
THE UNIVERSITY OF TENNESSEE



PANHellenic RECRUITMENT GUIDE

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Welcome, Vols!

Potential New Members and their families,

Welcome to Rocky Top and the Volunteer family! We are thrilled for you to learn more about UT and the Panhellenic community. This University of Tennessee Panhellenic Recruitment Guide was curated in hopes of answering any questions and to help Potential New Members transition into college life and the recruitment process.

Please take advantage of these resources, and do not hesitate to reach out to the Vice President of Recruitment, Cara Hunter, at utkrecruitment@gmail.com.

We look forward to seeing you on campus in the fall and introducing you to the Panhellenic community that we call home. Go Greek and Go Vols!



VOLcabulary

POTENTIAL NEW MEMBER (PNM)

Anyone eligible to participate in the Panhellenic recruitment process.

RECRUITMENT COUNSELORS (Gamma Chi)

A selected group of women who are current members of each Panhellenic chapter and provide unbiased assistance to PNMs during primary recruitment. Gamma Chi's disaffiliate from their chapters in order to represent Panhellenic as a whole. These women will be a huge help to your primary recruitment experience.

PRIMARY RECRUITMENT

Period of time during the academic year when formal events take place for chapters to recruit new members into their organization.

VALUES-BASED RECRUITMENT

Conversations between chapter members and Potential New Members about organizational and personal values as well as activities and events run by the organization that demonstrate their values.

MEMBERSHIP RECRUITMENT ACCEPTANCE BINDING AGREEMENT (MRABA)

The MRABA is a contract that your student will sign at the end of Preference Round during recruitment. At this point, she may have up to three chapters left on her schedule. When viewing the MRABA, she has three options

- She may choose to not complete the form, therefore withdrawing from Recruitment
- She may list all chapters from which she is willing to accept a bid in preferential order
- She may limit her choices by putting down only one chapter; however, this does not guarantee that she will receive a bid from the respective chapter.

If a PNM receives a bid but chooses not to accept her invitation, she must wait a full calendar year before participating in any Panhellenic Recruitment process. She is not eligible for Continuous Open Bidding until this period.

SINGLE INTENTIONAL PREFERENCE

At the end of Preference Round of Recruitment, your student may feel strongly about one chapter. In this case, she is able to submit a Single Intentional Preference on her final ranking form by listing only one chapter. However, she is not guaranteed a bid from this chapter and will not be eligible for bids from any other chapter. We strongly encourage every woman to maximize her options by ranking every chapter she attended on her ranking form.

BID

A formal invitation to join a Panhellenic organization.

BID DAY

The first day chapters are permitted to offer a bid and is on the last day of recruitment.

STRICT SILENCE

The period of time between the end of preference round and the beginning of bid distribution when there is no communication between PNM's and sorority members.

CONTINUOUS OPEN BIDDING (COB)

This process may occur throughout the year in order for chapters to grow in size up to a certain point. Not all chapters may not be eligible to extend COB's. In this process, the chapter President, COB chair, or Recruitment chairperson may reach out to individuals who are interested in joining Panhellenic sororities. They are able to meet with a PNM and determine if she would align with their chapter's values and then extend a bid. If a PNM signed the MRABA and did not accept her bid during the Primary Recruitment process, she is not eligible for a COB until the next Primary Recruitment period. If a PNM did not receive a bid or withdrew from recruitment, she is eligible for a COB. Sometimes it is also referred to as INFORMAL RECRUITMENT.

CHAPTER

Affiliated name of an international or national organization recognized on campus.

LEGACY

A PNM whose family member is or was an alumnus of a Panhellenic organization. Each NPC organization has its own definition and policies around a legacy status.

RECOMMENDATION

A form completed by a member of a sorority, recommending a PNM for membership. Each organization has varying requests for recommendations. You will want to check <https://gogreek.utk.edu/about-us/councils-organizations/> for more information on how to provide recommendations for recruitment.

PHILANTHROPY

A charitable project or event that raises money for a particular cause or organization. Some campuses have an entire round of recruitment that is dedicated to discussing philanthropy and service within each chapter on campus.

MEMBER or SISTER

Someone who has been given the life-long rights and responsibilities of membership.

NEW MEMBER

Used to define members who have accepted an organization's bid but has not yet been initiated into the chapter.

NEW MEMBER PROGRAM

Describes the orientation and education process for new members.

BIG SISTER

Some sororities formally, or informally, assign one mentor or guide to a new member.

ALUMNA

What you call a SISTER after graduation, and a group of them are called ALUMNAE.

HAZING

Refers to any intentional or reckless act which is:

- Directed against any other student that endangers the mental or physical health safety of that student,
- Or which induces or coerces a student to endanger his or her mental or physical health or safety,
- And includes treatment of a violent, abusive, shameful, insulting or humiliating nature.

