Alpha Phi and University of South Alabama

July 24, 2026





"Our International Executive Board and staff, along with our collegians and alumnae in Alabama and Mobile, are excited about the prospect of sharing our sisterhood with students at South Alabama. It would be a joy to partner with your campus and community."

— Billie Battiato
International President
Phi-Oklahoma

Dear Jordan and Members of the University of South Alabama Panhellenic Community:

Alpha Phi is excited to present this application to establish a chapter at the University of South Alabama. Our organization holds the University of South Alabama in high regard, as Alpha Phi has always been impressed by the boldness, passion and confidence that your students embody. Our local alumnae have long desired to enhance their deep respect for South Alabama by supporting a chapter here.

Alpha Phi has high standards for the campuses we call home. The University of South Alabama exceeds these expectations, as a leading comprehensive public university recognized for educational excellence and for its positive intellectual, cultural and economic impact. Alpha Phi's high ideals of sisterhood, character, generosity and innovation dovetail well with South Alabama's mission to make a difference in the lives of those it serves through discovery, health and learning, as well as your Panhellenic community's priorities. The university's core values of a welcoming and supportive environment, a global perspective and a pursuit of excellence mirror what Alpha Phi looks for in a campus home, and we believe our sisterhood can help further the university's commitment to freedom in the pursuit of knowledge and to integrity in all it does.

Alabama is a beautiful state with a rich history and is home to more than 1,522 Alpha Phis who joined one of our 175 collegiate chapters throughout the United States and Canada. Many alumnae have eagerly volunteered to fill advisory and team roles with a potential new chapter here at South Alabama. With dedicated support and plentiful resources from Alpha Phi International, our local alumnae will be well-equipped to partner with your Panhellenic community and build a chapter at the University of South Alabama that will bring pride to the university and to Alpha Phi.

We are pleased to submit these materials that show how we believe Alpha Phi can enhance your Panhellenic community. Thank you for taking the time to review our application and learn more about Alpha Phi. We know Alpha Phi will benefit from having University of South Alabama women as members of our organization, and we hope you gain an appreciation of what Alpha Phi can bring to the University of South Alabama.

Sincerely,

Renee Zainer
Executive Director

Get in Touch!

1985 S. Josephine Street, Denver, CO 80210

alphaphi.org

@alphaphiintl

@alphaphi

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History: Bold Vision

Bold Vision

Alpha Phi's journey began in 1872. At a time when only a few colleges in the United States and Canada admitted women, a new university was founded that was open to everyone. 40 women took the Syracuse University entrance exams and were admitted to expand their horizons and develop the academic pursuits that would shape their lives.

The men on campus ridiculed them in their classes and in the campus newspaper. The women banded together because, as Founder Martha Foote Crow said, they "constantly felt the anomalousness of their position, the atmosphere of opposition and criticism." They discussed the secret societies which the male students so enjoyed, and Martha asked, "Why can't we have a society like the men?" And, thus, the idea for Alpha Phi was born. Our Founders invited all of the women on campus to join, but in the end, 10 women decided to create their own welcoming space, built on mutual encouragement and trust. These bold, innovative women became Alpha Phi's Founders, launching their own fraternity for women.

As Founder Clara Sittser Williams said, "We had as our aim the mutual improvement of each other, ever trying to do our best in college work, always keeping a high ideal before us."

From the beginning, these courageous women envisioned an expansive sisterhood, and their leadership and organizational practices set the tone for the Alpha Phi of today.



Mission

Alpha Phi is a loyal sisterhood of women courageously pursuing limitless excellence.

Alpha Phi Milestones



1872

FIRST ALPHA PHI CHAPTER



1886

FIRST SORORITY HOUSE IN AMERICA



1888

ALPHA PHI *QUARTERLY* MAGAZINE FIRST PUBLISHED



1894

ALPHA PHI CREATED THE FIRST VISITING DELEGATE PROGRAM

Bold Vision

What inspired our Founders? What sparked them to trailblaze? They believed in their own worth and in one another, and they constantly sought opportunities to lift each other up. Today our members carry forward our Founders' high expectations for character, their spirit of generosity, their drive for innovation and their lifelong commitment to sisterhood. Because our Founders cared about each other, themselves and the world around them, the very heart of Alpha Phi is connected by these common ideals.

Our Founders laid the foundation of our commitment to one another, sparked in us the drive to pursue limitless excellence and created a sisterhood that welcomed women to encourage and support one another year after year. Because our Founders showed us it was possible, Alpha Phis have overcome obstacles, faced challenges, derived innovative solutions and always emerged ready to try again throughout our history. That resiliency is a hallmark of our sisterhood, as is our willingness to lighten the load for others because we face our barriers together.

We believe they align well with a campus committed to fostering a welcoming and supportive environment, building strong relationships and preparing students to make a positive impact in the lives of those they serve. You will read about the growth of our sisterhood through our extension efforts, our character-building programs, and the generosity of the Alpha Phi Foundation. You will also find the timeline and plan for establishing a new chapter at the University of South Alabama, our recruitment and retention efforts, and the vast organizational support we would provide to ensure the chapter's long-term success. Above all, you will see how we would build a strong partnership with the University of South Alabama Panhellenic community, one rooted in the same integrity and pursuit of excellence that defines your university.



NPC national panhellenic conference

1902

ALPHA PHI CALLED THE MEETING THAT ESTABLISHED NPC

1906

FIRST ALPHA PHI CANADIAN CHAPTER ESTABLISHED AT UNIVERSITY OF TORONTO

ALPHA PHI FOUNDATION

1956

ALPHA PHI FOUNDATION ESTABLISHED

ALPHA PHI 150 – EST. 1872 –

2022

150 YEARS



150 Years of Sisterhood

150 Years of Sisterhood



Alpha Phi International Fraternity is more than a Greek organization. It's a community of close-knit women supporting one another for a lifetime. As you can see from our Chapter Listing on page 44, our sisterhood stretches across the United States and Canada with **175 collegiate chapters** and a global network of high-achieving alumnae. When new members join Alpha Phi, they're welcomed by a **community of more than 250,000 members** committed to lifelong friendships, leadership, academic excellence, personal growth and community involvement.

