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A Potential New Member's Guide to
Sorority Formal
Recruitment 2017
at Rhode Island College

**Sponsored by the Panhellenic Council and the Office of Student Activities
Rhode Island College · Student Union #408**

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WELCOME FROM THE PANHELLENIC VICE PRESIDENT OF RECRUITMENT

On behalf of myself and the entire Panhellenic Council, I would like to welcome you to recruitment! The ladies you will be meet during recruitment week are so beyond excited to get to know you. We could not be happier about your interest in Rhode Island College's Greek Life. Rhode Island College partners with three National Panhellenic Council sororities that dedicate so much time and love into sisterhood, scholarship, philanthropy, leadership, and much more. Each sorority has something different to offer and we hope you make one of them your home away from home. Take a deep breath and get ready for this amazing opportunity you are about to embark on.

When I look back on my Recruitment process I remember the rollercoaster of emotions I felt - excitement, happiness, and nervousness. Do not feel stressed! If this is exactly how you are feeling; it is normal. For some of you this may be your first semester in college, while some of you could have waited a bit; either way this decision is now and will set the rest of your college experience on a positive note. Sororities are about creating new memories while improving yourself and accomplishing goals towards your future. By joining Greek Life, you are becoming a part of something greater than yourself which is an amazing feeling. Greek Life has many rewards to it such as gaining new friends, learning more about yourself, and developing leadership skills!

My Greek Life family has provided me with more support and love during the hardest times of my life than I have experienced anywhere else. These women are more than letters on a shirt, but they are the reason for who I am today. I can full heartily admit that I was not a good place prior to meeting my sisters; but now today I am happier than ever with who I am and who I surround myself with. Joining Greek Life is what you make of it. Similar to me, you can have the greatest of times and meet some of your future bridesmaids.

There is a home for everyone between our sororities on campus. You are in charge of your college experience, so make it the best one possible by following your heart and choosing the organization that best fits you; you will know which one feels like home. Make sure to look deep inside yourself and don't question your gut feeling, but also remember to have fun and be yourself! This week is the beginning of the next chapter of your life. See you soon, ladies!

Best of luck!

Samantha Zambarano

Panhellenic Vice President of Recruitment

GREEK SPEAK: IMPORTANT GREEK TERMINOLOGY

Active - a member initiated into lifelong membership & is "active" at the collegiate level

Alumna/ae - initiated member who graduated

Badge - also known as a pin, it is an item of jewelry given to members upon initiation

Bid - invitation to join a sorority given on Bid Day

Bid Card - official card signed by a PNM that states the sororities she would like to join

Bid Day - the last day of Recruitment in which PNMs receive formal Bids to join a sorority

Big Sister - a new member is paired with an initiated member to be her big sister. This sister serves as a mentor & role model for a new member

Chapter - a branch of a national sorority established at a campus. Each will have their own name, usually designated by Greek Letters.

Chapter Meeting - a meeting to discuss sorority business

Dues - cost of joining a sorority. It covers costs of operation, formal events, activities, & other events.

Formal Recruitment - events hosted by sororities in order to meet PNMs during a scheduled time frame.

Fraternity - a group of people brought together because of mutual interests. Generally thought of as a group of men, but also refers to coed organizations & many sororities are officially fraternities.

Hazing - any act performed by a member of any organization that is likely to cause harm, danger, public embarrassment or shame, compromises a person's dignity, causes the person to be the object of ridicule, cause psychological harm, or is illegal. Hazing is against the law in all states & is against the principles of all Greek organizations.

Informal Recruitment - less structured than formal recruitment, this process occurs during the fall semester. Not all chapters participate; each chapter participating holds a series of causal events in order to get to know and recruit women.

Initiated Member - a person who has learned the ritual of a sorority and is a full member

Initiation - a ceremony where a new member becomes an active member of the organization. Initiation ceremonies are private and vary for all organizations.

Legacy - the daughter, sister, granddaughter, or niece of an initiated or alumnae member.