Participation of students in hazing activities is prohibited, including when connected with initiation into or affiliation with an organization

Students found in violation of this policy will be brought to the Panhellenic Judicial Board, Office of Student Conduct & Community Standards, and the Office of Sorority & Fraternity Life. There is a zero-tolerance policy for hazing on campus; if you see something, hear something, or feel uncomfortable, contact our office immediately.

RITUAL

A ceremonial expression of the values, mission, or other lessons of the organization.

INITIATION

The ritual ceremony in which the person is granted full membership rights and responsibilities of the sorority. These ceremonies are often secret but NEVER involve hazing.

Frequently Asked Questions

If I attended Panhellenic Preview, do I have to register for Primary Recruitment?

Yes, registration for Primary Recruitment is a separate registration from Panhellenic Preview so you will need to complete a new registration.

When does registration open?

June 1. You can register on our website.

What information will I need to prepare in order to register?

You will have the opportunity to share some information about yourself when you create your registration. You will be able to share specifics about any leadership involvement, extracurricular activities, community service, part-time jobs, etc. You will also have the opportunity to upload your resume and a current picture.

I forgot something important when I registered. Can I edit my registration?

Yes, you will have the ability to edit your registration by logging back into your account. However, you are *highly encouraged* to limit the amount of editing and fully complete your registration when your account is created as chapters may miss edits made, especially the closer it gets to primary recruitment.

I didn't get a confirmation email after registering. Should I have?

Yes, you should have received a confirmation email. Most common reason why you may have not is you may have entered your email incorrectly. If you are using your new UTK email, make sure you have typed in @vols.utk.edu. Second most frequent problem is that your payment did not go through and you will be unable to log back into your account. If this is the case, you will need to complete a new registration and try a different method of payment.

Why is my GPA from UTK different than what is says on my high school transcript?

Since every high school utilizes a different grading system and may weight certain courses differently, the Panhellenic Council utilizes the UTK calculated core GPA in an effort to have every potential new member enter into the recruitment period on the same level.

For first-year student admission, the University of Tennessee calculates a core GPA based upon a four-point grading scale in high school courses in sixteen areas:

- 4 units of English
- 2 units of Algebra
- 1 unit of Geometry
- 1 unit of advanced math (precalculus, calculus, trigonometry, statistics)
- 3 units of natural science
- 1 unit of American history
- 1 unit of European history, world history, or world geography
- 2 units of a single foreign language

- 1 unit of visual or performing art
- Courses in the list above that were taken as Honors are given an additional half-quality point, and courses that were taken as Advanced Placement, International Baccalaureate, or Dual Enrollment are given an additional quality point in the calculation of the core GPA.

If your Core GPA (which can be received through the Office of Admissions) differs dramatically from your high school transcript, you can upload a copy of your transcript to your registration account so that chapters can have access to both numbers.

Recruitment starts before move-in day. Where am I supposed to live?

If you are moving into an on-campus residence hall and registered for primary recruitment, you will be able to move into your permanent residence hall early. More information about move-in will come from your individual Hall Director.

Individuals moving into an off-campus apartment building will need to work directly with the leasing agents. The Panhellenic Council is unable to provide temporary housing prior to people's leases beginning.

Do I need to provide my own meals during recruitment?

During Go Greek Round, Philanthropy & Service Rounds, the first day of Sisterhood Round, and Preference Round, a meal will be provided for you. This amounts to a total of 5 meals. You will be responsible for providing meals at all other times during the week of recruitment. When you register for recruitment, please be sure to identify any food allergies or dietary restrictions (ex. Vegan, vegetarian, dairy free, etc.) so that we can provide adequate food for your needs. Make sure you get enough sleep and eat a good breakfast every morning throughout the week in order to stay health and energized!

What are Letters of Recommendation, and do I need them to join a sorority?

Recommendation letters are letters that are written by an alumna of one of our 13 Panhellenic sororities on behalf of the potential new member. Recommendation letters are done through the individual national sororities, not through the Panhellenic Council. For information about each organization's recommendation letter process, please visit the national organization's website. All letters must be submitted prior to August 1st to ensure that chapters have adequate time to review the information.

Recommendation letters can be helpful but are also not required in order for you to have a positive recruitment experience and ultimately join one of our sororities. Plenty of our members came into recruitment with no recommendation letters and ended up in the sorority of their choice.

Recommendation letters are best when they are written by someone who knows you and can speak to your character. We encourage you to seek out individuals that you know, but if you are unable to secure a recommendation for any of our sororities, please do not stress and spend unnecessary amount of time trying to secure them. Recommendation letters will not make or break your recruitment experience.

What is a Gamma Chi?