Being a member of Alpha Phi is empowering, and we believe the impact of these unique experiences transforms us into women who will change the world. In Alpha Phi, you'll find sisters who want the best for one another and expect the best of each other—every step of the way and through every season of life.

Alpha Phis share a mutual concern for each other—ensuring each other's safety and well-being—which began with our Founders, who banded together to support each other for mutual growth. These women were concerned about their sisters in every aspect of their lives, much like the commitment to community, support and civility that is expected of University of South Alabama students.

Alpha Phi Statistics

Collegiate Chapters: 175

Average Chapter Size: 131

Total Collegians: 26,465

Alumnae Communities: 100

Total Alumnae: 229,569

Total Members throughout History: 310,931



Frances E. Willard

First Alumna Initiate

Featured Member

Frances E. Willard is one of Alpha Phi's most notable historic alumnae. She was an educator, temperance reformer and woman's suffragist. Frances became Alpha Phi's first alumna initiate in 1875 and served as International President in 1888-1889. She was the first Dean of Women at Northwestern. After her death, Willard was the first woman included among America's greatest leaders in Statuary Hall in the United States Capitol.

150 Years of Sisterhood

Alpha Phi's Growth

From the beginning, Alpha Phi's Founders dreamt of growth. As Founder Martha Foote Crow stated, "Now that we have founded the Alpha Chapter of the Alpha Phi Sorority, is this all there is to do? ... No indeed ... We have all the Alphabet to go through, and to go through again and again ... Can we not be a World Society as well as a National One?" Their dream of growth was first realized with the establishment of Alpha Phi's Beta chapter at Northwestern in 1881.

Since then, our legacy of developing confident collegiate leaders who prioritize innovation and empathy has only continued to build momentum. **In the last 18 years, Alpha Phi has established 33 new chapters and closed none.** To ensure success, Alpha Phi prioritizes integrating the new chapter into each campus community and student body.

We know that USA welcomes students from across the United States, including many from throughout the Southeast. Of our 33 newest chapters, these are the ones we've established in the Southeast: University of Alabama, Clemson University, East Carolina University, University of Florida, Florida State University, University of Georgia, Georgia Tech, University of Kentucky, LSU, University of North Florida, Ole Miss and UNC Chapel Hill. These are the ones that are similar in size to the chapters at the University of South Alabama: UC San Diego, Yale, Georgia Tech, University of Connecticut, Creighton University and East Carolina University.

Our most recent establishments were at the University of Arkansas, CU Denver, Angelo State University, University of Wyoming, East Carolina University and Baylor University. Each of these chapters is healthy and thriving on their campus. They are able to recruit and retain members, provide an exceptional membership experience, be strong partners to the Panhellenic community and make large contributions to their campuses and surrounding communities.

We will bring the unique experiences we have learned from working with these new chapters to University of South Alabama and promise to personalize these experiences for South Alabama Alpha Phis. We commit to working with the University of South Alabama to equip students to pursue meaningful lives, engage in thoughtful reflection and take on leadership with a strong sense of responsibility in today's fast-changing world.



150 Years of Sisterhood



Alpha Phi in Alabama, Texas and the Southeast

Alpha Phi's history in Alabama began with the **founding of our Beta Mu chapter at the University of Alabama in 1932**. We re-established the chapter in 2009 and more than **1,522 Alabamians** have made a lasting mark on our sisterhood.

Mobile has long been important to Alpha Phi, and local alumnae are all thrilled at the prospect of supporting a new Alpha Phi chapter at the University of South Alabama. We have **142 Alpha Phis living within 30 miles** of USA, **333 within 60 miles** and **475 within 90 miles**.

We know many USA students are from Texas and the Southeast. Alpha Phi has a rich history in Texas and throughout the Southeast as well. **Alpha Phi's first chapter in Texas was established in 1920** at the University of Texas, and we have **eight collegiate chapters in the state**. Throughout our history, we've welcomed more than **21,934 Texans to Alpha Phi**. **47,572 women from the Southeast** have joined Alpha Phi, and we have **23 collegiate chapters in the Southeast**, which are listed in the sidebar. While the culture at each institution is different, Alpha Phis have found ways to amplify the campus culture and traditions while shaping personal undergraduate experiences that empower women leaders.



ALPHA PHI COLLEGIATE CHAPTERS IN THE SOUTHEAST

Alabama

Appalachian State

Christopher Newport

Clemson

Duke

East Carolina

Florida

Florida State

Florida Tech

George Mason

Georgia

Georgia Tech

James Madison

Kentucky

LSU

North Florida

Old Dominion

Ole Miss

UNC Chapel Hill

UNC Wilmington

Virginia

Virginia Tech

West Virginia



150 Years of Innovation

150 Years of Innovation

Programs

Alpha Phis embody the Fraternity's High Ideals of Membership, which are **character**, **generosity**, **sisterhood** and **innovation**. These ideals guide us in all areas of operations, including diversity, equity and inclusion, risk reduction, programming, partnerships, housing and philanthropy, and we are excited to share more about each of these areas on the following pages.

Alpha Phi has developed empowering programs to actively support the growth, education, health and well-being of our members. The Fraternity utilizes a combination of proven industry experts and emerging companies to deliver cutting-edge programmatic experiences. Alpha Phi focuses on topics relevant to today's collegiate experience that speak to the diverse learning styles of Gen Z. Using a multi-faceted approach, programs are selected to supplement the educational opportunities provided by our members' host institutions.

