

NORTHWESTERN PANHELLENIC ASSOCIATION



**FORMAL
RECRUITMENT
2020**

PNM HANDBOOK

WELCOME TO PANHELLENIC RECRUITMENT 2020!

I am so incredibly excited that you have decided to pursue membership in Northwestern's Panhellenic community! Two out of five female identifying individuals on campus are a part of one of our twelve Panhellenic chapters, and we can't wait for you to be a part of one, too!

During recruitment in January, you will have the opportunity to learn more about what makes each of the chapters at Northwestern unique. I encourage you to have an open mind throughout the process as you discover where you feel the most at home.

Whether you're looking for a space to engage in intellectual discourse, a group that will challenge you and help you grow, or a comfortable home away from home, you've come to the right place! Follow your instincts, and remember that no matter which chapter you join, you will be a part of a larger passionate, supportive, and engaged community in PHA.

Please feel free to reach out to your Recruitment Counselor and the Panhellenic Recruitment Team as resources—we're here to make this the best possible experience for you! Relax, be yourself, have an open mind, and most importantly—have fun!

EUGENIE MORTON
VICE PRESIDENT OF MEMBERSHIP

REGISTRATION QUESTIONS

1.

Photo

Add a photo of yourself
Headshot, Soft Smile,
Yearbook Photo - Whatever
feels most you

2.

High School Involvement

Tell us about your
extracurriculars, activities,
and volunteering roles

3.

Legacy Info

Let us know about any
family members in
chapters, including school
and affiliation

4.

Registration Costs

The registration fee must be
paid at the time of
registration. However, there
will be a waiver application
available through the SES
One Form for those who
demonstrate financial need

5.

About You Questions

Briefly describe your
interests and passions,
campus involvement, work,
etc.

REMEMBER...

You can change this
information in your account
before recruitment starts

FORMAL RECRUITMENT SCHEDULE

PNM FORUMS: JANUARY 7 & 8 (7PM)

In January, you will learn more about the recruitment process and will meet with your Recruitment Counselor during one of the two PNM forums. Attendance at one of the January forums is required.

SET I: JANUARY 9 & 10 (6-10:35 PM)

Over the course of two days, you will visit all 12 chapters; six each day. These parties are designed to familiarize you with the Panhellenic community and the benefits of joining a chapter. Set I consists of 30-minute parties.

SET II: JANUARY 11 (11:45AM-8:01 PM)

During Set II, you can visit up to nine chapters but you will likely visit five to seven chapters (or less). You will see some familiar faces, and probably meet a few new members during these 35-minute parties. Sorority members will present more information about sorority life as well as each respective chapter's national philanthropy and ways the chapter raises funds or awareness for the cause. This round will give you a peek inside the personality of each sorority.

SET III: JANUARY 12 (11:45 AM-8 PM)

During Set III, you can visit up to six chapters, but you will likely visit four to five chapters (or less). It is a day where you get to see the personalities of the different chapters through member testimonials. These 50-minute parties are less structured than the previous parties. Be prepared for a fun day!

PREFERENCE NIGHT: JANUARY 13 (4:30-10:30 PM)

The last day of events, you will visit up to two sororities. These events are more formal and usually have a more serious tone. Through speeches, songs, and ceremonies, chapter members will share their favorite memories and qualities of their chapter.

BID NIGHT: JANUARY 14 (6:00 PM)

You'll receive your bid from your Recruitment Counselor, meet the members of your new sorority, and travel back to your new chapter! Get ready for a night of fun and celebration as you attend your first event as a new member!



*All start times reflect when you will meet with your RC, not the beginning of formal parties.

**End times do not account for selection meeting with RCs. Expect to end later than listed each night.

GLOSSARY OF TERMS

Active:

A member who has been initiated into lifelong sorority membership

Bid:

A formal invitation given to a PNM to join a sorority

Bid Matching:

A system for matching the selection preferences of the Potential New Member to those of the chapters

Chapter:

The campus group of a national sorority

Disaffiliation:

When a member distances themselves from their chapter in order to advise and assist PNM's during Recruitment. All members of PRT and all RC's are disaffiliated from their chapters, meaning they cannot wear letters or reveal their affiliation during fall quarter

House:

The physical structure in which some Chapter members live

Initiation:

A formal ceremony through which new members become active members of a Chapter after completing the new member process

New Member:

A member who has accepted a bid for membership, but has not yet been initiated

Panhellenic Association:

The inter-sorority governing and programming body made up of members from several Chapters

Panhellenic Recruitment Team (PRT):

The team of disaffiliated members responsible for planning and executing recruitment. The Panhellenic Executive board, as well as Office of Fraternity and Sorority Life staff, make up PRT

Potential New Member (PNM):

Any first-year student or unaffiliated second-year student who is gender non conforming or female-identifying and planning on going through Panhellenic recruitment

Recruitment Counselor:

An active sorority member who leads a group of PNM's through the Recruitment Process. They are able and willing to honestly answer any questions about chapters and recruitment

Recruitment Headquarters:

Recruitment Headquarters, located in Lutkin Hall, is a place where PNM's can come to relax during parties they have off. PRT will be available to answer any questions or concerns

PANHELLENIC VALUES

SCHOLARSHIP

Greek organizations were founded on the principle of successful scholarship. The academic performance of Northwestern Panhellenic members is consistently higher than the all-undergraduate women's GPA. All chapters individually have grade requirements for their members and help each other achieve academic distinction. There are also opportunities for membership in national Greek honor societies.

