Panhellenic Sorority Recruitment
2022 Guide
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Find us on Facebook by searching University of Pittsburgh Panhellenic Association. Follow us on Instagram and Twitter: @PittPanhel
Dear future Panhellenic members,

I could not be more excited for you to begin your journey with our Panhellenic community. Our members are dedicated to service, scholarship, leadership, friendship, and more. By joining a sorority at Pitt, it instantly makes campus feel like home and welcomes you to a network of people who can help you achieve your academic goals, connect you to professionals in your field, and share endless laughs and memories with. I cannot wait to see what each of you do with your individual journey through Panhellenic and it all starts here! I encourage you to follow your own path and focus on what feels right for you through this process. We are here to support you, remember to have fun and take a deep breath!

Joining a sorority at Pitt was by far one of the best decisions I could have made. Going through recruitment and running out on Bid Day to find my chapter with smiling faces and open arms, I knew I had found a community that would bring so much unconditional love and support. I found friends I know I will have for the rest of my life who push me to succeed academically and become a better version of myself through taking on leadership roles and becoming an active community member. My experience did not stop there, as I was able to meet members from every single chapter through the Panhellenic Council and see firsthand truly how much each and every one of our members has to offer. I wish you the best through your experience during recruitment and in your futures, I know there are so many amazing experiences waiting for you.

Hail to Pitt!
Emily Stephens
Vice President of Recruitment, Collegiate Panhellenic Association
To the future Panhellenic members,

My name is Kara Fulton and I am the current President of the Collegiate Panhellenic Association at the University of Pittsburgh. In addition to myself, our executive board consists of the four Vice Presidents, the Chief Justice, and the Greek Week Representative. With the guidance of our advisor, Abigail Wasserman, we function as the working body that serves the Panhellenic community, whether that be at our bi-weekly general body meetings, or by offering support to the individual chapters. Thanks to being on this board and in the community, I have met many of my lifelong friends.

When I first came to Pitt, I wanted to be a part of something that was much bigger than myself. After becoming a new member in the spring of my freshman year, limitless opportunities unfolded in front of me. Philanthropy, leadership, sisterhood, and networking were a few that I was exposed to early and have continuously been involved in since. Through these opportunities and the general Panhellenic community, I have met countless inspiring individuals who have led me to where I am today. Going through Panhellenic recruitment was easily the best decision I have made at the University, and I hope you have a similar experience to me. Regardless of the direction you go, I wish you luck and encourage you to be yourself, as that will always guide you to where you are meant to be. Although this chapter of my life is coming to a close, I am ecstatic to see a new generation of members enter and eventually lead the community like I am so lucky to do.

Now and always, Hail to Pitt!

Kara Fulton
President, Collegiate Panhellenic Association
Dear potential new member,

Thank you for considering Panhellenic sorority life in your journey here at the University of Pittsburgh! You have decided to join a community of sorority members who stand for good scholarship, for wide and wise human service, and for deep friendship. Recruitment in any format has the same goal—facilitating an opportunity to form lifelong bonds. We commend you for taking a chance to meet new people and adding another chapter to your Pitt experience.

We are the professional staff members of the Office of Fraternity and Sorority Life at the University of Pittsburgh. You may have met one of us at a Fraternity and Sorority Life 101 (FSL 101). During FSL 101, we discussed expectations for membership, as well as what new members should and should not expect during recruitment or new member education. The Office of Fraternity and Sorority Life wants to ensure that all potential new members are positively impacted by their experience within our community and are treated with dignity and respect at all times.

The fraternity and sorority life community places great emphasis on five key values:

- **Scholarship:** Fraternity and sorority chapters promote intellectual growth and academic excellence through the recruitment of quality students, scholastic programming, educational support, and recognition opportunities.

- **Leadership:** Fraternity and sorority members maximize the potential for leadership development through self-governance, co-curricular involvement, living by their chapter values, and opportunities like Fraternity and Sorority Leadership Academy and officer roles within the chapter.

- **Service/Citizenship:** Fraternity and sorority members demonstrate a genuine concern for mankind through civic engagement, community relations, service, and philanthropic outreach, and personal and organizational accountability.

- **Brotherhood/Sisterhood:** Fraternities and sororities provide an interfraternal family of caring brothers and sisters that is welcoming and respectful of all who seek lifelong relationships of friendship and support.

- **Diversity, Equity, and Inclusion:** Membership in a fraternity or sorority promotes the understanding and acceptance of different cultures, ideals, and identities.

We look forward to seeing you thrive in the fraternity and sorority life community and watching you grow academically, professionally, and personally during your time here at Pitt. Should you have any concerns about fraternity and sorority life and beyond, please do not hesitate to connect with us.

Welcome to the community, and Hail to Pitt!

Abby Wasserman, Program Coordinator of Fraternity and Sorority Life, abby.wasserman@pitt.edu
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Office of Fraternity and Sorority Life statement on Diversity and Inclusion:

Fraternity and Sorority Life at the University of Pittsburgh is open to students of all backgrounds and identities, as long as they are committed to the values of our community. Students of all races, sexualities, religions, and abilities are welcome. While our chapters are gendered organizations, many chapters are open to accepting non-binary, trans, and gender non-conforming members. It is undeniable that in the past, fraternities and sororities have displayed racism, homophobia, and other forms of discrimination in a variety of ways — from membership selection, to the way chapters were founded, to actions of individual members, and even traditions held by some chapters. At present, we can only recognize this and encourage those around us to understand that discrimination and bigotry do not align with our values and will always keep us from being our best. To ensure our future, fraternities and sororities must continuously work to value and embrace diversity and hold accountable any members who don’t.

