

Southern Miss | 20 Recruitment | 23



EMBRACE. EQUIP. EMPOWER

We're so glad you're here!

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MEET THE REST OF CPC EXEC



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CONTACT INFORMATION

Name: _____ Number: _____

GX Name: _____ GX Number: _____

GX Name: _____ GX Number: _____

PNM BILL OF RIGHTS

As a Potential New Member at
the University of Southern Mississippi, I should expect...

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 have and express opinions to Recruitment Counselors.

The right to have inviolable confidentiality when sharing information with
Recruitment Counselors.

The right to make informed choices without undue pressure from others.

The right to be fully informed about the National Panhellenic Conference (NPC)

Unanimous Agreements implicit in the Membership Recruitment Acceptance
Binding Agreement (MRABA) signing process.

The right to make one's own choice and decision and accept full responsibility for
the results of that decision.

The right to have a positive, safe, and enriching recruitment and new member
experience.

PANHELLENIC STATEMENT OF MUTUAL RESPECT

I understand my right and the right of others to
an individual recruitment experience.

I understand my right to be treated with respect,
and my responsibility to foster an environment that allows
the same for others.

I understand my failure to meet these expectations may
result in my removal from recruitment.

OUR MISSION

From a foundation of shared values and a common
purpose, we commit:

To authentically *embrace* college women in a safe and
enriching sisterhood

To *equip* a courageous community that embodies grace,
brilliance, and humility

To *empower* our women to pursue growth through
self-discovery, strength through accountability, and
greatness through adversity.

OUR CHAPTERS



Delta Delta Delta | Tri Delta | ΔΔΔ

Colors: Silver, Gold, & Cerulean Blue

Philanthropy: St. Jude Children's

Research Hospital

Open Motto: "Let us steadfastly love one another."

Alpha Chi Omega | Alpha Chi | ΑΧΩ

Colors: Scarlet Red & Olive Green

Philanthropy: Domestic Violence

Awareness

Open Motto: "Together let us seek the heights."

Delta Gamma | DG | ΔΓ

Colors: Bronze, Pink, & Blue

Philanthropy: Service for Sight

Open Motto: "Do Good."

Alpha Delta Pi | ADPi | ΑΔΠ

Colors: Azure, Blue, & White

Philanthropy: Ronald McDonald House Charities

Open Motto: "We live for each other."

Chi Omega | Chi O | ΧΩ

Colors: Cardinal & Straw

Philanthropy: Make-A-Wish Foundation

Open Motto: "To be womanly always and discouraged never."

Kappa Delta | KD | ΚΔ

Colors: Olive Green & Pearl White

Philanthropy: Prevent Child Abuse America and Girl Scouts

Open Motto: "Let us strive for that which is honorable, beautiful, and highest."

Phi Mu | ΦΜ

Colors: Rose & White

Philanthropy: Children's Miracle Network

Open Motto: "Les Soeurs Fidelis. The faithful sisters."

Pi Beta Phi | Pi Phi | ΠΒΦ

Colors: Wine & Silver Blue

Philanthropy: Read. Lead. Achieve.

Open Motto: "Friends and leaders for life."

CHAPTER INCLUSION POLICIES

DELTA DELTA DELTA

"Tri Delta does not discriminate on any basis other than sex in selection of members, and collegiate chapters will not discriminate on the basis of ethnic heritage, national origin, personal appearance, personal beliefs, race, mental or physical ability, religion or sexual orientation."

CHI OMEGA

"Chi Omega members represent different racial, religious and ethnic backgrounds. Our membership is comprised of females and individuals identifying as women who reflect and live the values of Chi Omega. We strive to uphold our purposes, which encourage us to form a network of friends with high standards and similar values. Chi Omega supports personal growth, learning, and service to others. With the six purposes as our guide, we recruit women into our Sisterhood circle who will contribute to the harmony in the chapter and who demonstrate our values."