Live Courageously Series

Alpha Phi's primary concern is the health and well-being of its members. Therefore, in accordance with our Risk Reduction & Safety Philosophy, we provide a variety of important programs that empower our members to learn to Live Courageously for themselves and others.

Stand Together

Alpha Phi believes that a multicultural experience during the college years enhances each member's ability to function in a pluralistic society. Therefore, in accordance with our Human Dignity Policy, we provide a variety of important programs that empower our members to learn to Stand Together and teach our members how to make Alpha Phi a more welcoming, safe and inclusive environment for those who join and the community-at-large.

Legacy of Leaders

Today's Alpha Phi collegians are tomorrow's leaders. The Legacy of Leaders programming includes a variety of innovative opportunities to teach, inspire and educate members how to influence change through empowering leadership in their communities.

League of Coaches

The League of Coaches is comprised of a diverse group of alumnae volunteers and industry experts who share their knowledge and expertise with Alpha Phi. To continue to meet the ever-changing needs of our members, the Fraternity continues to add new programs to the League of Coaches course catalog year after year.

Generous Hearts

Alpha Phis are change-makers who want to make a positive difference in the world around them. Whether it is through supporting the Alpha Phi Foundation, raising awareness for important causes on campus or participating in acts of service for their communities, Alpha Phis are committed to serving others and looking beyond themselves. The Generous Hearts programming not only reflects this longstanding commitment to giving back, but provides new opportunities for community involvement and education.



Screen U
Online Risk Reduction Courses
Hazing Prevention & Education
Summer Educational Academics
The Buzz
StepUp!



Behind Happy Faces
Understanding Self and Others
Sexual Violence Prevention Education
DEI Advisor & Collegian Curriculum
Live Well



Preparing for Academic Success Series
Career Lab
EPIC Academy
Leadership Institute with Disney
Build the Skill
Leadership Hand in Hand Curriculum
LEARN Alpha Phi
Alumni Learning Consortium
Leadership Conference & Convention Speakers





Day of Service



Alpha Phi & Diversity, Equity & Inclusion

From our Founding, Alpha Phi has never had exclusionary policies within its governing documents. Welcoming all members has been a cornerstone of who we are and what we value. Creating inclusive environments begins with our membership recruitment process. We seek members who would be great Alpha Phis based on their interest and commitment to our values. Our membership selection is based on merit, and does not discriminate on the basis of age, race, sexual orientation, national origin, religious preference or personal obstacles.

Alpha Phi appreciates that diversity is an integral part of our membership and is critical to the future of our organization. The DEI department plays a vital role in sustaining the chapter, as it provides input and oversight both to DEI initiatives and to all other departments. Alpha Phi believes that a multicultural experience during the college years enhances each member's ability to function in a pluralistic society. It is our expectation that members live up to our High Ideals of Membership and show the best qualities of character by being fair, inclusive and supportive.

In accordance with Alpha Phi's Human Dignity Policy, through the Stand Together Series programming, Alpha Phi helps members create a sense of belonging and connectedness that engages individuals in an authentic manner where uniqueness is valued, respected and supported through opportunities and interaction.



150 Years of Innovation

Organizational Structure

Alpha Phi's officer structure includes a Diversity, Equity and Inclusion department. It includes an elected Vice President of Diversity, Equity and Inclusion and two appointed officers including the Director of Diversity and the Director of Community Engagement.

The DEI department plays a vital role in sustaining the chapter, providing input and oversight to DEI initiatives as it pertains to all other departments. They also assist the VP New Member Education & Member Experience in educating new members on Alpha Phi and campus policies related to Diversity, Equity and Inclusion and have primary responsibility for educating the chapter on Alpha Phi's Human Dignity Policy. The department provides consultation on event planning to ensure accessibility, collaborates with other departments on programming efforts, and serves as a liaison to campus and community partners.



Organizational Policy

The Human Dignity Policy more explicitly outlines the organization's expectations for our members as stated in Alpha Phi International Policies & Procedures, and it can be read in full here.

Alpha Phi prohibits behaviors that intend to be, or are reasonably foreseeable to be, undignified, threatening, intimidating, bullying, or harassing to another person or group within member activities. This behavior includes, but is not limited to lying, cheating, theft, libel, slander or illegal activity and/or participating in activities that are discriminatory, degrading and/or demeaning to others, including but not limited to activities or events based on age, race, sexual orientation, gender expression, national origin, religious preference, socioeconomic status, political affiliation or personal abilities.

There are three sections to Alpha Phi's Human Dignity Policy:

- Ethical Behavior
- Sexual Misconduct
- Retaliation

Alpha Phi's International Executive Board (IEB) has also voted to make changes to our membership recruitment policy. Legacies no longer receive preferential treatment during recruitment.



150 Years of Innovation

Programming & Education

Alpha Phi is committed to providing education and resources that build cultural competence to actively engage in conversations that challenge one another to uphold the highest tenets of Human Dignity. Alpha Phi does not expect our officers or volunteers to be experts on issues tackled by the Diversity, Equity and Inclusion department. It is always encouraged that officers and volunteers consult with subject matter experts who have strong professional experiences working with the topic, such as campus or community professionals.

Alpha Phi specifically created the programming area Stand Together to educate members on topics related to inclusivity and creating a welcoming environment. This programming launched at the February 2019 Leadership Conferences with the introduction of Dignity U, which focuses on dignity as a human imperative.

Below are programs that Alpha Phi has offered and continues to offer to its membership in this area:

The **Understanding Self and Others** curriculum guides critical conversations that specifically address identity, implicit bias and the impact of language in our everyday lives. In addition, the program facilitates a conversation on the impact of intersectionality and hidden harm.