Nationals - a sorority's national headquarters. Usually called "nationals," but most organizations are international, having chapters outside the US.

New Member - after receiving & accepting a bid, a woman becomes a new member. Formerly, "pledge."

New Member Pin - a distinctive badge designating a new member of a particular sorority for the period of time between bid acceptance and initiation. Most organizations require the new member to return the new member pin at initiation in exchange for their member pin.

New Member Class - the group of new members that go through the New Member Program and Initiation together. Formerly called a "pledge class"

New Member Period - the time period where the new member learns about their new organization before initiation. Lasts from Bid Day until Initiation. Formerly called a "pledge period."

National Panhellenic Conference (NPC) - organization that governs the 26 inter/national sororities

Philanthropy - a charity or fundraiser the sorority supports. It can be national, local, or both.

Potential New Member (PNM) - a person who is interested in joining a Greek letter organization, and will participate in recruitment. Formerly known as "Rushee"

Preference - the final parties held by sororities during Recruitment. They are fancier than the previous parties & usually include a ritual PNMs can participate in. Also known as "Pref."

Panhellenic Counselor (Pi Chi) - a sorority woman carefully selected & trained to guide PNMs & answer any questions about recruitment and sororities on campus

Ritual - a secret ceremony of a sorority containing the secret principles and ideals upon which the chapter was founded. Ritual elements are sacred to each sorority and fraternity and have been handed down through the generations. Only initiated members may be privy to rituals.

Sister - a term used by a member of a sorority to refer to another member of the same sorority

Sorority - a group of women joined in friendship for leadership, service, social & academic purpose

GREEK ALPHABET

A

Alpha
(ai-fah)

B

Beta
(bay-tah)

Γ

Gamma
(gam-ah)

Δ

Delta
(dei-ta)

E

Epsilon
(ep-si-lon)

Z

Zeta
(zay-tah)

H

Eta
(ay-tah)

Θ

Theta
(thay-tah)

I

Iota
(eye-o-tah)

K

Kappa
(cap-pah)

Λ

Lambda
(lamb-dah)

M

Mu
(mew)

N

Nu
(new)

Ξ

Xi
(zie)

O

Omicron
(om-e-cron)

Π

Pi
(pie)

P

Rho
(roe)

Σ

Sigma
(sig-mah)

T

Tau
(taw)

Υ

Upsilon
(up-si-lon)

Φ

Phi
(fie)

X

Chi
(kie)

Ψ

Psi
(sigh)

Ω

Omega
(oh-may-gah)

WHAT IS SORORITY LIFE ALL ABOUT?

❖ **Scholarship**

All sorority members share one commonality: we are students first. Both the Panhellenic Council and individual organizations host programs geared towards improving and supporting the scholastic performance of its members.

❖ **Service & Philanthropy**

An important aspect of the undergraduate experience is learning to work with others and to give of yourself. Each of the three sororities believe in making a difference locally and nationally. The sororities at RIC host their own philanthropic events and work together on community service initiatives.

❖ **Sisterhood**

Joining the sorority community at RIC offers you the opportunity to form meaningful connections and lifelong friendships with a diverse group of students who share a common set of values and ideals. These special bonds provide you with support, guidance, networking opportunities and are invaluable in every phase of your life at RIC and beyond.

❖ **Leadership**

Developing strong leadership skills, opportunities to practice these new skills and recognition for achievement are integral parts of the sorority experience.

WHAT IS FORMAL RECRUITMENT ALL ABOUT?

What to Expect:

- ❖ **Expect to be nervous.**
It's natural to have those butterflies in your stomach when you approach a new group of people, but it will get easier as the days progress. Remember, the sisters are just as nervous as you! They also feel a lot of pressure to find their new sisters for their sorority. Just relax and smile, and recruitment will just breeze by.
- ❖ **Expect to meet a lot of new people.**
One of the best parts of recruitment is meeting many new people, both peers and older students. You may find your new best friend right in your recruitment group. At any rate, you're guaranteed to exit recruitment with a whole bunch of new friends.
- ❖ **Expect to be asked questions.**
Recruitment relies a lot on conversation and interaction to help you meet the sisters and for them to meet you. They want to know more about you, so don't be surprised if they ask you questions. At the same time, we encourage you to ask your own questions of them. You're trying to find out more about them too!
- ❖ **Expect to have fun!**
Seriously, just wait.