ALPHA CHI OMEGA

"Alpha Chi Omega does not discriminate on the basis of race, ethnicity, color, sexual orientation, religion, or other characteristics protected by applicable law. Women, including those who live and identify as women, regardless of the gender assigned to them at birth, are eligible for membership in Alpha Chi Omega based solely on five membership standards. The National Membership Standards are: 1) academic interest; 2) character; 3) financial responsibility; 4) leadership ability; 5) personal development. Alpha Chi Omega remains, as it always has been, a women's organization. Those assigned female at birth who live and identify as men are not eligible for membership."

KAPPA DELTA

"Kappa Delta Sorority does not tolerate any form of discrimination on the basis of race, ethnicity, color, creed, religious affiliation, disability, veteran status, national origin or sexual orientation. We consider for membership all who self-identify as women and who meet our high standards in the areas of character, academics and leadership potential."

DELTA GAMMA

"Delta Gamma Fraternity is committed to cultivating an inclusive and equitable environment and experience for our members, potential new members, and communities. In our membership selection processes and in the life-long membership experience, Delta Gamma Fraternity and its members do not discriminate on the basis of race, ethnicity, religious affiliation, color, creed, national origin, sexual orientation, marital status, physical disability or other protected identities. Membership is open to all individuals who identify as women and who have a sincere desire to uphold our shared values, as outlined in Article II."

PHI MU

"Phi Mu Fraternity is a women's organization that promotes diversity and does not discriminate based on race, color, religion, citizenship, ethnic background, age, disability, parental or marital status or sexual orientation."

ALPHA DELTA PI

"Alpha Delta Pi is a private membership organization for women, which affirms the worth of every individual. Alpha Delta Pi actively encourages a membership which represents a diverse population and does not discriminate in membership selection procedures. Chapters will provide educational programs, which affirm diversity and enhance understanding of its importance in our society. Each chapter shall create an atmosphere of open exchange which encourages awareness and sensitivity of different personalities, experiences, backgrounds, and beliefs. Alpha Delta Pi selects and maintains membership on the basis of scholarship, leadership, commitment, and service to the work of the sorority, the university, and the community."

PI BETA PHI

"Pi Beta Phi Fraternity does not discriminate in its operations or membership selection practices on the basis of race, religious affiliation, national origin, physical ability or sexual orientation. Nor will Pi Beta Phi tolerate such discrimination by its chapters. Federal law recognizes the right of college social fraternities to maintain single sex membership policies. Pi Beta Phi is a women's organization for individuals who live and self-identify as women."

MEMBERSHIP EXPECTATIONS

*THESE EXPECTATIONS WILL VARY CHAPTER TO CHAPTER.

TIME COMMITMENT:

Participation in chapter events vary from week to week; however, on average, members commit 2-6 hours per week to their chapter. Participation may include chapter meetings, sisterhood events, social gatherings, etc.

COMMUNITY SERVICE:

You may be required to complete community service hours. The requirements range from 7 to 15 hours per semester.

SOCIAL COMMITMENTS:

Through various sorority activities, you will have the opportunity to build relationships with people in your chapter and your community.

INVOLVEMENT:

You may be required to be involved in more than one organization beyond your sorority in order to be a more well rounded student and encourage relationships and experiences beyond those your sororities may give.

LEADERSHIP DEVELOPMENT:

Sororities can support the development of skills that could benefit your personal growth whether or not you choose to hold a leadership position.

ACADEMICS:

To remain a member in good standing, you must continue to earn grades which reflect the standards of your chapter. Each chapter has a different requirement. GPA requirements range between 2.5 to 3.0. To hold an office, members may be required to maintain an higher GPA.

HOUSING:

You may be required to live in chapter housing for up to 4 semesters. This requirement varies per chapter.

BEHAVIORAL:

Sororities will have an expectation that you are acting in your own best interest, specifically regarding your safety and wellbeing.

