

Washington University

PANHellenic

Association

Recruitment Guide

2024



Dear PNM,

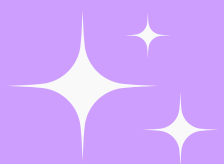
On behalf of the Women's Panhellenic Association, we would like to be the first to introduce you to Panhellenic Life and Recruitment at WashU. Joining a Panhellenic chapter is a great way to get involved at WashU, find your place in the greater WashU community, and create lifelong connections. The WashU Panhellenic community seeks to build leaders through experiences in sisterhood, scholarship, philanthropy, and social enrichment. We hope to help you find your home through participation in Primary Recruitment!

This guide will help you better understand what the Women's Panhellenic Association is and how our recruitment process operates. If you have further questions, check out our website and social media accounts listed below! We hope to see you during Recruitment 2024 and can't wait to help you find your home. College is an incredibly transformative period in life and can be quite daunting at first. At a school like WashU, with over 8,000 students, joining Sorority and Fraternity Life is an amazing way to make a large community feel more personal.

Over 450 women at WashU are members of the Panhellenic community, making up 6 National Panhellenic Conference (NPC) chapters. While each chapter provides its own unique experience, all sororities on campus provide personal development in the areas of sisterhood, academics, community involvement, philanthropy, DEI, health, social engagement, mentorship, and networking. While certainly a time commitment, participating in a Greek organization at WashU supplements and enhances the undergraduate experience. Members of the Panhellenic Community are also involved in other extracurriculars such as undergraduate research, varsity and club sports, professional fraternities, campus jobs, internships, campus clubs, and more.

We are looking forward to meeting each and every one of you, and we cannot wait to see our community grow. Should you have any questions, comments, or concerns, please email panhell@su.wustl.edu, fill out the form in our Instagram bio, contact Campus Life, or DM us on Instagram.

Sincerely,
Your WPA Representatives



Introduction



Our Mission

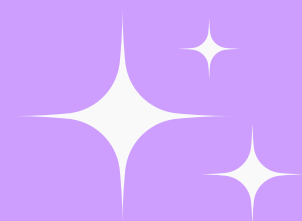
The Women's Panhellenic Association (WPA) is a governing body made up of an Executive Board and one delegate from each chapter. The WPA is the governing body of the six Panhellenic chapters on campus. Our goal is to act with integrity while upholding the values of Arête. Our community uses Arête, the Greek word for "virtue," as an all-encompassing term for all of our chapters' values. These values include scholarship, service, sisterhood, leadership, and support.

Panhellenic Creed

We, the Panhellenic women of Washington University, strive for high ideals, good scholarship, and serving our community to the best of our ability. We, as unified sorority women, stand for development of character inspired by the deep friendship of individual sorority and greater Panhellenic life. We recognize that we are not only part of our individual sororities but the larger Panhellenic community and work to further the ideals and values these communities represent.

Current Chapters

Alpha Epsilon Phi - @aephiwashu
Alpha Phi - @alphaphiwashu
Chi Omega - @washuchiomega
Gamma Phi Beta - @washugammaphi
Kappa Delta - @kappadeltawashu
Kappa Kappa Gamma - @kkgwustl



Greek Alphabet



Α
alpha
(al-fuh)

Β
beta
(bay-tuh)

Γ
gamma
(gam-uh)

Δ
delta
(del-tuh)

Ε
epsilon
(ep-si-lon)

Ζ
zeta
(zay-tuh)

Η
eta
(ay-tuh)

Θ
theta
(thay-tuh)

Ι
iota
(eye-o-tuh)

Κ
kappa
(cap-tuh)

Λ
lambda
(lamb-duh)

Μ
mu
(mew)

Ν
nu
(new)

Ξ
xi
(zye)

Ο
omicron
(om-e-cron)

Π
pi
(pie)

Ρ
rho
(row)

Σ
sigma
(sig-muh)

Τ
tau
(t-ow)

Υ
upsilon
(oop-si-lon)

Φ
phi
(fee)

Χ
chi
(khee)

Ψ
psi
(sigh)

Ω
omega
(oh-meg-ah)