What to Wear:

- ❖ Rounds 1-3 are informal, so come in relaxed clothing and comfortable shoes.
Examples: jeans, shorts, flats, be presentable & ask your Pi Chi if you are unsure.
- ❖ Preference Night ("Pref") is more formal, business casual, so keep that in mind.
Examples: khakis, nice shirt or blouse, black pants, nice skirt or dress
- ❖ Definitely do not go out and purchase a new wardrobe for Recruitment. The sororities want to see your true personality and it always shows if you are uncomfortable in clothes that you would not normally wear.

What to Bring:

- ❖ **Anything You Need to Freshen Up Between Rounds:** A small comb or brush, chapstick, etc. You know what you like to keep handy in your purse.
- ❖ **An Open Mind and a Sense of Humor!** It may seem cheesy, but the days can feel extremely long. You'll want to have these two things to help you make the most of the recruitment process.

What to Ask:

- ❖ Recruitment is your chance to find the perfect fit for you. Feel free to ask questions to help you make the decision about which sorority you feel at home in.
- ❖ You may want to find out the sisters' favorite chapter events, their philanthropy, the chapter scholastic support, new member requirements, etc.

EXPECTATIONS FOR POTENTIAL NEW MEMBERS (PNMS)

- ❖ Any full or part time RIC student who has a minimum cumulative GPA of 2.25. Individual Chapters may have a higher GPA standard for membership. **If you have a disability that affects your GPA, you may be eligible for a waiver to temporarily lift the requirement. Call the Disability Services Center for more information (401-456-2776)**
- ❖ First-year students and transfer students must submit their most recent high school/college transcript to the Office of Student Activities.
- ❖ All PNMs must register for Formal Recruitment to participate and pay \$10.
- ❖ **Registering for Formal Recruitment does not guarantee a bid.**
- ❖ PNMs are expected to attend all recruitment parties to which they are invited. In the case of illness, observance of religious holidays, athletic commitments, class, or other valid conflicts, a PNM is required to notify the Greek Life Advisor in advance. The Greek Life Advisor will notify each Sorority of those who will not be in attendance. Failure to provide notification will render an absent PNM ineligible to continue her participation in formal recruitment.
- ❖ You are most likely to receive a bid if you attend all parties you have been invited to and you select and rank all the sororities whose parties you attended.

CONTACT BETWEEN SORORITY MEMBERS & PNMS

- ❖ Normal social contact and conversation are permitted between PNMs and sorority members. However, there is to be no communication regarding recruitment for a specific organization between any sister and PNM.
- ❖ PNMs may not visit a sorority member's residence or attend an event outside of recruitment. This includes organized sorority social events. PNMs may only visit a sorority during scheduled recruitment events. Sorority members, including alumnae, may not visit a PNM in her place of residence prior to or during Formal Recruitment.
- ❖ Sorority members may not correspond with PNMs for the purpose of promoting and serving the sorority, this includes contact via texting, Facebook, or other social media.
- ❖ Sorority members may not purchase any items, including gifts, for a PNM and a PNM may not purchase any items, including gifts for a sorority or its members. PNMs may not leave recruitment events with any items.
- ❖ Sorority members may not verbally promise, offer, or imply, directly or indirectly, that a PNM will receive a bid. If a chapter needs to contact a PNM during Formal Recruitment, the sorority must contact the Greek Life Advisor.

There is to be no direct contact during Formal Recruitment, defined as Monday, September 18th – Friday, September 22nd.

- ❖ Strict silence will occur from the conclusion of preference parties until bids are extended on Friday, September 22nd.
- ❖ There will be absolutely no contact or conversation between PNMs and any sorority member.
- ❖ Be smart and use good judgment and common sense.

