

# BAYLOR PANHELLENIC PNM GUIDEBOOK

RECRUITMENT 2024



@BAYLOR\_PANHELLENIC

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**2023-2024**

# **WELCOME!**

We are Baylor Panhellenic Council! This council is the governing body for all nine of our National Panhellenic Conference (NPC) sororities on Baylor University's campus. When women accept a bid from these chapters, they become a part of this exceptional and unified community, regardless of their chapter affiliation. The council is led by an executive board consisting of nine positions and a delegate and junior delegate from each chapter. Together, we are committed to relationships built on trust through transparency, accountability, and mutual respect. Innovation and our core values of friendship, leadership, service, knowledge, integrity, and community guide us in fulfilling our mission and more. We are so honored to have you join us!

# MEET THE EXECUTIVE BOARD



**MARIELLE VILLA**

**PANHELLENIC PRESIDENT**  
*MARIELLE\_VILLA1@BAYLOR.EDU*



**BRINKLEY BOUNDS**

**VP MEMBERSHIP  
EDUCATION & JUDICIAL**  
*BRINKLEY\_BOUNDS1@BAYLOR.EDU*



**LESLIE LYNN**

**VP OF RECRUITMENT**  
*LESLIE\_LYNN1@BAYLOR.EDU*



**CAEDEN BECKER**

**SECRETARY & TREASURER**  
*CAEDEN\_BECKER1@BAYLOR.EDU*



**AVERY DICKIE**

**RECRUITMENT COORDINATOR**  
*AVERY\_DICKIE1@BAYLOR.EDU*



**AUBREY JORDAN**

**GAMMA CHI COORDINATOR**  
*AUBREY\_JORDAN1@BAYLOR.EDU*



**GRACE COWARD**

**SPIRITUAL & SERVICE  
COORDINATOR**  
*GRACE\_COWARD1@BAYLOR.EDU*



**GRACIE SAVAGE**

**EXTERNAL RELATIONS &  
ENGAGEMENT  
COORDINATOR**  
*GRACIE\_SAVAGE1@BAYLOR.EDU*



**GILLIAN GUYNES**

**PUBLIC RELATIONS  
COORDINATOR**  
*GILLIAN\_GUYNES1@BAYLOR.EDU*



# RECRUITMENT TEAM

**LESLIE LYNN** - VP of Panhellenic Recruitment

Email - [Leslie\\_Lynn1@Baylor.edu](mailto:Leslie_Lynn1@Baylor.edu)

**AVERY DICKIE** - Recruitment Coordinator

Email - [Avery\\_Dickie1@Baylor.edu](mailto:Avery_Dickie1@Baylor.edu)

**AUBREY JORDAN** - Gamma Chi Coordinator

Email - [Aubrey\\_Jordan1@Baylor.edu](mailto:Aubrey_Jordan1@Baylor.edu)

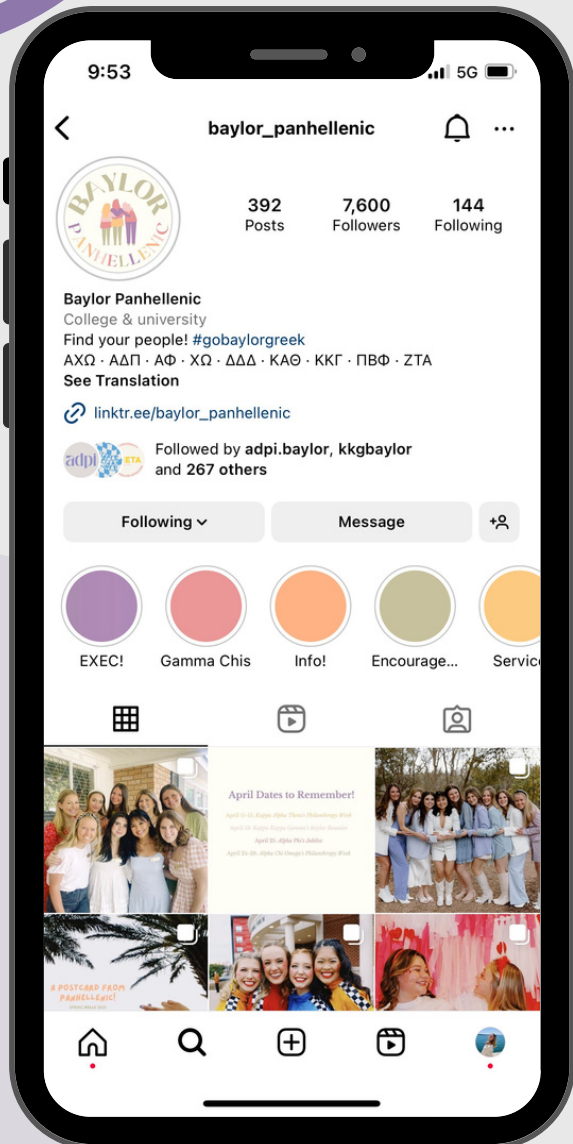
**ERIN ELLIS** - NPC Advisor

Email - [E\\_Ellis@Baylor.edu](mailto:E_Ellis@Baylor.edu)