Foundations of DEI is a program that allows members to look at their own identities and how they show up in the everyday world. It requires self-awareness for them to take an honest look at their personal biases both explicit and implicit. Members will also be able to discuss how they can use their privilege and positionality in society to uplift causes and issues of the communities in which they reside.

DEI Case Studies reviews real investigations and cases that have been managed at the executive office level. Chapter leaders, advisors and members will learn how to prevent crises and address issues in a healthy way while supporting one another.

During **Influencing Your Chapter Culture as a DEI Leader**, chapters will dig deeper into exploring and celebrating the diverse identities that exist within our membership. Participants will also learn about different ways to engage the DEI department.

As part of **The Value of Equity, Inclusion and Diversity** module, members will define equity, inclusion and diversity as well as the important role in the ongoing growth of their chapter.

The **Equity, Inclusion and Diversity Awareness Scenario** course features five scenarios where the member must use critical thinking to make decisions, in uncomfortable situations, on the best course of action.

The four-part **Human Dignity Series** describes and provides examples of all of the sections of Alpha Phi's Human Dignity Policy to ensure that all members have a thorough understanding of the policy and expectations.

Alpha Phi has partnered with **Hailey Mangrum**, **a learning and development specialist**, as she believes in the power of community and is on a mission to lift voices often unheard. She is dedicated to equity, advocacy and increasing cultural competence to foster inclusive environments among teams. Hailey's focus is to enhance awareness, increase understanding and influence behavioral change. This partnership includes: chapter consultations, advisor workshops and member webinars.



Rachel Walser

Beta Mu-Alabama
Chapter President

Featured Member

"The Foundations of Diversity, Equity & Inclusion program had a profound impact on our chapter culture. The program facilitated deep, transformative conversations about who we are and our biases. We witnessed unprecedented growth in our membership and a deeper level of empathy and understanding. By embracing diversity, equity and inclusion, our chapter learned to leverage the strengths and perspectives of our members."



Alpha Phi's **Risk Reduction and Safety Philosophy** seeks to empower individual members to make informed decisions and realize their full potential as members, exemplifying characteristics of social responsibility, personal integrity and intellectual honesty.

Policies & Procedures have been enacted by the International Executive Board in partnership with Executive Office Staff to ensure consistency in its governance of Alpha Phi. Our position on risk reductions and related issues facing sororities is reflected in the Fraternity's Standing Rules, which can be found here. Every chapter and chapter member are expected to adhere to the Standing Rules, and they are given to each member. Failure to do so is sufficient reason for a chapter or a member to be subject to disciplinary action as outlined in the Alpha Phi Constitution and Bylaws and Policies & Procedures.

Alpha Phi has adopted and implemented a comprehensive Risk Management Policy, designed to protect members while also minimizing Alpha Phi's exposure to liability and damage. It includes policies on alcohol and other drugs, ethical behavior, retaliation, sexual misconduct and hazing and can be read in full here:

Our Fraternity believes strongly in the betterment of women through our membership experience. The importance of mutual accountability and prioritized member safety are details that are communicated early and frequently with our members. This approach is complemented by Alpha Phi's Event Planning Guides which allow chapter officers to mitigate risks in advance of events, and Judiciary Boards, which provide clear feedback for members making poor choices.

There are two primary forms of navigating through chapter-level accountability: **Judiciary Board Meetings and Care Meetings**. The judicial process provides for an open dialogue between members and officers, while guidance is offered from the Advisory Board.

The Judiciary Board is a tool in the investigative process to manage serious disciplinary issues within the chapter. This process uses the requirements and guidelines set forth in the Policies & Procedures of Alpha Phi International Fraternity, Inc. and the Collegiate Chapter Operations Manual (CCOM). A Judiciary Board hearing allows a chapter to obtain information and determine the next steps for the parties involved.

There may be instances where a chapter may want to check in on a member after an incident, but the situation does not necessitate a full judiciary board hearing. A care meeting is our tool to have a conversation with a member to express genuine concern.

To read more about the Judiciary Board process, visit here.

Insurance

Alpha Phi International Fraternity's insurance program is through Holmes Murphy & Associates who offer a dedicated team with expertise in providing risk management and insurance support to protect the organization and ensure that health and safety of our members is priority. Holmes Murphy & Associates provides Commercial General Liability Coverage, Additional Insured contract requests and manages contract review for all chapters. For additional insurance details or proof of insurance, please visit here.



Substance Abuse Education and Programming

Alpha Phi believes the membership experience contributes to the personal growth and development of our members, and we are committed to providing several critical programs that empower our members to Live Courageously.

The Buzz is a one-of-a-kind, interactive program developed by the University of Arizona that educates collegiate members through activities, conversation and games on how to make safe choices regarding alcohol use.

StepUp! is the critical "take action" component of the Live Courageously Series. During the program, participants learn tangible ways to intervene in situations relevant to today's chapter experience, all through the lens of Alpha Phi sisterhood and care.

Developed specifically for Gen Z sorority and fraternity members, **Alcohol Safety** is a three-part self-paced online program that all new members complete as part of their new member education. Utilizing real-life examples and interactive scenarios, members learn the fundamentals of safe alcohol consumption. Through completion of this program, participants will:

- Assist members in making informed decisions related to alcohol.
- Teach members about the changes that take place in their body when they consume alcohol.
- Learn how members can help keep others safe during, and after, alcohol consumption

Developed for college students by the Higher Education Center for Alcohol and Drug Misuse Prevention and Recovery, **ScreenU** provides personalized feedback specific to the member's risk level on three different topics including alcohol, cannabis and prescription drugs, and related resources to provide education and support. All new members complete this program during their new member program, and upon completion, members are provided immediate personalized and objective feedback along with education and resources for support.



