University of Alabama Sorority Council

Chair: Blake McCracken
Vice Chair: Ella Nelson

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Letter From The Chair

Delegates,

Welcome to LYMUN XI! My name is Blake McCracken, and I'm elated to be responsible for y'all. As an incoming junior, this is my third year in MUN and assisting on the dais for LYMUN. Freshman year, I was vice chair for LYMUN IX's crisis: Billionaires' Club. Sophomore year, I chaired SOCHUM.

Outside of MUN, I'm involved in my school's Recycling Club, Debate Team, and Equality and Belong Committee. Outside of school, I enjoy lifting heavy things, reading multiple books at once, and lifeguarding at my local pool.

This committee will focus on two topics: preventing hazing and alcoholism and sorority recruitment. These topics are very broad and have a multitude of solutions as well as burning ethical questions to debate. The dais is thrilled to oversee each delegate's unique approach. In a best delegate, I look for two things: ingenuity and spontaneity. Make sure to have unique speeches and include everyone.

Position papers should be emailed to McC513647@d204.lths.net by Friday before the conference at 11:59 pm. If technology fails you, then I will be accepting physical copies the day of the conference. However, please remember this is a no-tech conference, so please print before arrival. Obviously, plagiarism is unacceptable and I will be checking every paper (haha).

Feel free to email me at McC513647@d204.lths.net with any comments, concerns, or questions. I'm looking forward to seeing each and every one of you. Good luck and welcome to 'bama.

Sincerely, Blake McCracken, Chair

P.S. Southern accents are strongly encouraged

Members in Committee:

In order to minimize confusion in committee since many of the sorority names sound similar, each sorority has also been assigned a human name. Delegates can choose to use either their sorority name or human name.

Alpha Chi Omega (Ashley)

The chapter has received numerous national honors and awards, including several national council trophies and awards in program areas. The chapter has recently been recognized nationally by Alpha Chi Omega for outstanding parent and alumnae relations and the strength of our advisory board. For more information, visit the Alpha Chi website.

Alpha Delta Chi (Kirstin)

Alpha Delta Chi is the National Christian Sorority that provides a place for women to grow spiritually, scholastically, and socially. For more information, visit the A-D-Chi website. Alpha Delta Chi is the only christian sorority on the entire Alabama campus.

Alpha Delta Pi (Sophia)

Eta chapter of Alpha Delta Pi sorority, founded at the University of Alabama in 1907. Our chapter is committed to sisterhood, values, ethics, high academic standards and social responsibility. Our open motto, “We live for each other,” encompasses the foundation upon which Alpha Delta Pi was founded. For more information, visit the ADPi website.

Alpha Gamma Delta (Avery)

Alpha Gamma Delta was officially founded on May 30, 1904 at the home of Dr. Wellesley Perry Coddington, a professor at Syracuse University who was instrumental in the early development of Alpha Gamma Delta. Together, we continually work to inspire women and impact the world. For more information, visit the Alpha Gam website.

Alpha Kappa Alpha (Jessica)

On January 15, 1908, Alpha Kappa Alpha Sorority became the first Greek-lettered organization established in the United States by and for Black women. Our house is located at 911 Magnolia Drive in Tuscaloosa, Alabama. For more information, visit the AKA website.

Alpha Omega Epsilon (Rachel)

Professionalism is integral to promoting the purpose of Alpha Omega Epsilon; the sorority is dedicated to educating the community on the importance of women in technical fields and encouraging young women to pursue technical careers. For more information, visit the AOP website.

Delta Delta Delta (Mia)

It shall also be the purpose of Delta Delta Delta to promote and develop mutually beneficial relationships between the Fraternity and the colleges and universities where the Fraternity has established chapters, to develop qualities of unselfish leadership among its members, and to encourage them to assume, with integrity and devotion to moral and democratic principles, the highest responsibilities of college women. For more information, visit the Tri Delt website.

Delta Gamma (Audrey)

Consistent with our founders' thoughts in 1873, our primary purpose is to create an environment for our members in which lasting friendships and our vows of sisterhood emanate all aspects of our Fraternity. For more information, visit the D-G website.

Delta Sigma Theta (Olivia)

On March 23, 1974, The University of Alabama witnessed the birth of the first Black sorority on its campus.This is evident through the chapters community service programs such as debates between the College Democrats and the College Republicans; volunteering at the YMCA and schools in the Tuscaloosa community; International Mixer to promote cultural awareness; Hip-Hop Exercise; Adopt-A-Freshman Mentoring Program; an annual Black History Trivia Bowl; and contributions to the Lupus Foundation in honor of one of our past members. For more information, visit the Delta Sigma Theta Sorority, Inc. and Southern Region websites.

Delta Zeta (Lily)

The purpose of this sorority shall be to unite its members in the bonds of sincere and lasting friendship, to stimulate one another in the pursuit of knowledge, to promote the moral and social culture of its members, and to develop plans for guidance and unity in action; objects worthy of the highest aim and purpose of associated effort. For more information, visit the DZ website.

