

# FALL 2025 FORMAL RECRUITMENT

panhellenic

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😊 people

ΑΣΤ • ΔΖ • ΣΣΣ

Shepherd University

Shepherd University

Panhellenic Association  
Register today on RamPulse!

Formal Recruitment

# Panhellenic Recruitment Guide

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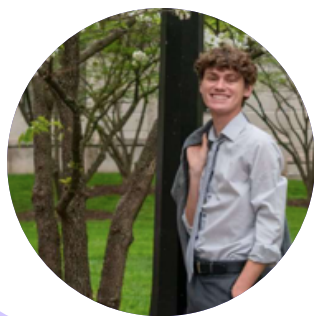


# Welcome!

FROM THE OFFICE OF FRATERNITY &  
SORORITY LIFE (OFSL)



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Shepherd University is a place to build memories and friendships for a lifetime. Being a part of a fraternity or sorority is a great way to enhance that experience while being involved both on-campus and in the greater community.

Shepherd's Greek community collectively raises thousands of dollars for charity, leads dozens of service projects, and sets the bar for academic achievement and campus leadership. The friendships and experiences gained as part of joining a fraternity or sorority will last a lifetime!

Take the time to learn about what our organizations have to offer you and your collegiate experience. If you have any questions don't hesitate to ask!

# Welcome!

FROM PANHELLENIC ASSOCIATION



Emma King  
VP of Recruitment

Dear Potential New Members,

I am so excited to meet all of your smiling faces! Going through recruitment at Shepherd was one of the best decisions I've ever made, and I'm glad that you are considering it too. I know recruitment can be scary (trust me, I'm just as nervous as you), but I promise that the friendships that you will make along the way will be worth it. Everything will happen the way it's supposed to, so just enjoy the process! Remember to always stay true to yourself! You got this. See you in the Fall!

Best wishes,

Emma King  
VP of Recruitment

# What is Panhellenic?

The Shepherd University Panhellenic Association is the governing body of the three National Panhellenic Conference (NPC) sororities on our campus. Just as each chapter has a national office that ties them to other chapters nationwide, the Panhellenic Association ties Shepherd's sororities to a larger governing body representative of each sorority. Through its programs and initiatives, Panhellenic encourages the sharing of information, resources, and best practices to ensure the sorority experience continues to meet the needs of today's collegiate women.

## Panhellenic Creed

We, as Undergraduate Members of women's fraternities, stand for good scholarship, for guarding of good health, for maintenance of fine standards, and serving to the best of our ability, our college community. Cooperation for furthering fraternity life, in harmony with its best possibilities, is the ideal that shall guide our fraternity activities.

We, as Fraternity Women, stand for service through the development of character inspired by the close contact and deep friendship of individual fraternity and Panhellenic life. The opportunity for wide and wise human service, through mutual respect and helpfulness, is the tenet by which we strive to live.



# Values-based Recruitment

Sororities are values-based organizations. This means their purposes and missions are rooted in a set of core values. Values are the core beliefs or desires that guide or motivate attitudes and actions. Values are central beliefs that determine how we behave and make decisions. Shepherd University focuses on values-based recruitment which allows Potential New Members (PNMs) and recruitment counselors to explore their personal and Panhellenic values throughout the process. PNMs should make recruitment choices based on these values.

## Is there a GPA requirement to join?

Yes. Academic excellence is emphasized by all fraternity and sorority chapters. The fraternity and sorority experience is designed to provide a community which supports the development and promotion of high academic achievement in a values-based setting. The minimum cumulative GPA in order to be offered an invitation to join a chapter is 2.75 cumulative high school GPA (on a 4.00 scale) for incoming first-year students OR at least a 2.2 cumulative GPA on a 4.00 scale for continuing Shepherd students or transfer students.

# Meet the Panhellenic

## RECRUITMENT & EXEC TEAM



Emma King  
VP of Recruitment &  
Recruitment Counselor



Adela Kasecamp  
VP of Judicial &  
Recruitment Counselor



Betsy Cushwa  
Secretary



Audrey Collis  
Treasurer



Bekka Smith  
PR Chair



Christiana Johnson  
DEI Chair



Samantha Fridley  
Recruitment Counselor



Kayden Crook  
Community Service  
Chair



Savannah Young  
Recruitment Counselor



Caroline Cook  
Recruitment Counselor



Laurel Hudson  
Recruitment Counselor

# Alpha Sigma Tau

CHI CHAPTER



## GET TO KNOW ALPHA SIGMA TAU A LITTLE MORE!

Alpha Sigma Tau provides women with the network, skills, and empowerment they need to excel in life. Their members develop lifelong friendships grounded in shared values and grow into the best version of themselves within a community of support.



Alpha Sigma Tau was nationally founded November 4, 1899 and came to Shepherd University May 25, 1940. They were refounded at Shepherd on September 12, 1992.