150 Years of Innovation

Hazing Prevention Education and Programming

Alpha Phi does not tolerate hazing. Through introducing programming in the Live Courageously series, Alpha Phi provides foundational education for our members on the best ways to recognize, prevent and report hazing. This curriculum is developed by industry experts and leading academics who specialize in hazing prevention.

One program that all of Alpha Phi's newest members complete during their first weeks of membership is **Hazing Prevention**. This program establishes foundational knowledge on this critical topic and through completion of this program, all new members will know:

- How to identify hazing.
- How hazing affects fraternities and sororities.
- The psychology of hazing and the people affected.
- Alpha Phi's policies and how to report concerns.
- Four steps to staying safe as it relates to hazing.

Another piece of hazing prevention education that Alpha Phis complete during their new member period is **Step Up for One Another: Bystander Intervention**. This is a two-part self-paced online program developed specifically for Gen Z sorority and fraternity members. Utilizing real-life examples and interactive scenarios, members learn the fundamentals of stepping forward to intervene when a sister needs help.

Through completion of this program, participants will:

- Discuss their responsibilities to step forward when others need help.
- Work through multiple scenarios of uncomfortable situations in which they will learn to make decisions that lead to the best course of action.

Another element of our hazing prevention programming is **Behind Happy Faces**, which opens the door for members and advisors to have authentic conversations about mental health with one another. The five core lessons of this program focus on collaborative group work and utilize a two-part system to teach interactive lessons about mental health. Four additional lessons allow participants to explore concepts of stress, procrastination and the neuroscience of happiness. This program will be completed by the South Alabama chapter during their first year. All South Alabama advisors will complete the advisor resource portion of the program.



Clara Bradley Burdette

Alpha Phi Founding Member

Featured Member

One of our Founders, Clara Bradley Burdette, penned a letter to new members that showcases how honored we are to receive them. It read, "You are not only to receive the accumulative blessings of high ambitions, rich experience and affectionate inspirations that have bloomed along the path you are about to enter but to you are entrusted nobler–new sources of inspiration, greater opportunities for leadership, fired by the spirit of modern light and vision."

Relationship Violence Prevention Education and Programming

Article I, Section 8 of Alpha Phi Policies and Procedures states, "Alpha Phi and its members are expected to comply with all applicable laws related to sexual misconduct." Alpha Phi has chosen to have a purposeful prevention-based approach to discuss healthy relationships, sexual and domestic violence, bystander intervention and survivor support, which includes programming and partnerships designed to create sustainable change within chapters. This programming includes Sexual Violence Prevention Modules that are part of Alpha Phi's new member program. New Members complete this two-part self-paced online program and as a result, will:

- Be able to define sexual assault.
- Learn tactics to put into action if witness to assault.
- Work through multiple scenarios where they determine what course of action to safeguard themselves and others.

Alpha Phi has partnered with industry expert Bonny Shade to develop a diverse offering of resources around defining healthy relationships, understanding the sexual violence spectrum, and understanding survivor support. South Alabama members will be able to attend a Sexual Assault Keynote and Red Zone Keynote led by Bonny Shade. Bonny Shade created these resources that will be provided to all members: **Understanding Consent and Sexual Violence** and **Believe Survivors! What to Do and How to Respond**.

Through this partnership participants will:

- Develop empathy and understanding on the topic of sexual violence.
- Understand the Sexual Violence Spectrum.
- Understand and define consent; including how it looks in "real life."
- Develop intervention strategies.
- Gain resources and skills to talk/respond to a victim/survivor.
- Examine personal and group specific social norms around the topic of sexual violence, including the environment created or endorsed.
- Identify the core elements of healthy relationships.

Officers and advisors in the health, wellness and accountability department receive training from subject matter experts on relationship violence. Advisors attend a three-part education series on Understanding Title IX, Sexual Violence, and How to Talk About It With Collegians, What is Digital Sexual Violence?: A look at today's college student and Supporting a Chapter and/or Victim Survivor.



Amanda Nguyen

Iota Tau-Harvard
Nobel Peace Prize Nominee

Featured Member

Amanda Nguyen (Iota Tau-Harvard) was nominated for the 2019 Nobel Peace Prize for her work to create civil rights for survivors of sexual assault. In November 2014, Amanda founded Rise, a nonprofit organization which aimed to protect the civil rights of sexual assault and rape survivors. Amanda selected the name Rise to "remind us that a small group of thoughtful, committed citizens can rise up and change the world."

Alpha Phi's Partnership with Campuses

Alpha Phi's staff and volunteers work very closely with fraternity staff partners and the institutions where we have chapters. Our goal is to always have a strong partnership and to provide the best possible support and experience to the chapter and its members.

To make this a reality, the Health, Wellness and Accountability team at the Executive Office supports all chapters in the areas of risk management and harm prevention, regardless of whether they are on an organizational conduct status or not. Prevention efforts through education, support and relationship building are key to ensure a safe and healthy chapter. In order to ensure that prevention is the focus, the staff team engages with campus partners in a variety of ways, including:

- Holding semesterly Fraternity and Sorority Advisor calls.
- Inviting campus partners to participate in our summer HWA Academy to discuss current topics, new educational offerings and best practices.
- Delivering quarterly e-newsletters to our FSA staff partners to share new information from the Executive Office.
- Prioritizing any and all campus hosted meetings or conferences to ensure that we are demonstrating collaboration and partnership to our constituents and chapters.

Our staff and volunteers understand how important it is to support our chapters as they face challenges.

"During my career as a fraternity sorority advisor I have worked with five Alpha Phi chapters across the country. Each chapter gave me the confidence that they were supported at the advisor level and the international headquarters level. The full-time staff that supports these chapters is prevention minded and is willing to work in partnership with the institution during the accountability process."