Terms to Know



active - a fully-initiated undergraduate member of a sorority chapter

alumna - an initiated member of a panhellenic sorority who is no longer in college

bid - an invitation to join a chapter

big/little - during the new member period new members are paired with a woman who acts as a mentor and friend; big/little comes from "big sister" and "little sister"

chapter - the local collegiate group of an inter/national fraternity or sorority; alternate definition is the weekly meeting of a given organization

initiation - the formal ceremony that brings a new member to full sorority membership

legacy - a potential new member whose relative is an alumna or active member of a particular organization

new member - a member who has accepted a bid to a chapter but has not yet participated in an initiation ceremony

new member educator - the active serving as the liaison between new members and active members of a chapter; they are responsible for leading the new member period and preparing new members for initiation

new member period - a time during which new members learn about the values of their organization and the expectations of membership, as well as meet active members of the chapter

party - the period of time in which a PNM is visiting a chapter. Parties last between 30 - 60 minutes depending on the round.

philanthropy - the charitable arm of individual chapters; each chapter has an organization for which they raise money

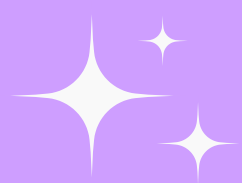
PNM - a potential new member, a woman going through primary recruitment in hopes of receiving a bid to a chapter

potential new member (PNM) - person who has interest in sorority life and participates in the recruitment process

recommendation - a letter written by an alumna recommending a woman for membership in a specific sorority

rho gamma - an anonymous member of a sorority who acts as a recruitment counselor, provides support to PNMs, and guides PNMs through recruitment

Continuous Open Bidding (COB) - an informally structured recruitment in which chapters individually plan and host events for PNMs



Overview



What is Primary Recruitment

Primary Recruitment is a structured mutual selection process that allows a Potential New Member (PNM) to explore all of WashU's National Panhellenic Council (NPC) chapters. It consists of one open round (Sisterhood), and two closed rounds (Philanthropy, Preference), where the chapters and PNMs spend time getting to know one another.

Values Based Recruitment

This ensures that the recruitment process focuses on conversations between chapter members and PNMs about what it is like to be a part of the chapter. Conversations typically incorporate discussions about sisterhood and philanthropy depending on the round. During recruitment, chapters and PNMs will get to know one another with the goal of bringing as many new members into the community as possible.

Mutual Selection Process

At the end of each round, chapters will select which PNMs they would like to invite back, and PNMs will select which sororities they want to return to. Our campus software will evenly balance these preferences and create schedules for both chapters and PNMs. The WPA strives to allow every woman an opportunity to find a sorority that best suits their personality, interests, and future goals, while providing an organized and unbiased membership selection process for the chapters. Invitations are only guaranteed to potential new members for Sisterhood Round events. There is no guarantee that a PNM will be invited to attend Philanthropy and Preference events. However, assuming each PNM attends and ranks all sororities on her schedule, there is a high likelihood she will. It is important to keep an open mind during recruitment week and to use the time to meet and make new friends! It is for this reason that we encourage you to attend as many open and closed events as possible.

Basics



Rho Gammas

Rho Gammas are active chapter members who conceal the chapter they belong to during the primary recruitment period. They are recruitment counselors who provide support to PNMs, answer any questions about the process, guide PNMs to their parties, and act as a resource to the PNMs during this time. Groups of 15-20 PNMs are assigned to each Rho Gamma.

MRABA

The MRABA is the Membership Recruitment Acceptance Binding Agreement. This is signed after a PNM attends the preference round and outlines all of their remaining options. This binding agreement states that a PNM can withdraw from recruitment, limit their options in their final selection, COB if they do not receive a bid, and that if they sign this document and then decline their bid that they cannot participate in primary recruitment at WashU until the next primary recruitment period (Spring 2025). The PNM agrees to accept a bid from any chapter they list.

COB (continuous open bidding)

The COB process begins after bid day for first years, and fall for second years and upperclassmen. During this process, a small number of chapters may elect to participate in informal recruitment. Women may receive a bid from a sorority outside the primary recruitment setting. Those who participated in the previous primary recruitment cycle, received a bid, but declined, are ineligible.

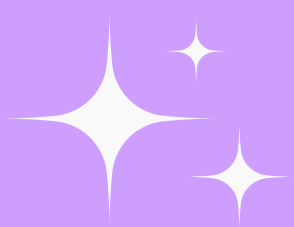
Please keep in mind that each year, few sororities participate in this process and it is up to the chapter's discretion as to whether or not they will participate. It is a great option for those who did not receive any bid.