Alpha Sigma Tau philanthropically supports the Women's Wellness Initiative. During the 2024-2025 academic year, they raised \$380 for philanthropy.



Alpha Sigma Tau logged a total of 275 service hours for the 2024-2025 academic year.



The average chapter GPA is a 2.96. The GPA requirement to join is a 2.7 for incoming freshman and 2.5 cumulative GPA for returning/transfer students.



Guided by their organizational values, Alpha Sigma Tau promotes graciousness, respect, intellect, connections, and excellence.

Follow Alpha Sigma Tau!



@alphasigmatausu





# Delta Zeta

KAPPA MU CHAPTER



## GET TO KNOW DELTA ZETA A LITTLE MORE!

Delta Zeta's purpose is to create among a group of women a true and lasting friendship, to encourage one another in the pursuit of knowledge, to promote values-based living and embrace social responsibility.



Delta Zeta was nationally founded October 24, 1902 and came to Shepherd University February 2, 1973.



Delta Zeta supports Speech and Hearing. They have philanthropic partnerships with the Starkey Hearing Foundation and the American Society for Deaf Children. During the 2024-2025 academic year, they raised \$229 for philanthropy.



Delta Zeta logged a total of 383 service hours for the 2024-2025 academic year.



The average chapter GPA is a 3.12. The GPA requirement to join is a 2.75 for incoming freshman and 2.7 cumulative GPA for returning/transfer students.



Delta Zeta is inspired by their shared values of friendship, curiosity, generosity, empowerment, citizenship, and belonging.

Follow Delta Zeta!



@sudeltazeta



# Sigma Sigma Sigma

BETA DELTA CHAPTER

TRI  
SIGMA  
*empowered*

## GET TO KNOW TRI SIGMA A LITTLE MORE!

The mission of Tri Sigma is to establish among its members a perpetual bond of friendship, to develop in them strong womanly character, and to impress upon them high standards of conduct.



Sigma Sigma Sigma was nationally founded April 20, 1898 and came to Shepherd University on June 8, 1945.



Sigma Sigma Sigma was named chapter of the year for the 2024-2025 school year.



Tri Sigma philanthropically supports March of Dimes. In the 2024-2025 academic year, Tri Sigma raised \$432 for philanthropy.



The average chapter GPA is a 3.36. The GPA requirement to join is a 2.75 for incoming freshman and 2.7 cumulative GPA for returning/transfer students.



Sigma Sigma Sigma logged a total of 951 service hours for the 2024-2025 academic year.



Sigma Sigma Sigma reaffirms its long standing core values of wisdom, power, faith, hope and love.

Follow Sigma Sigma Sigma!



@trisigmasu



# Recruitment Schedule

AT A GLANCE

**Important Note:** In order to participate in Formal Recruitment, every Potential New Member must register on the Fraternity & Sorority Life RamPulse page under Forms. No exceptions.

## PRE-RECRUITMENT

Recruitment Registration Opens on RamPulse

6/13/2025 @ 8 a.m.

Fall Semester Begins

8/25/2025

Meet the Greeks BBQ/Shepfest

8/29/2025 @6-9 p.m.

## PRIMARY RECRUITMENT

Check-in for all nights is from 8:00-8:30 pm in Rams Den

Values Night

9/02/2025 @ 8:30 p.m.

Philanthropy Night

9/03/2025 @ 8:30 p.m.

Sisterhood Night

9/04/2025 @ 8:30 p.m.

Preference Night\*

9/05/2025 @ 8:30 p.m.

Bid Day\*

9/06/2025 @ 5 p.m.

**\*invitation only**

**Important Note:** It is required for PNMs to attend at least two of the three regular recruitment nights (e.g. Values Night, Philanthropy Night, and Sisterhood Night) in order to be eligible for a Preference Night invitation. You MUST attend at least ONE Preference Night to be eligible to receive a bid.

# Recruitment Schedule

## BREAKDOWN

### VALUES NIGHT

#### MANDATORY ATTENDANCE AT 2 OF THE 3 "NIGHTS"

When: Tuesday, September 2nd, 2025 @ 8:30 PM

Where: Student Center, Rams Den

Description: During this round, you will visit each of the three Panhellenic sororities for 20 minutes at a time. The purpose of this round of recruitment is to introduce potential new members to all of the social sororities in our Greek community, learning more about their organizations and each of their core values. Everyone will meet in the Storer Ballroom in the Student Center. Check-in begins at 8:00pm.