While we all hold internal biases that we must continuously work to unlearn, if you proudly hold or share racist, sexist, homophobic, anti-Semitic, or otherwise discriminatory attitudes and ideas, our community is no place for you. Fraternity and Sorority Life at Pitt is a place to interact with and learn about those different than you with an attitude of respect and care for others. It is a place to strive towards higher values and become a better person. These values and goals are directly at odds with bigotry and intolerance.
Why Join a Panhellenic Sorority?

Every organization offers service opportunities, leadership roles, lifelong connections, philanthropy, and interesting social gatherings. Joining a sorority gives you the opportunity to share your college career and beyond with like-minded women who will enrich your time at the University of Pittsburgh. Sorority membership creates immediate connections to a small social group that will allow you to participate in numerous activities, not just through the sorority but also with the larger student body.

Social Life: Many sorority members would tell you that the friendships made through fraternity and sorority life social activities have been the highlight of their college years. Whether you need a running buddy, a chemistry tutor, or a friend to play in Houseparty, you will be able to find that in a sisterhood. Upon graduation, you will not only reflect on the memories but you also will be grateful for the sisters who you were able to create those memories with during your time at Pitt. A unique aspect of joining a sorority is that the friendships don’t end at graduation, but continue throughout life.

Leadership: Being a part of a sorority creates many opportunities for leadership, as there are not only leadership roles within each chapter, but there also are prestigious positions within the fraternity and sorority life community you may apply. Within the chapters, you may choose to be a part of the executive board, or you could choose to take a smaller role as one of the committee leaders, or head a fundraiser that your organization is hosting. If you wish to play a larger role in fraternity and sorority life at Pitt, the Collegiate Panhellenic Association is a fantastic platform. The Collegiate Panhellenic Association has many executive positions and helps to oversee the 15 Collegiate Panhellenic Association chapters on campus. In addition to fraternity and sorority life leadership opportunities, Panhellenic members often take part in honor societies, sports, and student government; assist with research; and have part-time employment. Some leadership opportunities available within the University of Pittsburgh fraternity and sorority community include the following:

- Chapter executive board positions
- Panhellenic executive board positions
- Greek Week committee members and captains
- Pitt Dance Marathon committee members and captains
- Order of Omega executive board positions
- Fraternity and Sorority Leadership Academy
Networking: By becoming a fully initiated member of a sorority, you not only are becoming connected to the local chapter, but also are now part of a national organization that includes thousands of alumni. These alumni often become important mentors who may inspire you and help to open many doors in your future. There are numerous advantages to joining a sorority that may not be apparent at the beginning of your college years. For instance, being a sorority member may steer your career path in ways you did not expect or it may help to enhance your career opportunities.

Service and Philanthropy: Typically, fraternities and sororities have individual charitable organizations that they support nationally, year-round. It is encouraged to work with the national philanthropy of the sorority while also engaging with other service organizations. Fraternities and sororities also work synergistically to raise money for charitable organizations. Since 2015, the fraternity and sorority life community has raised money for the Children’s Miracle Network program of the UPMC Children’s Hospital of Pittsburgh Foundation through Pitt Dance Marathon. By joining a sorority, you will be able to contribute to raising money and awareness for many philanthropic efforts.
**Helpful Terms**

**Active Member:** A fully initiated undergraduate member of a sorority or fraternity

**Bid:** A formal invitation to join a sorority or fraternity. Upon completion of all rounds of recruitment, you may receive a bid card on Bid Day

**Chapter:** A local organization of undergraduate students on a campus that is recognized by the University and the national or international organization

**Collegiate Panhellenic Association (Panhel):** The governing body for 15 national or international social sororities at the University of Pittsburgh

**Formal Recruitment:** This is the designated period in the spring when potential new members and Panhellenic sororities get to know each other through structured events. Formal recruitment is a mutual selection process, meaning that potential new members choose which parties they want to attend and sororities choose which potential new members they want to invite to their parties.

**Initiation:** A formal ceremony during which new members become active members of their chapter

**Interfraternity Council (IFC):** The governing body of 19 social fraternities at the University of Pittsburgh

**Legacy:** A legacy is an immediate family member of an initiated member. Some sororities also recognize grandchildren, stepsiblings, stepdaughters, and aunts. Some sororities do not consider legacy status. Each sorority has their own unique legacy policy

**National Panhellenic Conference (NPC):** The umbrella organization for 26 national and international social sororities

**National Pan-Hellenic Council (NPHC):** The governing body of the historically Black fraternities and sororities at the University of Pittsburgh

**New Member:** A person who accepts a bid from a sorority or fraternity chapter, but is not yet initiated.

**New Member Period:** A period of six to eight weeks prior to initiation when a new member learns about their sorority or fraternity’s values and expectations and develops relationships within the organization

**Potential New Member (PNM):** A prospective member of a Panhellenic sorority.

**Recruitment Counselor:** An active sorority member who chooses to serve as a guide through formal recruitment to assist and counsel potential new members

*Of the 15 Panhellenic sorority chapters at Pitt, 11 chapters participate in formal sorority recruitment.*
Virtual Recruitment and COVID-19

As we continue to live in a world impacted by COVID-19, we needed to shift our recruitment plans. With moving our dates, we needed to host the first weekend of recruitment on Zoom. As we host the second weekend of recruitment in person in chapter suites, we need to continue to be cautious and keep safety as our number one priority. All members and potential new members participating in recruitment should wear a mask at all times for in-person rounds to mitigate the risk of COVID-19.