FINANCIAL COMMITMENT

Panhellenic sororities are non-profit organizations, meaning they count on the dues of their members to function. All sorority finances are handled through each organization. Some chapters split their payments into installments, while others ask their members to pay upfront at the beginning of the semester. Each chapter will discuss their specific financial commitments and opportunities during Sisterhood Round.

NEW MEMBER DUES

Chapter	New Member Fees	Initiation	Badge	Housing Corp. Fees	Inter/National Fees	Shirts	First Semester Required Total
Delta Delta Delta	\$98.00	\$182.00	\$178.00	(included)	(included)	\$75.00	\$533.00
Chi Omega	\$75.00	\$125.00	\$220.00	\$50.00	(included)	optional	\$470.00
Alpha Chi Omega	\$199.00	\$23.00	\$73.00	\$86.00	\$110.00	\$60.00	\$551.00
Kappa Delta	\$95.00	\$211.00	\$54.00	\$225.00	\$53.00	\$50.00	\$688.00
Delta Gamma	\$45.00	\$135.00	\$40.00	\$75.00	\$4.00	optional	\$299.00
Phi Mu	\$49.50	\$153.00	\$88.00	\$100.00	\$101.00	\$21.00	\$512.50
Alpha Delta Pi	\$107.25	\$145.00	\$169.00	(included)	(included)	optional	\$421.25
Pi Beta Phi	\$437.00	\$130.00		\$180.00	\$55.00	optional	\$802.00

ACTIVE MEMBER DUES

Chapter	Semester Dues	Social Expenses	Insurance	Housing Corp. Fees	Inter/National Fees	Other	Semester Expenses Total
Delta Delta Delta	\$495.00	(included)		(included)	(included)	\$75.00	\$570.00
Chi Omega	\$435.00	(included)	(included)	\$50.00	(included)		\$485.00
Alpha Chi Omega	\$256.00	\$60.00		\$86.00	\$110.00	\$143.00	\$655.00
Kappa Delta	\$390.00			\$75.00	\$99.00	\$75.00	\$639.00
Delta Gamma	\$562.00	(included)			(included)	\$107.11	\$669.11
Phi Mu	\$400.00			\$100.00	\$5.00	\$46.71	\$551.71
Alpha Delta Pi	\$490.00	(included)		(included)	\$120.25		\$610.25
Pi Beta Phi	\$357.00		\$28.00	\$100.00	\$59.00	\$48.00	\$592.00

***Each chapter has different optional expenses such as t-shirts, button, events, etc. In addition, most chapters offer payment plans as well. Feel free to ask them for more information!**

RECRUITMENT GUIDELINES

- You must attend all of your events. Only practice schedules will be accommodated.
- You must attend selection every night you are participating in the recruitment process.
- You will be required to sign a waiver in order to participate in the recruitment process.
- You must have your name tag on for the entirety of every event.

TERMINOLOGY

Active Member: A fully initiated member of a sorority with full chapter privileges and responsibilities.

Alumna: A sorority woman who graduated and is no longer an active member of a collegiate chapter.

Bid: An official invitation to join a sorority.

Big Sister (Big): An active member who commits to mentoring a new member throughout her sorority experience.

Chapter: A local membership unit of a national sorority or fraternity.

College Panhellenic Council (CPC): The governing body of the 8 National Panhellenic Conference chapters on campus.

Gamma Rho Chi (GX): A recruitment counselor who is an upperclassman sorority woman who has temporarily disassociated from her sorority to provide unbiased support for PNMs.

Initiation: A ritual ceremony that brings new members into full membership of a sorority.

Interfraternity Council (IFC): The governing body of the 9 North American Interfraternity Conference chapters on campus.

Legacy: A daughter, sister, or granddaughter (including step) of an initiated member of a sorority; each organization has its own definition of and invitation policies regarding legacies.

National Panhellenic Conference (NPC): An organization composed of 26 national and international women's fraternities.

National Pan-Hellenic Council (NPHC): The governing body of the 9 historically African-American fraternities and sororities, often referred to as the "Divine Nine".