Gamma Phi Beta (Emily)

On November 11, 1874, the Gamma Phi Beta sorority was founded by Helen M. Dodge, Frances E. Haven, E. Adeline Curtis, and Mary A. Bingham at Syracuse University in New York. Together, they established the Epsilon Lambda chapter in 1989, and it has been a part of

Alabama's Greek life and campus community ever since. For more information, visit the Gamma Phi website.

Kappa Alpha Theta (Elizabeth)

Kappa Alpha Theta was founded in 1870 as the first Greek-letter fraternity for women. We value our history and our long tradition of leading the way for women's groups and women in higher education. For more information, visit the Theta website.

Kappa Delta (Rebecca)

Installed March 12, 1904, the Zeta Chapter of Kappa Delta at the University of Alabama was the first women's sorority on the UA campus and the first women's sorority in the state of Alabama. Zeta Chapter is Kappa Delta's oldest chapter to have been active continuously since its chartering.Many leaders of the national organization—including two former national presidents—have come from our chapter. For more information, visit the KD website.

Kappa Kappa Gamma (Violet)

Our Sorority's mission statement is, "Kappa Kappa Gamma is an organization of women, which seeks for every member throughout her life bonds of friendship, mutual support, opportunities for self-growth, respect for intellectual development, and an understanding of and an allegiance to positive ethical principles." For more information, visit the Kappa website.

Phi Mu (Annie)

Phi Mu was founded in 1852 at Wesleyan College in Macon, Georgia, and is the second oldest sorority in the nation. The Alpha Zeta chapter was chartered at the University of Alabama in 1932. For more information, visit the Phi Mu website.

Pi Beta Phi (Camille)

Pi Beta Phi is a premier organization for women that provides lifelong enrichment to its members by contributing to the betterment of society. For more information, visit the Pi Phi website.

Sigma Gamma Rho (Isabella)

Sigma Gamma Rho addresses concerns that impact society educationally, and civically. National projects include Wee Savers, Project Reassurance and Habitat for Humanity,Sigma Gamma Rho built seven homes across the United States in Florida, District of Columbia, Wisconsin, California, and Texas. For more information, visit the S-G-Rho website.

Sigma Kappa (Maddie)

Sigma Kappa's philanthropic efforts support gerontology and Alzheimer's disease research through a national partnership with the Alzheimer's Association. The Sigma Kappa chapter at Alabama has found many ways to connect with the city of Tuscaloosa in this service project. For more information, visit the Sigma Kappa website.

Zeta Phi Beta (Stacy)

Zeta Phi Beta Sorority was founded on the simple belief that sorority elitism and socializing should not overshadow the real mission for progressive organizations – to address societal mores, ills, prejudices, poverty, and health concerns of the day. For more information, visit the Zeta website.

Zeta Tau Alpha (Ava)

“Our chapter at the University of Alabama is one of which every Zeta Tau Alpha can be proud,” wrote Bessie Maddox in our national magazine after the Installation, “it consists of nine of the most attractive girls one could find, and each one has entered upon her work for the Fraternity with eager enthusiasm.” Thus began one of the earliest women’s fraternities at the University of Alabama, and an excellent tradition in Zeta Tau Alpha. For more information, visit the Zeta website.

Chi Omega (Brooke)

Chi Omega was founded in 1895 at the University of Arkansas and has since grown to become the largest women’s fraternal organization in the world. The Psi chapter at the University of Alabama has a strong tradition of leadership, philanthropy, and academic excellence. Members actively support the Make-A-Wish Foundation, Chi Omega’s national philanthropy. For more information, visit the Chi O website.

Alpha Phi (Hailey)

Alpha Phi was established in 1872 and is one of the oldest sororities in the nation, committed to fostering sisterhood, leadership, and academic success. The Beta Mu chapter at Alabama actively participates in campus life and raises funds for women’s heart health through the Alpha Phi Foundation. The chapter prides itself on its strong bonds of sisterhood and commitment to service. For more information, visit the Alpha Phi website.

Theta Tau (Lauren)

Theta Tau is a professional engineering sorority that promotes the advancement of women in STEM fields. The chapter at the University of Alabama provides a supportive community for

women pursuing degrees in engineering and technology. Members benefit from networking opportunities, professional development, and service projects that support STEM education. For more information, visit the Theta Tau website.

Sigma Delta Tau (Taylor)

Sigma Delta Tau was founded in 1917 with the mission of empowering women through scholarship, leadership, and service. The Beta Pi chapter at Alabama is dedicated to supporting Prevent Child Abuse America, the sorority's national philanthropy. The members of Sigma Delta Tau are known for their close-knit sisterhood and commitment to making a difference in their community. For more information, visit the SDT website.