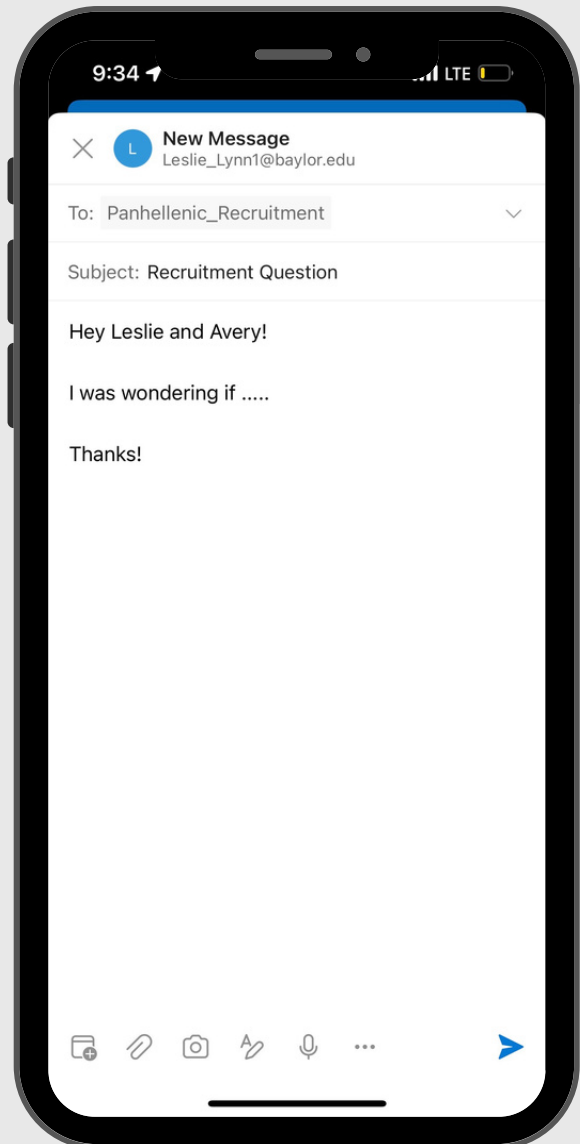
**PLEASE REACH OUT IF YOU HAVE ANY QUESTIONS!**

# HOW TO CONNECT

Majority of our updates will come from the Baylor Panhellenic instagram but feel free to email or DM anyone on the Panhellenic executive board. We would be happy to answer your questions!



@BAYLOR\_PANHELLENIC



PANHELLENIC\_RECRUITMENT  
@BAYLOR.EDU



## **VICE PRESIDENT OF RECRUITMENT LETTER**

Dear Potential New Member,

What an exciting time this is for you! Finding community in college is one of the toughest but most rewarding journeys one could go on. I am so honored you are considering the Panhellenic community as part of your journey. I was ecstatic to make my own memories with my future “sisters” through service, leadership, intramural, Sing, and even weekly chapter. The women in this Baylor community have exceeded my expectations in this area, and I’m sure you will find the same to be true for you as well.

Finding a home may seem daunting, so allow me to give some advice that was shared with me. Look for the women you want to be like when you are done with your time here at Baylor. What are they like? Are they ambitious, high achieving students? Do they know how to make others laugh in the tough times? Do they encourage their friends to choose the right decision even if it is hard? Do they promote authenticity? Do they speak kindly of others? Do they push you to grow even if you don’t want to? Looking for these answers will help making your journey for community be a little bit clearer. Also, showcasing your genuine self is always in your favor. People back home adore you, so why wouldn’t we?

Recruitment and the semester leading up to it will have highs and lows, however it is so worth it. I am certain that you will find women full of compassion, love, ambition, and boldness in this community come January. You will find your future roommates, bridesmaids, mentors, and best friends. You will find your home here at Baylor, and I am so excited to see you thrive in it. So, sit back and enjoy the ride :)

**LESLIE LYNN**  
@LESLIECLYNN



## VALUES

Mutual selection recruitment means that both chapters and PNMs have the opportunity to speak to who they would like to see the following day of recruitment. This selection process allows for both the PNM's preferences and the preferences of the chapter to be taken into account.

Values-based recruitment is something we strive to focus on in our Panhellenic community. We emphasize academics, equality, inclusion, and service -- and we encourage you to be conscious of these values throughout your own recruitment experience. We also encourage you to consider which chapters have values that align with your own as you move through the recruitment process.

## MUTUAL SELECTION





## **PRESIDENT OF PANHELLENIC**

Dear Potential New Members,

I am thrilled that you are interested in learning more about the Panhellenic Recruitment process! Being the first person in my family to attend university in America, the idea of joining a sorority was a completely foreign thought to me as a freshman. Now, I have the honor of serving as your Baylor Panhellenic President this year, and I cannot tell you how Panhellenic has served as my outlet to grow in leadership and character, and has given me unforgettable college experiences and opportunities.

I encourage you to explore all 9 Panhellenic chapters, as well as other sororities in the UGC and NPHC communities to find your home. In the Panhellenic community, you will find the support from Greek women to grow in your academics, leadership and faith through many opportunities and events on a local and national level. While each chapter is unique, all 9 of our chapters are unified through our love and support for one another in our community, regardless of differences in our letters.

Lastly, I encourage you to choose the home that has women that are not only similar to you, but also inspire you and push you towards becoming your very best self. Despite the letters, you will always find a friend in our Panhellenic community. I can't wait to see y'all soon!

**MARIELLE VILLA**

**@MARIELLEVILLA**

# RECRUITMENT REGISTRATION INFORMATION

- To participate in the Spring 2024 Recruitment process, PNMs must register through the official Baylor Panhellenic Recruitment Registration link.
- Registration opens on August 21st, at 8 am and closes on December 6th, at midnight
  - Link to website will be on @Baylor\_Panhellenic instagram
- The Recruitment Registration fee is \$55.00.
- Once you start registration, you are unable to save and come back later to finish. It needs to all be completed in one sitting.

***NO exceptions will be made after the closure of the Recruitment Registration period. If a PNM has not registered for Recruitment by 11:59PM on the last day of recruitment registration (December 6th, ), she will be unable to participate in the Spring 2024 Recruitment process. Absolutely no extensions will be granted to the registration period.***





# RECRUITMENT COORDINATOR

Dear Potential New Members,

I cannot wait to support you all through your journey of finding your forever home within Baylor's Panhellenic Community. Having been the first in my family to attend college and participate in recruitment, I was lost in the journey. However, with a desire to serve and support, I am excited to announce that I will be introducing Potential New Member Meetings (PNM Meetings) in congruence with Panhellenic Previews. Serving as the Baylor Panhellenic Recruitment Coordinator, I will provide you with a solid foundation of love and encouragement as you prepare for Primary Recruitment in the Spring!