A Gamma Chi, or Recruitment Counselor, is a member of one of our 13 chapters at the University of Tennessee who has taken on the role of disaffiliating from her chapter in order to provide an unbiased opinion for the potential new members.

If I am going through recruitment as a sophomore or going through recruitment again, am I at a disadvantage?

No. Many women choose to go through the Formal Recruitment process as a sophomore or junior for various reasons. Sororities accept women of all ages, as long as they are in good standing with the University of Tennessee.

What is the difference between Formal and Informal Recruitment?

Formal Recruitment is a more structured process whereas Informal Recruitment is carried out through Continuous Open Bidding. This can happen at any time during the school year, except during Formal Recruitment. To learn more about Continuous Open Bidding, visit the “Key Definitions” section.

Do most chapters at the University of Tennessee have minimum GPA requirements?

Yes, all of our chapters have the ability to set their own GPA requirements and many have different policies and expectations for GPA requirements set by their international and/or national organization. While academics are very important, your GPA is not the only factor that is taken into account for membership selection, and you are encouraged to talk with each chapter about their academic requirements.

What if I only want one specific chapter?

Some PNMs may come into the recruitment process only wanting to join a few specific organizations and may experience feelings of disappointment if this want is not satisfied. The Panhellenic Council encourages you to keep an open mind during the recruitment process in order to find an organization that is best suited for you.

What if I don't get my first choice on Bid Day?

When you show up on Bid Day, your chapter is looking forward to seeing you run home. Trust the process and give the chapter a try! This happens more than you might think, and women end up loving their chapter.

Can I work if I am in a sorority?

Each sorority has different requirements for events and time commitments. Many have optional and mandatory events, but working a part-time job is very possible. Many students in our community hold part-time jobs while participating in their sorority. Chapters understand that many college students have jobs and do their best to work with members to meet financial, attendance, and other obligations. Additionally, many of our members pay for their dues through summer and part-time jobs.

What questions should I ask during recruitment?

Some of the best questions to ask a chapter member are about her personal experiences with Greek life. Other possible questions include:

- What does your chapter mean to you?
- How have you benefited from being a member of your sorority?
- What kind of scholarships and award programs does your chapter have?
- What is your philanthropy, and how does your chapter support it?
- What kind of leadership opportunities does your chapter offer?

Remember: the way you get to know a chapter is by asking questions that matter to you.

What if I don't visit the maximum number of chapters I've been invited back to each round?

During recruitment, the number of chapters a potential new member can visit will vary from one person to the next. It is very common to not have a full schedule. The number of events you attend is not important, but the conversations you have during these rounds will help you make your final decisions about your top choices for membership. However, PNMs are expected to attend all events to which they are invited to throughout the recruitment process. Failure to attend an event may result in a lack of invitations the following round or removal from the recruitment process completely. Additionally, if you miss a round you were assigned, you will have to sit out the next round.

What does accepting a bid entail? What if I don't want to accept a bid?

Once you have signed the MRABA after Preference Round, you are bound to accept membership from one of the sororities listed on the agreement. If you do not accept membership from any of the chapters listed on the agreement, you must wait another calendar year before accepting an invitation for membership to a Panhellenic sorority. Not accepting a bid during the Formal Recruitment process will make you ineligible to participate in COB.

The ultimate decision of accepting an invitation for membership rests with you. If you do not feel that being a part of a sorority is for you, you can choose to decline the bid.

Will my grades be negatively affected from being in a sorority?

Statistically, women who are involved on campus have a higher GPA. The All-Panhellenic GPA is historically higher than the Undergraduate GPA and All-Women GPA. The All-Panhellenic GPA for Fall 2018 was a 3.31, while the all Undergraduate GPA for Fall 2018 was a 3.17. Each chapter has its own academic requirements and required study hours that will help you stay on track during your time at this university.

Can I still be involved in other things on campus if I am in a sorority?

Absolutely! The Panhellenic Council prides itself in having so many of its members involved in other campus organizations. Women who are more involved on campus are more likely to graduate on time and have a higher GPA.

Am I allowed to go to Fraternity houses during recruitment/participate in Fraternity recruitment?

No. Recruitment focuses on the values of membership and sisterhood; therefore, PNMs and chapter members are not allowed to go onto Fraternity property and must avoid consumption of alcohol during the duration of recruitment. In addition, absolutely no woman will participate in Fraternity recruitment. In accordance with Title IX, women cannot partake in Fraternity Recruitment events if our organizations want to continue as single sex organizations.

Is it common for women in different chapters to be friends with one another?

Yes! Panhellenic unity is so important to our community. We love working together on different service projects, fundraising, and other events

Can I participate in Primary Recruitment and Ignite?

Yes, you do have the ability to participate in Primary Recruitment and Ignite **except** for the Ignite session that is scheduled for August 16th-18th. If you are signed up for Ignite Serves, August 12th-15th, you will be able to leave Ignite Serves for Recruitment Orientation on August 14th.

