

Be fearlessly
authentic.

AUGUST 13-19, 2023

DEAR FUTURE PANHELLENIC WOMEN



Welcome to the University of Nebraska-Lincoln and get ready to embark on an exciting journey! We are so ready to share Panhellenic sorority life with all of you. UNL has 15 Panhellenic chapters which all hold similar values of academic excellence, leadership development, civil engagement, community and belonging, and inclusive excellence.

Becoming a sorority woman is an experience like no other. It will help you stay focused on your studies, develop strong leadership skills, and create relationships that will last far longer than your college career. Taking the leap into primary recruitment was the best decision I have made in my college career. Throughout my personal experience as a member of the Panhellenic community, I have created genuine friendships, gained leadership experiences and created countless memories. The women in this community have shaped me as a woman and have pushed me to reach my fullest potential.

I strongly encourage all of you to enter recruitment with an open mind and leave all past knowledge or stereotypes of sorority life at home. Show your authentic self and come as you are! Focus on the unique values of each chapter and take an interest in the conversations that make you feel at home.

On behalf of the entire Panhellenic community, we are so excited to meet you! We look forward to assisting you to not only join a chapter, but also find your place within our community.

Claire Wackel, *Vice President of Recruitment Logistics*



HALEY GOSCH
President



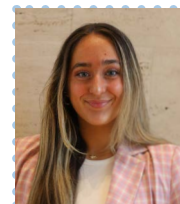
ELLA OLSON
VP Standards &
Accountability



JULIA KIEHN
VP Operations & Finance



KATE GABEL
VP Leadership & Education



SOPHIE WYVILL
VP Risk Education
& Well-being



ALLISON CARPENTER
VP Service &
Community Outreach



LEANNE BUGAY
VP Public Relations



REBECCA LIEBSACK
VP Academic Achievement



CLARE KRAMPER
VP Diversity, Equity,
& Inclusion

GREEK ALPHABET

Α Alpha (al-fah)	Η Eta (ay-tah)	Ν Nu (new)	Τ Tau (taw)
Β Beta (bay-tah)	Θ Theta (thay-tah)	Ξ Xi (zie or zee)	Υ Upsilon (oop-si-lon)
Γ Gamma (gam-ah)	Ι Iota (eye-o-tah)	Ο Omicron (om-i-cron)	Φ Phi (fie or fee)
Δ Delta (del-tah)	Κ Kappa (cap-ah)	Π Pi (pie)	Χ Chi (kie)
Ε Epsilon (ep-si-lon)	Λ Lambda (lamb-da)	Ρ Rho (row)	Ψ Psi (sigh)
Ζ Zeta (zay-tah)	Μ Mu (mew)	Σ Sigma (sig-mah)	Ω Omega (oh-may-gah)

CHAPTERS

ΑΧΩ Alpha Chi Omega	Alpha Chi	ΚΑΘ Kappa Alpha Theta	Theta
ΑΟΠ Alpha Omicron Pi	A-O-Pi	ΚΔ Kappa Delta	K-D
ΑΦ Alpha Phi	A-Phi	ΚΚΓ Kappa Kappa Gamma	Kappa
ΑΞΔ Alpha Xi Delta	A-Xi-D	ΦΜ Phi Mu	Phi Mu
ΧΩ Chi Omega	Chi-O	ΤΑΧ Pi Alpha Chi	Pi Chi
ΔΔΔ Delta Delta Delta	Tri Delta	ΤΒΦ Pi Beta Phi	Pi Phi
ΔΓ Delta Gamma	D-G	ΣΑ Sigma Alpha	Sigma
ΓΦΒ Gamma Phi Beta	G-Phi		

FOR MORE INFORMATION ABOUT
EACH SORORITY VISIT:
UNL.EDU/GREEK/PHA-SORORITIES



There are many ways to find a home in a sorority at UNL. Both the Multicultural Greek Council and the National Pan-Hellenic Council provide opportunities to join sororities throughout the year.

MULTICULTURAL GREEK COUNCIL

www.unl.edu/greek/multicultural-greek-council
Delta Phi Lambda Sorority, Inc.
Delta Xi Nu Multicultural Sorority, Inc.
Kappa Delta Chi Sorority Inc.
Lambda Theta Nu Sorority, Inc.
Sigma Psi Zeta Sorority, Inc.