If at any point you are feeling sick, believe you may have been exposed to COVID-19, or feel uncomfortable attending rounds in person, please alert your recruitment counselor and do not come to recruitment. We have virtual options for the second weekend of recruitment that we will utilize to make sure you can attend all rounds in a way that is safe and comfortable for everyone.

Recruitment is about finding a sisterhood, and regardless of the format that is what you will do. All sororities must follow all national, state, local, and University public health guidelines. For the most up to date information about COVID-19 and Pitt, please visit coronavirus.pitt.edu. We are hopeful and excited about having the second half of recruitment in person, but we will be prepared to pivot to an entirely virtual recruitment if it becomes necessary for the safety of our community.
Helpful Zoom Tips

It is important to use Zoom in a way that makes recruitment run as smoothly as possible. Here are some helpful tips to make your formal recruitment on Zoom successful.

- University of Pittsburgh’s IT Help Desk is available to all students 24/7.
- It recommended you participate in recruitment with a stable internet connection and on a laptop or desktop. Chromebooks have limited capability with Zoom and ICS, our recruitment management system.
- Please make sure you are signed up for your Zoom account through pitt.zoom.us. There is a security feature that all users must be authenticated to join the Zoom meetings throughout recruitment. If you are signing on to Zoom with your Pitt credentials, look for the SSO (single sign-on) button.
- It is recommended to use the Zoom Desktop Client. Please follow these directions on how to downland the Zoom Desktop Client.
- Please make sure you are using the most updated client (or version) of Zoom. We recommend you check for updates daily during recruitment. Here is a helpful video about how to update your client.
- Zoom Breakout Rooms will be used often throughout recruitment. It is important you know how to join and leave a breakout room. Please select “Leave Breakout Room” and not “Leave Meeting.” This will kick you out of the recruitment party. If you need technology accommodations, please connect with Abby Wasserman, abby.wasserman@pitt.edu, Program Coordinator of Fraternity and Sorority Life.

Zoom Policies

There are a few Zoom related policies for recruitment that you will be expected to uphold.

- Anyone participating in recruitment (PNMs, recruiters, advisors, etc.) may not record recruitment in any format.
- Everyone participating in recruitment must have their cameras on at all times.
- PNM must use their preferred first and last name on Zoom during recruitment parties.
- It is recommended you participate in recruitment in a private and quiet area to limit distractions.
- During each round, there will be technology make up party scheduled. This is for PNM who have internet or Zoom issues during their scheduled parties. Please connect with your Recruitment Counselor immediately if you think you need to attend a technology make-up party.
ACADEMIC ROUND, JANUARY 28 & 29

During the Academic Round, you will visit all 11 Panhellenic sororities for 20 minutes each. Potential new members will travel to each sorority’s location with their recruitment counselor group. At the end of the Academic Round, you must select 8 chapters to potentially visit during the Philanthropy Round. You must visit all 11 chapters to participate unless you submitted an excused absence note for extenuating circumstances. Lunch will be provided on Saturday, January 15.
PHILANTHROPY ROUND, JANUARY 30
During the Philanthropy Round, you will visit up to 8 chapters each for 30 minutes. Each chapter will share information about their philanthropy and service projects. There will be at least one hour-long break during the day. That night, you will choose a maximum of 5 chapters to visit during Sisterhood Round. Lunch will be provided on Sunday, January 16.

SISTERHOOD ROUND, FEBRUARY 3 & 4
During the Sisterhood round, you will visit up to 5 chapters for 40 minutes. Each chapter will spotlight what sisterhood means to them. This round is also the first round where the parties will be held in the chapter’s suite or house. At the end of 5 rounds, you will choose a maximum of 2 chapters to return to for Preference Day.

PREFERENCE DAY, FEBRUARY 5
On Preference Day, you will visit up to 2 chapters for 60 minutes each, to participate in their preference ceremonies. These ceremonies will highlight the values and ideals held by the chapter. These parties also will be held in the chapters’ suites or houses. At the end of the day, you will review the Membership Acceptance Binding Agreement and make your final chapter selection with a Division of Student Affairs staff member.

BID DAY, FEBRUARY 6
Soldiers & Sailors Memorial Hall & Museum
Potential new members will meet in the Soldiers and Sailors Auditorium with their recruitment group. You will receive your invitation, or bid, to join a Panhellenic sorority. Once everyone receives their bids, new members will go out to the Soldiers and Sailors lawn to meet their new member class and future sorority sisters! You will go back to the sorority’s suite or house to meet everyone and participate in some fun Bid Day activities.
What to wear?