New Member: A woman who has accepted a bid but has not yet been initiated.

Philanthropy: A charitable cause each chapter supports; each chapter hosts a variety of events to raise money and awareness.

Potential New Member (PNM): Any self-identifying woman eligible for sorority membership.

REFLECTION QUESTIONS

What do you hope to gain from joining a sorority?

What qualities do you look for in a friend?

How much time outside of class do you spend studying or working on assignments?

How do you prioritize your free time?

What do you want most out of a community experience?

VALUES LIST

Achievement

Accomplishing my goal: being successful

Advancement

Being promoted; assuming greater responsibility; moving up in the organization

Balance

Balance school, work, family, and leisure; knowing when to quit; leaving time for other things

Contribution

Making a contribution to society; feeling that my efforts serve a larger purpose; doing something meaningful for humanity

Creativity

Being innovative and inventive; creating new things; using my imagination; discovering new opportunities and methods

Community

Belonging to a group with similar interests and likenesses; common participation and involvement

Fame

Being famous or well known; having public recognition and stature

Growth

Learning new things; growing and facing new challenges; evolving in rich and complex ways

Health & Wellness

Being aware of and developing an intentional balance of the mind, body, and spirit

Honesty

The quality of being truthful, sincere, and upright; fair in principles, intentions, and actions

Human Worth

Respecting the differences of each person, uniqueness of individuals, and contributions from others

Independence

Working independently; being free of control

Integrity

Maintaining the highest ethical standards; being honest and truthful; being fair

Joy

Enjoying what I do; loving school and work; doing the things that interest me and give me pleasure

Knowledge

Having knowledge and skill; being competent in my field; using my head; applying knowledge; being or becoming an expert

Love

Sharing strong affection, care, concern, and tenderness for others

Loyalty

Holding strong feelings of affection or attachment to certain people (e.g., family) and things (e.g., school)

Money

Being paid well for what I do; getting bonuses or raises; having expendable income to use

Power

Having authority; being able to influence and control activities, people, and organizations; being in charge

Quality

Producing high-quality products and services; achieving zero defects; being proud of the quality of my work

Recognition

Being acknowledged for my contributions; being publicly recognized and rewarded

Recreation

Play; physically and mentally stimulating activity; being active through entertainment or other diversion

Relationships

A closeness with friends and family; getting along well with others; working with people I like and trust

Respect

Showing regard or consideration for others; holding esteem or honor for those who are deserving

Responsibility

Holding myself accountable for actions; acting out of duty; free from guidance or higher authority

Risk

Being involved in exciting and stimulating things; taking risks; venturing into new territory

Security

Being comfortable; feeling safe

Self-actualization

Growing toward and attaining my highest potential; achieving the most I am capable of achieving

Self-directed Learning

Purposefully choosing educational and growth opportunities; taking intentional steps toward self-improvement

Service

Selflessness; serving and satisfying others; meeting the needs of others

Spirituality

Being aware of myself and that which is greater than me; developing a connectedness with others and with the world

Winning

Competing with others; knowing the thrill of victory; closing the bigger deal; winning the contest; making the crucial discover

WHAT ARE YOUR VALUES?

What values are most important to you? Circle/check all of the values that are most important to you from the examples below and/or add your own.

Achievement	Leadership	Other:
Advancement	Love	
Balance	Loyalty	
Belonging	Money	
Contribution	Personal Development	
Creativity	Power	
Community	Quality	
Equality	Recognition	
Fame	Recreation	
Growth	Relationships	
Happiness	Respect	
Health & Wellness	Responsibility	
Honesty	Risk	
Human Worth	Security	
Improving	Self-actualization	
Independence	Self-directed Learning	
Integrity	Service	
Joy	Spirituality	
Knowledge	Winning	

Now, choose the ten most important to you and then prioritize them:

What are the five most important to you? Prioritize them:

REFLECTION QUESTIONS

What is the last thing you did that you are proud of?