NATIONAL PAN-HELLENIC COUNCIL

www.unl.edu/greek/national-pan-hellenic-council
Delta Sigma Theta Sorority, Inc.
Zeta Phi Beta Sorority, Inc.



VALUES-BASED RECRUITMENT

Values define how we will conduct ourselves, more specifically, in accordance with the founding beliefs of our organization. Each of our organizations has different core values that reveal what is important to them as members of their sorority.

WHAT ARE NEBRASKA FRATERNITY & SORORITY LIFE VALUES?

- Academic Achievement
- Leadership Development
- Civic Engagement
- Community & Belonging
- Inclusive Excellence

You will see these reflected in all of our programming, events and leadership opportunities.

NEBRASKA DOES A VALUES-BASED RECRUITMENT

Nebraska's Panhellenic community has a proud history, solid values, and a clear vision for the future. Values-based recruitment helps chapters increase their quantity and quality of members by focusing on meaningful conversations and not decorations, costumes or skits. By using this method, sorority members select women who embody the chapter's values. Potential new members (PNMs) will complete an iValU bracket in CampusDirector to determine their personal values before they arrive on campus for primary recruitment. There will be additional values based activities led by Rho Gammas throughout recruitment week. PNMs will also learn how to identify which chapter(s) aligns best with their values through conversation and reflection. Values-based recruitment encourages chapter members and PNMs to be their authentic selves throughout the recruitment process.





A CLOSER LOOK AT PANHELLENIC VALUES

The Panhellenic Association was created as a governing body to promote the members of women's fraternities in good scholarship, health, fine standards, and service. We believe that a Greek letter organization is a social experience based on people who have shared values and form voluntary associations arrived at by mutual choice and selection.

Academic Achievement – At the University of Nebraska-Lincoln, academics is the highest priority. Each chapter works with their new members to keep academics at the center of their college career and provide them with the help and resources needed to meet their academic goals. Many of our members say that being in a sorority helped them learn how to be academically successful in a collegiate setting. The Office of Fraternity and Sorority Life also offers scholarships to keep academics at a high priority. Finally, the average GPA for sorority women is consistently higher than the average of their peers at the University of Nebraska-Lincoln.

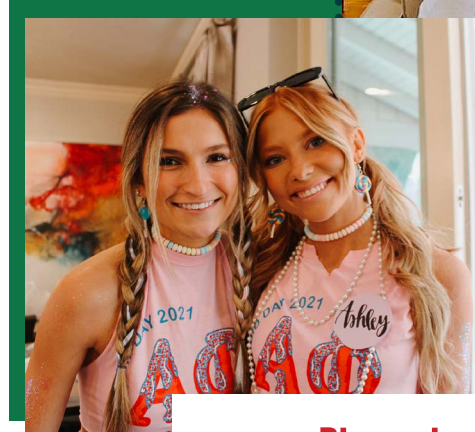
Civic Engagement – Service is another pillar of sorority life. Each chapter on campus has at least one organization to whom their service efforts are focused on. Service can include going to these organizations and donating time, or holding philanthropy events to donate funds. Sorority and Fraternity members at this university engage in more community service hours per academic year than any other organization on campus.

Leadership Development – When you join a sorority, you will have many opportunities to develop leadership skills. Panhellenic women are encouraged to take on leadership roles within their chapter, as well as become active and involved in student organizations and campus activities outside of sorority life. Panhellenic women participate in athletics, student government, hold leadership positions in a variety of recognized student organizations, and many work a part-time job too!

Community & Belonging – As a member of a sorority, not only will you be connected to the sisters of your chapter, but you will also be connected to thousands of women that are affiliated with your sorority's national organization. With all of these connections, the possibilities are endless. For example, as an active member of a sorority you will meet other professional women in the career field that you are interested in pursuing. These women can serve as mentors to you or even help you find an internship or job. In addition, sorority

life offers many opportunities for students to connect with other members of our community. Whether it's playing on the chapter intramural team, building a lawn display during Homecoming Week, or performing in the Greek Weekend lip sync competition, there is always a way to get more involved!

Inclusive Excellence – Our Panhellenic community highly values inclusive excellence. We believe anyone can find a home in our community if they keep their options open. Any individual who identifies as a woman is eligible to participate in UNL's recruitment processes, regardless of race, color, ethnicity, religion, sexual orientation, gender identity, ability status, political affiliation or any other protected identity.