**ACADEMIC ROUNDS, JANUARY 28 & 29**
During the first formal round of recruitment, potential new members should dress casually in the shirt you will pick up before recruitment. Since we will be virtual for this round, please feel free to wear comfortable pants.

**PHILANTHROPY ROUND, JANUARY 30**
This round requires casual but neat attire. Philanthropy Round is somewhat dressier than Academic Round, but this round will also be virtual so again you can wear comfortable pants.

**SISTERHOOD ROUNDS, FEBRUARY 3 & 4**
The dress code for this round is dressier than the previous rounds—skirts, dresses, pants, and dress shoes. Although heels may be worn, be conscious that you will be walking up and down many flights of stairs during the night. Many potential new members bring an extra pair of shoes to walk around in between parties.

**PREFERENCE ROUNDS, FEBRUARY 5**
This night is a special night of recruitment, as many of the chapters will be including you in part of their rituals. As such, the suggested attire is semiformal, cocktail-type wear with more formal shoes and jewelry.

**BID DAY, FEBRUARY 6**
Bid Day dress is casual—jeans and a comfortable top.

**Dress Code**
While dressing sharp and looking your best should make you feel comfortable and confident, remember that who you are is much more important than how you look. There is no need to buy a new wardrobe or adopt a different personal style for recruitment. If you are not sure whether your outfit is appropriate for any particular round, please contact one of your recruitment counselors for assistance. Remember your recruitment counselors are there to help you whenever you need it! Please note that you may choose to bring extra shoes to change into.

*Please note that you may choose to bring extra shoes to change into. We suggest using weather appropriate footwear and outerwear. We also suggest bringing reusable water bottles.*
Panellenic Traditions

Greek Sing
Greek Sing is held annually and allows for fraternities and sororities to pair up and compete together by performing various musical numbers centered on a theme selected by their individual Greek Sing committees. This competition is a great way to build camaraderie among your paired organization and the entire Greek community. Not only is participating a chance to be a leader in your organization, but this event also is one of the most anticipated events of the year.

Pitt Dance Marathon
The Pitt Dance Marathon is a 12-hour dance marathon and is the largest philanthropic event held by a student organization at the University of Pittsburgh. The event is held in the Cost Center and has different musical themes for each hour of the dance marathon.

Greek Week
Greek Week promotes events like Pitt Dance Marathon, the Steel City Step Show, and Greek Sing and continues throughout the week with various competitions among the sororities and fraternities. During this week, the campus has a certain tangible buzz because though teams are competing amongst one another, the chapters who are paired together become very close. Some of the most popular events of Greek Week are the blood drives, Pitt Dance Marathon Fashion Show with Miracle Kids, and family feud.
Formal Recruitment Information

Mandatory Attendance
The Collegiate Panhellenic Association has a mandatory attendance policy. When a potential new member is invited back to a chapter event, they are then required to attend. The recruitment process does not allow for potential new members to skip chapter events that they do not wish to attend.

Potential new members must submit any academic or athletic conflicts to their recruitment counselor at orientation. The Collegiate Panhellenic Association encourages chapters to invite back potential new members who must miss parties due to conflicts, but unfortunately an invitation back to chapters that you previously missed parties with is not guaranteed.

If a potential new member would like to withdraw from the recruitment process, they will need to email Emily Stephens, Vice President of Recruitment, pittpanhelrecruitment@gmail.com, or notify their recruitment counselor.

Signing Membership Recruitment Acceptance Binding Agreement (MRABA)
In electronically signing a preference card, a potential new member is making a binding agreement that they will accept a bid from any of those sororities they list in order of preference on their card. If a PNM does not maximize their options while electronically signing their preference card, they will not be guaranteed a bid. PNMs should review the MRABA before electronically signing their preference card.

Potential new members have the right to:
- Be recognized as the unique individual they are;
- Have a complete understanding of the rules and regulations of the recruitment process;
- Utilize recruitment counselors to objectively answer any questions;
- Be treated with respect;
- Be in a recruitment atmosphere of equality, not inferiority;
- Ask sorority members questions and receive honest answers;
- Have a personal viewpoint and be able to communicate with recruitment counselors;
- Be able to trust their recruitment counselor with strict confidentiality;
- Make informed choices without undue pressure from others;
- Know the implicit contractual agreements associated with preference and signing a bid;
- Make an independent choice regarding membership and be comfortable with the accompanying commitments;
- Be able to have a fun, comfortable, and unpressured recruitment and new member experience.
Recruitment Behavior