The Potential New Member Meetings will be held once a month and are a safe place to come and learn more about the Panhellenic Community, introduce you to your Gamma Chis, and get to know your Panhellenic Council! These meetings will be a space for you as potential new members to interact and meet with others who are preparing to take the same journey as yourself, connect with the Gamma Chis that have been hand selected by our Gamma Chi Coordinator, who will be standing alongside you throughout your journey, and the Panhellenic Council members who cannot wait to meet you and pour into you throughout your journey. Along with these meetings, we will continue to host Panhellenic Previews, allowing you to meet and explore the beautiful chapters that makeup Baylor's Panhellenic Community.

As you prepare for this exciting journey of finding your home, keep an open mind and enter Recruitment without bias, look for a chapter that will lift you up and provide personal growth. The fall semester is exciting meeting new people, experiencing college for the first time, and moving away from home, so enjoy the big and small moments of the first semester and allow yourself to say yes and remember its ok to say no . While preparing for Primary Recruitment, remember you have so many people encouraging and supporting you within your journey! Recruitment Week will be hard but listen to your heart; each chapter only wants what is best for you, and nine outstanding chapters cannot wait to guide and mentor you during your time as member of Baylor University!

**AVERY DICKIE**

**@AVERYDICKIE**



**THINGS OF  
IMPORTANCE!**

# IMPORTANT DATES

## August

21st  
Registration opens at  
8 A.M.

## September

6th  
PNM Meeting

12th  
Preview- All Chapters

27th  
Preview- All Chapters

## October

4th  
PNM Meeting

10th  
Preview- Top Floor

## November

2nd  
Preview- Bottom Floor

6th  
PNM Meeting

16th  
Preview- All Chapters

## December

6th  
PNM Meeting

6th  
Registration Closes

## January

**Sunday**  
1/7

**Monday**  
1/8

**Tuesday**  
1/9

**Wednesday**  
1/10

**Thursday**  
1/11

**Friday**  
1/12

**Saturday**  
1/13

PNMs arrive  
to Waco,  
Dorms Open  
at 3PM! Plan  
your trip  
accordingly.

Open  
House  
Day 1

Open  
House  
Day 2

Philanthropy  
Day

Sisterhood  
Day

Preference  
Day

BID DAY!

## **PANHELLENIC PREVIEW DATES:**

***September 12th***

***September 27th***

***October 10th***

***November 2nd***

***November 16th***

## **PNM MEETING DATES:**

***September 6th***

***October 4th***

***November 6th***

***December 6th***



## **WHAT IS A PANHELLENIC PREVIEW?**

Because Baylor Panhellenic hosts a formal Spring recruitment week, Panhellenic previews are a way for potential new members to experience the sensation of recruitment week in the fall semester. PNM's are invited to attend these previews so that they can meet members of all nine Panhellenic chapters and engage in relationship building prior to Spring recruitment week. We highly recommend anyone interested in going through the process attend these previews!

## **WHAT ARE PNM MEETINGS?**

Potential New Member Meetings (PNM Meetings) are a new addition this year hosted by Panhellenic Recruitment Team! These meetings will be an introduction to Primary Recruitment and support the preparation of PNM's as we prepare for formal recruitment week. These meetings will share information about what to expect throughout primary recruitment week in combination with learning more about each of the 9 unique chapters that make up Baylor's Panhellenic Community. These meetings will give PNM's the opportunity to meet Gamma Chi's, ask questions to panels, and meet the members of Panhellenic. We highly recommend anyone interested in going through the process to attend!



# GAMMA CHI

Gamma Chis are Baylor Panhellenic women who have decided to unaffiliate from their home chapters so that they can serve the potential new members going through the recruitment process. Their main role is acting as a "recruitment counselor" assisting PNMs as they navigate the recruitment experience. They are women dedicated to putting the needs of PNMs before their own and are a resource for girls who need guidance or advice during recruitment week or during the fall semester. If you have any question please reach out to our Gamma Chi Coordinator.

**AUBREY JORDAN**

@AUBREY.LEE



# THE GREEK ALPHABET

Α

Άλφα  
Alpha

Β

Βήτα  
Beta

Γ

Γάμμα  
Gamma

Δ

Δέλτα  
Delta

Ε

Έψιλον  
Epsilon

Ζ

Ζήτα  
Zeta

Η

Ήτα  
Eta

Θ

Θήτα  
Theta

Ι

Ιώτα  
Iota

Κ

Κάππα  
Kappa

Λ

Λάμβδα  
Lambda

Μ

Μι  
Mu

Ν

Νι  
Nu

Ξ

Ξι  
Xi

Ο

Όμικρον  
Omicron

Π

Πι  
Pi

Ρ

Ρο  
Rho

Σ

Σίγμα  
Sigma

Τ

Ταφ  
Tau

Υ

Ύψιλον  
Upsilon

Φ

Φι  
Phi

Χ

Χι  
Chi

Ψ

Ψι  
Psi

Ω

Ωμέγα  
Omega



# GREEK VOCABULARY

**Active/Initiate:** a member who is initiated into lifelong fraternity or sorority membership and is a member in good standing at the collegiate or national level

**Alumnae/Alumni:** two or more sorority or fraternity members who have graduated from college

**Bid:** a formal invitation to join a fraternity or sorority

**Bid Day:** last day of membership recruitment, which includes acceptance parties

**Brother/Sister:** term used by active members when referring to each other

**Chapter:** the collegiate group of a national fraternity/sorority, designated by a special Greek name

**Formal Recruitment:** period of structured membership selection

**Initiation:** the formal ceremony that marks the transition from new member status to full membership

**Legacy:** a son/daughter, brother/sister of a fraternity/sorority member

**MRABA:** The Membership Recruitment Acceptance Binding Agreement (MRABA), is a one-year binding agreement signed by a potential new member when ranking chapters after the final round of Preference events during the Formal Recruitment process. Prior to signing the MRABA, PNMs have several options to consider and reflect on with regard to membership options.