Phi Sigma Rho (Natalie)

Phi Sigma Rho is a social sorority for women in engineering and technical majors, providing a balance between academic excellence and social involvement. The Alabama chapter supports women pursuing careers in male-dominated fields while also engaging in philanthropy efforts related to STEM education. Members benefit from a strong professional network and lasting friendships. For more information, visit the Phi Rho website.

University of Alabama Sorority Council Crisis Background

Crisis committees are hard, so let me take some time to explain how the University of Alabama Sorority Council Crisis Committee is going to work. Crisis committees are very similar to general assembly committees except for some key differences.

One: the members of the committee. If you read over your position in the *Members in Committee* portion (please do, I worked really hard on it), you know that instead of countries, delegates will act as sororities that exist at the University of Alabama. To make things easier, and to differentiate between the sigmas, deltas, and alphas, I gave y'all some of the most popular (basic) names used in Alabama.

Two: directives vs. resolution papers. In general assemblies, one resolution paper (two if a delegate thought it was a good idea to chug an energy drink before committee) is the norm. In crisis committees, three to five directives are passed throughout the day. Directives are like resolution papers, but shorter. Resolution papers attack a multitude of problems, but directives only focus on one or two. In a resolution paper, you use the preambles such as: Recommends the immediate use of caffeine for Blake every morning, or Suggests Blake stops after three shots of espresso.

But remember, your directives only become reality if the backroom approves them. In addition to directives you publicly announce, rally support for, and try to pass, you also have personal directives and joint personal directives. Personal directives are letters between you and the backroom. This is where you plan your crisis arc. Make sure these are VERY DETAILED, otherwise I will send them back with a big frowny face. JPDs (or joint personal directives) are basically personal directives, but are written with another person.

If this is your first committee, feel free to ask as many questions as you want. LYMUN XI is a learning conference. At its core, Model United Nations is just a club for a bunch of nerds who want to spend their Saturday public speaking and finding solutions to problems. Let's have fun but be respectful and remember that you were once a scared, little freshman too.

Again, if you have any questions, please feel free to reach out via the email that I provided in the *Letter From The Chair*. I've been trained by my counselor to check my email religiously so you're guaranteed to get a response in 24 hours.

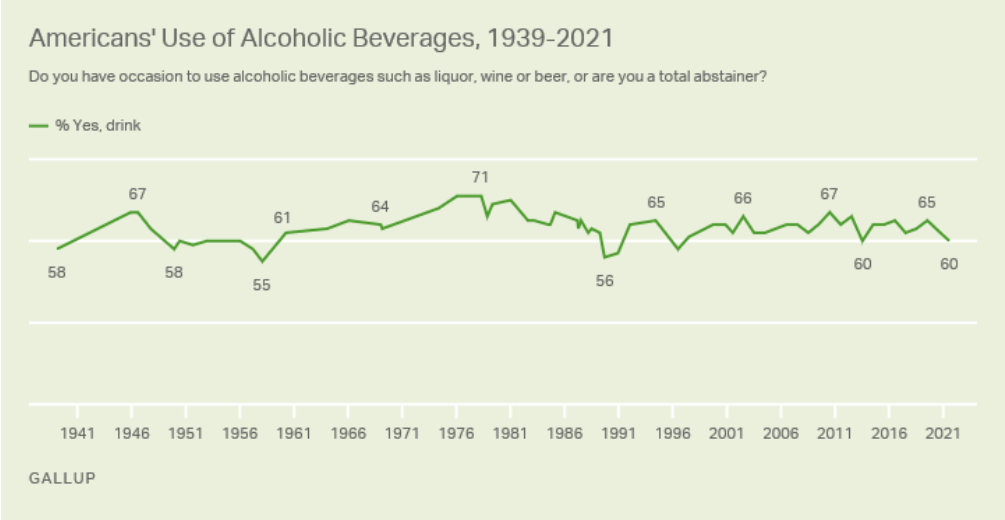


Topic A: Preventing Alcoholism and Hazing

Topic Background:

Alcohol was first invented in 7,000 BCE in China, where residue in clay pots has revealed that people were making an alcoholic beverage from fermented rice, millet, grapes, and honey (TED).