FORMAL RECRUITMENT ROUNDS SCHEDULE

<p style="text-align: center;">Orientation Meeting Monday, September 18th</p> <p>Arrive at Student Union Ballroom at 8:00pm</p>	<ul style="list-style-type: none"> ❖ This session will give you an overview of recruitment and you will meet your Pi Chi and recruitment group for the week. ❖ Like all rounds, this session is mandatory to receive a bid. ❖ Dress casually and wear comfortable shoes
<p style="text-align: center;">Round 1: Information & Activity Night Tuesday, September 19th</p> <p>Arrive at SU Ballroom 7:45pm Party 1: 8:00pm-8:45pm Party 2: 9:00pm-9:45pm Party 3: 10:00pm-10:45pm</p>	<ul style="list-style-type: none"> ❖ It is the first night of recruitment and tonight is all about sorority fun & getting to know what the organizations are about. ❖ Wear comfortable shoes and dress casually, and have fun getting to know the three sororities!
<p style="text-align: center;">Round 2: Speed Dating Night Wednesday, September 20th</p> <p>Arrive at SU Ballroom 7:45pm Party 1: 8:00pm-8:45pm Party 2: 9:00pm-9:45pm Party 3: 10:00pm-10:45pm</p> <p>*Select and Rank Your Sorority Preferences</p>	<ul style="list-style-type: none"> ❖ Each of the three sororities will be hosting a speed dating event so that both you and the sisters can get to know one another better. ❖ Again, wear comfortable shoes and dress casually.

Continued...

<p align="center">Round 3: "Pref" Night – Invite Only Thursday, September 21st</p> <p>Arrive at SU Ballroom 7:45 pm Party 1: 8:00pm-9:00pm Party 2: 9:15pm-10:15pm</p> <p>*Select and Rank Your Sorority Preferences</p>	<ul style="list-style-type: none"> ❖ Tonight is the night! You get to know the sororities on a more personal level. Now is their turn to make an impression on you. ❖ This day is very special to the sorority women and they look forward to sharing themselves and their sororities with you. ❖ Most formal event of the recruitment process and the usual attire for this day is a dress, skirt, or nice pants.
<p>BID DAY! Friday, September 22nd</p> <p>Arrive at the SU Ballroom 4:15pm Arrive on the Quad 4:30pm to meet your new sisters!</p> <p><i>RAIN PLAN: Arrive at the Faculty Center at 4:15</i></p>	<ul style="list-style-type: none"> ❖ PNMs arrive at the Faculty Center to sign and receive their bids. ❖ At 4pm, those who have chosen to accept a Bid from a sorority will come back to join their new sorority sisters!

The PERIOD OF SILENCE is in effect once the Preference Parties are completed. There is to be no communication between Chapter Members and PNMs until Bid Day activities begin on Friday, September 22nd. Failure to adhere to this standard is considered a recruitment infraction.

RIC Sorority Profile: Alpha Sigma Tau

AΣT

Organization:	Alpha Sigma Tau
Nickname:	AST
Local Founding:	April 2013
National Founding:	November 4, 1899 in Ypsilanti, MI
Motto:	Active, Self-Reliant, Trustworthy
Colors:	Emerald Green and Gold
Symbol:	Anchor
Mascot:	Giraffe
Jewel:	Pearl
Flower:	Yellow Rose
Philanthropies:	The national philanthropy is the Women's Wellness Initiative. The national service project is Habitat for Humanity. The local philanthropy is Day One.
Minimum GPA for Membership:	2.5
Cost per semester:	\$300 a semester for active members. New Member dues are \$383.50
Dues Include:	New Member Fee of \$110 and an Initiation Fee of \$130. You will also need to pay \$95 for a badge and guard that you will receive at initiation.
Active Members:	30
Alumnae:	39
Recruitment Chair:	Paige McAleney
President:	Elisabeth Radwan