**NPC:** the National Panhellenic Conference in which all nine Baylor sororities are members. NPC is the coordinating body of all college Panhellenic Associations in the United States and Canada (NPC History).

**Orientation/New Member Education:** a time in which the new members learn about the sorority or fraternity, its members, and chapter activities at the local, national, and international levels

**Philanthropy:** a community service and/or fundraising project sponsored by a chapter.

**New Member (formerly known as Pledge):** a member of a fraternity or sorority not yet initiated

**Prospective/Potential New Member (PNM):** a non-sorority or non-fraternity undergraduate who attends recruitment activities

**Quota:** the number of new members a Panhellenic sorority may take in one new member class

**Recommendation:** a written statement in support of a woman for a sorority written by an alumna member of that organization

**Recruitment Counselor (Gamma Chi):** Panhellenic Greek woman who guides prospective members through the membership recruitment process.

**Silence:** period of time with no contact between sororities and potential members



# MEET OUR CHAPTERS!

EST. 1885



# ALPHA CHI OMEGA

**Philanthropy:** Domestic Violence Awareness, Prevention, and Education

**Motto:** "Together let us seek the heights"

**Colors:** Scarlet Red & Olive Green

**Symbol:** Lyre

**Flower:** Red Carnation

**GPA Requirement:** 3.0

**DUES:** NM \$905, Active \$675

@ALPHACHIBAYLOR

EST. 1851



# ALPHA DELTA PI

**Philanthropy:** Ronald McDonald House Charities

**Motto:** "We live for each other"

**Colors:** Azure Blue and White

**Symbol:** The Diamond and the Lion

**Flower:** The Woodland Violet

**GPA Requirement:** 3.0

**DUES:** NM \$1,136, Active \$664

@ADPI.BAYLOR

**EST. 1872**



# ALPHA PHI

**Philanthropy:** The Alpha Phi Foundation

**Motto:** "Union Hand in Hand"

**Colors:** Bordeaux and Silver

**Symbol:** Ivy

**Flower:** Lily of the Valley

**GPA Requirement:** 2.67

**DUES:** NM \$935, Active \$770

**@ALPHAPHI.BAYLOR**

**EST. 1895**



# **CHI OMEGA**

**Philanthropy: Make-A-Wish Foundation**

**Motto: "Sisters on Purpose"**

**Colors: Cardinal and Straw**

**Symbol: Owl and Skull and Crossbones**

**Flower: White Carnation**

**GPA Requirement: 2.75**

**DUES: NM \$1,201, Active \$757**

**\*Requires RIF\***

**@CHIOMEGABAYLOR**

**EST. 1888**



# **DELTA DELTA DELTA**

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

**Motto:** "Let us steadfastly love one another"

**Colors:** Silver, Gold & Cerulean Blue

**Symbol:** Dolphin & Pearl

**Flower:** Pansy

**GPA Requirement:** 3.0

**DUES:** NM \$1,086, Active \$732

**@TRIDELTABAYLOR**

EST. 1870



# KAPPA ALPHA THETA

**Philanthropy:** Court Appointed Special Advocates (CASA)

**Motto:** "Leading Women"

**Colors:** Black & Gold

**Symbol:** Kite

**Flower:** Black & Gold Pansy

**GPA Requirement:** 3.0

**Dues:** NM \$1,067, Fall Active \$772/Spring Active \$583

@THETABAYLOR



EST. 1870



# KAPPA KAPPA GAMMA

**Philanthropy:** Supporting Mental Health & Wellbeing

**Motto:** "Aspire to be"

**Colors:** Dark Blue & Light Blue

**Symbol:** Owl, Key & Fleur-de-Lis

**Flower:** Fleur-de-Lis

**GPA Requirement:** 3.0

**Dues:** NM \$1,100, Active \$780

**@KKGBAYLOR**

EST. 1867



# PI BETA PHI

**Philanthropy:** Read, Lead, Achieve

**Motto:** "Friends and Leaders for Life"

**Colors:** Wine & Silver Blue

**Symbol:** Arrow & Angel

**Flower:** Wine Carnation

**GPA Requirement:** 2.75

**Dues:** NM \$1,174, Active \$789

**@PIPHIBAYLOR**

**EST. 1898**



# **ZETA TAU ALPHA**

**Philanthropy: Breast Cancer Education & Awareness**

**Motto: "Seek the Noblest"**

**Colors: Turquoise Blue & Steel Gray**

**Symbol: Five-point Crown & Strawberry**

**Flower: White Violet**

**GPA Requirement: 2.85**

**Dues: NM \$1,095, Active, \$827 (Fall) \$864 (Spring)**

**@ZETA.BAYLOR**



# **RECRUITMENT RECOMMENDATIONS AND REQUIREMENTS!**



# GPA/HOURS REQUIREMENT

*ALL WOMEN INTERESTED IN GOING THROUGH  
THE SPRING RECRUITMENT PROCESS MUST  
MEET THE BAYLOR STUDENT ACTIVITIES'  
MINIMUM REQUIREMENT OF:*

## GPA

2.67 Semester GPA

2.00 Cumulative GPA

## ENROLLMENT

Must be a full time student  
at the time of Primary  
Recruitment

## HOURS

At least 12 Hours completed in  
a Semester on Baylor's Campus  
\*this does not include AP or  
Dual Credit\*



# RESUME EXAMPLES

## THINGS WE RECOMMEND INCLUDING:

Full name, high school, hometown, major, high school academics, community service, Standardized test scores, leadership, a professional photo, family greek affiliations, social media handles, etc.