What is something that you've done that was out of character that negatively weighed on you?

What is your support system like?

How do your identities form your values, and how do your values shape your identities?

ROUND ONE | OPEN HOUSE

Date: August 10th

During the Open House Round, you will have the opportunity to meet women from all 8 of our Panhellenic chapters. This will give you a better understanding of what makes each of our chapters unique.

CONVERSATION TOPICS

Tell them about yourself:

- What are your hopes/goals for college?
- Why did you choose Southern Miss?
- What are you looking to get involved in on-campus/in Hattiesburg?
- Why did you decide to participate in sorority recruitment?

Questions to ask:

- What does an average week look like for you?
- What is your favorite chapter memory?
- How have you learned to balance sorority with academics, involvement, etc.?
- What responsibilities does membership require?

PERSONAL REFLECTION

Answer these questions prior to the start of Open House Round.

**What role will gaining membership in a sorority play in your life?
What role will gaining membership in a sorority play in your life?**

How do you want your values and identities to be reflected in your sorority experience?

OPEN HOUSE REFLECTION

	Event 1	Event 2	Event 3	Event 4	Event 5	Event 6	Event 7	Event 8
I feel comfortable.								
I'd like to get to know them better.								
I got to know members on a different level.								
I had authentic conversations.								
I connected.								
I could be myself.								
I could be supported here.								

NOTES

ROUND TWO | PHILANTHROPY

Date: August 11th

During the Philanthropy Round, you will have the opportunity to learn more about the philanthropic causes our chapters support. You may visit up to 6 chapters during this round.

CONVERSATION TOPICS

Tell them about yourself:

- Have you been involved in any service?
- Why is service important to you?
- Are you looking to get involved in serving Hattiesburg?
- How has your service and/or involvement impacted you?

Questions to ask:

- Why is your philanthropy important to you?
- How have you grown as a result of your philanthropic efforts?
- What does your time/commitment to service look like?
- Are you involved in other service activities?

PERSONAL REFLECTION

Answer these questions prior to the start of Philanthropy Round.

What are you passionate about? Why?

Why do you think philanthropy is an important part of being a sorority woman?

PHILANTHROPY REFLECTION

	Event 1	Event 2	Event 3	Event 4	Event 5	Event 6
I feel comfortable.						
They seem excited and passionate.						
I had authentic conversations.						
I connected.						
I could see myself investing in this philanthropy.						
My personal values could be supported.						
I could see myself serving with these women.						

NOTES

ROUND THREE | SISTERHOOD

Date: August 12th

During the Sisterhood Round, you will have the opportunity to learn more about the unique friendships within each chapter and how sisterhood has shaped each members personal growth. You may visit up to 4 chapters during this round.

CONVERSATION TOPICS

Tell them about yourself:

- How do you define a friend?
- What are your expectations of a sisterhood?
- What values are you looking for in a sisterhood?
- What do you need in a support system
- What are your hesitations/questions?

Questions to ask:

- What does sisterhood mean to you?
- Why did you decide to join this chapter?
- How have you grown as a result of being a member of this chapter?
- What do your chapter commitments/expectations look like?

PERSONAL REFLECTION

Answer these questions prior to the start of Sisterhood Round.

What qualities do you value most in your closest friends?

How do your friends help you live out your values?

SISTERHOOD REFLECTION

	Event 1	Event 2	Event 3	Event 4
I feel comfortable.				
My conversations connected to my values.				
I could be myself.				
I could see myself being friends with these women.				
I had authentic conversations.				
I can see myself growing alongside these women.				
I would be supported.				

NOTES

ROUND FOUR | PREFERENCE

Date: August 13th

During the Preference Round, you will have more personal conversations about you, the chapter, and what you're looking for from this experience. You may visit up to 2 chapters during this round.

CONVERSATION TOPICS

Tell them about yourself:

- How are you feeling?
- What are your honest thoughts about joining this chapter?
- What do you hope to gain from sorority membership?
- How can these women help you grow?