I have a scheduling conflict during the week of Primary Recruitment - what do I do?

Any university sanctioned events (orientation, academic advising appointments, etc.) are required, so you unfortunately may miss some events during Primary Recruitment. Please notify your Gamma Chi, who will make sure that absences are passed along to each of the chapters.

How do I know who my Gamma Chi is?

You will receive communication from your Gamma Chi both by phone and by email the day prior to Recruitment Orientation. If you do not hear from them by the day of Orientation, plan on coming directly to Orientation, and you will be directed where to go accordingly.

PNM Expectations

PNM Expectation Contract

The Panhellenic Council recently implemented a Potential New Member Expectation Contract.

As a Panhellenic community, it is of the utmost importance to us that each individual and chapter are treated with civility and respect. As PNMs, we expect the same from you. The PNM Expectation Contract serves as a guideline through Primary Recruitment Week of what behavioral, conduct, and verbal expectations are required of everyone participating.

Failure to comply with expectations presented on the PNM Expectation Contract can result in removal from the Primary Recruitment process.

Recruitment Attendance

Recruitment, much like sorority membership itself, is a process that requires a reasonable commitment of time and effort. The Panhellenic Council has a no-tolerance policy regarding missed days or events. Women participating in recruitment must be available to attend all scheduled events; exceptions will be made only for university-related events.

When you receive your recruitment schedule, it's expected that you will attend all of the events to which you are invited. Failing to show up may result in dismissal from Primary Recruitment.

Although recruitment attendance is important, university related events such as Welcome Week activities, orientation, advising appointments, Honors programs, or any other academic related activities should be prioritized ahead of recruitment events. If you are aware of a schedule conflict, please contact utkreruitment@gmail.com with your conflict, and the Recruitment Team will correct your schedule.

Bill of Rights

You, as a PNM, have the right to a positive recruitment experience. If you feel in any way that any of these rights have been violated, contact your Recruitment Counselor or a member of the Panhellenic Recruitment Team immediately.

1. The right to be treated as an individual.
2. The right to be fully informed of the recruitment process at the University of Tennessee, Knoxville.
3. The right to ask questions and receive true, objective answers from the Recruitment Counselors and Sorority Organization Members.
4. The right to be treated with respect.
5. The right to be treated as a capable, mature person without being patronized.
6. The right to ask how and why and receive straight answers.
7. The right to have and express opinions to recruitment counselors, without fear of them being unjust or wrong.

8. The right to have inviolable confidentiality when sharing information with Recruitment Counselors.
9. The right to make informed choices without the undue pressure from others.
10. The right to be fully informed about the binding agreements implicit in the MRABA.
11. The right to make one's own choice and decision and accept full responsibility for the results of that decision.
12. The right to have a positive and enriching Primary Recruitment experience.

MRABA

The MRABA is a contract that your student will sign at the end of Preference Round during recruitment. At this point, she may have up to three chapters left on her schedule. When viewing the MRABA, she has three options

- She may choose to not complete the form, therefore withdrawing from Recruitment
- She may list all chapters from which she is willing to accept a bid in preferential order
- She may limit her choices by putting down only one chapter; however, this does not guarantee that she will receive a bid from the respective chapter.

If a PNM receives a bid but chooses not to accept her invitation, she must wait a full calendar year before participating in any Panhellenic Recruitment process. She is not eligible for Continuous Open Bidding until this period.

Values-Based Recruitment

The Primary Recruitment process at the University of Tennessee is an exciting time that gives you the opportunity to not only learn more about our Panhellenic chapters, but also about yourself. We all have things in our lives that are important to us, otherwise known as our personal values. Each of our 13 Panhellenic sororities have specific values they were founded on and take great pride in them. Our Panhellenic community wants to have members who hold the same ideals to heart and want to improve the community and world around us.

The recruitment process will help you identify which of your personal values align best with our chapters' and help you figure out the place where you feel most at home. Take a look at each organization's page in the "Our Chapters" section to learn more about their values and what they hold important to their members.

Mutual Selection

Recruitment is a mutual selection process that balances the preferences of each potential new member with the preferences of the existing chapters she has been invited to attend. The Panhellenic Council strives to allow every potential new member an opportunity to find a chapter that best aligns with her values, interests, future goals, and personality while providing an organized and unbiased membership selection process. Invitations are only guaranteed on the first round of recruitment, Go Greek round. There is no guarantee that a potential new member

will be invited back to Philanthropy & Service Round, Sisterhood Round, Preference Round, and Bid Day. Invitations are based on the mutual selection process explained above.

Potential new members are encouraged to maximize their options in order to meet with as many chapters as possible during the Recruitment experience. It is important to keep an open mind during Recruitment to find a chapter that suits you best!