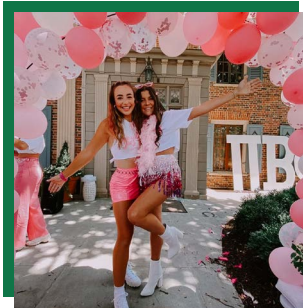
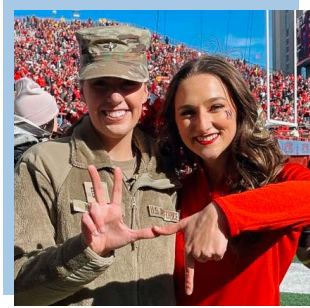
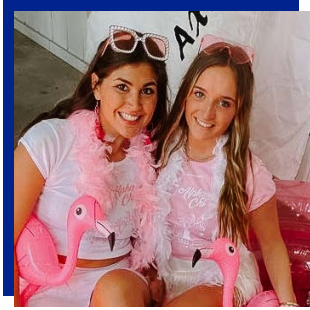


Well-Being – At UNL, we believe well-being is an important part of every experience in the lives of our students. Within our organizations, we highlight the importance of member well-being, through the continued growth and implementation of well-being coaches. These coaches emphasize gratitude, social connections, stress management, emotional awareness, strength building, growth mindsets, and transitions.

Join us in October for Panhellenic's annual Fall into Well-being week! We provide programming and conversation about well-being topics relevant to women. We will help you thrive and create the life that you want, both now and in the future.

Dimensions of Well-being





RHO GAMMAS

During primary recruitment, one of your most valuable resources will be your Rho Gamma. Trained to assist you, these women can answer questions you might have about recruitment, sorority life, and college in general. Chosen for their enthusiasm and positive attitude, Rho Gammas understand that all sororities share common values and are equally important in our community. Their most important responsibility is to ensure that your recruitment experience is positive. They are there to be your counselor, confidante, and friend. Rho Gammas do not share their sorority affiliation during recruitment to remain unbiased and represent all organizations in the Panhellenic community. Their most important job is to support you. After registering for recruitment, you will be contacted by a Rho Gamma to see if you have any initial questions.

RECRUITMENT PROCESS

The recruitment process will take place the week before the fall semester. All potential new members living in the residence halls will need to check in with us at the Devaney Center on Sunday, August 13 at your designated date and time. If you are not living in the residence halls, your check in will be at the City Union anytime between 5-6pm.

- *In order to kick off our philanthropic efforts, we are asking you to bring items to support the Husker Pantry! We are asking for donations of canned goods, school supplies, feminine hygiene products, and other care items like shampoo, conditioner, body wash, and shower essentials to drop off at check-in. Check your email for more information about what to donate.*

Your first meeting with your Rho Gamma group will be that evening and you will attend an orientation session to prepare you for the recruitment process.

Welcome Round is a two day event where you will be able to meet all 15 chapters. This will be your first interaction with the members of our Panhellenic sororities. Don't be nervous about these interactions, the chapter women just want to get to know you better! As recruitment progresses, the number of chapters visited each round goes down and events become longer. You will have the opportunity to visit up to ten chapters on Philanthropy Round, up to six on Sisterhood Round, and up to two on Preference Round.

After attending Preference Round, you will be asked to sign a Membership Recruitment Acceptance Binding Agreement (MRABA) prioritizing one chapter over another (if you attended more than one event). This process will be thoroughly explained in the PNM orientation and again after attending your Preference Rounds.

Important Dates:

Sunday, August 13: PNM Check In, Orientation, and First Rho Gamma Meeting
Monday, August 14: Welcome Round Day 1
Tuesday, August 15: Welcome Round Day 2
Wednesday, August 16: Philanthropy Round
Thursday, August 17: Sisterhood Round
Friday, August 18: Preference Round
Saturday, August 19: Bid Day

DON'T FORGET TO BRING ITEMS TO SUPPORT THE HUSKER PANTRY!



TERMS TO KNOW

ACTIVE - A college undergraduate who has been initiated into fraternity or sorority membership.

ALUMNA - An initiated sorority member who has graduated from college.