Recruitment Schedule

- **SUNDAY JAN. 21: PNM WELCOME (ZOOM)**
4 - 5PM | PNM ORIENTATION AND MEETINGS WITH
RHO GAMMA GROUPS
- **THURSDAY & FRIDAY JAN. 25/26:
SISTERHOOD ROUNDS**
5:30PM - 9:45PM | PNMS VISIT ALL 6 CHAPTERS
- **SATURDAY JAN. 27: PHILANTHROPY ROUND***
9AM - 5:45PM | PNMS MAY VISIT UP TO 4 CHAPTERS
- **SUNDAY JAN. 28: PREFERENCE ROUND***
9AM - 5:15PM | PNMS MAY VISIT UP TO 2 CHAPTERS
- **MONDAY JAN. 29: BID NIGHT***
6PM - 9PM | PNMS RECEIVE THEIR BID AND
CELEBRATE WITH THEIR NEW CHAPTERS

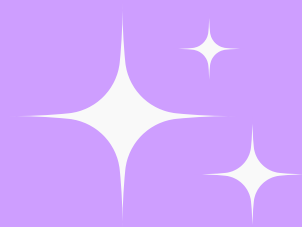
* INVITE ONLY



Recruitment Rules



1. PNMs must meet with a WPA Representative and alert their Rho Gammas to withdraw from the process out of respect to the chapters and WPA
2. PNMs must visit all 6 sororities during Sisterhood Round and all sororities they are scheduled to attend in Philanthropy and Preference Round in order to remain in the process
3. PNMs must be respectful to all chapter active members
4. PNMS may not communicate with chapter members outside of formal recruitment upon arrival to campus after winter break
5. PNMS may not consume alcohol during the days which primary recruitment occurs, including bid day



Do's and Don'ts

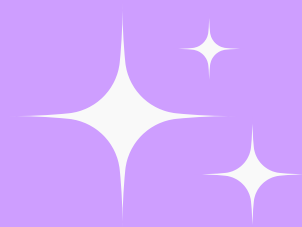


DO

- Go in open minded
- Follow @washupanhellenic on Instagram for recruitment updates
- Attend all of your classes and complete all of your assignments
- Follow your own opinions
- Pack water and snacks
- Take notes after each round
- Be respectful to all chapters and members
- Wear weather appropriate clothing
- Stay in contact with your Rho Gammas
- Follow the Recruitment Rules

DON'T

- Listen to gossip
- Go in with only a couple chapters in mind
- Miss an academic commitment for recruitment
- Use social media as your guide
- Make your rankings based on your friends' opinions
- Be on your phone during rounds
- Worry too much about your outfit. Wear what makes you feel comfortable and confident!



Sisterhood Round

What to Expect

- PNMs meet in Risa Commons to be escorted to parties by their Rho Gammas
- PNMs **MUST** visit all 6 chapters
- Thursday and Friday evening, after classes
- 30 minute parties
- 15 minutes between parties
- Conversations learning about each chapter's sisterhood and bonding activities and events

Outfit Inspiration

While we want to emphasize that there is no mandated attire for recruitment, we have put together sample outfits. We encourage everyone to wear whatever makes them feel most comfortable and authentically themselves!



Philanthropy Round

What to Expect

- PNMs meet in Risa Commons to be escorted to parties by their Rho Gammas
- PNMs may be scheduled to visit up to 4 chapters but **MUST** attend all chapters they are scheduled to visit
- 45 minute parties
- 15 minutes between parties
- Saturday during the daytime
- 1 hour lunch break
- Conversations learning about each chapter's philanthropic efforts and the charities they support

Outfit Inspiration

While we want to emphasize that there is no mandated attire for recruitment, we have put together sample outfits. We encourage everyone to wear whatever makes them feel most comfortable and authentically themselves!