Recruitment Schedule

August 14 – Move-In Day and PNM Orientation

Move In

If you are signed up to live in University Housing, once you are registered for Primary Recruitment, you will automatically be scheduled for an earlier move in day! This move in day will take place on Wednesday, August 14th beginning at 9:00 A.M. Moving into University Housing early does not have any additional fees. Any questions and additional information can be directed to University Housing (865) 974-2571.

If you will be living off-campus, contact your apartment complex/landlord about organizing an earlier move in date. If you need further assistance, contact utkreruitment@gmail.com.

PNM Orientation

Orientation for participants prior to Primary Recruitment will be held on Wednesday, August 14th, at 6:00 P.M. in Thompson-Boling Arena. During the orientation, participants will meet their assigned Recruitment Counselor and group while receiving vital information for the upcoming week. This event is mandatory for everyone participating in Primary Recruitment. Dress for this event is extremely casual since you will have spent the majority of the day moving into your housing. Come dressed as you are! Wear good walking shoes because you will be walking from your Residence Hall to Thompson-Boling Arena. We suggest staying comfortable in athletic shorts and a t-shirt. This event is only for PNMs, not for family members.

August 15 – Go Greek Round

This day PNMs will meet all 13 of our Panhellenic chapters. This is a very fast paced and long day. Keep an open mind and make sure to keep notes about the members you meet and the conversations you have.

After meeting all 13 chapters, PNMs will rank their chapter preferences. This involves listing their top 10 preferences and then ranking their bottom 3 preferences. Ranking certain preferences does not guarantee that she will/will not be invited back to a particular organization.

Suggested dress for the day: A casual pair of shorts or skirt with a provided white “Go Greek” t-shirt. You are welcome to wear flats, Chacos, tennis shoes – whatever is most comfortable for you. See “Suggested Attire” section for photo examples.

August 16 & 17 – Philanthropy and Service Day

Philanthropy Round is broken up into two days. This round allows PNMs to be invited back to up to 10 chapters. Not everyone will be invited back to all 10, so it is completely normal and okay if a PNM does not receive invitations back to 10 chapters.

During these rounds, PNMs will learn about the philanthropic organizations and foundations that each of our chapters support on a national and local level. They will get to learn about causes near and dear to our members' hearts and opportunities to be involved in raising awareness and funds for these organizations.

After PNMs visit with up to 10 chapters, they will again list their preferences. However, this time they will list their top 6 preferences and rank their bottom 4. Ranking certain preferences does not guarantee that she will/will not be invited back to a particular organization.

Suggested dress for the day: Jeans, shorts, or a skirt with a comfortable top or a dress/romper. For shoes, wear what is most comfortable because you will be standing and walking a lot. This is a long day, and you will be outside for most of the day. Dress accordingly! See “Suggested Attire” section for photo examples.

August 18 & 19 – Sisterhood Round

Like Philanthropy Round, Sisterhood Round is also broken up into two days. This allows PNMs to participate in recruitment and attend all Welcome Week activities. During this round, PNMs could be invited back to up to 6 chapters. Again, it is completely normal and okay to not receive 6 invitations.

PNMs will learn what it is like to be a member of that particular chapter during these days. She will learn about their chapter values such as scholarship, leadership involvement, and sisterhood. She will get to talk to members about commitments such as financial costs, housing requirements, and time obligations. This is the opportunity for PNMs to see what it is really like to be a member of that chapter, and it is a great time for her to ask more specific questions.

After the second day, PNMs will list their top 2 preferences and rank their bottom 4. Ranking certain preferences does not guarantee that she will/will not be invited back to a particular organization.

Suggested dress for the day: Sundress or dressy skirt, outfit appropriate for a nice dinner with comfortable shoes. See “Suggested Attire” section for photo examples.

August 20 – Preference Round

This is the final and most serious round of recruitment. During this round, PNM's could be invited back to up to 2 chapters. It is not uncommon to be invited back to only 1 organization during this round. Chapters will show a more serious side of their organization, including revealing some ritual and having conversations about what the chapter means to them personally.

After attending all events they were invited to, PNM's will rank their choices in preferential order. They may only rank the chapters whose preference events they attended, and they may not go back and change their rank order after it has been submitted. They will also be asked to read and sign an MRABA, or Membership Recruitment Acceptance Binding Agreement. To learn more about the MRABA, visit <https://www.npcwomen.org/resources/pdf/MRABA%20Script.pdf> for more information. This is a binding agreement and will not change even a PNM is unhappy with her options.

Suggested dress for the day: Attire appropriate for a nice dinner with comfortable shoes. A dress, romper, or skirt appropriate for a cocktail event or wedding is suggested. This is the “dressiest” round of recruitment. See “Suggested Attire” section for photo examples.