-Chris McQueen, Director of Fraternity and Sorority Life, University of North Carolina Wilmington



Alpha Phi Leadership Training

Alpha Phi encourages leadership development for all members, and the Legacy of Leaders programming inspires collegians and alumnae to influence positive change in our world. It includes the following programs.

For the **Alpha Phi Leadership Institute**, we work with the Disney Institute to offer a three-day leadership development experience to collegiate members. It will give our members an immersive, experiential curriculum, plus the tools and skills to lead with purpose, create an environment of trust, understand the impact of their actions and more.

All members have the opportunity to participate in **Build the Skill**. It is a virtual program that provides space to demonstrate your personal leadership style using the principles of Emotionally Intelligent Leadership. At the end of the program, participants will be able to:

- Demonstrate their personal leadership style in a group setting using the principles of Emotionally Intelligent Leadership.
- Identify strengths and growth areas as they relate to Emotionally Intelligent Leadership.
- Practice empathizing with others from various backgrounds/perspectives.
- Analyze group dynamics and organizational culture.
- Reflect on their growth as a leader and articulate their leadership style in verbal and written formats.

Designed to motivate, encourage and invite internal reflection for participants, **Leadership Hand in Hand** provides members an opportunity to explore their leadership abilities. Professionally developed and facilitated by The Story Matters founders and professional speakers James Robilotta and Tina Van Steenbergen, this program brings resources and education through a variety of formats.

Our **Keynote Speaker Series** includes a selection of unique thought leaders who deliver content that is aligned with Alpha Phi's values. This year, we are hosting the founder of BoomChickaPop; the FBI's first African American female special agent and more.

Developed in partnership with career coach, talent development consultant and founder of Career Maven Consulting Tiffany Waddell Tate, **Career Lab** brings career development and personal growth tools directly to our members to help Alpha Phis stand out and step up in the professional setting through live sessions.

Some of the offerings include e-courses, online group coaching cohorts with a Certified Master Coach, articles focused on Job Search Strategies, an Online Workshop for Entrepreneurs & Founders, a virtual Panel Discussion about Entrepreneurship, and articles focused on Women in Entrepreneurship.

150 Years of Innovation

Alpha Phi Foundation

Incorporated in 1956, Alpha Phi Foundation is one of the oldest women's fraternal foundations. Its primary philanthropic goals are supporting women's heart health and developing women as leaders. The Foundation funds research, grants scholarships and funds leadership and educational programs. The Foundation is a nonprofit organization supported by contributions from individual members, collegiate and alumnae chapters, corporations and friends.

It is well known and respected internationally as a prominent philanthropic leader in the Greek community. Each chapter raises funds for the Foundation through popular campus events, and in 2024-2025, collegiate chapters raised more than $2.2 million for the Foundation. These funds support heart healthy initiatives and Fraternity leadership efforts. In 2024-2025, the Foundation supported $1.6 million in Fraternity programs.

Heart Health

The Foundation's mission to support women's heart health is targeted to bring awareness to heart disease as the number one killer of women in North America. Alpha Phi is proud to be at the forefront of educating women of all ages about the need to care for their hearts.

When Alpha Phi installs a new chapter, it is a tradition for the Foundation to present a $1,000 grant to a local charitable organization of the chapter's choice. In April 2025, Arkansas Alpha Phi selected the Northwest Arkansas American Heart Association.



Heart to Heart Grant

Alpha Phi Foundation created the Heart to Heart Grant in 1993 to encourage research and education to lessen the impact of heart disease in women.

In 2025, the Foundation selected Stanford University for the project "Evidence Based Online Peer Support after Spontaneous Coronary Artery Dissection." Working in partnership with the University of Ottawa Heart Institute, this is the first Alpha Phi Foundation-funded project that offers cross-country collaboration in the Heart to Heart Grant's 32-year history.

Supporting Sisters

In addition to promoting women's heart health, Alpha Phi Foundation also supports individual members and chapters through the following programs:

- **Forget Me Not Fund**
  Grants for collegiate and alumnae members during unforeseen financial crises.
- **Hand to Hand Fund**
  Grants for collegiate chapters after natural or man-made catastrophe.
- **Scholarships**
  For the 2024-2025 academic year, Alpha Phi Foundation awarded more than $430,000 in scholarships to outstanding Alpha Phis.

Financial Resources and Housing

A Home Away from Home

Alpha Phi's commitment to providing gracious, safe and high-quality homes for our collegiate members began with the construction of **America's first sorority house** in 1886 at Syracuse University. Since then, Alpha Phi has established housing for **131 chapters** in North America.

The mission of 1872 Properties, established in 2010 as an affiliate of the Fraternity, is to provide safe and competitive housing facilities by using our resources responsibly and focusing on fostering sisterhood, supporting our members, preparing for our future and continuing to be the leader in fraternity/sorority housing.

1872 Properties owns or manages **60 chapter facilities** across the United States and Canada. With more than **$148 million** in assets, Alpha Phi International and 1872 Properties have the financial resources to support a new chapter and the build of a new chapter house at the University of South Alabama while also supporting our existing chapters.

Alpha Phi's **$15 million loan portfolio** demonstrates our commitment to providing competitive housing for our members. Each year, 1872 Properties invests **$5 million to $7 million** in housing upgrades and maintenance for our facilities.

When Alpha Phi pursues a campus with sorority housing, the initial step is to craft both short- and long-term plans for the new chapter's future home. We commit to partnering with the University of South Alabama to build a house for the chapter.



Homes for New Chapters



EAST CAROLINA

Alpha Phi bought this 5,700-square-foot home in 1962, and it was completely renovated when the chapter was re-installed in 2023. 24 Alpha Phis live in this house.