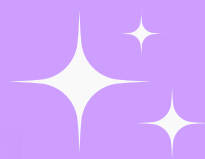
Preference Round

What to Expect

- PNMs meet in Risa Commons to be escorted to parties by their Rho Gammas
- PNMs may be scheduled to visit up to 2 chapters but **MUST** attend all chapters they are scheduled to visit
- 1 hour parties
- 15 minutes between parties
- Sunday during the daytime
- 1 hour lunch break
- Conversations learning about each chapter's values and evaluating fit in the sorority

Outfit Inspiration

While we want to emphasize that there is no mandated attire for recruitment, we have put together sample outfits. We encourage everyone to wear whatever makes them feel most comfortable and authentically themselves!



FAQ's

What attire should I wear for recruitment?

- There is no mandated attire for recruitment; wear whatever is most comfortable for you! Potential new members are not expected to buy any new clothes or outfits for recruitment.

What are the required dues for each sorority?

- Each sorority's financial commitment information is attached later in this booklet

What if I have a conflict or class during recruitment?

- A form to file approved conflicts will be sent out before primary recruitment. If a conflict arises during recruitment, your Rho Gamma will assist with a resolution

I am a legacy to a sorority. Is there anything special I should know?

- Every chapter handles legacies differently - some chapters no longer abide by their past legacy policy while others do take it into account. Reach out to the chapters and ask about their legacy policy.

Do I need letters of recommendation prior to recruitment?

- The chapters at WashU do not require recommendations from alumnae prior to meeting you during recruitment, and each chapter has different policies on whether they will accept the letters or not

What happens if I don't get a bid?

Attending and ranking all chapters on your schedule will increase the likelihood you will receive a bid. However, many sororities will still be looking to take in more women after this initial round of recruitment is finished. Therefore, the COB process will be continuing throughout the rest of the Spring semester.

FAQ's

Should I go through recruitment if I am unsure about joining a sorority?

- Yes! Your Rho Gamma will be with you every step of the way for support. Each sorority has its own set of unique personalities, so you are likely to find a place for you to call home!

What should I talk about during recruitment parties?

- It is important to be yourself and allow the conversation to develop naturally! Just as you are presenting yourself to chapters, chapters are presenting themselves to you. Therefore, it is important to ask questions that allow you to make comparisons and decisions.

What if I am shy?

- Some of the sisters in each chapter are as nervous to talk with you as you are to talk with them. Every member of a sorority contributes her individual talents to the sisterhood and chapters want members with a variety of personalities. There is no reason to feel insecure when speaking with sisters. Sororities want to impress you as much as you want to impress them!

What if I was guaranteed a bid by someone?

- It is strictly forbidden for actives to “promise bids” before bid day. Please report this information to your Rho Gamma or Campus Life

Financial Transparency

Alpha Epsilon Phi

New Member Dues (Spring 2024)	Chapter Member Fall Dues	Chapter Member Spring Dues
\$780	\$355	\$355

Alpha Phi

New Member Dues (Spring 2024)	Chapter Member Fall Dues	Chapter Member Spring Dues
\$700	\$382	\$225

Chi Omega

New Member Dues (Spring 2024)	Chapter Member Fall Dues	Chapter Member Spring Dues
\$715	\$400	\$400

Financial Transparency

Gamma Phi Beta

New Member Dues (Spring 2024)	Chapter Member Fall Dues	Chapter Member Spring Dues
\$560	\$430	\$440

Kappa Delta

New Member Dues (Spring 2024)	Chapter Member Fall Dues	Chapter Member Spring Dues
\$659	\$389	\$397

Kappa Kappa Gamma

New Member Dues (Spring 2024)	Chapter Member Fall Dues	Chapter Member Spring Dues
\$750	\$450	\$450

ΑΕΦ

alpha epsilon phi



Nickname: AEPHi

Colors: Green & White

Symbols: Giraffe & Pearl

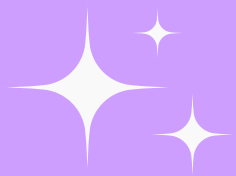
Philanthropy: Sharsheret & Elizabeth Glaser Pediatric AIDS Foundation

Instagram: @aephiwashu

AEPHi was founded in 1909 by a group of seven women who felt that they had no place to call their own. Since then, the mission of AEPHi has been “to inspire and support exemplary women dedicated to friendship and a lifelong commitment to Alpha Epsilon Phi while building on the vision of our Jewish founders.” “Above all else, Alpha Epsilon Phi inspires exemplary women who are: enriched by sisterhood and unconditional friendships, dedicated to selfless service and inspiring others, and committed to intellectual growth and personal development.” We are so excited to meet all of you so soon, and we cannot wait to welcome a new group of incredible people to our wonderful community!