BID - An invitation to join a sorority or fraternity. During Primary (fall) Recruitment, no bid (verbal or written) will be extended except through the Panhellenic Association. A bid issued in any other manner is not binding and is in violation of Panhellenic rules. However, bids may be extended verbally or in writing by the chapter(s) during Continuous Open Bidding (Open Recruitment).

CHAPTER - A chartered undergraduate or alumnae group recognized by a fraternity or sorority.

CONTINUOUS OPEN BIDDING (COB) - An informal process that Panhellenic chapters use to recruit new members outside the designated formal recruitment period to reach quota and/or Panhellenic total. This is less formal and not all chapters are eligible to participate.

FRATERNITY - Originating from the Greek word "phratar," meaning member of a group, this is the term most commonly used to refer to Greek-letter organizations for men. Some sororities are actual women's fraternities.

INITIATION - The ceremony in which a new member becomes an active member.

LEGACY - A woman whose mother, sister, or in some cases grandmother, is an alumna or an active member of a sorority. Because each woman is considered on an individual basis, the sorority is not obligated to extend a bid to a legacy. By the same token, a potential new member should choose the group with which she feels most comfortable.



TERMS TO KNOW

NATIONAL PANHELLENIC CONFERENCE - The coordination body of all college Panhellenic Association members in the United States and Canada.

NEW MEMBER - A woman who has accepted a bid to join a sorority but has not been initiated.

PANHELLENIC ASSOCIATION (PHA) - The governing and programming board for sororities at Nebraska that are associated with the National Panhellenic Conference (NPC).

PANHELLENIC TOTAL - The allowable Panhellenic Association chapter size on campus, as determined by the council, including new and active members. Chapters that fall under total may be allowed to participate in Continuous Open Bidding until they reach total.

PHILANTHROPY - A charitable fundraiser or service project sponsored by a fraternity or sorority.

PLEDGING - The process of accepting a bid and becoming a new member in a sorority but before initiation.

POTENTIAL NEW MEMBER (PNM) - Used to describe the women participating in the recruitment process that have not yet joined a sorority (This is you!).

PREFERENCING (PREFFING) - At the end of the Primary Recruitment preference round, a potential new member indicates which sorority she would like to join by listing a maximum of two sororities in order of preference (first and second choice).

PRIORITY RANKING - A process similar to preferencing, potential new members will rank which chapters they would like to return to the next day of primary recruitment. Priority ranking is used following all rounds of recruitment except for the preference round.

QUOTA - The specified number of potential new members to which each Panhellenic sorority may extend a bid to during Primary Recruitment.

RECOMMENDATION/REFERENCE - A written letter or statement recommending a potential member to a sorority. More information is available in the Q&A section on our website.

RECRUITMENT - The process organizations use to bring in new members.

ROUNDS - Primary Recruitment consists of a number of structured, timed and themed events. A series of events with the same theme is referred to as a "round." Rounds include: open house, philanthropy, sisterhood and preference rounds. At the end of each round, you priority rank the chapters visited during the round.

SISTER - A term used within a women's fraternity or sorority when referring to other members.

SORORITY - A Greek-lettered organization designated for women; some chapters are sororities and some are women's fraternities even though we often call all NPC chapters "sororities."

Q AND A

WHAT DO I WEAR?

You will receive a t-shirt to wear during Welcome Round. Besides this round, what you wear is up to you! Our advice is to look presentable and dress respectfully, and each day gets slightly more formal than the last. Comfortable sundresses, rompers, or skirts/pants and a blouse is common. There will be a lot of walking, so comfortable footwear is advised. Don't stress about clothing- wear what makes you feel confident! Your Rho Gamma will provide additional guidance if necessary.

HOW DOES THE RECRUITMENT PROCESS WORK?

Primary recruitment will occur the week before the start of the Fall semester. There are four different rounds. Each round will allow you to meet women from each chapter and find the chapter in which you could best see yourself. As the process moves forward, you will attend fewer events for a longer period of time at each, giving you the opportunity to narrow down your choices and devote more time to the chapters with which you feel the strongest connection. The chapters, in turn, will be participating in this mutual selection process and determining those women who best embody their chapter ideals. It is important to know that every chapter has a different, private process they go through in completing their invitation list. The mutual selection process ensures that you are choosing a sorority that is also choosing you.