NORTH TEXAS

This Alpha Phi house was built in 2004 and is university owned and is on university property. 25 Alpha Phis call this house their home.



UTAH

This 4,700-square-foot home was built in 1915, and Alpha Phi purchased it in 2014. Since then, our chapter, and the community, have grown tremendously, and Alpha Phi has been able to invest to accommodate their changing needs. 16 Alpha Phis live in this beautiful home in the heart of the historic Greek community at Utah.



UNC CHAPEL HILL

In 2020, in collaboration with the University, and local Historic Commission, Alpha Phi opened a 31-bed, 7,700-square-foot facility in the heart of the Greek Row and Historic District.



New Chapter Establishment

New Chapter Establishment



Alpha Phi has developed a new chapter establishment plan with support specifically for the University of South Alabama. The South Alabama Panhellenic community has created an environment that will foster growth for a new chapter and has set a high standard for membership. The cornerstone of our plan is to cultivate a relationship with the South Alabama Panhellenic Council and learn about the campus from your perspective via visits and focus groups. Alpha Phi will be your partner in this process of developing a new chapter, and we look forward to contributing positively to your Greek community.

Through our robust chapter support structure, strong team leadership and conscientious continued support, Alpha Phi will provide a new chapter at University of South Alabama the best resources. The following pages provide details about Alpha Phi's human resources and tactical support of the new chapter at South Alabama.

Support

Alpha Phi's basis for chapter support is built upon an advisory board and local alumnae. These key volunteers are supported by a team of international new chapter experts, who will be known as Team Jaguars. Our new chapter projects are successful because of the many women who are involved in supporting the establishment of a chapter. From staff members to volunteers, Alpha Phi provides outstanding support to our new chapters.

Team Jaguars

Alpha Phi's dedicated alumnae will guide and nurture the new Alpha Phi chapter in the short and long terms. A team of accomplished volunteers has been identified to provide training, mentoring and direction to the local alumnae in the establishment of the new chapter.

Team Jaguars will meet regularly to provide consistent, ongoing support. Alpha Phi has proven success using a virtual and in-person advising model to offer the new chapter the very best guidance. Subject matter experts, along with local volunteers, work together to educate and inform the new chapter members. This model is effective due to the use of communication tools like Zoom and Basecamp.

New Chapter Establishment

The women listed below have vast experience assisting new chapters and working with similar Alpha Phi chapters. They readily volunteered to serve on Team Jaguars.



Marissa Collett

Marissa is an alumna of the University of Alabama and UAB. She served as her chapter's vice president of member experience and chapter president. After graduating, Marissa has volunteered as a recruitment advisor and chapter advisor and been on staff as the program manager of collegiate finance. She lives in Warrior, AL and is a CRM clinical specialist.



Deana Gage

Deana is a past International President and past Foundation Director. She served as extension team lead at Alabama, Florida State, LSU and Baylor; she's also supported new chapters at Ole Miss, Georgia and North Carolina. She has also volunteered with our chapters at Texas Tech and Michigan State. Deana is a Texas Tech graduate and lives in Southlake, TX.



Liane Locke

Liane graduated from Texas Tech and lives in Lubbock, TX. She served as extension team lead for our new chapter at Angelo State University and as a member of our new chapter support team for Baylor University. She serves as recruitment advisor for Texas Tech.



Tori Marcel

Tori served as LSU's vice president of health, wellness and accountability and chapter president before traveling as an educational leadership consultant (ELC). Since then, she has volunteered in a variety of advisory board positions for Alabama, Georgia Tech and LSU. She is a Physician's Assistant and lives in New Orleans, LA.



Skylar Read

After graduating from Ole Miss, Skylar also traveled as an ELC and then as an educational leadership specialist (ELS). She then worked on staff as a program manager of membership and senior program manager of membership. She volunteers as Alabama's recruitment advisor and as a collegiate chapter administrator for Wisconsin. She lives in Birmingham, AL and is a field inventory analyst.

New Chapter Establishment



Advisory Board

The following alumnae are among the many who we would love to support an Alpha Phi chapter at South Alabama. We will train this advisory board so that they embrace your campus culture and understand the needs of a new chapter.

- Jordan Brown (Beta Mu-Alabama) served as her chapter's vice president of finance and housing and president. She lives in Mobile, AL and is attending the University of Mobile.
- Amanda Canida (Beta Mu-Alabama) has volunteered as a chapter advisor for Alabama and in a variety of roles for LSU. She lives and teaches in Fairhope, AL.
- Cindy Frakes (Phi-Oklahoma) has served as an alumnae panhellenic delegate. She is retired and lives in Shalimar, FL.
- Allison Floyd (Beta Mu-Alabama) was previously a staff member in our extension department. She has also volunteered as an advisor for Alabama and on the extension team for Ole Miss. She lives in Fairhope, AL and is the executive director for the Alabama Criminal Defense Lawyers Association.
- Chandler Hopper (Beta Mu-Alabama) is currently traveling as an educational leadership consultant and is from Fairhope, AL.
- Lisa LeClere (Eta Lambda-George Mason) is a chapter executive director for Community Associations Institute and lives in Shalimar, FL.
- Tara McCook (Theta Phi-Christopher Newport) **attended the University of South Alabama**, lives in Mobile, AL and works as a senior associate. She has volunteered as a finance and housing advisor for Duke and George Mason.

New Chapter Establishment



Staff

Alpha Phi's staff support for new chapters is expansive and highly experienced. The establishment efforts will be led by Courtney Schultz (Beta Gamma-Colorado), Alpha Phi's senior director of membership, and Dakotah Lindsay (Beta Pi-Southern California), Alpha Phi's senior director of growth marketing. Both have supported all of Alpha Phi's new chapters over the last decade, first as educational leadership consultants (ELCs) and then as staff members.