What has AEPHi given you?

"AEPHi has given me so much. It goes way beyond just lifelong friendships. For me, AEPHi has given me an entire community of people that will support me unconditionally, challenge me when I need it, and are there for me no matter what. I have formed bonds that I never thought could be so strong, and I will hold those relationships close to my heart for the rest of my life! AEPHi also gave me the opportunity to be a leader. I learned life skills that are incredibly valuable and I feel so well prepared for life after college as a result of that involvement. My participation with other Greek chapters has also been one of my most valued experiences during my time at WashU because of everything I learned. I think that Sorority and Fraternity Life in general gives so many opportunities to make change and it has been a highlight of my last four years!"





Nickname: APhi

Colors: Silver & Bordeaux

Symbols: Ivy Leaf

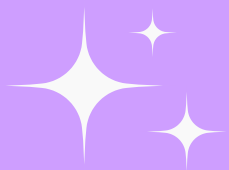
Philanthropy: Alpha Phi Foundation, focused on women's heart health

Instagram: @alphaphiwashu

Alpha Phi is more than just an organization; it's a community of empowered women supporting one another at WashU and beyond. Our sisterhood stretches across the United States and Canada with 173 collegiate chapters! Alpha Phi is made up of so many individual, amazing women, united with common ideals - generosity, passion, kindness, and a drive for change. Being part of Alpha Phi means being part of a sisterhood and a community, made up of well rounded individuals who will push you to be your best self, support your values and goals, and be there for you no matter what. We are so, so excited to welcome in a new pledge class of independent, genuine, and caring women, and can't wait to meet you all!

What has Alpha Phi given to you?

"Alpha Phi has given me the opportunity to meet so many down-to-earth and charismatic women. It gave me a community of friends who not only accepted me, but constantly motivated me to be my best self. I came into my sorority timid, nervous and eager to make friends. Alpha Phi's many sisterhood events allowed me to open up to fellow Phi's in an authentic and genuine way. Aphi does a great job of giving you opportunities to have fun, while also making life long friends. Beyond the lifelong friendships that I am fortunate to have through Aphi, this group of strong women have made such a positive impact on my WashU experience that I would not trade for the world. I thank Alpha Phi for my best friends, my family, and a group of supportive sisters who push me to be the best version of myself. I love these girls so much and I am so grateful to be able to call them my home away from home and a family I know I can depend on."





Nickname: Chi O

Colors: Cardinal & Straw

Symbols: Skull and Crossbones & Owl

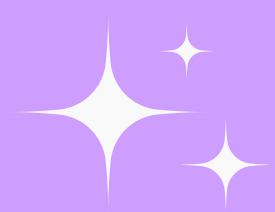
Philanthropy: Make a Wish

Instagram: @washuchiomega

Chi Omega is the largest women's fraternal organization (375,000!!!) and is guided by the values of our Symphony. Written in 1904 by a New Member at Northwestern University, the Symphony declares that we place "character before appearances", that we are "democratic rather than exclusive", and that we "work earnestly, speak kindly, act sincerely, and choose thoughtfully." Most importantly, we are to be "womanly always, discouraged never." These are our values. We cherish intentional Sisterhood inspired by service to others, genuine kindness, and personal integrity. We want to "serve the world while keeping Chi Omega ever at heart" and inspire authentic connection with our Sisters. And... we are SO excited to meet all of you!!!

What has Chi Omega given to you?

"ChiO has given me a group of friends, mentors, and roommates(!) who I can talk to about everything from ice cream to love to the meaning of life. Chi O has allowed me to meet women from all walks of life! I'm thankful for the friendships and meaningful discussions we have. I have made lifelong friends in Chi O who push me to be my best self, and give me the strength to grow and push them too. Since joining Chi O, I've gained so much confidence in myself. I've grown into the person I was meant to be and have learned how to be the most honest, humble, authentic, compassionate, respectful version of myself. I've been empowered to be a leader and supported when I'm struggling. I've grown into someone my freshmen year self would want to be in her future."