August 21 – Bid Day

This is an exciting day! Women who have submitted their preferences and signed their MRABAs will show up to Sorority Village in the evening after their first day of class, and their Recruitment Counselor will allow them to open their bid and find out which organization is extending them a bid to membership! PNM's will then spend some time with her new organization and get to know her new sisters.

Parents and supporters are not encouraged to attend Bid Day activities. We are limited by physical space in Sorority Village, as well as parking availability. This day is for the student to spend time with her new sisters. Parents and guests will have future opportunities to visit their student's sorority, like Family Weekend or Parents Weekend, an event typically hosted by each organization.

Suggested dress for the day: Shorts, a Tennessee t-shirt, and comfortable shoes. See “Suggested Attire” section for photo examples.

Suggested Attire

Go Greek

White Go Greek shirt will be provided



Philanthropy



Sisterhood



Preference



Benefits of Membership

Leadership Opportunities

You have leadership opportunities almost immediately presented to you as a new member of your organization. Many new member classes often have officers, such as President and Vice President. As you move throughout your years in your organization, countless leadership opportunities will present themselves such as taking an officer role, participating in committees, serving on your Panhellenic board, and attending local and national leadership conferences and programs.

Networking

Simply by joining the Panhellenic community, you will be connected to leaders in every corner of campus, and countless alumnae of your organization that can be found all over the country and in every profession. The skills you develop during your time as an undergraduate student will prepare you both personally and professionally. This is especially true if you take on leadership roles in your chapter, and community. This network can be invaluable as you begin searching for internships and jobs!

Sisterhood

By joining a Panhellenic chapter, you will meet outstanding people who will continue to be involved in your life. Like all friendships, creating a bond with your new sisters requires time and effort. Your sisters will provide you support and friendship that will enhance your UT experience. The benefit, however, doesn't end when you leave college. For most, the bonds they make in college become even stronger as alumnae members of their organization.

Community Service and Philanthropy

Throughout recruitment you will hear chapter members discussing community service and philanthropy. Service is the giving back to the community around you whether that is serving food at a local homeless shelter, spending time with the elderly, or picking up trash near campus. Philanthropy, on the other hand, is the fundraising aspect to helping others such as raising money through a specific event. Each chapter has a philanthropic cause that they fundraise for and make donations. Be sure to ask about service and philanthropy during your time with each chapter and assess which speaks best to your beliefs and interests. In 2017 and 2018, UT Panhellenic members logged a total of 57,201 service hours and raised \$399,152 philanthropy dollars. Not only will you experience the satisfaction of giving back, you will also build valuable personal and professional skills throughout these activities.

Academic Encouragement and Support

As Panhellenic women, we strive every day to be students first. Academic excellence is one of our main priorities. By joining you will be expected to maintain high academic performance.

Because the expectations are high, many chapters have study groups and academic incentives for those wanting additional support and those going above and beyond in the classroom. Additionally, chapters will help connect you with campus resources, such as Center for Career Development, Student Success Center, and Disability Services. Many women in your chapter may have the same classes or professors, so it is a benefit having sisters who will assist you with homework or provide advice on projects and presentations, as well as everyone holding each other accountable for putting forth a strong effort academically. The most successful chapters create a culture in which they both expect the pursuit of high academic goals, but also encourage members to support each other when things get difficult.

Scholarships

Many organizations provide financial support for its members. These scholarships can assist with a wide range of things including tuition and books, chapter dues, housing needs, travel to leadership conferences, and even disaster relief. Scholarships and financial aid are usually awarded to individual members by the organization's headquarters or by the individual chapter and are only available to eligible initiated members. Each organization provides a variety of scholarships, so be sure to ask during recruitment about what opportunities exist for funding support.



Expectations of Membership

Academic Expectations

All of our organizations are built on scholarship, and we take this very seriously. The All-Panhellenic GPA for Fall 2018 was a 3.31, while the all Undergraduate GPA for Fall 2018 was a 3.17. Each chapter has their own GPA requirement that each member must meet. These specific numbers can be found on our website.

Additionally, all chapters must uphold a minimum of a 2.5 GPA average in order to be recognized as a chapter by the University. At this time, no chapter has fallen below this standard. Because we hold each of our Panhellenic members to a high academic standard, some chapters may require study hours to ensure each member reaches that standard of excellence.

Financial Commitment

In terms of financial commitment, every organization's dues are different. These financial obligations include, but are not limited to, chapter dues, new member fees, meal plans, optional apparel, and living in chapter facilities. You can access these specific amounts on our website. While these amounts can sometimes appear daunting, our chapters offer scholarships and payment plans. Many of our members pay for their dues themselves by working a part time job.