Regulations Surrounding the Interactions among Potential New Members and Sisters

- You must attend all scheduled recruitment parties and events.
- All sororities deserve and require equal respect from potential new members. In addition, all sorority members must respect you by not taking personal phone calls or bad-mouthing other sororities, etc. If there is a case where you feel as if a sister has disrespected you, please make your recruitment counselor aware of the incident. The Judicial Board will handle the incident while keeping you anonymous.
- You **may not** make negative remarks regarding any sorority to any sorority member or other potential new member. Only with your recruitment counselor should you express any personal opinions. As you go through the recruitment process, it is essential to keep an open mind and arrive at a decision that represents your true self and not the opinions of others.
- Sorority members **may not** ask you about other recruitment events you’ve attended, whether you are a legacy, or about other potential new members you may know in recruitment. Be aware that these questions are inappropriate and do not require your response. If any inappropriate questions are directed towards you, tell your recruitment counselor immediately following the party.
- You **may not** accept ANY type of gifts, favors, letters, meals, or paraphernalia before or during the recruitment process.
- You **may not** discuss rumors or stereotypes with any other potential members or sorority members.
- You **may not** make derogatory comments or actions meant to discriminate against or generalize groups of people based on race, color, religion, national origin, ancestry, sex, age, marital status, familial status, sexual orientation, gender identity and expression, genetic information, dis(ability), or status as a veteran during recruitment or as a member of the chapter.
- Any contact with sorority members pertaining to the recruitment process is **strictly prohibited**. This includes Facebook, Twitter, e-mail, text messaging, etc. If you have any questions about sorority recruitment, ask your recruitment counselor.
- Upon completing a recruitment event, do not discuss your personal opinions with other potential new members. You may take notes after each round to record your opinions and refer to them later.
- **YOU MAY NOT ATTEND SOCIAL EVENTS WITH SORORITY MEMBERS.** This includes football games, off-campus events, parties, meals, etc.
Pitt is Greater than Hazing

Hazing at the University of Pittsburgh is considered a violation of the Office of Fraternity and Sorority Life Policies and Procedures Manual, University’s Anti-Hazing Policy, Student Code of Conduct, and all Panhellenic sorority’s national policies and procedures, and is absolutely prohibited. Hazing considered a criminal act in the Commonwealth of Pennsylvania.

Hazing is defined at the University as follows:

For purposes of this definition, any activity as described in this definition upon which the initiation or admission into or affiliation with or continued membership in an organization is directly or indirectly conditioned shall be presumed to be “forced” activity, the willingness of an individual to participate in such activity notwithstanding. Therefore, any Student who causes or participates in hazing may be subject to appropriate University discipline and/or may be subject to criminal prosecution.

A person commits hazing if the person intentionally, knowingly or recklessly, for the purpose of initiating, admitting or affiliating a minor or student into or with an organization, or for the purpose of continuing or enhancing a minor or student’s membership or status in an organization, causes, coerces or forces a minor or student to do any of the following:

- Violate Federal or State criminal law;
- Consume any food, liquid, alcoholic liquid, drug or other substance which subjects the minor or student to a risk of emotional or physical harm;
- Endure brutality of a physical nature, including whipping, beating, branding, calisthenics or exposure to the elements;
- Endure brutality of a mental nature, including activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact or conduct that could result in extreme embarrassment;
- Endure brutality of a sexual nature;
- Endure any other activity that creates a reasonable likelihood of bodily injury to the minor or student.
Aggravated Hazing

A person commits aggravated hazing if the person commits a violation of hazing that results in serious bodily injury or death to the minor or student and:

- the person acts with reckless indifference to the health and safety of the minor or student; or,
- the person causes, coerces or forces the consumption of an alcoholic liquid or drug by the minor or student.

Organizational Hazing

A Student Organization commits organizational hazing if the organization intentionally, knowingly or recklessly promotes or facilitates a violation of hazing or aggravated hazing.

Report Hazing

Students and others are encouraged to report incidents, and suspected incidents of hazing. Reports may be made to the following:

- Pitt Concern Connection coi.pitt.edu
- University Police 412-624-2121
- the Office of Student Conduct 412-648-7910
- the Office of Fraternity and Sorority Life 412-648-7832

Although the University encourages students and others to make formal reports, you may file an anonymous report through the Pitt Concern Connection coi.pitt.edu or with the University Police online at police.pitt.edu/anonymous-tip-line. Anonymous reports greatly limit the University’s ability to respond to and investigate the report.

Hazing related to any University of Pittsburgh athletics teams may also be reported to the Director of Athletics at 412-648-8230 or the Associate Athletic Director for Student Life and Compliance at 412-648-8452.
Hints for a Successful Sorority Recruitment

Because sorority recruitment is such a formal and intricate process, make sure to budget your time wisely. It is essential to get plenty of sleep and not to lose sight of your academic goals.

Throughout the recruitment process you’ll be meeting lots of people who will become lifelong friends. In order for you to have the best experience meeting the hundreds of people in the recruitment process, you must keep an open mind and rely solely upon your own opinions, not those of the people around you. By doing so, you will find yourself in the sorority that you were meant to be in all along.

Potential new members have the opportunity to utilize their recruitment counselors to the fullest. Recruitment counselors are active sorority members, they have all been through the process before and have chosen to disassociate from their chapters before and during recruitment. This ensures potential new members have an unbiased counselor with whom they can discuss things openly and honestly. There will be two or three recruitment counselors assigned to each recruitment group.

Penalties for violating the potential new member code of conduct are as follows:

• **First Violation:** A recruitment counselor will meet with you to discuss the situation.
• **Second Violation:** You will meet with an overall recruitment team member, who will give you your first official warning.
• **Third Violation:** A member of the Collegiate Panhellenic executive board will meet with you, and you will receive your final warning.
• **Fourth Violation:** A member of the Collegiate Panhellenic executive board will remove you from the recruitment process. A potential new member who is removed from the recruitment process may not receive a bid during the formal recruitment process.