WHAT HAPPENS AT A RECRUITMENT EVENT?

A recruitment event is a time for you to learn more about individual chapters and for chapter members to learn more about you. You will meet with and talk to various chapter members, learn about the chapter's values, academics, and philanthropies, and tour the chapter facility (if applicable). Most women are meeting you for the first time and will need to ask the same "get to know you" questions. Don't be shy! The more you get to know chapters, the easier it will be to select the chapter which is right for you. Be yourself!

I'M A LEGACY. DOES THAT MEAN I'M GUARANTEED A SPOT IN THAT SORORITY?

Not necessarily. Each sorority has their own policies regarding legacies and you're encouraged to look for that information on each chapter's website. While it can be exciting to have a connection or tie to a chapter, the most important part is to keep an open mind through the recruitment process and find the best fit for YOU. Being a legacy to a chapter can be helpful, but will not automatically guarantee you a place in that chapter.



Q AND A

I HAVE A SCHEDULING CONFLICT DURING RECRUITMENT. CAN I STILL PARTICIPATE? WHAT IF I GET SICK?

We will work with any woman who has a campus-related conflict such as academic classes, marching band practice, Big Red Singers, or any of the varsity athletic teams. We do not make special accommodations for work conflicts. If you have any questions regarding this policy, please contact the OFSL at unlspecialcirc@gmail.com by August 4.

Additionally, there is always a possibility that you may become ill or have something happen to limit your participation in recruitment. Alert your Rho Gamma and she will work with you to make other accommodations.

WHAT IF I NEED ACCOMMODATIONS?

Reasons for accommodations can include but are not limited to: needing wheelchair accessibility for chapter houses, language interpreters or closed-captioning (will already be provided in all recorded videos), needing a quieter space, or a CDC outlined vulnerable population. If you need accommodations, please contact the Office of Fraternity and Sorority Life at 402-472-2582 or email our team at unlspecialcirc@gmail.com so we can ensure you have a positive recruitment experience.

SOMEONE TOLD ME I'M GUARANTEED A BID, SHOULD I BELIEVE HER?

No. One individual member cannot guarantee you will be joining that organization. Sorority members are not allowed to promise

membership to any potential new member. If a member tells you that you are “guaranteed” to be in her organization, let your Rho Gamma know as soon as possible, in private, and she will handle it accordingly.

WHAT IF I FIND PRIMARY RECRUITMENT ISN'T FOR ME?

Going through primary recruitment is a great way to immerse yourself in sorority life and decide whether or not you're interested in being a part of the Panhellenic community. That being said, primary recruitment is not the only way to join a sorority. Some chapters also gain new members after primary recruitment in a process called continuous open bidding, or COB. This informal process looks much different than primary recruitment and is another great way to get involved in an organization.



CONTACT GUIDELINES

SUMMER CONTACT

You may be contacted by chapter members about recruitment throughout the summer. Please know chapters are not allowed to promise you a bid for membership at any time and that outreach does not mean you'll be automatically invited to a recruitment round. You should also feel free to reach out to sorority members with any questions you may have about their chapter or the recruitment process. Don't forget, you'll receive outreach from a Rho Gamma when you register for primary recruitment and she will be a great resource for all of your questions!

RECOMMENDATIONS

A letter of recommendation is an introduction and brief description of a woman interested in recruitment written by an alumna or an active chapter member. Some chapters are not accepting letters of recommendation anymore. Each chapter has a different policy regarding recommendations and having a recommendation does not guarantee a potential new member will receive an invitation to join a chapter. Recommendations should be written by someone who knows you personally, and the recommender should send the proper materials directly to the chapters.

QUESTIONS, COMMENTS & CONCERNS

If you have questions, please call the Office of Fraternity and Sorority Life at 402-472-2582, or email us at panhellenicrecruitment.unl@gmail.com.



FINANCIAL INFORMATION

Being financially responsible is an important part of being a member of the sorority community. When joining a sorority, it is imperative that you understand and are able to meet the financial obligations associated with membership. During recruitment, chapters will share their financial information and you should feel comfortable asking questions about finances. Members are prepared to answer your questions! These charts will give you an idea of high, low, and average sorority costs. The figures do not include optional expenses. Many of the chapters require each new member to pay a one-time house corporation and initiation fee. A sorority pin/badge may also need to be purchased on or before initiation.