### MARIELLE VILLA

villamarielle8@gmail.com  
832.951.7875  
Richmond, TX 77469

#### PERSONAL INFORMATION

Date of birth: June 1st, 2002  
Mother: Junelle Vergara-Mendoza, Catanduanes State University, BS Nursing  
Father: Mario Villa, Far Eastern University, BS Mechanical Engineering

#### EDUCATION

Dulles High School  
• Top 15% of class

Clemens High School  
06/2020  
Sophomore year- Senior year  
• Graduated magna cum laude  
• Graduated with 3.57 GPA

Baylor University  
Waco, TX • Expected in 05/2024  
*Bachelor of Science: Biology*

#### WORK HISTORY

Shalini Devluk - Babysitter (5 Years)

Grimaldi's Pizzeria - Hostess / Food Server (3 Years)

#### HOBBIES

• Traveling, yoga, baking

#### ACTIVITIES

- Clemens Student Council, *Representative* 2017-2020
- Clemens DECA, *Competitor* 2018-2020
- Softball, 2018-2019
- Peer Assistance & Leadership (PALs), *Member* 2019-2020
- Best Buddies, *Associate Buddy* 2019-2020

#### AWARDS

- Academic Excellence (2017-2019)
- Clemens Deca (2019) - state qualifier for national competition
- National Honor Society (2018-2020)

#### COMMUNITY SERVICE

Houston Food Bank / (2019-2020)  
Worked for fundraising run for bank.

Clemens High School / (2017-2020)  
Various events held at the school, including Senior Citizens dance through NHS.

Fort Settlement Middle School / (2019)  
Hosted sport tournament at school, helped with official book and ran concession stand.

Ronald McDonald House Charities / (2019-2020)  
Helped prepare and serve meals.



### Leslie Caroline Lynn

class of 2025

Leslie\_Lynn1@baylor.edu  
901-484-8842  
Memphis, Tennessee

- Briarcrest High School c/o 2021
- GPA: 4.381 (weighted) 3.582 (unweighted)
- Class Rank not applicable
- ACT: 27
- Involved in AP, dual enrollment, and honor classes

#### Accomplishments

##### Leadership

- Student Body Vice-President (12)
- Tennessee Model United Nations conference leader
  - General Assembly Liaison (12)
  - Team captain of Briarcrest (10,11,12)
- Briarcrest Student Ambassador President (12)
- Junior Class Vice President (11)
- Medical Professions Club
  - President (12)
  - Vice President (11)
- Student Leadership University Ambassador (10,11,12)
  - Christian Organization that teaches teenagers how to dream, think, and lead
- Track Team manager (11)
- Props Manager during Spring Musical (11)
- Homeroom Officer (9,10)

##### Clubs & Organizations

- National Honors Society (12)
- Medical Professions Club (9,10,11,12)
- Model United Nations Club (10,11,12)
  - help start club and gather members
- Thespan Society (9,10,11,12)
- Latin Club (9,10,11,12)
- Wilson Society (9,10,11,12)
- Mock Trial (11,12)
- St. Jude Club (10,11)
- Homecoming Float organizer (11)

##### Community Service

- Cereal drive (12)
  - Help organize students to bring in boxes of cereal for school children in the inner city
- New Day Children's Theatre (9,10,11,12)
- Elementary School Theatre Camp and Shows (10,11)
- Page Robbins Adult Day Care (9,10,11,12)
  - center for adults with Alzheimer
- Church Daycare Volunteer (10)
- Chapel Leader at Fresh Preschool (9)

##### Honors & Awards

- Lead role in the show Matilda The Musical (12)
  - Ms. Trunchbull
- Lead role in the show Pride & Prejudice (11)
  - Mrs. Bennett
- Lead role in the show Clue (10)
  - Mrs. Peacock
- TN Model UN Best Resolution (10)
- Academic Honor Roll (9,10,11,12)
- Best Lead Actress in Briarcrest Production (10)
- Basketball Homecoming Court, Sophomore Maiden (10)

##### Summer Activities

- Tulane University Pre-College Program
  - Infectious Diseases (2020)
  - Women's Leadership (2019)
- Student Leadership University Levels 101201301 (9,10,11)
- Shadowing Surgeries
  - over 50 hours

Email: Leslie\_Lynn1@baylor.edu Instagram: @LeslieC.Lynn

# Brinkley Bounds



## BRINKLEY BOUNDS

POSITIVE SPIRIT - KIND HEART - FRIEND TO ALL - GROUNDED IN FAITH - LOYAL - ADVENTUROUS - CREATIVE - AMBITIOUS - MOTIVATED

### EDUCATION & ACTIVITIES

#### BAYLOR UNIVERSITY

CLASS OF 2025 | WACO, TEXAS

**BBA | ENTREPRENEURSHIP & PRE-LAW**

- Student Government - Office of Student Organization Engagement | Office Member
- Roundup Yearbook Photographer
- Carr P. Collins Scholarship Program
- Oso Launch Program for Entrepreneurs
- Featured in "A Sneak Peek at Baylor's Class of 2025"
- Baylor Women's Choir
- Leadership LLC

#### HALLSVILLE HIGH SCHOOL

CLASS OF 2021 | HALLSVILLE, TEXAS

**DISTINGUISHED HONORS GRADUATE**

- Varsity Tennis Team | Team Captain
- Ranked 13 out of 325 | Top 4% | 5.389 GPA
- ACT Score 33 | Top 3% ACT Score in the Nation
- Bobcat Yearbook | Photography Editor
- National Honor Society
- Student Council
- 2-Club

#### COMMUNITY ENGAGEMENT

Brinkley is the founder of the LemonAid Foundation, a nonprofit lemonade trailer with the mission to provide mental wellness resources to underprivileged youth in the East Texas area. She sells gourmet lemonade out of an adorable 1965 Shasta RV at special events around Texas. She has partnered with the LeTourneau University Counseling Center to fund reduced-cost counseling for low-income teens. To date, she has funded over 40 therapy sessions.

hallsville, texas  
(682)-226-8518  
@brinkleybounds  
brinkley\_bounds1@baylor.edu

#### GREEK AFFILIATIONS

Karla Bounds, Mother

- Kappa Delta
- Baylor University '94

## WHERE CAN I GET A RESUME TEMPLATE?

Canva, google docs, myperfectresume, adobe, resume.io, etc. Show off your personality and style!