Attire: Confident casual

### PHILANTHROPY NIGHT

#### MANDATORY ATTENDANCE AT 2 OF THE 3 "NIGHTS"

When: Wednesday, September 3rd, 2025 @ 8:30 PM

Where: Student Center, Rams Den

Description: During this round, you will visit each of the three Panhellenic sororities for 20 minutes at a time. Our Greek community places a high priority on philanthropy and service. You will learn about each chapter's national philanthropic organizations as well as the local community service projects they participate in throughout the school year. This round will give you the opportunity to gain insight into what we are passionate about and how our chapters are working to make the world a better place. Everyone will meet in the Storer Ballroom in the Student Center. Check-in begins at 8:00pm.

Attire: Confident casual



# Recruitment Schedule

## BREAKDOWN

### FINANCIAL TRANSPARENCY SESSION

**WILL BE HELD DURING PHILANTHROPY NIGHT**

When: Wednesday, September 3rd, 2025 @ 8:30 PM

Where: Student Center, Rams Den

Description: This session will be hosted during Philanthropy Night. While attending this session, you will receive a financial transparency statement that goes over the financial commitment expected of members in each sorority. Each sorority will have a brief presentation about their new member and active member fees, and you will have an opportunity to ask questions!

### SISTERHOOD NIGHT

**MANDATORY ATTENDANCE AT 2 OF THE 3 "NIGHTS"**

When: Thursday, September 4th, 2025 @ 8:30 PM

Where: Student Center, Rams Den

Description: During the sisterhood round, you will again visit all three sororities. The fun and entertaining atmosphere during this round of recruitment makes it a favorite for both potential new members and sorority members. You will be able to interact with sisters and learn how each sorority values sisterhood. This round will give you a deeper look at the personalities of the women in the sorority as well as the organization as a whole. Everyone will meet in Rams Den in the Student Center. Check-in begins at 8:00pm.

Attire: Confident casual

# Recruitment Schedule

## BREAKDOWN

### PREFERENCE NIGHT CEREMONIES

Preference Night ceremonies are open only to women who receive invitations to attend. While you may receive invitations from all three chapters, you may only attend two preference night ceremonies. This round of recruitment is the most special because you are invited to be part of an intimate chapter ceremony. Attire is dressy to semi-formal.

### ALPHA SIGMA TAU, DELTA ZETA, & SIGMA SIGMA SIGMA

When: Friday, September 5th, 2025 @ 8:30 PM

Where: Student Center, Rams Den

Attire: Dressy / Semi-Formal

After all preference nights have concluded this week, you will be asked to rank the chapters that you visited and indicate whether you would be willing to accept an invitation for membership if it is extended.

# Recruitment Schedule

## BREAKDOWN

### BID DAY

When: Saturday, September 6th, 2025 @ 5 p.m with bid signings from 1-3 pm.

Where: Details below

Attire: Something casual but nice (there will be a LOT of pictures)

Description: Bid Day is the last day of the recruitment period. This is the day that invitations to join sororities are extended. You will receive an email informing you if you have received an invitation to join a sorority and instructions on when and how to accept or deny the invitation. A Bid Day celebration and reveal will be held at 5 p.m., and you will be able to meet your new member class and your new sorority family. Be prepared to spend the evening with your new sisters as many groups have evening events planned for new members!

Important note: in order to be eligible to receive a bid, all Potential New Members must attend at least one Preference Night ceremony. It is additionally important to note that receiving a bid, or an invitation to join a sorority, is not guaranteed.



# Potential New Member

## BILL OF RIGHTS

Every Potential New Member has:

- The right to be treated as an individual.
- The right to be fully informed about the recruitment process.
- The right to ask questions and receive true and objective answers from recruitment counselors and members.
- The right to be treated with respect.
- The right to be treated as a capable and mature person without being patronized.
- The right to ask how and why and receive straight answers.
- The right to express opinions to recruitment counselors.
- The right to have inviolable confidentiality when sharing information with recruitment counselors.
- The right to make informed choices without undue pressure from others.
- The right to be fully informed about the NPC Unanimous Agreements implicit in the Membership Recruitment Acceptance Binding Agreement (MRABA) signing process.
- The right to make one's own choice, decision, and accept full responsibility for the results of that decision.
- The right to have a positive, safe, and enriching recruitment and new member experience.

Your Recruitment Counselor and the Panhellenic Recruitment Team will ensure these rules are upheld during recruitment. Individuals with concerns about recruitment are encouraged to contact the Rachel Meads in Student Activities & Leadership at [rmeads@shepherd.edu](mailto:rmeads@shepherd.edu).



# Potential New Member

## FREQUENTLY ASKED QUESTIONS

### **AM I OBLIGATED TO JOIN A CHAPTER IF I ATTEND RECRUITMENT?**

Absolutely not! Just because you attend recruitment events or receive an invitation to join a sorority, it does not mean you are obligated to join. Primary recruitment is an opportunity to explore Panhellenic sorority life. If you decide it is not right for you, you may withdraw from the process any time before signing the Membership Recruitment Acceptance Binding Agreement (MRABA). However, if you do choose not to accept a bid after you have signed the MRABA, you will be ineligible to join another NPC organization until the next primary recruitment period. Once a member has completed the membership education period and has been formally initiated into a chapter, she is no longer eligible to join any other NPC chapters.