Time Commitment

The time and effort you put into your Panhellenic experience will reward you in the long run. Greek life is a large time commitment, but the benefits are endless. Time commitments include, but are not limited to, weekly chapter meetings, new member meetings, sisterhood events, philanthropy events, ACE events, Homecoming, ritual events, and more. The first semester can be overwhelming, and you have to learn time management quickly. But Greek life brings you a wonderful support system, and you will be surrounded by women who encourage you and empower you to be the best version of yourself.

Greek Council Information

The Office of Sorority & Fraternity Life

The Office of Sorority and Fraternity Life strives to provide students with a wholesome learning experience that facilitates growth in the areas of scholarship, leadership and personal development, service, and intercultural experiences.

The four councils supported by the Office of Sorority and Fraternity Life are the: Interfraternity Council (IFC), Multicultural Greek Council (MGC), National Pan-Hellenic Council (NPHC), and Panhellenic Council.

To learn more about the Office of Sorority & Fraternity Life and the staff, visit <https://www.gogreek.utk.edu>

National Pan-Hellenic Council

The National Pan-Hellenic Council (NPHC) at the University of Tennessee is composed of 8 historically African-American Sororities and Fraternities (three Sororities and five Fraternities). These organizations live by the values of tradition, academic achievement, community service, leadership, and lifetime brotherhood and sisterhood. NPHC organizations are committed campus leaders that produce and engage in political, social, and cultural activities. They are active in philanthropic and community service events such as Boys and Girls Club, Big Brothers Big Sisters, St. Jude Children's Research Hospital, Habitat for Humanity, food drives, coat drives, and more. NPHC also hosts various events such as NPHC Community Service Week, Meet the Greeks, and other sponsored programs. NPHC was granted charter at UT in 2007.

Interfraternity Council

The Interfraternity Council (IFC) at the University of Tennessee is composed of 18 men's Fraternities. The IFC community is over 140 years old and is proud of its strong tradition of having quality men's Fraternities. Many of the IFC Fraternities receive annual awards from their national or international organizations for being among the best in the nation with their programming, academics, philanthropy, and leadership development.

The mission of the IFC is to develop men who lead with integrity, encourage a high level of scholarship, support the development of each chapter, promote a sense of community, and strive to set a standard of excellence for ourselves and others at UT.

Multicultural Greek Council

The Multicultural Greek Council (MGC) at the University of Tennessee is composed of 4 culturally-based Sororities and Fraternities. Organizations in the council represent a South Asian-based Fraternity as well as Latina and South Asian-based Sororities. The council is united by their aspirations to increase awareness of their respective cultures, to serve the UT

community, and to maintain high academic standards. MGC also coordinates activities between the organizations through social, fundraising, and community service events. Each organization has national philanthropies in the areas of literacy for children, school mentoring and tutoring, domestic violence awareness, and others. MGC hosts many events in the fall and invites anyone who is interested to attend.

The primary purpose of the MGC is to unite its member organizations in order to share ideas and resources, promote mutual respect and equality, provide a support network for involved students, and collectively accomplish goals set forth by the council members.

National Panhellenic Conference

The Panhellenic Council at the University of Tennessee is composed of 13 women's sororities. The Panhellenic community is more than 110 years old and rich with history. The Panhellenic community lives out its core ideology: "Promote the positive, develop women, and create an environment of unity and fairness." The Panhellenic Council strives to develop women through the relationships they make, the leadership skills they gain, the challenge of academics, and the philanthropic/community service experiences in which they participate.



Our Chapters

The Panhellenic Council at the University of Tennessee is composed of 13 women's sororities.

- Alpha Chi Omega
- Alpha Delta Pi
- Alpha Omicron Pi
- Chi Omega
- Delta Delta Delta
- Delta Gamma
- Delta Zeta
- Kappa Delta
- Kappa Kappa Gamma
- Phi Mu
- Pi Beta Phi
- Sigma Kappa
- Zeta Tau Alpha

To learn more about these chapters, visit our website

<https://gogreek.utk.edu/about-us/councils-organizations/>. Here you can learn chapter ritual, organizational values, philanthropy information, GPA requirements, fun facts, social media handles, and financial information.

Information for Families and Supporters

Primary Recruitment is finally here! We are so excited to have your student with us this week and want to provide you with some helpful tips and information on how to best support you student throughout this process. If after going through this list you still have questions or concerns, feel free to contact the Vice President of Recruitment, Cara Hunter, at utkreruitment@gmail.com

The Primary Recruitment process is full of long and busy days. For some individuals, Primary Recruitment can be a stressful and emotional week. Participating in Primary Recruitment does not guarantee membership in any chapters. Because this week can be very emotional, supporting your student through the ups and downs is very important. She will be assigned a Recruitment Counselor to guide her through the recruitment process and serve as a support system as well. We encourage you to stay positive throughout this process and trust that there is a “home away from home” for your student at the University of Tennessee.

