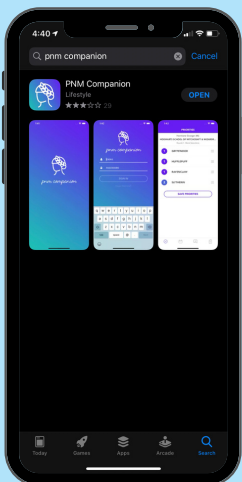
ALL PNMS NEED TO DOWNLOAD THIS

PNM Companion App

The PNM Companion app is the technology that PNMs will use to input their daily preferences after Open House, Philanthropy and Preference conversations. PNMs will also use this app to view their daily invitations.

PNMs will meet virtually with an Upstate staff member at the end of Open House, Philanthropy and Preference rounds to input their rankings.

In preparation for recruitment, PNMs should download the free "PNM Companion" app below:



Rounds with Virtual Conversations

For rounds where there are virtual conversations, PNMs will utilize Microsoft Teams as the technology that connects them with the chapters.

At the start of the virtual round, PNMs will enter the virtual "[Sorority Name] Waiting Room" for the event in which they were invited.

At least one RC will be there to take attendance and to answer any last minute questions.

The RC will tell PNMs when the event is about to start. After that point, PNMs will receive a video call from a sister in that chapter.

After the round has concluded, the PNM will rejoin the virtual "[Sorority Name] Waiting Room" of the chapter from which she just left. Once all PNMs rejoin the waiting room, further instructions will be provided by the RC.





MEET OUR CHAPTERS



Delta Zeta Sorority

Nickname: DZ

Founded: 1902 at Miami University (Ohio)

Chapter: Omicron Mu, Chartered 1992

Colors: Rose & Vieux Green

Mascot/Symbol: Turtle

Flower: Killarney Rose

Philanthropies: Speech and Hearing, The Painted Turtle Camp

Link to National Website: www.deltazeta.org



Phi Mu Fraternity

Nickname: N/A

Founded: 1852 at Wesleyan College (GA)

Chapter: Lambda Zeta, Chartered 1993

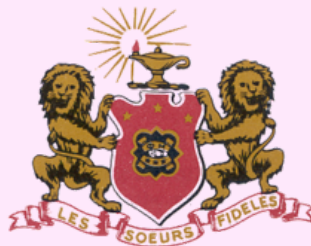
Colors: Rose & White

Mascot/Symbol: Lion (Sir Fidel)

Flower: Rose Carnation

Philanthropies: Children's Miracle Network Hospitals

Link to National Website: www.phimu.org



Zeta Tau Alpha Fraternity

Nickname: ZTA, Zeta

Founded: 1898, Longwood University (VA)

Chapter: Kappa Rho, Chartered 2002

Colors: Turquoise Blue and Steel Gray

Mascot/Symbol: Five-Pointed Crown

Flower: White Violet

Philanthropies: Breast Cancer Awareness & Education

Link to National Website: www.zetataualpha.org



FINANCES AND ACADEMICS

FINANCIAL COMMITMENT

Joining a fraternity or sorority is a lifetime commitment. With this commitment includes a financial investment into the membership experience. Understanding financial investments are critical in the exploration and joining processes.

During formal recruitment, a potential member should ask sorority members about financial obligations and payment options as each sorority sets its own fees as well as the payment schedules.

Learn more about the financial commitment of joining a sorority [HERE](#).



*Range of New Member
Dues for Fall 2021:*

\$400 - \$900

ACADEMIC EXPECTATIONS

Academic success takes hard work, commitment, dedication and knowing where to find additional resources. In a sorority, members can use the network of other members who have already taken advantage of campus resources, such as the library, Student Support Services, Counseling Services, Disability Services and Career Services. While members are ultimately responsible for their own success, opportunities such as study halls, study hours and study buddies as well as award and incentive programs are available to help them achieve.

While there is a recommended GPA to have going into Panhellenic Recruitment, Panhellenic does not have a minimum GPA needed to participate. Chapters do typically have a minimum GPA requirement to join and make their own decisions as it relates to extending membership.



*Recommended GPA:
2.7 Cumulative*



POLICIES AND RIGHTS

Mandatory Event Attendance Policy

The Panhellenic Association has a mandatory attendance policy during recruitment. This means that a Potential New Member is required to attend all chapter events to which she is invited. Potential New Members may NOT “pick and choose” the chapters they wish to attend on their schedule. If a Potential New Member chooses not to attend a chapter on her event schedule and does not have an excused absence, she will be removed from the recruitment process immediately.

Potential New Members must submit any academic or athletic conflicts during Panhellenic Recruitment Orientation on September 4th . Panhellenic encourages chapters to invite back Potential New Members who miss events due to conflicts, but there is no guarantee that a chapter will invite you back if you have to miss their event. If a Potential New Member would like to withdraw from the recruitment process, she will need to go to meet with Panhellenic Advisor, Lana Hinds, virtually (or in person) to fill out an official withdrawal form.

Signing and Accepting a Bid

In signing a Membership Recruitment Acceptance Binding Agreement (MRABA), a potential new member is making a binding agreement that she will accept a bid from any of those sororities she lists in order of preference on her card. A woman should fully understand the agreement prior to signing. Furthermore, should a woman receive a bid from a sorority and she decides not to join the sorority, she will not be able to join another NPC sorority until the next Primary Recruitment.

Potential New Members Have the Right to...

- 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 individual sorority 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 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 the decision.
- The right to have a positive, safe, and enriching recruitment and new member/pledging experience.