**A recruitment counselor may remove you at any time during a recruitment event if she sees any of these rules being violated.**
Formal Recruitment Information

Helpful Hints for Formal Recruitment

**Be yourself.** Don’t try to be someone else during recruitment just because you may think you’re supposed to act a certain way. It’s important to remember who you are as an individual as each chapter has its own personality and is full of members with whom you may click. You’re going to be in the sorority for life and chapters want to recruit the true you, not someone you may pretend to be for the weeks of recruitment.

**Stay open minded.** You may not always get your top choices on your schedules at the beginning of each round, but don’t feel defeated by this! Many times students who go through recruitment realize how much their opinion of each chapter changes throughout the course of the two weeks of recruitment. It is difficult to get an all-encompassing feel for the chapter during the first few rounds of recruitment because the rounds are short and you might only talk to one or two members. That’s why it’s important to listen solely to your own opinions and not let other’s viewpoints influence your decisions about which parties to go to in the following rounds.

**Budget your time.** Because recruitment can be fun and all-consuming, it is important to budget your time. It can be easy to let academics, proper sleep, and nutrition fall by the wayside. In order to have the best possible recruitment, remember to save time for homework, meals, and sleep.

**Attempt to meet many members of each chapter.** Each chapter is full of a variety of members, some of whom you may get along with better than others. It’s important to meet more than just a handful of members in order to get a better grasp of what the sorority is like as a whole.

**Ask about finances and housing.** The financial obligations of joining a sorority vary for each chapter, and you have the right to know about each chapter’s individual obligations. Your recruitment counselor may be another good resource. In addition, housing is a great topic to discuss with sorority members. Living in a sorority suite is an exciting advantage of being in a sorority, but each chapter has a different way of determining who lives in the suite.

**Spend time with your recruitment group.** You’ll be able to meet hundreds of sorority members and potential new members during formal recruitment. It is a great opportunity to find friends that you may keep throughout your years at the University of Pittsburgh, and some of the members of your recruitment group might become your sisters. Those who don’t will most likely be in other chapters, and you’ll be able to see them at the various fraternity and sorority life events throughout the year. It’s nice to have friends in other chapters as you may spend a lot of time with the fraternity and sorority life community as a whole.

**Trust the process.** It’s normal to feel stressed and overwhelmed during recruitment, but stay with it and focus on having fun! You will end up in the chapter that you were meant to be in and you’ll meet hundreds of great people in the process.
Frequently Asked Questions

Q: Do sorority women have friends in other sororities and outside the fraternity and sorority life community?
A: Yes. Sorority members are involved in activities throughout campus and are a part of many different social circles, not just their individual chapters. Many sorority members are very close to members in other chapters and with people they were friends with before recruitment. Joining Fraternity and Sorority Life is an opportunity to make more friends, not to lose ones that you previously had.

Q: Outside recruitment, can I talk to sorority women?
A: To ensure a fair and pressure-free process, there is a period of professional contact between sorority members and potential new members. The professional contact period is from Sunday, January 16th through Saturday, January 22nd. During the professional contact period, friendly conversation is encouraged. Conversation about recruitment is strictly prohibited. Communication through calls, e-mails, texts, letters, and social media should be restricted. If a sorority member contacts you about recruitment, they are putting their entire chapter at risk for judicial sanctions and is undermining the spirit of our Panhellenic community. You have the right to a confidential and fair recruitment process. If you have any questions about how to interact with sorority members, talk to your recruitment counselor.

Q: When do I get to live in the sorority suite?
A: Whether or not you will be able to live in the suite depends on multiple factors varying among chapters. Although not all members of each sorority will be able to live in the suite during their college career, each chapter makes a sincere effort to enable members who wish to live in the suite to do so. If you are interested in living in your sorority’s housing facility, let someone in your new chapter know as soon as possible to learn more about the process.

Q: How much time is needed to be involved in a sorority?
A: You will determine your level of involvement in the chapter after initiation, although the more effort you put into it, the more reward you ultimately will get out of it. During your new member period, there will be weekly meetings, social gatherings, and community service projects.

Q: I’m not sure I am financially able to pay for sorority membership. Should I still go through recruitment?
A: Many chapters offer payment plans, and some chapter event have scholarships for their members. It is true that sorority membership does cost money, but the chapters are willing to work with you on ways for you to make those payments to suit your needs. Refer to the Financial Transparency form for more details regarding finances for each sorority.
Panhellenic Sorority Chapters
Panhellenic Sorority Chapters

Founding Date: May 15, 1851, at Wesleyan College
Founded at Pitt: February 21, 1920
Flower: Woodland violet
Symbol: Diamond and Alphie, the lion
Colors: Azure blue and white
Location: Amos Hall, 10th floor
Philanthropy: Ronald McDonald House Charities
Nickname: ADPi

Motto: “We live for each other”
Founding Date: October 24, 1909, at Barnard College

Founded at Pitt: May 5, 1920

Flower: Lily of the Valley

Symbol: Pearl and giraffe

Colors: Green and white

Location: Amos Hall, 5th floor

Philanthropy: Elizabeth Glaser Pediatric AIDS Foundation and Sharsheret Breast Cancer Awareness