LEADERSHIP

Panhellenic members are leaders throughout the Northwestern campus. After joining a Panhellenic sorority, there are many leadership opportunities that will be offered to you, such as chairing an event or serving on a chapter's executive board. There are also a number of leadership opportunities at the Council level, ranging from New Member Panhellenic (a board of representatives from all 12 New Member classes) to serving on the Panhellenic Executive Board.

Panhellenic members also find themselves becoming involved in leadership positions in campus organizations through the recommendation of their fellow members.

SERVICE & PHILANTHROPY

The dedication to service and philanthropy for Panhellenic members goes beyond the limits of the NU campus. Sororities not only participate in events on campus, but also sponsor a variety of activities each year to impact the local community and raise funds for their national philanthropies. Each chapter has a unique cause that they continually support throughout the year. Last year, Northwestern's Panhellenic chapters raised \$4,490 and completed 2,130 hours of community service, on average.

MEMBERSHIP & COMMUNITY

Joining the Panhellenic community at NU can provide you with a home away from home. Whether at philanthropies, membership events or just during leisure time, members are constantly strengthening their bonds of friendship. membership means so much more than events and wearing letters. It is a sense of belonging and understanding. It is being yourself and being respected for who you really are. It is sharing a bond with people who hold the same values as you do. It is knowing that no matter what, your chapter will always be there for you—not just for your four years at Northwestern, but for your lifetime!

WHAT TO WEAR

The main goal of formal recruitment is to get to know chapters, and let them get to know you - you should dress in what makes you feel comfortable and confident! Listed below are a few tips and guidelines - feel free to adapt them to fit your personal style.

1.

Comfortable Shoes

You will be doing a lot of walking, sitting, standing, and climbing up and down stairs. We strongly advise you to take this into consideration when choosing your footwear.

2.

Layers

Evanston will be cold in January! A portion of each set will be spent waiting outside before parties begin, so you'll want to dress accordingly. While it's generally chilly outside, however, the houses can get pretty toasty with so many people inside. Layering is the best way to keep yourself comfortable throughout the day.

Set I

During Set I, you are required to wear your Panhellenic Recruitment T-Shirt, which you will receive before the week begins. We recommend casual dress - what you might wear to class. Nice jeans or pants are popular options, as well as boots, nice sneakers, or flats. Feel free to accessorize your t-shirt with a sweater or scarf.

Set II

Set II attire is similar to Set I, except you do not have to wear your Panhellenic T-Shirt! Set II is one of the longest days, so wear something comfortable.

Set III

Set III is generally dress a little nicer than either of the previous sets. Consider wearing a skirt, casual dress, or dressier pants with boots or booties. A good comparison for Set III is an outfit you might wear on a date.

Preference Night

Preference Night is the most formal night of the week, and both PNMs and Actives will dress up. We suggest dress pants or a dress with flats, booties, or heels. Contrary to popular belief, you do not have to wear black! We also recommend bringing a bag with sweatpants and boots to wear between parties. Your legs and toes will get cold!

Bid Night

Bid Night is casual dress! Wear jeans, leggings, or pants, and you'll receive a t-shirt from your chapter when you arrive!

RECRUITMENT COUNSELORS

The Formal Recruitment process can be exciting and, at times, overwhelming.

The Panhellenic Recruitment Team has chosen some capable sorority members to guide you through the process. Recruitment Counselors, or RCs, are active sorority members who have disaffiliated from their chapter leading up to and during recruitment so that they can maintain an objective outlook and be a trusted resource for you as you navigate formal recruitment.

1.

Disaffiliation

Disaffiliation enables RCs to answer questions and guide PNMs without influencing opinions for or against any certain chapter. Feel free to ask your RC about life in PHA, their own recruitment experience, or even life outside of their sorority, but keep in mind that they can't discuss specifics of their chapter. (RC affiliations will be revealed before you receive your bids on Bid Night!)

2.

Qualifications

PRT chooses RCs based on their enthusiasm for NU and Panhellenic life, objectivity, and dependability. In addition, RCs undergo extensive training in Panhellenic Recruitment, mental health, and inclusion during the Spring and Fall prior to Recruitment so they can provide a safe and productive environment for you during the week of Formal Recruitment.