Γ Φ Β

gamma phi beta



Nickname: GPhi / Gamma Phi

Colors: Brown, Mode, & Pink

Symbol: Crescent moon

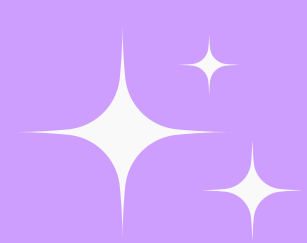
Philanthropy: Building Strong Girls & Girls on the Run

Instagram: @washugammaphi

Gamma Phi Beta Sorority, one of the 10 oldest women's organizations in North America and the first to be called a "sorority," focuses on building confident women of character who celebrate sisterhood and make a difference in the world around us. We are guided by our motto, "founded on a rock," as the rock is the firmest and most enduring substance, able to withstand the ravishes of time, and offer the strongest protection. The numerous women in Gamma Phi Beta, and our various identities which soar, dance, twist and turn, create a community filled with authenticity, kindness, and lots of laughs. Our cheeks hurt from smiling at the thought of getting to meet you all - we cannot wait!

What has Gamma Phi Beta given to you?

Gamma Phi Beta has given me a home away from home. Prior to recruitment, I felt like I hadn't found my place yet and Gamma Phi gave me just that. The Phi Chapter is filled with extraordinary women who are so warm and welcoming, and are always supporting each other. I am constantly running into sisters on campus who always make time for each other even if its just to say hi. I feel so valued for who I am on the inside and I am able to be my most genuine self around my sisters.





Nickname: KD

Colors: Olive Green & Pearl White

Symbol: Dagger

Philanthropy: Girl Scouts, Prevent Child Abuse America,
& Missouri Eating Disorder Association

Instagram: @kappadeltawashu

Ta Kala Diokomen. Kappa Deltas strive for that which is honorable, beautiful and highest and what is more honorable, beautiful and important than friendship? We are a group of women who are united in friendship, community service and women's empowerment. We value truth, honor and duty to your community. As sisters, we work to empower girls and women through fostering a community through philanthropic endeavours, supporting local charitable organizations and hosting events for local Girl Scouts. Kappa Deltas share life together. Not only are we sisters; we are friends, study-buddies, and an extensive network of women across the country. Check out our instagram @kappadeltawashu for more information on our reform and sisterhood!

What has Kappa Delta given to you?

"Kappa Delta has given me a family away from home. I did not meet many people my freshman fall, and then I rushed. I was so excited to receive a bid from KD because whenever I talked to the sisters they were so genuine and kind. I found my family-away-from-home. Some of my closest friends are Kaydees. It is such a great group of people. Right after Bid Day, my pledge class and I were welcomed into the family. Girls would save tables at Whispers and the Law Cafe for lunch and studying and host movie nights. It did not matter if I was stressed or happy, my sisters have been there for me, offering meal points, class advice or scheduling a boba tea run. My Kappa Delta family has given me more love, support and fun memories than I could hope for. They are my family!"





ΚΚΓ

kappa kappa gamma

Nickname: KKG / Kappa

Colors: Dark Blue & Light Blue

Symbols: Key, Fleur-De-Lis, & Owl

Philanthropy: Reading is Fundamental & Active Minds for mental health awareness and education

Instagram: @kkgwustl

"Dream boldly. Live fully." It is by this motto that we operate in Kappa Kappa Gamma, continuously driving at our passions and expanding our knowledge. Our sisters are bound by friendship, mutual support, self-growth, and an allegiance to ethical principles, and we strive to develop and carry these values with us beyond our undergraduate years. We always aim to be better than we were yesterday, and we use the support of our sisters to achieve this goal. To learn more about our values and sisterhood, check out our Instagram!

What has Kappa Kappa Gamma given to you?

"Being a part of Kappa gave me the feeling that I'm right where I'm supposed to be, which can be pretty hard to find in college. Each member brings their own talents and ideas to the table, and I have the privilege of calling each of them a sister. I have gotten to learn and grow so much surrounded by the most amazing women who make me want to be my best self. When you're surrounded by hardworking, driven, and intelligent women, you want to be that too. And because of Kappa, I've found people that I can proudly call some of my best friends in not only college, but also in life. I have gotten a sense of family and community that I knew I wanted in college and I am beyond grateful for Kappa for all these reasons and more."

