

Potential New Member Information Guide

Fall 2026



@queenscltpanhellenic 

queens.edu/studentlife/fraternity-sorority-life/ 

fsl@queens.edu 

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Letter from VP Recruitment

Hello! My name is Andrea Davidson, and I am your Vice President of Recruitment for 2026! I am a senior interior architecture and design major here at Queens. I'm originally from Northampton, Pennsylvania, but I plan on staying in Charlotte after graduation!

If this is your first year at Queens - welcome! We are so excited you're here! If you're returning - welcome back! It's so good to see you! I am so excited to be leading you all through recruitment and watch you discover what it means to be a sorority woman. I know you are all capable of great things, and I can't wait to see what you accomplish!

Recruitment can be a daunting process, but fear not! You, as a Potential New Member (PNM) have an amazing support team guiding you. You'll learn more about them later in this packet, but please know that you are welcome to reach out to any of us at any time, for anything. We're in your corner!

The biggest piece of advice I can give you is to be your authentic self. Each chapter is so unique and has its own personality - this is all about finding your home! So strap in, relax, and enjoy the ride.

You got this!

~Andrea <3

Fraternity and sorority involvement can provide students with an invaluable experience during their time at Queens. Sororities have existed on our campus for almost 100 years. Approximately 90% of our fraternity and sorority community are student leaders elsewhere on campus as well, from the Student Government Association to athletics to any of our additional clubs and organizations.

Fraternity and Sorority Life (FSL) looks to enhance the Queens experience for its students by connecting members over shared interests and values and creating opportunities for personal growth through values-based leadership and engagement. Being a member of a fraternity or sorority is about making lasting friendships, committing to a common set of ideals, and enhancing your personal development.

Including our NPHC chapters, there are 6 organizations that call Queens home. They all share the same overarching values of service, friendship, leadership, academics, and inclusivity.

To learn more about FSL as a whole, visit queens.edu/studentlife/fraternity-sorority-life.

General Information

What is Panhellenic?

Panhellenic refers to the National Panhellenic Conference, the governing body for 26 national sororities. This is not to be confused with the National Pan-Hellenic Council (NPHC), also known as the Divine Nine, which is a separate governing body. This packet focuses on recruitment processes for the National Panhellenic Conference, or NPC.

Queens is home to 4 NPC sororities: Alpha Delta Pi, Chi Omega, Kappa Delta, and Phi Mu. These 4 chapters are governed by the Queens College Panhellenic Council.

We are all united under our dedication towards sisterhood, service, and developing leaders!

You will hear the Panhellenic Council and its chapters referred to as Panhellenic, PHA, or the Panhellenic Community. If you would like more information on the National Panhellenic Council, please feel free to visit their website at npc.org or contact your recruitment counselor!

General Information

How Does Recruitment Work?

Queens University of Charlotte Panhellenic prioritizes a values-based recruitment system. This means that sisters care about what makes you, you - literally, what you value! Recruitment is not based off of looks, status, or how you dress. Chapters want to get to know you, and how you might fit into their sisterhood.

Recruitment itself is a series of events designed for PNMs and active members to get to know each other, and encourage authentic, genuine conversations about the sorority experience. At Queens, this takes place in September using something called Partially Structured Recruitment, or PSR. This allows for flexibility of both PNMs and chapter members, giving everyone involved the best experience possible.

To decide who goes to which chapter, we use a mutual selection process. This means that, at the end of Open House and Invitational rounds, both PNMs and chapters are listing in order who they would most like to see back for Preference and Bid Day.

General Information

Participation Requirements

In order to be eligible to participate in Primary Recruitment, you must:

- Be an enrolled, full-time student of Queens University of Charlotte.
- Be in good standing with the university (i.e. not on academic or disciplinary probation).
- Have a minimum of a 2.7 GPA.
 - For first year students, your high school GPA is used.
 - Please note that chapters may have different GPA requirements for membership.
- Complete the online registration via Queens Engage by September 25th at 11:55pm.
- Attend at least one Open House event for each chapter (four in total) and as many as two invitational events.
 - You can register at any point through the open house period; however, no matter when you register, the attendance requirements are the same.
- Regularly identify as a woman, pursuant with 20 U.S.C. 1681(a)(6)(A).

If at any point you wish to withdraw from the recruitment process, please contact your RC for next steps.

It is the PNM's responsibility to ensure they have no conflicts with mandatory recruitment events. If one should arise, please contact your Recruitment Counselor and Fraternity & Sorority Life Advisor.

- Students with conflicting athletic schedules should inform Panhellenic prior to the beginning of Primary Recruitment to plan for absences.
- In case of illness or emergency, the PNM should notify the Fraternity & Sorority Life Advisor.
- PNMs will not be excused for work or recreational reasons.
- Any PNM who does attend any and all events to which they have been assigned or invited will be withdrawn from Primary Recruitment.
 - This includes at least one Open House event per chapter, and as many as two invitational events.