RULES REGARDING THE RELATIONSHIP OF POTENTIAL NEW MEMBERS AND SISTERS

A. Potential New Members must attend all scheduled recruitment events. Without a validated excuse for every absence, you will be removed from the recruitment process.

B. You must treat every sorority with equal respect. The sorority members must also respect you by not answering phone calls during the recruitment events, talking down about other sororities, etc. If you feel a sister has disrespected you, tell your Recruitment Counselor. Your name will be confidential at all times, but the issue will be addressed.

C. You **MAY NOT** “bad mouth” or slander any sorority to any sorority member or other Potential New Members. All opinions should be kept between you and your Recruitment Counselors. It is important for you to make the decision for yourself and keep an open and unbiased mind throughout the entire recruitment process.

D. Sorority members **MAY NOT** ask you about other sororities you have visited, whether you are legacy, or about your friends in recruitment. If they do these things, you do not have to answer the questions. Tell your Recruitment Counselor immediately or fill out the Statement of Concern at bit.ly/PanReport

E. You may not discuss rumors, stereotypes, etc. with any other Potential New Members or sorority members. The sorority sisters also cannot talk to you about these things. If they do, report it immediately. We also hope that you will avoid topics primarily concerning fraternities or social events and direct questions related to any of the listed topics above to your RC.

F. You may not accept **ANY** type of gift (meals, cards, letters, sorority paraphernalia, etc.) before or during the recruitment process. If a chapter attempts to give you anything, please report this to your recruitment counselor.

G. If you have any questions about sorority recruitment, please contact your Recruitment Counselor.

H. When leaving a recruitment event, you will not be allowed to discuss opinions with other Potential New Members. You may; however, take notes after the event that will help you make decisions later.

I. You **MAY NOT** attend social events with sorority members.

J. Men and alcohol are prohibited at official or unofficial Panhellenic Recruitment events





USC UPSTATE HAZING POLICY

In addition to the legal and physical risks, hazing is harmful to the morale of members and creates additional problems within the organization. The very activities meant to “build pledge class/line unity” can be detrimental to the overall unity within the organization, creating issues with distrust and loyalty. It also hinders the ability of organizations to recruit and retain members, and can create a vicious cycle that will ultimately destroy the organization.

The University defines hazing as any act that endangers the mental or physical health or safety of a student, faculty member or other University official. This includes the removal of public or private property for the purpose of initiation, admission into, affiliation with or for continued membership in a group or organization (Code of Student Behavior). It is important to note that a student’s “willingness” to participate in the hazing activities is not a defense. Essentially, if someone gives an organization “permission” to haze him or her, it is still hazing and is still a violation of the Code of Student Behavior and South Carolina law. Additionally, hazing is not an issue limited to fraternities and sororities, but can also occur in non-Greek organizations and athletic teams. If you feel that you have been hazed, contact the Office of Student Involvement (involvement@uscupstate.edu or 864-503-5387) or contact the Dean of Students at 864-503-5107 to submit a report. Such reports can be submitted anonymously. Additionally, any member of the University or surrounding community who has witnessed hazing activities can also submit reports for us to investigate.

TUCKER HIPPS TRANSPARENCY ACT

In accordance with South Carolina’s Tucker Hipps Transparency Act, USC Upstate reports findings of violations involving alcohol, drugs, sexual assault, physical assault and hazing by fraternity and sorority organizations formally affiliated with the University.

Reports include the organization’s name, incident date, report, charge, investigation and resolution. Reports also include a general incident description and subsequent charges, findings and sanctions placed on the organization.

In order for our students to be fully informed about their choices when joining a fraternity or sorority, USC Upstate provides a report on conduct violations dating back to 2011. This information can help students evaluate the safety and integrity of the organizations they are considering joining.

Information can be found by visiting: www.uscupstate.edu/fsl.

HELPFUL HINTS FOR RECRUITMENT

REMEMBER...

Recruitment can be a tiring and time consuming process. Be sure to budget your time wisely prior to and during Panhellenic sorority recruitment. Make sure that you get plenty of rest and stay focused on your academics. You will make friends during the recruitment process that you will have for the rest of your time at USC Upstate and you will meet your future sisters. You have the power to have a great experience. If you keep an open mind, make your own decisions, form your own opinions and follow the rules, you will end up in a sorority that best fits you.



Recruitment Counselors are active sorority women who have chosen to serve as recruitment counselors to assist and counsel Potential New Members through the recruitment process. There will be one or two trained Recruitment Counselors in each group who are there to assist you day or night with unbiased advice and information.

Hazing Policy

If a PNM or member feels that she is being hazed or knows of a hazing incident, she should report it immediately to Lana Hinds, Panhellenic Advisor at LHinds@uscupstate.edu. Any Panhellenic chapter found in violation of the USC Upstate Anti-Hazing Policy will be subject to investigation by the institution, discipline by the Panhellenic Association and will have their Inter/National Headquarters contacted.

Penalties for Violating the PNM Code of Conduct

All violations of the Potential New Member Code of Conduct will be addressed by the Panhellenic Recruitment Director and Vice President for Administration (or other authority). Violations may result in an array of sanctions ranging from a warning to removal from the recruitment process.





Dive into Sorority Life!

Joining a sorority can change your life forever and for the better. If you still have questions about going through Panhellenic Sorority Recruitment, email our Recruitment Director, Shelby, at UpstatePanRecruitment@gmail.com.

Register for Recruitment at www.USCUpstate.edu/Panhellenic

We look forward to seeing you soon!

FOLLOW US ON INSTAGRAM
@USCUpstatePanhellenic

UPSTATE
University of South Carolina