3.

RC Groups

Before recruitment begins, you will be assigned to an RC Group - a group of several PNMs led by a single RC. This is the group you will travel to Set I parties with, and your RC will be your main resource for questions, concerns, and conversations during the week. They will help you make your selections at the end of each set, and celebrate with you when you receive your bid. Some RC groups even stay in contact after the end of the week, and many PNMs become friends with the members of their group.

Take advantage of your RC, because they can offer valuable information regarding sorority life, academic classes, leadership roles, and other opportunities at Northwestern. Their job during Formal Recruitment is to help you and to make the process easier for you in any way they can!

ATTENDANCE

1.

Class, work, and athletic obligations are all excusable absences from recruitment. If you have a conflict with any part of the recruitment schedule, you must notify your RC by 11:59PM on January 8th (before the official start of formal recruitment).

2.

Missing class for a recruitment party is unacceptable. PNMs found in violation of this policy may face consequences.

3.

In case of illness, family emergency, or any last-minute conflict which will force you to miss part of recruitment, contact your Recruitment Counselor as soon as possible to notify them of your circumstances.

4.

PNMs must enter and exit parties on time with no exceptions. If a conflict covers a portion of a party, you will have to miss the entirety.

5.

The Panhellenic Recruitment Team encourages chapters to invite back PNMs who must miss parties due to conflict, but there is no guarantee that a chapter will invite you back after missing a party.

6.

PNMs must attend every party they are invited to each set (with the exception of those for which the PNM has a conflict). PNMs who intentionally skip parties during any set will face consequences, including possible withdrawal from the recruitment process.

PNM BILL OF RIGHTS

- The right to be treated as an individual.
- The right to ask questions and receive factual and objective answers from Recruitment Counselors and members.
- The right to be treated with respect by chapters, Recruitment Counselors, and Panhellenic Recruitment Team (PRT).
- The right to be treated as a capable and mature person without being patronized.
- 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 safe and enriching recruitment and new member experience.
- The right to transparent and accurate information pertaining to financial obligations of membership.

PNM EXPECTATIONS

- Treat chapter members, chapter houses, Recruitment Members, and Panhellenic Recruitment Team with respect.
- Do not remove any items from chapter houses (service items, chapter paraphernalia, etc).
- Only go in designated recruitment areas allowed during Formal Recruitment.
- Do not accept or entertain an informal bid to a chapter during Formal Recruitment. Bids come directly from Recruitment Counselors or members of PRT on bid day
- In order to ensure parties start and end on time, please follow the directives of actives or RCs for when it is time to enter or exit a chapter house.
- Attendance is required at all events. Notify your Recruitment Counselor or PRT with anticipated absences. If the PNM does not make contact with her Recruitment Counselor or Panhellenic Recruitment Team within 24 hours of the unexcused absence, the PNM will be warned or withdrawn from formal recruitment.
- Do not have your phones out while in chapter houses and be sure to completely silence phones during parties, unless in the event of an emergency or for accessibility measures.
- Do not communicate in-person or online with active members of Panhellenic chapters about recruitment during formal recruitment outside of times during which you are in a given house.
- If you identify a Recruitment Counselor's affiliation, do not share with other PNMs.
- As always, please abide by Northwestern University and federal policies including those involving alcohol and other substances.

TIPS FOR SUCCESSFUL RECRUITMENT

- Be relaxed, be yourself, and have fun!
- Keep in mind that Recruitment will be cold...dress appropriately and wear layers!
- Form your opinions on houses based on the conversations you have with individual members! Avoid making decisions based on material things such as house structure or clothing.
- Disregard rumors that you hear and make decisions based on your own feelings and experiences you have during recruitment—it's the best way to ensure you are happy with the chapter you join 4 years later!
- Don't be pressured to join a particular chapter because of a parent, sibling, friend, significant other or companion.
- Report anything that violates your PNM Bill of Rights or makes you feel uncomfortable to your RC or PRT. You are entitled to having an enjoyable recruitment experience, and anything that keeps you from doing so is something that Panhellenic should be aware of to insure that it doesn't happen in the future. When a report is filed, your name will not be noted.
- Use your phone or a piece of paper to keep notes between each chapter. Keeping notes will insure that you make fully informed decisions throughout the week!
- Have personal downtime and don't let yourself get burned out too quickly! Recruitment is a long week, and you should give yourself free time.
- Keep your opinions about recruitment and specific chapters to yourself in order to not impact another person's selection process.
- Rely on your Recruitment Counselor! Don't be intimidated by your RC or anyone on the Panhellenic Recruitment Team, they are here to help you and make your recruitment week the best week possible!