# LETTERS OF RECOMMENDATION

A letter of recommendation (also referred to as LOR, REC, or RIF) is a letter or statement recommending a woman for membership. A LOR is written by an alumna member of a sorority. This serves as your introduction to the sorority, so their members can get to know you in advance of primary recruitment in the spring. It is sent to the specific Baylor chapter that the alumna is affiliated with

## ARE LOR'S REQUIRED?

Baylor Panhellenic does not require that PNMs have LORS. Individual sororities may have specific requirements

We recommend that PNMs have one recommendation per chapter that requests LORS. Having more than one WILL NOT necessarily increase your chances of joining that sorority. It is 100% okay if you can't find a recommendation for every chapter!



# LETTERS OF RECOMMENDATION

## Alpha Chi Omega:

Send letters to Headquarters website  
<https://bit.ly/3gjyaKx> \*\*LOR is not required, but highly recommended\*\*

## Alpha Delta Pi:

Send letters to Headquarters website  
<https://bit.ly/2NQMDs4> or mail One Bear Place #85612 Waco, TX 76798 \*\*LOR is not required, but highly recommended\*\*

## Alpha Phi:

Send letters to headquarters website or mail  
<https://bit.ly/3dUm7Su> or  
[bayloralphaphi@gmail.com](mailto:bayloralphaphi@gmail.com) One Bear Place #97425 Waco, TX 76798, \*\*LOR is not required, but highly recommended\*\*

## Chi Omega:

Send to Headquarters website  
<https://bit.ly/2YRgv7i> \*\*LOR is not required but RIF IS REQUIRED through website\*\*

## Delta Delta Delta:

Send letters to headquarters website  
<https://bit.ly/2VCzaBx> \*\*LOR or reference is highly recommended\*\*

## Kappa Alpha Theta:

Send letters to headquarters website  
<https://bit.ly/3ipmgAL> (anyone can fill out an intro form!) or mail One Bear Place #85614 Waco, TX 76798, \*\*RIF is highly recommended but LOR is not required\*\*

## Kappa Kappa Gamma:

Send letters to Headquarters website  
<https://bit.ly/2NOLRoJ>, \*\*LOR is not required, but highly recommended\*\*

## Pi Beta Phi:

Send letters to Headquarters website  
<https://bit.ly/38u8nwM> or mail One Bear Place #85618 Waco, TX 76798 \*\*LOR is not required, but highly recommended\*\*

## Zeta Tau Alpha:

Send letters to Headquarters website (MIS Form) or email [buzetarec@gmail.com](mailto:buzetarec@gmail.com) or One Bear Place #85621 Waco, TX 76798, \*\*LOR is not required, but highly recommended\*\*



Every chapter has different requirements on LOR, LOS, and RIF.  
\*\*Make sure to check the requirements from each individual chapter!\*\*

There is no official deadline for these forms! But, we HIGHLY encourage you to get all LORs, LOS & RIFs submitted before Thanksgiving Break! Chapters need time to read and organize all of these!





# **PNM & ACTIVE CONTACT RULES**

These rules help ensure that potential new members have the most equitable & unbiased recruitment experience over the course of the fall semester! These rules begin June 1st

- **No more than 4 active members can be in the presence of one PNM at a time**
- **A PNM may not tag or post with an active member on social media (and vice versa). This includes but is not limited to Instagram, Snapchat, BeReal, Tik Tok, Facebook, etc.**
  - **No actives or PNMs may "add" each other on Snapchat, effective June 1st.**
  - **No actives or PNMs can include each other on "private" or "close friends" stories, effective June 1st.**
- **Active members may not comment or "react to" PNM social media posts**
- **Group texts including both PNMs and actives is allowed, as long as the number of actives included does not exceed 4**
- **Active members may not contact or be with a PNM between the hours of 12am-7am**
  - **No sleepovers between actives and PNMS**
- **Active members may not spend money on a PNM (No buying gifts, coffee, sonic drinks, food, etc!)**

# BID PROMISING

## WHAT IS IT?

Bid Promising is communicating via social media, texting, verbally, etc., with a potential new member implying that they will receive a bid for membership. Bid promising is not tolerated by the Baylor Panhellenic Council as no member should be promising membership.

## EXAMPLES

"(insert chapter name) would love to have you."

"Don't worry, you are already in."

"We would love to have you live in this house next year"

"We/I can't wait to see you on Bid Day."

"You would look great in (insert chapter colors/letters here), etc."

**\*If you hear of bid promising or if you are promised a bid, we ask that you let the recruitment team know ASAP!**

**This will not harm your recruitment \***



# BID PROMISING VIOLATION FORM

**WHAT DO I DO IF I HEAR OF SOMEONE  
VIOLATING THE RULES OR IF I HAVE  
WITNESSED SOMEONE VIOLATING?**

If you are witness to someone violating these rules, have had rules violated with you, heard of rules being violated, or if something seems suspicious, feel free to make an anonymous (or known) comment to Panhellenic via our Violation Form. Our goal is to ensure everyone is being fair and creating a welcoming environment to all PNMs and Actives. Feel free to come back to this page and use the QR code when necessary.