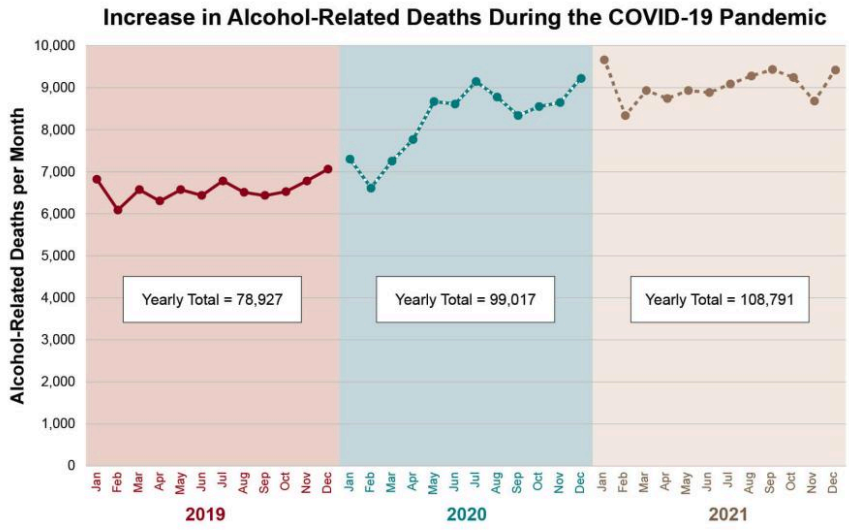
The per capita consumption of alcoholic beverages in the United States has varied widely over the last 140 years. Before 1850, per capita consumption was falling from the high levels (6 to 7 gallons annually of pure alcohol per adult) characteristic of early America. Between 1850 and the beginning of World War I, it varied between 1.75 and 2.75 gallons, reaching its high point just before the war.



Prohibition reduced per capita consumption to its lowest level in U.S. history, probably less than 1.5 gallons. Since about 1960, per capita consumption has again been rising, with a particularly marked acceleration in the 1960s. Today it is about what it was at the beginning of World War I (Rutgers University Center of Alcohol Studies).

The most radical attempt by the government to influence drinking in the United States came in the years 1920 to 1933, when the 18th Amendment to the U.S. Constitution brought

about Prohibition by banning the manufacture and sale of alcoholic beverages. Although majorities voted for Prohibition, many people were opposed or indifferent to its enforcement, and the years of the "noble experiment" were a time of widespread and flagrant abuses of the law. But after its repeal by the 21st Amendment, Prohibition came to have a much broader meaning in the public consciousness. For many people it became an example of the futility of governmental attempts to legislate morality.



The corollary of this view is that *any* attempt by the government to change drinking practices is doomed to fail. The evidence does not support such a far-reaching conclusion. Prohibition demonstrated beyond doubt that drinking and the problems caused by drinking cannot simply be eliminated from the United States. But though such problems may always exist, their extent can grow smaller or larger depending on the steps taken—or not taken—to control them.

Drinking practices can change for an endless variety of reasons. Sometimes these changes are the result of small-scale, personal initiatives, such as an employer's threats or complaints, a spouse's encouragement, or the closing of a neighborhood bar. At other times these changes may come about through broader, public actions, such as mass media campaigns about

drunk driving, changes in the laws governing when taverns may stay open, or shifts in the price of alcohol.

Hazing has a deep history dating back to 387 B.C. with the founding of Plato's Academy. At the time, hazing was called "pennalism," which meant "a system of mild oppression and torment practiced upon first-year students." While Plato criticized the practice, it continued throughout the middle ages.

As the years went on, the concept solidified as something to put new students through to ensure they recognized their inferiority to upperclassmen. The term hazing regularly became used in 1684 after a student at Harvard was the first to be expelled for hitting students and having them perform acts of servitude.



In the nineteenth and twentieth centuries, social fraternities started hazing. The practice continued until 1912, when hazing-related deaths started increasing. Educators and schools started cracking down on fraternities, and the issue quieted until After World War I and II.

After World War II, a fraternity at the University of Virginia, Kappa Sigma, made headlines after a student, Richard Swanson, choked to death while being force-fed a

quarter-pound of raw liver. While the Vietnam War quieted hazing incidents again, it was after that war that alcohol became a common hazing ingredient.

Alcohol changed what hazing was originally about. The practice became less harassing and more life-threatening. The most horrifying hazing stories are from the recent past. From 2007 to 2017, there were 40 hazing-related deaths just in the United States.

Hazing is less tolerated today than ever before. Most national fraternal organizations in the United States have outlawed all hazing practices, and universities are quick to speak on hazing not being tolerated on their campuses. Unfortunately, hazing is still an issue, and students' deaths and injuries are still happening.



While Greek organizations and colleges try to claim hazing is not a problem, the prevalence of smartphones makes it hard to cover up incidents. Video recordings of hazings are published online for anyone to see. While teachers, staff, and many students are fed up with the dangerous practice, there are those that are still letting rituals happen behind closed doors.

Drinking in College:

Drinking at college has become a ritual that students often see as an integral part of their higher education experience. Some students come to college with established drinking habits, and the college environment can lead to a problem. According to the 2022 National Survey on Drug Use and Health (NSDUH), of full-time college students ages 18 to 22, 49.0% drank alcohol

and 28.9% engaged in binge drinking in the past month.1 For the purposes of this survey, binge drinking was defined as consuming drinks or more on one occasion for males and 4 drinks or more for females. However, some college students drink at least twice that amount, a behavior that is often called high-intensity drinking.