Any and all questions, concerns, or clarifications can be directed to a member of the Recruitment Team.

Meet the Recruitment Team



baldwinh@queens.edu
fsl@queens.edu

Harper Baldwin

Assistant Director of Student Engagement & Fraternity & Sorority Life Advisor

Harper is the professional support staff for FSL at Queens. She works closely with every member of the community year-round to ensure everything is running smoothly, and she is always willing to lend an ear! When she's not working on sorority things, she helps Student Engagement make Queens exciting.

Andrea Davidson

Vice President of Recruitment

Andrea is in charge of overseeing recruitment efforts for the entire Panhellenic community. She works closely with Harper, chapter presidents, and recruitment chairs to plan and execute both primary recruitment and COB, as well as overseeing the Recruitment Counselors. She is always available to answer questions or provide support!



davidsona@queens.edu
(484) 326-1069



gonzalesv@queens.edu
(505) 270-3837

Victoria Gonzales

Panhellenic President

As President, Victoria oversees the Panhellenic Executive Board. She is the main representative for the Panhellenic Community on campus, and ensures the community is growing and happy.

Meet the Recruitment Team



ellisa2@queens.edu
(614) 715-6998

Avery Ellis

Vice President of Administration
Recruitment Counselor

Avery is the acting secretary for the Panhellenic Executive Board. She keeps minutes at meetings, maintains the calendar, and assists Victoria in running Panhellenic.



browne2@queens.edu
(720) 492-5916

Evelyn Brown

Vice President of Finance
Recruitment Counselor

As VP of Finance, Evelyn maintains the Panhellenic budget and helps sisters with scholarship opportunities.



gruberi@queens.edu
(980) 288-0429

Izzy Gruber

Vice President of Communications
Recruitment Counselor

Izzy runs the Panhellenic Instagram and is in charge of Panhellenic branding. She helps to maintain the image of the community on campus and advertise us!

Meet the Recruitment Team



nguyenk4@queens.edu
(704) 388-4719

Kaitlyn Nguyen

Vice President of Diversity, Equity, Inclusion & Access
Recruitment Counselor

Kaitlyn ensures the Panhellenic community is welcome to all. She works closely with the DICE department and other multicultural/interfaith clubs to not only educate, but also to increase access to the Panhellenic community.

Stacy Hernandez

Vice President of Programming
Recruitment Counselor

Stacy is Panhellenic's event planner extraordinaire. She brings the community together through fun activities that bring all four chapters together.



hernandezlunas@queens.edu
(980) 213-9413



mullinsn@queens.edu
(704) 792-8421

Nia Mullins

Recruitment Counselor

Nia is joining the Panhellenic Exec Board as a Recruitment Counselor this semester! She's got your back - if you have any questions, please feel free to reach out to her!

Meet Our Chapters



Alpha Delta Pi

Established: 1851

Established at Queens: 1931

Motto: We Live for Each Other

Colors: Azure Blue & White

Philanthropy: The Ronald McDonald House

Mascot: Alphie the Lion

GPA for Membership: 2.8

New Member Dues: \$881



Kappa Delta



Established: 1897

Established at Queens: 1987

Motto: Let us strive for that which is honorable, beautiful, highest

Colors: Olive Green & Pearl White

Philanthropy: Girl Scouts of America, Prevent Child Abuse America (PCAA)

Symbols: Teddy Bear, Dagger, Diamond, Nautilus Shell

GPA for Membership: 2.5

New Member Dues: \$850

Please note that all dues are estimates and are subject to change.

Meet Our Chapters



Phi Mu



Established: 1852

Established at Queens: 1929

Motto: The Faithful Sisters

Colors: Rose & White

Philanthropy: Children's Miracle Network Hospitals

Mascot: Sir Fidel the Lion, the Quatrefoil

GPA for Membership: 2.75

New Member Dues: \$791



Chi Omega

Established: 1895

Established at Queens: 1928

Motto: Sisters on Purpose

Colors: Cardinal & Straw

Philanthropy: Make-A-Wish

Symbols: Owl, Skull & Crossbones

GPA for Membership: 2.5

New Member Dues: \$700



Please note that all dues are estimates and are subject to change.

Event Schedule

Pre-Recruitment Events



Clubs & Orgs Fair

Hosted by Student Engagement, come meet all the clubs on campus! All four PHA chapters and the two NPHC chapters will be in attendance.



Orientation & Panel

This event is **MANDATORY** for all **registered PNMs**. Come learn the ins and outs of recruitment, with the opportunity to ask chapter leaders questions!



Lodge Tours

This event is **MANDATORY** for all **registered PNMS**. Your Recruitment Counselors will lead you through the lodges! Come take a peak! Your counselor will text you with your assigned time.