Nickname: AEPhi

Motto: 
“Many hearts, one purpose”
Panhellenic Sorority Chapters

**Founding Date:** April 2, 1998, at University of Georgia at Athens

**Founded at Pitt:** June 18, 2020

**Flower:** Calla Lily

**Symbol:** 女 (nü) - Chinese for woman

**Colors:** Red, White, Silver

**Philanthropy:** National Ovarian Cancer Coalition (NOCC)

**Nickname:** Alpha Sigs

**Motto:** “Strength in Unity”

If you are interested in learning more about Alpha Sigma Rho, please email president.pittasr@gmail.com.
Panhellenic Sorority Chapters

Founding Date: April 5, 1895, at the University of Arkansas
Founded at Pitt: December 16, 1919
Flower: White carnation
Symbol: Owl and skull and crossbones
Colors: Cardinal and straw
Location: Amos Hall, 4th floor
Philanthropy: Make-A-Wish® America and Family House
Nickname: Chi O

Motto:
“To be womanly always, to be discouraged never”
Panhellenic Sorority Chapters

**Founding Date:** November 27, 1888, at Boston University

**Founded at Pitt:** April 15, 1916

**Flower:** Pansy

**Symbol:** Pearl and dolphin

**Colors:** Cerulean blue, gold, and silver

**Location:** Amos Hall, 9th floor

**Philanthropy:** St. Jude Children’s Research Hospital

**Nickname:** TriDelta

**Motto:**

“*Let us steadfastly love one another*”
Panhellenic Sorority Chapters

**Founding Date:** March 17, 1917, at New York University School of Law

**Founded at Pitt:** 1925

**Flower:** Purple iris

**Symbol:** Pearl and unicorn

**Colors:** Royal purple and pure gold

**Location:** Amos Hall, 3rd floor

**Philanthropy:** Anorexia Nervosa and Associated Disorders, Cystic Fibrosis Foundation, and Delta Phi Epsilon Education Fund

**Nickname:** DPhiE and Deephers

**Motto:**

“Esse quam videri” (To be, rather than to seem to be)
Panhellenic Sorority Chapters

**Founding Date:** October 24, 1902, at Miami University

**Founded at Pitt:** January 21, 1916

**Flower:** Pink Killarney Rose

**Symbol:** Roman lamp, turtle, and diamond

**Colors:** Rose and green

**Location:** Amos Hall, 2nd floor

**Philanthropy:** Starkey Hearing Foundation, American Society for Deaf Children, and The Painted Turtle Camp

**Nickname:** DZ

**Motto:**

“Love that is ever steadfast.”
Panhellenic Sorority Chapters

Founding Date: October 23, 1897, at Longwood University

Founded at Pitt: March 13, 1920

Flower: White rose

Symbol: Nautilus shell and dagger

Colors: Olive green and pearl white

Location: Amos Hall, 7th floor

Philanthropy: Girl Scouts of the United States of America and Prevent Child Abuse America

Nickname: KD

Motto:
“Let us strive for that which is honorable, beautiful, and highest”
Panhellenic Sorority Chapters

Founding Date: October 13, 1870, at Monmouth College
Founded at Pitt: February 21, 1919
Flower: The mythical fleur-de-lis or iris
Symbol: The golden key, owl, and sapphire
Colors: Dark blue and light blue
Location: 4401 Bayard Street
Philanthropy: Reading Is Fundamental and Kappa Kappa Gamma Foundation
Nickname: Kappa and KKG
Motto: “Dream boldly, live fully”
Panhellenic Sorority Chapters

Founding Date: September 24, 1984, at Purdue University
Founded at Pitt: January 8, 2000
Flower: Orchid
Symbol: Star and pyramid
Colors: Wine red and silver
Philanthropy: Leukemia & Lymphoma Society
Nickname: Phi Rho
Motto: “Together we build the future”

If you are interested in learning more about Phi Sigma Rho, contact phirhozeta.president@gmail.com.
**Founding Date:** October 8, 1998, at University of California Davis

**Founded at Pitt:** October 1, 2017

**Flower:** Blue Iris

**Symbol:** Sapphire and lioness

**Colors:** Blue and gold

**Philanthropy:** American Jewish World Service

**Nickname:** SAEPi

**Motto:**

*“Spirit, Strength, Sisterhood”*

If you are interested in learning more about Sigma Alpha Epsilon Pi, contact EHF11@pitt.edu.
Founding Date: January 5, 1998, at North Carolina State University

Founded at Pitt: February 16, 2019

Flower: Lily of the Valley

Symbol: Dove

Colors: Teal and petal pink

Philanthropy: Ovarian Cancer Awareness

Nickname: SAO

Motto: “One in Christ through unity in sisterhood”

If you are interested in learning more about Sigma Alpha Omega, contact betatheta@sigmaalphaomega.org.
Founding Date: March 25, 1917, at Cornell University
Founded at Pitt: February 2, 2020
Flower: Golden Tea Rose
Symbol: Torch
Colors: Old Blue and Café Au Lait
Location: Bruce Hall, 3rd Floor
Philanthropy: Prevent Child Abuse America, Jewish Women International, SDT Foundation
Nickname: Sig Delt and SDT
Motto: “One hope of many people”
Panhellenic Sorority Chapters