Let's dive into the consequences of harmful and underage college drinking. Drinking affects college students, their families, and college communities. In extreme cases, drinking may lead to death. The most recent statistics from the National Institute on Alcohol Abuse and Alcoholism (NIAAA) estimate that about 1,519 college students ages 18 to 24 die from alcohol-related unintentional injuries, including motor vehicle crashes.

Unfortunately, assault is a likely result of drinking. The most recent NIAAA statistics estimate that about 696,000 students ages 18 to 24 are assaulted by another student who has been drinking. In addition, Sexual Assault is likely to occur. Although estimating the number of alcohol-related sexual assaults is exceptionally challenging—since sexual assault is typically underreported—researchers have confirmed a long-standing finding that 1 in 5 college women experience sexual assault during their time in college.

A majority of sexual assaults in college involve alcohol or other substances.6,7 Research continues in order to better understand the relationships between alcohol and sexual assault among college students. Additional national survey data are needed to better estimate the number of alcohol-related assaults.

About 1 in 4 college students report experiencing academic difficulties from drinking, such as missing class or getting behind in schoolwork. In a national survey, college students who binge drank alcohol at least three times per week were roughly six times more likely to perform poorly on a test or project as a result of drinking (40% vs. 7%) than students who drank but never binged. The students who binge drank were also five times more likely to have missed a class (64% vs. 12%).



This can result in an alcohol use disorder. Around 15% of full-time college students ages 18 to 22 meet the criteria for past-year alcohol use disorder (AUD), according to the 2022 NSDUH.

Other consequences include suicide attempts, health problems, injuries, unsafe sexual behavior, and driving under the influence of alcohol, as well as vandalism, damage, and involvement with the police.

How Alcohol and Hazing are Related:

Alcohol plays two main roles in hazing. Number one: consumption by current members. Intoxication of current members is in essence “strategic disinhibition” designed to achieve the following:

A) Enhance the fun of current members while making new members go through experiences that current members had to endure. B) Reduce anxiety or guilt about subjecting new members to mental and physical distress. Alcohol enables members who feel conflicted about hazing to temporarily suspend their moral standards.

C) Falsely provide a sense of "insurance" against culpability by allowing hazers to point to their inebriated state as the explanation for hazing incidents. The "we were drunk and things just got out of hand" defense seeks to obscure that fact that hazing is generally premeditated and systematic. Intoxication, however, is not a valid legal or ethical defense.

Number two: Consumption by new members. Providing alcohol to new members is erroneously believed to be beneficial. A) Alcohol is believed to act as a "social lubricant." It is used with the goal of increasing new members' comfort with each other and facilitating self-disclosure that can enhance group bonding.



B) It can impair the judgment of new members thus decreasing their resistance to engaging in risky behavior. C) When combined with their lack of knowledge about what they are being subjected to, alcohol further lowers new members' power relative to those who are hazing them. D) The withholding of alcohol at times from new members (while current members drink) serves to underscore the "privilege" of full membership, thus increasing the desirability of both alcohol and membership.

Risks of Alcohol in Hazing:

In addition to potential legal and conduct related consequences, three health risks that alcohol poses in hazing. Number one: acute risk to new members. Rapid consumption of large quantities of alcohol can kill by suppressing brain functions: a person can pass out and then

drown in his or her own vomit because of an impaired gag reflex; A person can pass out and then suffocate with his or her face in a pillow; A person's breathing or heartbeat can stop.

Whenever a person is severely intoxicated, it is imperative that someone call for medical assistance. It is never worth risking someone's life. Elon embraces students helping each other and enacts this Good Samaritan rule when one student seeks appropriate care for another. If a student is with another student "in danger" and calls for medical aid they will not be held accountable for violating the university alcohol policy. The university's main concern is getting the proper care for the student in need. Students with or observing a student "in danger" are expected to seek medical attention by calling 911. (They should NOT drive anyone in need of medical attention.) Most students are not trained to care for the student should they become ill or disruptive which could impact one's ability to drive safely.



Additionally, if a student knowingly DOES NOT call for assistance when a student is in danger, they will be held accountable to the Code of Conduct's policy related to Behavior that Endangers the Health and Safety of Self and/or Others.

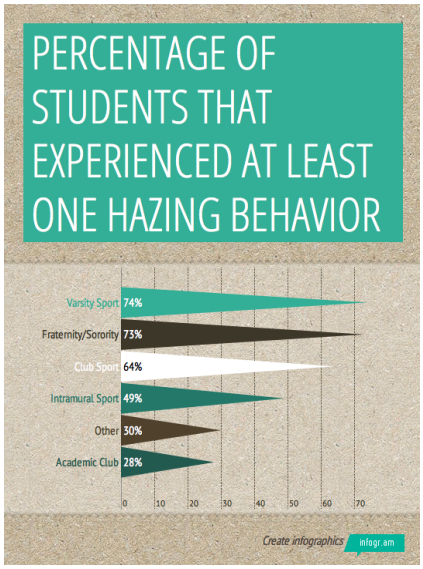
One in ten students reports worrying that they might have a problem with alcohol or other drugs. Many of these individuals have either developed or are at risk of developing alcohol dependence (the clinical term for alcoholism).