Event Schedule

Open House



Kappa Delta

Event details coming soon!



Phi Mu

Event details coming soon!



Chi Omega

Event details coming soon!



Alpha Delta Pi

Event details coming soon!

Event Schedule

Open House



Combined Open House

Didn't get a chance to meet a chapter yet? No problem! At this event, all chapters will be in attendance at the same time. Come down to the lodges and meet new chapters, or revisit your favorites. For this event, you must visit a chapter for a minimum of 30 minutes to count towards your attendance. **You must have completed the registration form by the end of the day.**



Meet With the FSA

In order to continue to Preference, you MUST meet with Harper Baldwin. You may do this step whenever you complete your attendance requirement; however, she will be in the Pi Kapp lodge during the final open house event, available to meet with you!

Event Schedule

Preference & Bid Day



Preference Round

If you have met your attendance requirement and met with Harper, you will receive a text from your Recruitment Counselor with further instructions and your schedule. This event is formal, so please dress appropriately!



Meet With the FSA

In order to continue to Bid Day, you **MUST meet with Harper Baldwin**. Once you have completed your Preference round(s), she will be available in the Pi Kapp lodge for you to sign your MRABA and submit final rankings.



Bid Day!

Congratulations! Your Recruitment Counselor will contact you with further instructions. Run home to your new sisters!

Deadlines

Meet with your RC

Your RC will make themselves available at least once during the recruitment period; please try to meet with them!

Meet with the FSA - Open House

Assuming attendance requirements have been met, you must meet with Harper to submit your initial chapter rankings by **10pm on Sept. 25th**.

Complete the Registration Form

The Recruitment Registration form on Queens Engage must be submitted by **11:55pm on Sept. 25** in order to continue to Preference.

Meet with the FSA - Preference Round

At the conclusion of Preference Round, you must meet with Harper to sign your MRABA and submit your final rankings by **8pm Sept. 26**.

PNM Bill of Rights

The Potential Members' Bill of Rights is determined by the National Panhellenic Conference's Unanimous Agreements. If at any point a potential member feels as though any of the rights below have been compromised, they should contact a Recruitment Counselor and/or the Fraternity and Sorority Advisor.

- 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 mature and capable 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 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 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 process.

Breaking Down the MRABA

Membership Recruitment Acceptance Binding Agreement

Sorority recruitment has many steps, and it is important to understand each step. The final step in this process is the signing of the Membership Recruitment Acceptance Binding Agreement, or MRABA.

You must sign the MRABA in order to accept a bid (invitation) to a sorority during any recruitment period. If you sign the MRABA and choose not to join or stay in the sorority from which you received a bid, you cannot join another chapter until the next primary recruitment period.

The MRABA consists of six sections. The sections include completing the contract agreement, deciding whether to withdraw or continue, initialing a series of statements acknowledging you understand each point, listing sororities in preference order, and signing the binding agreement.

MRABA signing will take place after Preference Round on September 26th. This is where you will submit your final preferences regarding the sororities you are willing to join. Please note that you may not include any sororities you did not visit during Preference round. The Fraternity and Sorority Life Advisor will guide you through filling out the document.

Glossary: Some Common Terms

- **Bid Day** - PNMs that have matched with a chapter will receive their bid (formal invitation) to the chapter, and officially become new members.
- **Legacy** - A daughter, sister, or granddaughter of an initiated sorority member. This does not guarantee a bid from any specific sorority.
- **Potential New Member (PNM)** - A woman eligible to participate in recruitment - you!
- **Preference Round (Pref)** - The last, invitational round of primary recruitment.
- **Recruitment Counselor (RC)** - An initiated member who serves as a guide and mentor for PNMs. They are disaffiliated, as to not influence their PNMs' decisions.
- **Strict Silence** - The period between the end of Preference and bid distribution. Sorority members and PNMs are not allowed to interact during this time.
- **Total** - The maximum amount of members a sorority can have.
- **College Panhellenic Council (PHA)** - The governing body of Panhellenic sororities on campus, made of the Executive Board and the Panhellenic Body.
- **Continuous Open Bidding (COB)** - An opportunity for chapters to reach total, if they did not during Primary Recruitment. This is less formal, and not all chapters may participate.
- **Disaffiliated** - Recruitment Counselors step away from their chapters, or disaffiliate, during Primary Recruitment.
- **Badge/pin** - Each chapter's unique insignia, given to initiated members.
- **Big Sister** - An initiated member who is paired with a new member as a mentor; often connects to a larger family line.
- **Chapter meeting** - The weekly meetings held by sororities to conduct business and share updates.
- **Initiation** - The formal induction ceremony that grants full membership.
- **Ritual** - The private traditions and practices of a sorority that are only revealed to initiated members.

Connect With Us!



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fraternity-sorority-life/**



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