RIC Sorority Profile: Delta Phi Epsilon ΔΦΕ

Organization:	Delta Phi Epsilon International Sorority
Nickname:	DPhiE (D-Phi-E)
Local Founding:	May 4, 2012
National Founding:	March 17, 1917 at The New York University Law School
Members Around the World:	Over 50,000 members worldwide
Motto:	“Esse Quam Videri” - To be, rather than to seem to be
Colors:	Royal Purple and Pure Gold
Gem:	The Pearl
Symbol:	The DPhiE crest
Mascot:	Unicorn
Flower:	The Lovely Purple Iris
Philanthropies:	Anorexia Nervosa and Associated Disorders (ANAD), The Cystic Fibrosis Foundation, and The Delta Phi Epsilon Educational Foundation
Minimum GPA for Membership:	2.25
Cost per Semester:	New Member: \$75 new member fee + \$130 is for the initiation fee and \$40 is the badge fee Active Member dues are \$300
Dues Include:	\$75: new member guide book, including the great history, ideals, and rules of our sorority as well new member education sessions, sisterhood activities and building exercises, big sister/ little sister activities, and new member shirts. \$130 + \$40 badge fee: for your initiation badge that will be with you a life time along with your sisterhood certificate to show your involvement in a growing sisterhood and Triad Magazine.
Active Members:	32
Recruitment Chair:	Sara McGloin
President:	Casey Smith

RIC Sorority Profile: Theta Phi Alpha ΘΦΑ

Organization:	Theta Phi Alpha
Nickname:	Theta Phi
Founding:	1912 at the University of Michigan
Motto:	Nothing great is ever achieved without much enduring
Colors:	Blue, Gold & Silver
Symbol:	Compass
Gem:	Sapphire, pearl
Mascot:	Penguin
Flower:	White Rose
Philanthropies:	Glenmary Home Missioners, The House That Theta Phi Alpha Built
Minimum GPA for Membership:	2.5
Cost per Semester:	New member fee is \$230 with an additional badge fee of \$105, \$290 for collegians
Dues Include:	New member fee, initiation fee, insurance, materials assessment fee, formal
Active Members:	32
Alumnae:	49
Recruitment Chair:	Rylee Newman
President:	Abigail Morse

FREQUENTLY ASKED QUESTIONS BY PNMs

What is Sorority Formal Recruitment?

Formal Recruitment is a week-long series of events where the sororities get to know you and you get to know the women of each organization. Each day consists of recruitment events hosted by each sorority. The recruitment groups will rotate so potential new members may attend all events. Formal Recruitment is a mutual selection process that is filled with activities designed to offer potential new members the chance to learn about the sororities in a concentrated period of time. It is an opportunity for students to meet the sorority members, ask questions, and define financial obligations, time commitments, and membership requirements.

How much does sorority recruitment cost and where does the money go?

The registration fee is **\$10**. Recruitment fees pay for refreshments during recruitment, AV, facilities costs, and administrative costs.

What is a Panhellenic Counselor (Pi Chi)?

A Panhellenic Counselor is a woman who is already a member of a sorority who will help you through the recruitment process by answering questions and guiding you through the exciting events of the week. They will remain disaffiliated from their sorority during recruitment, enabling them to remain impartial. Every Potential New Member will be assigned to a group led by a Panhellenic Counselor.

What is the time commitment for Recruitment Week?

Each night of recruitment will last 3-4 hours and it is required for each PNM to attend every night of recruitment; however academic commitments, such as class or internships must come first. Every effort has been made to avoid conflicts with class time, but some are unavoidable. Absences will be communicated to the sororities before they make membership selections. If there is a class conflict, please discuss this with the Greek Life Advisor.

What is Preference Night?

Preference night, or Pref Night, signals the end of Formal Recruitment. This night is more serious than the other days and will consist of traditional ceremonies very dear to the sisters. Further details about Preference Night will be discussed in groups by your Panhellenic Counselor during recruitment.

What is Bid Day?

Bid Day is the last day of Formal Recruitment where Potential New Members receive their invitation, or bid, to join a sorority and Potential New Members get to meet their new sorority sisters. This is the most exciting day of formal recruitment.