**\*If you hear of bid promising or if you are promised a bid, please inform the recruitment team. This will not harm your recruitment \***



# PNM BILL OF RIGHTS

As a potential new member, you deserve all the rights listed below. If a member of the Panhellenic community fails to treat you with these rights, please contact the recruitment team immediately

- **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 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.**

# DIVERSITY EQUITY & INCLUSION

The Panhellenic Women of Baylor University strive for diversity, equity, and inclusion above all else by promoting and exemplifying these principles in our words and actions. We strive to create a welcoming environment that celebrates each sister's diverse background by educating, supporting, and retaining open lines of communication throughout our chapters. We are a complete sisterhood committed to creating spaces where all members are respected, included, and feel a sense of belonging.

We are strongly committed to bettering our community through the promotion of education. It is our responsibility to not only be educated, but educate each other on diversity, equity, inclusion, and accessibility. Committing ourselves as Panhellenic Women we are brave, bold, and kind to all individuals.



\*This statement has been written with guidance and support from each of the 9 chapter DEI representatives\*

**GRACIE SAVAGE**  
@GRACIE.SAVAGE

# TIPS FOR A SUCCESSFUL RECRUITMENT



- Be relaxed, be yourself, and have fun!
- Form your opinions on chapters based on the conversations you have with individual members! Avoid making decisions based on material things such as chapter décor or clothing.
- Disregard rumors that you hear and make decisions based on your own feelings and experiences you have during recruitment — it's the best way to ensure you are happy with the chapter you join 3.5 years later!
- Don't be pressured to join a particular chapter because of a parent, sibling, friend, significant other, or companion.
- Report anything that violates your PNM Bill of Rights or makes you feel uncomfortable to the Panhellenic recruitment team. You are entitled to having an enjoyable recruitment experience, and anything that keeps you from doing so is something that Panhellenic should be aware of to ensure that it doesn't happen in the future. When a report is filed, your name will not be noted.
- Keeping notes will ensure that you make fully informed decisions throughout the week!
- Have personal downtime and don't let yourself get burned out too quickly! Recruitment is a long week, and you should give yourself free time.
- Keep your opinions about recruitment and specific chapters to yourself in order to not impact another person's selection process.
- Rely on your Gamma Chis! Don't be intimidated by your Gamma Chis or anyone on the Panhellenic Recruitment Team, they are here to help you and make your recruitment week the best week possible!



## **IS THERE A "SILENCE PERIOD DURING RUSH WEEK?"**

Yes! The days leading up to and during recruitment week, active members will no longer be able to communicate with PNMs via social media or through in person communication outside of the recruitment process. This silence period ensures that active members do not influence PNM decisions during the recruitment process.

## **IF I AM A LEGACY FOR MY RELATIVE'S SORORITY CAN I GUARANTEE I WILL GET IN?**

Although being a legacy can be helpful in networking within the Panhellenic community, there is no guarantee that a PNM will gain membership in a sorority based on their relationship to an alumna for a specific chapter.

## **FAQS**

### **IS IT OK IF I'M IN A BIBLE STUDY OR CLASS STUDY GROUP WITH MORE THAN 4 ACTIVE MEMBERS IN A SORORITY?**

We ask that all PNMs and actives follow the rule that no more than four actives members can be in the presence of one PNM. In situations regarding church and school projects, we ask that everyone uses discernment to ensure that the relationships being built have no ties to an active members chapter or status in the Panhellenic community.

### **DO I HAVE TO HAVE LOR'S FOR EVERY CHAPTER TO BE CONSIDERED FOR MEMBERSHIP?**

Every chapter in the Baylor Panhellenic community has specific requirements for letters of recommendation, RIF forms, and letters of support. Some chapters will not grant membership if a PNM does not have one of these documents turned in. Check out the "chapter specific requirements" page above to view what each chapter must have for a PNM to gain membership.

# PARENT INFORMATION

Who can forget about the people who do it all for us? Parents! Here is your page :)

## BID DAY

Bid Day is such an exciting and emotional filled day, so having a supporter will be so important for these PNMs. If possible, we would love to have a family member or two be there for these PNMs! More information will be shared on our Instagram closer to January 13th



## HELP WITH LETTERS OF RECOMENDATION

Do not be afraid to reach out to friends or post on facebook and asking if people would be willing to write your daughter a recommendation letter for a chapter. You have more connections than you might think!