Founding Date: April 20, 1898, at Longwood University
Founded at Pitt: April 22, 1949
Flower: Purple violet
Symbol: Sailboat and skull
Colors: Royal purple and white
Location: Amos Hall, 6th floor
Philanthropy: Sigma Sigma Sigma Foundation
Nickname: Tri Sigma

Motto: “Ever forward”
Panhellenic Sorority Chapters

Founding Date: August 30, 1912, at the University of Michigan

Founded at Pitt: 1922

Flower: White rose

Symbol: Compass, sapphire, and pearls

Colors: Blue and gold

Location: Amos Hall, 8th floor

Philanthropy: The House that Theta Phi Alpha Built, and the Children’s Miracle Network

Nickname: Theta Phi and TPA

Motto: “Nothing great is ever achieved without much enduring”
Kara Fulton, PRESIDENT
Kara is the voice for the Panhellenic sororities at the University of Pittsburgh. She mediates and addresses any concerns the chapters may have. She also is the representative of the Panhellenic Association to the University campus.

Gabby Cicco, VICE PRESIDENT OF COMMUNICATION AND FINANCE
Gabby performs administrative and financial tasks in the name of the Panhellenic Council. She also keeps an accurate accounting of and approves all funds received and spent.

Emily Stephens, VICE PRESIDENT OF RECRUITMENT
Emily plans and executes the recruitment efforts for the Panhellenic sororities at the University of Pittsburgh that participate in both formal and informal recruitment. She also coordinates the overall recruitment team, including the recruitment counselors.

Jessica Xiong, VICE PRESIDENT OF MEMBER EDUCATION
Jessica is responsible for developing and implementing educational programming for new and active members. Part of this educational programming is Greek 101, a conference for all new members of the Greek community.

Megan Parr, VICE PRESIDENT OF PROGRAMMING
Megan administers the Panhellenic Intramural Program, oversees all public relations activity for the Panhellenic Council, and assists the vice president of recruitment with public relations and recruitment. In addition, she oversees the Circle of Sisterhood philanthropy events.

Rachael Stowe, CHIEF JUSTICE
Rachael acts as a liaison between the Panhellenic Executive Board and the judicial board. She also is responsible for enforcing all NPC policies. If any violations of recruitment rules occur, please contact Anna or one of her judicial board members.

Camryn Simpson, PANHELLENIC GREEK WEEK DELEGATE
Camryn serves as a liaison between the Panhellenic Executive Board and the Greek Week Executive Board to plan, implement, and execute Greek Week.
To the prospective leaders of Fraternity and Sorority life:

Hello! My name is Luke Decker, and I am the President of the Interfraternity Council at Pitt. IFC, for short, is the governing body of some of the social fraternities at Pitt. We, as a whole, are excited to welcome you into the Fraternity and Sorority Life Community. I know you might be feeling overwhelmed as it can be a stressful environment, but just know you will get through it, and we are all here to support you. It is these moments, however, that are opportunities for you to grow and become a leader. Fraternity and Sorority Life has opened so many doors for me and I am confident it will do the same for you. I can honestly say I would have never gotten to be where I am now without this community. Do not be afraid to put yourself out there. Conquer your fears and great things will happen.

On behalf of my council and the FSL student leaders, we are so excited that you are joining our community and cannot wait to see what you do in your time here! Remember, we will always be here to support you along the way. Taking this step is the beginning of a long journey that will continue to reap benefits throughout the rest of your life.

I wish you the best of luck in this process and look forward to seeing what you all do in the future!

Hail to Pitt!

Luke Decker

To the future leaders of Fraternity and Sorority life

Hello, my name is Cameron Spooner and I am a current member of Alpha Phi Alpha Fraternity, Inc. and the current president of the National Pan-Hellenic Council. We are more than happy that you have decided to take your first step in joining the rich history and tradition of Fraternity and Sorority Life at Pitt. While this may be a new experience for you, I want to assure you that hundreds of thousands of students before you have already embarked on this journey at Pitt in the past. If they can do it, so can you. There’s no better feeling than finding that one organization that you can call yours. The sisterhood within the organizations will definitely manifest itself in the laughs and happy times you will eventually experience as well as the tough times that force you to rely on your sisters in your time of need.

Wherever your journey takes you, you can be sure to find a plethora of opportunities to better yourself as a leader and to network and connect with alumni and members of other chapters. Fraternity and sorority life is more than just the arrangement of Greek letters on a shirt; it is an enhancement to your collegiate career socially, professionally and academically. You get out of fraternity and sorority life what you put in, and I sure hope you are looking forward to a shower of positive experiences.

The NPHC is looking forward to see the impact you will have on Pitt’s campus and the culture you help cultivate with Panhel. With that being said, do not be a stranger! We are more than willing to lend a helping hand and be your partners as you help change the University of Pittsburgh.

I wish you all the best. Hail to Pitt!

Cameron D. Spooner
Joining a Panhellenic sorority is one of the best choices you can make at the University of Pittsburgh! If you still have questions about sorority life or want to talk to someone about joining a sorority, e-mail Emily Stephens, Vice President of Recruitment, Kara Fulton, President, or message us on Instagram. Good luck in your college career!
We hope you enjoy spring recruitment and find your home.

Loyally,
The 2021-22 Panhellenic Executive Board