New member processes that involve alcohol pose extra risk for students with alcohol problems. The consequences for the individual can be serious and can have a major negative impact on the group as well. By creating conditions where it is difficult for a person with an alcohol problem to decline to drink, the group contributes to the person's problem. In some cases, members are either unaware of such risks or recklessly disregard them.

In addition to increasing their own risk of the acute and long-term individual consequences described above, members who haze risk harming others and bringing sanctions upon themselves or their organization. When the members of a group that is hazing become intoxicated, they may make disastrous decisions. Impaired judgment can turn an act of hazing (premeditated or not) into a tragedy.

<u>Recent Hazing Reports:</u>

In sororities, the most common hazing behaviors included participating in a drinking game (47%); singing or chanting in public in a situation that is not a related event, game, or practice (27%); drinking large amounts of a non-alcoholic beverage (24%); drinking large amounts of alcohol to the point of getting sick or passing out (23%); and being screamed, yelled, or cursed at by other members (21%).



Most of the hazing reports from the University of Alabama detail hazing in fraternities. This isn't to say that

sororities don’t haze, but it’s differently more common in fraternities.

Past Efforts

Now that I’ve outlined the full history of hazing and its ramifications, let’s move on to how the University of Alabama tried to solve its hazing problem. The University of Alabama updated their Code of Conduct, and their website. They encourage anyone who sees something to say something. Their website outlines the Student Code of Conduct and the State Law.

Besides a lot of PR stunts, the University of Alabama. It's up to you, delegates, to stop hazing in its tracks and save innocent college students.

Additional Resources

Hazing

Hazing - UAct | The University of Alabama

Hazing Prevention.

Hazing ‘alive and well’ at University of Alabama-founded fraternity despite ban after deaths, pledge’s suit claims - al.com

Alcoholism

College Alcoholism and Binge Drinking - Alcohol Rehab Guide

Treatment for Alcohol Problems: Finding and Getting Help

The Minimum Legal Drinking Age and Public Health - PMC

Questions to Consider

1. Has your sorority been affected by hazing or alcoholism?

2. What are some creative solutions to hazing and alcoholism?

3. How would your sorority improve the image of University of Alabama after the hazing incidents?

4. What has your sorority already tried to fix the problem of hazing and alcoholism?

5. In the future, what should sororities do to prevent hazing and alcoholism?

Topic B: Sorority Recruitment

Topic Background:

Welcome to sweet home Alabama. Population: 22 sororities. To begin with, fraternity and sorority membership has been seeing an overall decline at mid-size regional public institutions.

Currently, of the 39,623 undergraduate, professional and graduate students enrolled at UA in the fall semester of 2023, 41.7% are legal Alabama residents. 58.3% come from elsewhere in the United States and 92 foreign countries. 57.2% are women (Alabama University).

The fraternity and sorority community at The University of Alabama is one of the largest and most vibrant in the United States. With around 12,000 students, the UA Greek community comprises 36 percent of the undergraduate student body and is home to 71 social Greek-letter organizations (Alabama University).



The Alabama Panhellenic Association (APA) sororities traditionally admit new members in August through the Primary Recruitment process, which occurs the week before the start of the fall semester. Fall 2023 Primary Recruitment at The University of Alabama is scheduled for Saturday, August 12 through Sunday, August 20. Approximately 92 percent of individuals who participated in Fall 2022 Primary Recruitment received a bid in 2022. Some chapters also engage in a less formal recruitment process known as Continuous Open Bidding, or COB, in the fall and spring.

Qualifications:

Some sororities and fraternities require a certain amount of service hours in order to continue eligibility with the organization, and for many this can be very stressful. Many who chose not to join a fraternity/sorority have very packed schedules, such as taking a lot of credits and working on top of that.

To be eligible to join an APA sorority through the Primary Recruitment process, you should: have not been initiated into another NPC sorority at UA or on another campus, consistently live and self-identify as a woman, have full-time UA enrollment, including incoming first-semester students, and pay a participation fee at the time of registration.