Questions to ask:

- How have the women in this chapter supported you?
- What has been your greatest benefit of membership?
- How have you been challenged throughout your membership?

PERSONAL REFLECTION

Answer these questions prior to the start of Preference Round.

What have you learned about yourself throughout this experience?

How do you want to see yourself grow throughout your college experience?

PREFERENCE REFLECTION

Answer these questions before selection after Preference Round.

What is it about the people who bring out the best version of you?

Did you see this in a chapter today?

What values do you want to be reflected in your sorority experience?

PROS

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MEMBERSHIP RECRUITMENT ACCEPTANCE BINDING AGREEMENT

Name:	
Campus Name:	
Campus Address:	
Phone Number/Email:	

MEMBERSHIP RECRUITMENT ACCEPTANCE BINDING AGREEMENT

Introduction: Agreement to binding electronic contract and electronic signature

Initial each statement.

_____ This form is called the Membership Recruitment Acceptance Binding Agreement, or “MRABA.” I understand that it is a contract with the National Panhellenic Conference (“NPC”).

I choose to complete this MRABA because I participated in the primary membership recruitment process (“Recruitment”) at _____.

[Campus Name]

ELECTRONIC SIGNATURE ONLY

_____ I consent to this electronic contract. I agree to electronically sign the MRABA. These terms are defined by the Electronic Signatures and Global and National Commerce Act (“E-Sign”) and the Uniform Electronic Transactions Act (“UETA”).

_____ I agree that this MRABA and my electronic signature is valid, enforceable, and binding under E-Sign and UETA.

Next Step: Continue to Part 1.

Part 1: Withdrawing or Continuing in Recruitment

Initial one of the following options:

_____ **I want to withdraw from Recruitment.**

I will not join a sorority now. I could join a sorority in the future by participating in the continuous open bidding (“COB”) process. I will not complete this contract.

Next Step: Continue to Part 5.

_____ **I am continuing in Recruitment.**

Next Step: Continue to Part 2.

Part 2: Understanding the Ranking Process

Initial each statement.

By signing the MRABA, I understand and agree that each of these statements is true:

_____ I am willing to accept an invitation to membership (“bid”) from any sorority I list in Part 4.

_____ I will rank each sorority in the order of my preference for receiving a bid.

_____ If I attended a sorority’s preference event, and I would not accept a bid from that sorority, I do not have to rank that sorority.

_____ I understand that if I choose to rank fewer sororities, I might not receive a bid through Recruitment.

Part 3: Show that you understand the effect of submitting the MRABA.

Initial each statement below.

By signing the MRABA, I understand and agree that each of these statements is true:

_____ After I submit this form, **I cannot change my rankings**. I cannot add or delete any sororities to my rankings.

_____ **If I do not** receive a bid from any sorority I ranked, I understand **I am eligible** to join any sorority later, through the COB process. I understand that not all sororities will recruit through COB.

_____ **If I do** receive a bid from a sorority I ranked, but **I choose not to accept that bid**, I understand that **I am not eligible** to join any other sorority on this campus until the start of the next Recruitment.

Part 4: Rank your preferences.

Rank in order of your preference for receiving a bid.

1st Preference: _____

2nd Preference (if applicable): _____

3rd Preference (if applicable): _____

Part 5: Sign the contract.

I have read and understand this MRABA. By signing or submitting this MRABA, I agree to be bound by its terms. I agree that completing this form electronically has the same legal effect of completing a paper version.

I have never been initiated into an NPC sorority. I understand that if I join an NPC sorority and choose to become an initiated member of that sorority, I cannot join another NPC member organization, regardless of any circumstances.

Signature: _____

Date: _____

This MRABA must be filed with the College Panhellenic within one (1) business day of the date it was signed. REVISED: June 2020 | 3873120



SOUTHERN MISS COLLEGE PANHELLENIC COUNCIL

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