What should I talk about at the recruitment parties?

It is important for you to be yourself during recruitment and let the conversation flow naturally. The sororities are presenting themselves to you just as you are presenting yourself to them. The conversation should go both ways. Asking questions is encouraged. As you go from one day to the next, conversations will become more in-depth and involved. Remember that you have to narrow your choice of sororities each round. Therefore, collect enough information to comfortably make these decisions.

Will joining a sorority consume all of my time?

Not at all! Joining a sorority can be a time commitment, but each sorority will provide new members with clear expectations regarding their time commitments at the beginning of the new member education period.

Will sorority membership affect my academics?

Each sorority recognizes that academics are the reason all students are at RIC and academics are one of the things sororities do best. Each sorority has a scholarship program and provides rewards and incentives for outstanding academic performance, as well as support for members who are struggling academically. Scholarship is encouraged through tutoring and other educational programs.

Are there academic requirements?

Potential New Members must have a minimum cumulative GPA of 2.25 to participate in recruitment. Individual chapters have a higher standard for membership.

How much does it cost to be a sorority member?

Each chapter's dues will vary. Some chapters require a flat fee that covers membership dues, t-shirts, badge, and events. Others have a lower initial cost, but you pay for each additional item out of your pocket. Chapters offer payment plans so payments can be paid over the course of the semester. In most cases, the first semester will cost the most and the price will decline for subsequent semesters. By planning ahead, most women find they can meet their financial obligations.

What about hazing?

Not only is hazing illegal nationwide, but it is strictly forbidden on Rhode Island College's campus. If you are curious as to what activities you will be doing during your new member period, feel free to ask any of the sororities! If you have heard about any type of hazing occurring, please contact the Greek Life Advisor: Michael Giacalone – mgiacalone@ric.edu, or the anonymous hotline 1-888-NOT-HAZE

What if I am shy?

There are a lot of shy people out there but this should not hinder your recruitment experience. Remember, there are members of the chapters who are shy too, and you are not alone. Every sorority wants members with a variety of personalities. Each member of a sorority contributes their individual talents to the chapter. Just keep in mind that it is up to you to present yourself to each sorority. Smile and feel free to talk; the members want to get to know you as best they can. There is no reason to feel insecure. Sororities want to impress you just as much as you want to impress them.

What if I have trouble choosing between certain chapters?

Difficult decisions are a common dilemma. Potential new members, however, shouldn't look at this as a problem. Most women would probably be happy in several sororities on campus. Besides, keep in mind that sororities have to make decisions too. Think carefully and look objectively at what each sorority has to offer. A sorority should be a second home, a place where you feel totally comfortable and welcome. It shouldn't be a popularity contest. Your intuition, experiences at each party, personal goals and desires should guide you to the group that is right for you.

What if during recruitment week I discover that I am not ready to commit to sorority life?

A potential new member is never obligated to join a sorority. For various reasons, if you would not like to continue with formal recruitment, you may choose to withdraw. If during recruitment week, you decide that you no longer want to participate in formal recruitment, you should discuss these feelings with your Pi Chi who will help you through the process.

What if I know what sorority I want to join before I start Formal Recruitment?

There have been many opportunities throughout the year to meet sorority members and you may think you're set on one group. Part of Formal Recruitment is to see all of the sororities RIC has to offer. Keep an open mind and you may find your best fit in a sorority you just meet. It is to your advantage to consider as many sororities as possible since each one can only extend a limited number of bids.

What if I turn down the bid I receive on Bid Day?

If you receive a bid from a chapter on Bid Day, and decide not to accept it, you will not be able to participate in recruitment until Fall 2018.

Is alcohol involved in sorority Recruitment?

Absolutely not. Alcohol is prohibited during the recruitment process. In addition to not condoning underage drinking, Recruitment is about giving both chapters and potential new members the opportunity to evaluate their match as sisters, not whether or not they mesh in an alcoholic social setting.