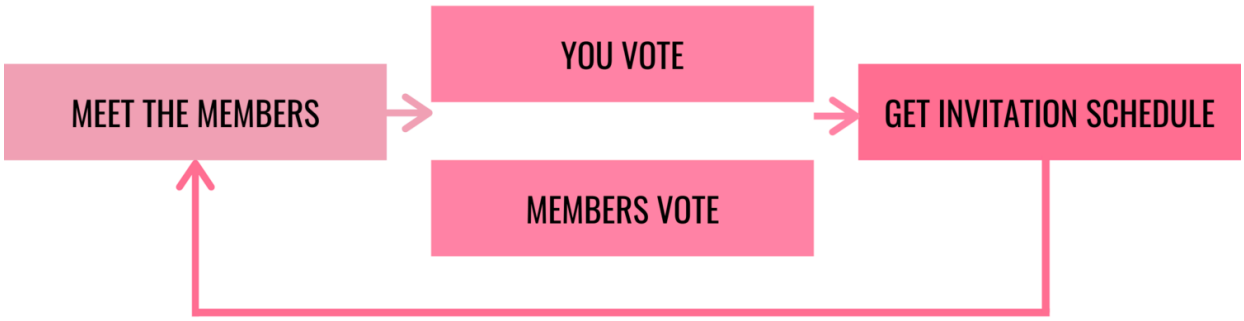
Although the APA does not require a specific GPA to participate in recruitment, each sorority chapter does have a minimum grade requirement for pledging and initiation. Therefore, it is highly recommended that all prospective members participating in recruitment have at or above a 3.2 cumulative high school or college GPA at the time of recruitment. More information about suggested GPA can be found at APA eligibility.

Rush Process:

Round 1 is when you meet all of the sororities on your campus. After you meet all of the sororities, you select the sororities you want to go back to for Round 2. Also, The members are voting on the potential new members. They decide which potential new members to invite to Round 2.

Then, at the beginning of Round 2, you will receive your invitation schedule. This schedule has the sororities you will be meeting for that round. Most potential new members assume their invitation schedule will have all of the sororities they voted to keep. That is not the case.

During sorority recruitment, the sororities have the upper hand. They invite potential new members to each round just like the bachelor picks women to stay. Also, most potential new members are not getting invited to the maximum number of sororities.



Here's a look at the day-by-day schedule of Alabama's formal fall sorority recruitment, happening all week on campus and how Bama Rush works.

Alabama Recruitment Schedule

Wednesday, Aug. 3 - Friday, Aug. 5: Early Move-In (on-campus only)

Saturday, Aug. 6: Convocation (morning)

Saturday, Aug. 6: Open House (afternoon)



Sunday, Aug. 7: Philanthropy Day I

Monday, Aug. 8: Philanthropy Day II

Tuesday, Aug. 9: Philanthropy Day III

Wednesday, Aug. 10: Sisterhood Day I

Thursday, Aug. 11: Sisterhood Day II

Friday, Aug. 12: Sisterhood Day III

Saturday, Aug. 13: Preference Day I

Sunday, Aug. 14: Bid Day

The APA has 19 active sororities who will participate in formal fall recruitment. The number of potential new members (PNMs) registered for recruitment typically ranges from 2,500-3,000, which usually gives Alabama the largest pledge class in the country each year. More than 2,500 women participated in Alabama sorority rush in 2021, with 2,307 women receiving bids.

In 2022, approximately 2,583 women registered for formal fall recruitment. As of now, UA says at least 20 women have already withdrawn from the process.

APA does not host a structured spring recruitment. Those unable to participate in fall primary recruitment but want to join a sorority may participate in Continuous Open Bidding (COB).

Unfortunately, you're not guaranteed a bid. The majority of the women participating in primary recruitment are invited to join a chapter at the end. APA says, for the last five years, more than 89 percent of the women participating in the Open House Round of Recruitment have received a bid.

However, it is possible to go through recruitment and not pledge a sorority. Recruitment is a process of "mutual selection," which means it can result in "many different outcomes."



APA says approximately 4-8 percent of women participating in recruitment voluntarily withdraw themselves from the process during the week, choosing not to continue participating. "Each sorority at UA has their own membership criteria, oftentimes governed by their national organization, which they use to make their selections," the website says. "As such, unfortunately, we also have women who are completely released from the recruitment process, although this number is relatively low, around 5 percent."

<u>Cost of Rush/Joining:</u>

Joining an APA sorority costs a pretty penny in membership fees, starting with a registration fee of $350, according to UA's Division of Student Life Fraternity and Sorority Life financial information website. All registration fees are nonrefundable, no exceptions.

Each chapter has a financial requirement, which may include membership dues, house fees and room and board if you live in the facility. Membership fees vary by sorority.

New member fees per semester (first year only) range from $4,170.03 to $4,978. This includes chapter meal plan, local chapter fees, and inter/national fees as well as one-time fees associated with pledging and initiation.

Living in-house fees per semester range from $7,465.17 (average) to $9,445 (high). This includes room, chapter meal plan (if applicable), local chapter fees and inter/national fees.Living out-of-house fees per semester ranges from $3,621.52 (average) to $4,575 (high). This includes chapter meal plan (if applicable), local chapter fees and inter/national fees.