### **CAN I JOIN MORE THAN ONE NPC ORGANIZATION?**

Though you will get to know all of the NPC organizations through the recruitment process, you may only join ONE NPC organization. There are other Greek letter organizations on campus that are based around academic concentrations, professions, or community service. Students are able to join both an NPC organization as well as one of the aforementioned service or professional Greek-letter organizations.

# Potential New Member

## FREQUENTLY ASKED QUESTIONS

### **DOES EVERYONE WHO ATTENDS PRIMARY RECRUITMENT GET AN INVITATION TO JOIN A CHAPTER?**

Most of the women participating in primary recruitment are invited to join a chapter at the end of recruitment. However, the number of women allowed to join each chapter each year is capped at a percentage of the total number of women who signed MRABA forms. Therefore, while we try to find a home for everyone, participating in primary recruitment does not guarantee a bid for membership. It is possible to go through recruitment and not receive a bid to join a sorority.

### **DOES MY SEXUAL ORIENTATION FACTOR INTO ME BEING OFFERED A BID?**

No! In Panhellenic, we pride ourselves in embracing all those who identify as women, regardless of race, religion, sexual orientation, socioeconomic status, etc. Our organizations select members based on who you are, not whom you are attracted to.

### **WHAT IF I'M NOT A "TYPICAL SORORITY GIRL"? IS THAT OKAY?**

There is no such thing. As you meet the women of our Panhellenic community, you will find diverse ranges of looks, interests, talents, backgrounds, faiths, and abilities. We are united by being women interested in connection, sisterhood, leadership, and service.

# Greek Speak

## COMMON TERMINOLOGY

### ACTIVE

The term used to indicate a sorority or fraternity member who has been formally initiated into the chapter.

### ALUMNA (PLURAL: ALUMNAE)

An initiated member of a fraternity or sorority who is no longer an undergraduate member. Alumna (female), alumnus (male), alumnae (females), alumni (male or co-ed group).

### BID

A formal invitation to join a sorority or fraternity.

### CHAPTER

The term used to refer to each local collegiate group of an inter/national sorority and fraternity. Shepherd University has 3 social sorority chapters and a fraternal community of 11 total chapters.

### CONTINUOUS OPEN BIDDING (COB)

The period after primary recruitment ends in which Panhellenic sororities may acquire new members if eligible.

### INITIATION

A ritual ceremony that brings new members into full membership of a sorority including its lifelong benefits. Once a new member is initiated into an NPC sorority, they are ineligible for membership in any other NPC sorority.

# Greek Speak

## COMMON TERMINOLOGY

### LEGACY

A daughter, sister or granddaughter of an initiated member of a sorority. No sorority is obligated to offer a bid to a legacy. Further, potential new members are completely free to choose the sorority of their own preference regardless of legacy status.

### MEMBERSHIP RECRUITMENT ACCEPTANCE BINDING AGREEMENT (MRABA)

The binding agreement signed by a potential new member (PNM) following the final preference event they attend. A PNM agrees to accept a bid from any chapter listed on their MRABA. If she receives a bid to a chapter they list and declines it, they are ineligible to join another organization on that campus until the beginning of the next primary membership recruitment period. If they do not receive a bid to membership, PNMs are still eligible for continuous open bidding.

### NEW MEMBER

A student who accepted a bid from a sorority or fraternity but is not yet an active member of the chapter. As a new member, women receive education about the organization's values and history to prepare for initiation.

### PHILANTHROPY

A national and/or local charity or organization that a sorority and/or fraternity sponsors, donating time and money through service to promote human welfare.



# Greek Speak

## COMMON TERMINOLOGY

### POTENTIAL NEW MEMBER (PNM)

Any student who is eligible to participate in recruitment.

### QUOTA

The number of potential new members that a chapter may invite to join their sisterhood through a bid during primary recruitment. This is determined with a formula involving the number of chapters and the number of women who signed MRABAs indicating that they wish to join an NPC organization.

### RHO GAMMA

A Panhellenic representative who is available to guide women through the recruitment process and answer questions. Rho Gammas are intentionally selected based on their merit and accountability. They remain impartial and objective throughout the entire recruitment process to provide unbiased support. As soon as a student registers for primary recruitment, they will be assigned a Rho Gamma.

### STRICT SILENCE

The period of time after the close of preference events and prior to the distribution of bids when there is no communication between potential new members and sorority members.

### VALUES-BASED RECRUITMENT

Recruitment that focuses on conversations between chapter members and potential new members about organizational values and member organizations.