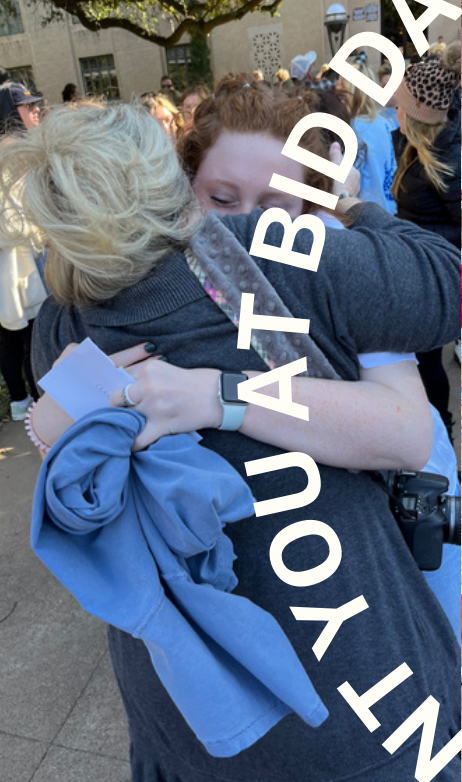
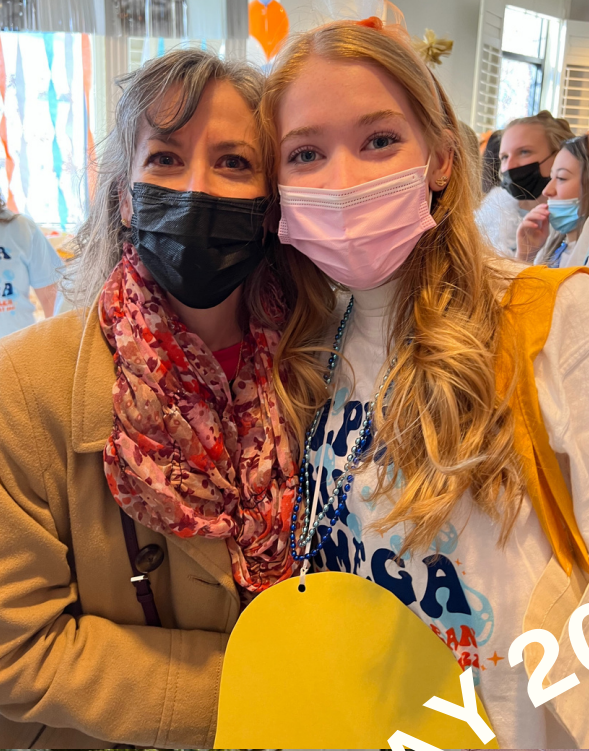
## FINANCES

Being an active member of a sorority can be expensive! It is best to have this conversation early in the process. There are multiple ways to set up payment plans for chapter dues and New Member dues. Feel free to email Panhellenic recruitment team about any specific questions on finances

## ENCOURGAMENT

Rushing can be an emotional and long process. Sometimes your daughter will just need someone to talk to about where her head is at in the recruitment process. Even if you have not gone through recruitment yourself, be willing to understand this process and be patient with your daughter. Sometimes this might feel like the end of the world (even though we know it is not!)





WE WANT YOU AT BIDDAY 2024!



**RECRUITMENT WEEK  
OUTFIT  
RECOMMENDATIONS!**

# OPEN HOUSE



## Open House Outfit:

- Baylor Panhellenic Recruitment Shirt
- Comfortable Bottoms (IE Jeans, colorful pants, or a fun skirt)
- Comfortable Shoes (IE you will be doing a lot of walking!)

Show the Chapters your own personal style!! But make sure you are comfortable in what you are wearing!

# PHILANTHROPY



## Philanthropy Outfit:

- Casual Dress or Romper
- Sandals, Stylish Sneakers, cowgirl boots, or casual heels/wedges

Show the Chapters your own personal style!! But make sure you are comfortable in what you are wearing!

# SISTERHOOD



## **Sisterhood Outfit:**

- Jumpsuit, Romper, Dress
- A form of heels , cowgirl boots, or nicer flats (no laces)
- Accessories that show your personality

You should dress a little more formal than the previous day but still make sure to be comfortable!

# PREFERENCE



## Preference Outfit:

- Most formal day of Recruitment
- Evening wear
- Heels or nicer flats (no laces)

Show the Chapters your own personal style!! But make sure you are comfortable in what you are wearing!

# BAYLOR RESOURCES

Baylor University staff is here to ensure the health and safety of all students both mentally, spiritually, and physically. If you find yourself needing additional guidance during the recruitment process, please reach out to them!

## **STUDENT ACTIVITIES EMAIL**

[Student\\_Activities@Baylor.edu](mailto:Student_Activities@Baylor.edu)

## **BAYLOR FSL HOMEPAGE**

[@BaylorFSL](#)

## **BAYLOR COUNSELING CENTER**

[Counseling\\_Center@Baylor.edu](mailto:Counseling_Center@Baylor.edu)

## **BAYLOR HEALTH CENTER**

254-710-1010

## **BAYLOR CHAPLAIN/SPIRITUAL LIFE**

[Burt\\_Burleson@Baylor.edu](mailto:Burt_Burleson@Baylor.edu)

## **PANHELLENIC ADVISOR EMAIL**

[E\\_Ellis@Baylor.edu](mailto:E_Ellis@Baylor.edu)



# OTHER GREEK COMMUNITIES

## INTERFRATERNITY COUNCIL

The Interfraternity Council (IFC) is the governing body for the twelve Inter/national fraternities that are chartered at Baylor University.

## NATIONAL PAN-HELLENIC COUNCIL

The National Pan-Hellenic Council (NPHC) is the unifying and governing body for international, historically African-American fraternities and sororities, also known as The Divine Nine, chartered at Baylor University.

## LOCAL ORGANIZATIONS

Baylor is also home to several Greek organizations that are unique to Baylor University. At one time, all of Baylor's Greek organizations existed as "local social clubs." Baylor's Local Greeks are not members of a governing council.

## UNIFIED GREEK COUNCIL

The Unified Greek Council was created for the purpose of encouraging community service and philanthropy, support of high academic standards, the development of campus and community leaders, and to promote diversity within the Baylor community.





# OUR PLEDGE OF INCLUSION

Baylor Panhellenic provides a caring, Christian community where women find a welcoming, inclusive, and supportive sisterhood. Each chapter encourages its members to pursue their authentic selves while fostering a respectful environment to grow intellectually, emotionally, spiritually, and socially.

Panhellenic supports all women in our community and hopes to continue to create a space for connection and belonging for all.

If you have any questions, comments, or concerns please reach out our External Relations & Engagement Coordinator, Gracie Savage



# QUESTIONS?



## Contact:

Leslie Lynn (VP of Recruitment)

*Leslie\_Lynn1@Baylor.edu*

Avery Dickie (Recruitment Coordinator)

*Avery\_Dickie1@Baylor.edu*

Aubrey Jordan (Gamma Chi Coordinator)

*Aubrey\_Jordan1@Baylor.edu*