ACADEMIC AND FINANCIAL INFORMATION

GPA REQUIREMENTS

Every chapter has a GPA requirement they use when considering a person for membership. If your GPA falls below a chapter's standard, the chapter may not be able to consider you for membership. However, grade excuse forms do exist. If you have extenuating circumstances as to why your GPA is lower than what you would like (ex: you had an incomplete in a class, you were sick, you took a course-load that was too tough), you will have the opportunity to share this information with the chapters. Every woman who participates in Formal Recruitment must sign a grade release form. Please talk to your RC or PRT if you have any questions or want to fill out a grade excuse form!

Alpha Chi Omega - 2.7

Alpha Phi - 2.8

Chi Omega - 2.7

Delta Delta Delta - 2.5

Delta Gamma - 2.5

Delta Zeta - 2.7

Gamma Phi Beta - 2.8

Kappa Alpha Theta - 2.9

Kappa Delta - 2.7

Kappa Kappa Gamma - 2.7

Pi Beta Phi - 2.71

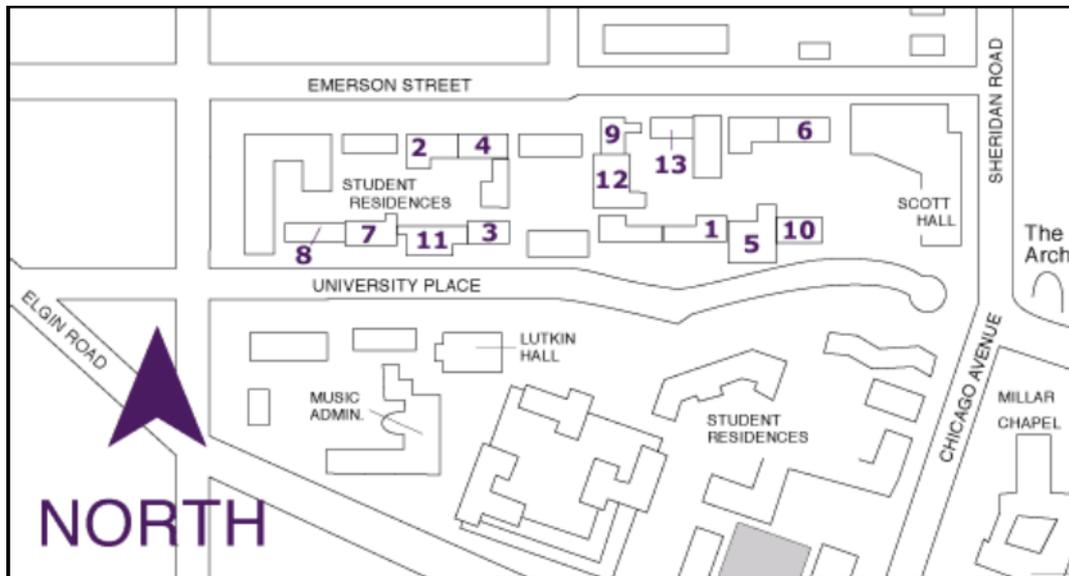
Zeta Tau Alpha - 2.5

FINANCIAL INFORMATION

Chapters may have different names for the same fees. Some chapters use a pay-as-you-go-system, while others include all costs in their quarterly dues. Likewise, some chapters bill their dues directly through Northwestern, while others require payment through outside systems. Most chapters require that dues and New Member fees are paid in full before you can be initiated. Dues are spent on philanthropic events, social events, scholarship programming, membership recruitment, chapter house renovations, administrative costs, and many other things. Room and board for almost all of the chapters is less than that of University Residence Halls. Please note: many sororities have payment plans and scholarships to help their members meet their financial obligation. More specific information about each chapter's dues and fees can be found here: bit.ly/nuphafinancial2020

- **Average winter quarter fee for new members: \$1,017.00**
- **Average active member (live-out) fee: \$704.04**
- **Average active member (live-in) quarterly fee: \$4,737.43 (including dues, room/board)**
- **Cost of living on campus average: ~\$6,000**

SORORITY QUAD MAP



- 1. Alpha Chi Omega (637 University Place)**
- 2. Zeta Tau Alpha (710 Emerson Street)**
- 3. Alpha Phi (701 University Place)**
- 4. Chi Omega (1870 Orrington Ave)**
- 5. Delta Delta Delta (625 University Place)**
- 6. Delta Gamma (618 Emerson Street)**
- 7. Delta Zeta (717 University Place)**
- 8. Evans Scholars (721 University Place)**
- 9. Gamma Phi Beta (640 Emerson Street)**
- 10. Kappa Alpha Theta (619 University Place)**
- 11. Kappa Delta (711 University Place)**
- 12. Kappa Kappa Gamma (1871 Orrington Ave)**
- 13. Pi Beta Phi (636 Emerson Street)**