There are additional costs associated with living in a chapter facility. The live-in costs are a compilation of all costs incurred by a member living in the chapter house such as room, board, and other mandatory fees. When a member lives outside the house, she is required to pay a live-out fee. Live-out costs include things such as maintenance fees, social dues, and occasional meals. Live-in and live-out fees are usually paid in installments, but many chapters offer alternative payment plans. It is important to note that each chapter has its own criteria concerning which members may live in or live out of the chapter house.

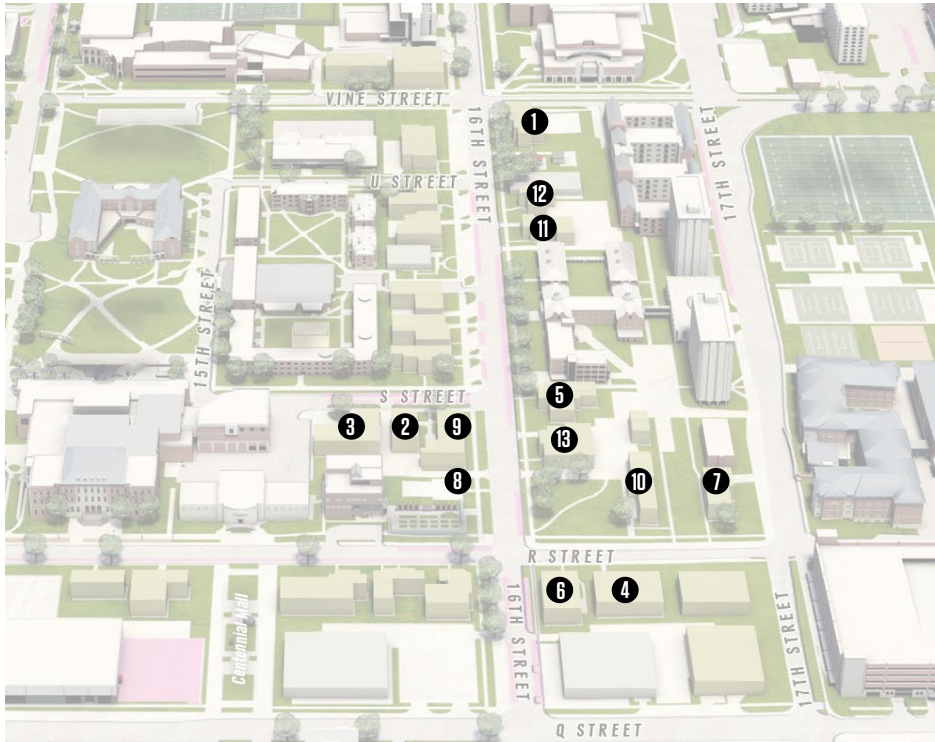
2023-2024 NEW MEMBER FEES	
Average (housed sororities)	\$2,664.04
Range (housed sororities)	\$1,734-\$3,435
Average (unhoused sororities)	\$312.50
Range (unhoused sororities)	\$170-\$425

2023-2024 LIVE-IN FEES (FOR HOUSED CHAPTERS)	
Average	\$7,828.85
Range	\$6,633-\$8,961

2023-2024 LIVE-OUT FEES (FOR HOUSED CHAPTERS)	
Average	\$2,184.19
Range	\$1,285-\$3,218

2023-2024 MEMBER FEES (FOR UNHOUSED CHAPTERS)	
Average	\$412.50
Range	\$427.50

SORORITY LOCATIONS



1. Alpha Chi Omega
2. Alpha Omicron Pi
3. Alpha Phi
4. Alpha Xi Delta
5. Chi Omega
6. Delta Delta Delta
7. Delta Gamma
8. Gamma Phi Beta
9. Kappa Alpha Theta
10. Kappa Delta
11. Kappa Kappa Gamma
12. Phi Mu
13. Pi Beta Phi

Pi Alpha Chi*

Sigma Alpha*

*Do not have facilities

CONTACT INFO

If you have questions, please call the Office of Fraternity and Sorority Life at 402-472-2582, or email us at panhellenicrecruitment.unl@gmail.com.



N FRATERNITY & SORORITY LIFE
Student Affairs