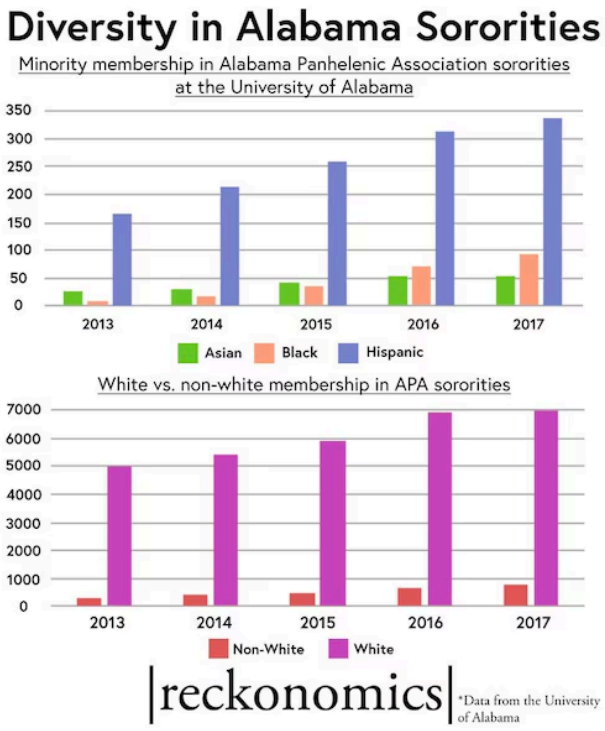
For the National Pan-hellenic Sorority Council, new Member (one-time) fees per semester range from $1,550-$3,225. That includes local chapter fees and inter/national fees as well as one-time fees associated with pledging and initiation. Living in-house fees per semester average $3,300. That

includes room, local chapter fees, and inter/national fees. Living out-of-house fees per semester range from $150-$2,000. That includes local chapter fees and inter/national fees.

This means that lower-income students are normally excluded from the University of Alabama sororities because they don't simply have the money to apply and live in the sorority house.

Diversity Requirements

Alabama developed an action plan that provides a model to promote inclusion in the recruitment process for its Greek community. According to UA, the plan would "enhance the University's ability to prevent and respond to discrimination based on race or national origin, characteristics that are protected by federal civil rights laws, and to further the University's progress in increasing diversity in its fraternity and sorority system ('Greek system')."



In fall 2013, in response to allegations of race discrimination in the selection process for new members in UA's traditionally white sororities, the U.S. Department of Justice contacted the university to inquire about the allegations and its response. The school said it was already undertaking a series of efforts to demonstrate its commitment to a discrimination-free campus environment and increase diversity in its recognized Greek organizations. UA said those efforts resulted in increasingly diverse 2013, 2014, and 2015 new

member classes for University sororities, and since that time, it has continued to explore ways to remove barriers to the Greek system and improve how the University responds to allegations of discrimination.

UA Panhellenic replaced the traditional “Skit Night” with “Sisterhood Night,” a national policy change meant to show potential new members what it’s like day-to-day to be in each chapter, emphasizing more of a values-based recruitment. Old and new members will also notice newly built houses on campus. Each house, which all stand at approximately 40,000-square-feet, can accommodate up to 70 women, while all members attend meetings and are served chapter meals there.

Still, in 2022, almost 85 percent of the sorority members in the Alabama Panhellenic Association, comprising most of the university's sororities, were white, a percentage disproportionate to the racial makeup of the university and the state.

Social Media:

You’ve probably seen the dancing videos, get ready with me videos, or unboxing videos from sororities on TikTok, Instagram, Snapchat, and YouTube. Collectively, they have over 18.8 million posts. They’ve blown up all over social media by taking everyone through what happens



in the day-to-day life of a University of Alabama sorority student. As the head of your sorority, you have the power to post whatever you want on your social media.

Past Efforts:

On March 12, 1904, the Zeta Chapter of Kappa Delta at the University of Alabama was the first women's sorority on the UA campus and the first women's sorority in the state of Alabama. Zeta Chapter is Kappa Delta's oldest chapter to have been active continuously since its chartering.

The Alabama sorority process has changed greatly over the past 4 years, especially due to social media and #RUSHTOK, which blew up during the pandemic. This placed millions of eyes on Alabama sororities along with potential new members. Before COVID-19 the recruitment process was more old school.

Now everything is done digitally, and the potential new members and houses watch videos about each other, and rank based on that for the open house round. Social media now



plays a more prevalent role in the recruitment process for many potential new members.

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Additional Resources:

Eligibility — THE UNIVERSITY OF ALABAMA PANHELLENIC ASSOCIATION

Sorority Row Tour at The University of Alabama! | ALL The Houses on The Row | Lauren Norris

HOW DOES SORORITY RECRUITMENT WORK?

Financial Information - Fraternity and Sorority Life

Bama Rush explained: How does sorority recruitment work? - al.com

In Alabama, White Tide Rushes On.

Questions to Consider:

1. What requirements does a person have to meet in order to join your sorority?
2. Does your sorority have a social media account? If so, is it popular? How can you increase your social media account's popularity?
3. What should you post on social media?
4. How will your sorority recruit the most new members?
5. What strategies are currently in place to recruit new members?

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