If my student is unhappy, what can I do?

While Panhellenic Recruitment can be a time of excitement and joy in finding a chapter to call home, there may be times when your student is unhappy, frustrated, or overwhelmed. The schedule is long, and the days are hot, so your support and enthusiasm will be critical in boosting her morale.

My student is scheduled to visit a chapter that she is not interested in:

Your student may receive an invitation to a chapter that is not one of her favorites. The Recruitment process is designed to match women with chapters that are the best fit and most interested in them. Though your student may not want to attend this particular chapter’s event, she is required to do so and should approach that chapter with an open mind. She may find that her opinion changes throughout the week. Please encourage your student to stay positive about returning to the chapter because obviously that chapter sees something special in her. Rudeness and disrespectful behavior towards chapter members will not be tolerated.

My student was not asked to return to a chapter that she really wants to join:

Once a chapter has made their selections for the next day, that selection is final. Though your student may be upset that she was released from a chapter’s list, there is nothing that can be done to alter her schedule or add her back onto the list of a chapter that has not asked her to return. Encourage her to focus on the chapters that are still on her schedule, as these are the chapters that are very interested and excited to have her back in their home. Once again, encouraging her to keep an open mind is key. Many women begin the recruitment process with a preconceived notion about the chapter that is best for them, but they do not always end up receiving a bid from that sorority. They later find that the chapter they joined is a much better fit, and they cannot imagine themselves anywhere else.

My student was released from Recruitment:

When a woman is “released” from recruitment, this means that she has not been invited back to any of the chapters’ events for the following round. Unfortunately, this does happen from time to time and understandably your student may be unhappy and disappointed. It is important that you can listen to your student’s feelings and be there for her during this time. It is not appropriate for you to contact the chapters or Recruitment staff about your student’s release. This is an action that cannot be reversed or changed. Help your student consider other ways that she can get involved at UT or explore future opportunities for sorority membership.

My student is a legacy, but the chapter did not invite her back:

It is important to know that being the legacy of an organization and/or submitting a letter of recommendation does not guarantee that your student will be mutually selected by a chapter. While this connection may be helpful, it does not outweigh the impression that your student makes during the recruitment process. If your student is not asked back, reassure her that there are several other sororities to choose from, and there may be one that is a much better fit for her.

Policies

University of Tennessee, Knoxville Policies

For a complete list of University policies, visit hilltopics.utk.edu

Equal Opportunity & Non-Discrimination Policy

The University of Tennessee, the National Panhellenic Conference, and all chapters associated with the Panhellenic Council, in compliance with Title VI of the Civil Rights Act of 1964 and Title IX of the Education Amendments of 1972, do not discriminate on the basis of race, color, religion, national origin, ethnicity, religion, sexual orientation, age, physical or mental disability, or covered veteran status. Violations will be handled by the Office of Student Conduct & Community Standards.

Hazing Policy

“Hazing” refers to any intentional or reckless act which is:

- Directed against any other student that endangers the mental or physical health safety of that student,
- Or which induces or coerces a student to endanger his or her mental or physical health or safety,
- And includes treatment of a violent, abusive, shameful, insulting or humiliating nature.

Participation of students in hazing activities is prohibited, including when connected with initiation into or affiliation with an organization. Students found in violation of this policy will be brought to the Panhellenic Judicial Board, Office of Student Conduct & Community Standards, and the Office of Sorority & Fraternity Life. There is a zero-tolerance policy for hazing on campus; if you see something, hear something, or feel uncomfortable, contact our office immediately.

Alcohol Policy

The possession and/or consumption of alcoholic beverages is prohibited on campus at the University of Tennessee, Knoxville. The consumption of alcohol during any organized event sponsored by a sorority or fraternity must be in compliance with all local, state, and federal laws. All recruitment functions associated with any chapter, regardless of location, will be dry. Alcohol shall not be present at any new member program or activity sponsored by a chapter. Students, potential new members, and current chapter members found in violation of this policy will be subject to a meeting with the Panhellenic Judicial Board and/or the Office of Student Conduct & Community Standards.

Disabilities

Any woman with special needs due to health or disability is encouraged to contact the Vice President of Recruitment at utkrecruitment@gmail.com by August 1st.

Contact Information

Office of Sorority & Fraternity Life	865-974-2236
Office of Student Conduct and Community Standards	865-974-3171
Office of Emergency Management	865-974-3061
UTK Facilities Services	865-974-7777
Environmental Health and Safety	865-974-5084
UTK Campus Information	865-974-1111
University of Tennessee Police Department	865-974-3114
UTPD (Emergency Line)	865-974-3111
Center for Health Education and Wellness	865-974-4357
Emergency Safe Line	865-656-7233

Although the information in this document is believed valid, certain material is subject to change without notification.