The executive office staff and the membership committee provide personal direction to ELCs, leadership programming consultants (LPCs) and partner with the volunteer team and local advisors to build a chapter that will be unique to University of South Alabama.

In the first year, Alpha Phi will support a chapter at South Alabama with two ELCs and one LPC dedicated to the new chapter, who will reside near campus. During the chapter's second year, we will have two full-time ELCs onsite. This timeline and plan will be developed and confirmed in partnership with the FSA and University as the chapter progresses.

For the fourth and fifth year, the chapter will continue to receive consultant support with the number of consultants and the length of visits determined by the unique needs of the chapter and in partnership with the FSA.

The staff and volunteer team will create a schedule for support that allows for growth and development of chapter leaders and prepares them to take the reins of the chapter.

Financial

Financial resources are essential to a successful establishment program, and Alpha Phi commits a healthy financial support package to each new chapter. Alpha Phi is able to offer this provision to our new chapters by creating firm financial plans for continued establishments.

Financial support for our new and established chapters is sustained through prudent financial management and oversight by our International Executive Board and Finance and Audit Committee.



New Chapter Establishment

University of South Alabama Establishment Plan

Alpha Phi's dedication to building a partnership with the campus Greek community has fostered success in our new chapters. Collaboration for mutual benefit has been key to crafting the most effective establishment plan for each chapter. The Panhellenic Council and Alpha Phi's volunteer-led "Team Jaguars" will partner to establish a foundation to support a new chapter at University of South Alabama. Our establishment plan is tailored to South Alabama and is comprised of five distinct phases:

PHASE I: MARKETING—Spring-Fall 2027

A vital component of any Alpha Phi establishment is the partnership formed between Alpha Phi's team and the Panhellenic community. Team Alpha Phi will be a group of South Alabama students who serve as an official sounding board to Alpha Phi's new chapter support team. Alpha Phi intends to develop a relationship through open communication and collaboration to ensure that a new Alpha Phi chapter blends seamlessly into the South Alabama Greek community.

The South Alabama Panhellenic Council will be a vital partner in marketing efforts. From the creative elements of Alpha Phi's marketing campaign to implementing these ideas, your knowledge of University of South Alabama will allow Alpha Phi to become a part of your community. A new Alpha Phi chapter is proof of true teamwork between our organizations.

Alpha Phi's Team Jaguars will implement two comprehensive advertising and marketing campaigns to inform the campus of the arrival of a new sorority. Prior to launching these campaigns, we will work with the Panhellenic Council officers to establish a USA-specific identity.

Audience: University of South Alabama Fraternity & Sorority Community

- Alpha Phi's debut to established chapters.
- Meetings with chapter leaders.
- Focus group meetings.
- Introductions to campus organizations.
- Tabling and giveaways.

Audience: Potential New Members

- Participate in Orientation and the first round of primary recruitment, Philanthropy Round.
- Launch in August 2027 after primary recruitment.
- Generate interest to join Alpha Phi.
- Alpha Phi information session.

Establishment Phases

PHASE I: MARKETING

Focus Groups:
Spring 2027

Marketing on Campus:
Spring-Fall 2027

PHASE II: ESTABLISHMENT RECRUITMENT

Participate in Philanthropy Round:
August 2027

Marketing & Establishment Recruitment Registration:
August-September 2027

Establishment Recruitment:
September 2027

Bid Day
September 2027

PHASE III: NEW CHAPTER DEVELOPMENT

New Member Program
September 2027-April 2028

PHASE IV: INSTALLATION

Installation
April 2028

PHASE V: AFTERCARE

Continuous Support
April 2028 and Beyond

*These dates are tentative and will be finalized in collaboration with the University and Panhellenic.

New Chapter Establishment

PHASE II: ESTABLISHMENT RECRUITMENT—September 2027

Alpha Phi's initial membership selection will be implemented by staff, the ELCs, advisory board and Team Jaguars members. We would ensure that your Academic Excellence Requirements are met, including:

- Achieve a 2.5 GPA, either from high school, as a transfer student or existing student
- Must be enrolled as a full-time student at University of South Alabama

The ideal candidate for membership is involved on campus and in her community, with high personal standards for academics. Alpha Phi's team will seek women from all academic classes who are outgoing and diverse; women who can contribute to the new chapter and bring out the best in their sisters while establishing a new tradition at South Alabama.

Our establishment recruitment will mirror the existing Panhellenic chapters' primary recruitment. You have outlined the types of students Alpha Phi must be able to recruit to be successful at the University of South Alabama.

Elements of Alpha Phi's recruitment include:

- Personal meetings with Alpha Phi volunteers
- Open Recruitment Events
- Preference by Invitation
- Bid Day Celebration

Through a mutual selection process, Alpha Phi seeks members who uphold our purpose and support our ideals of sisterhood, character, generosity and innovation. Members will learn about each other's goals, achievements, plans and experiences. The selection process will build a chapter that seeks to balance South Alabama's demanding academic curriculum with social and leadership opportunities that will enhance every member's collegiate experience.



Alpha Phi International's recruitment program is led by seasoned volunteer members, all of whom have experience working with both established and new chapters. This team will lead membership efforts for a new South Alabama chapter, partnering with staff to ensure they are implementing our best practices to execute successful recruitment efforts. Alpha Phi's ability to recruit new members is strong; **last year alone we welcomed 9,239 members** to our organization. They will partner with the South Alabama recruitment advisor team to ensure they are current in Alpha Phi practices and resources to execute South Alabama Alpha Phi's recruitment efforts. Alpha Phi's recruitment programs are based on the intentional desire for a diverse membership.

As such, the Fraternity does not discriminate on the basis of age, race, national origin, religious preference, sexual orientation or personal obstacles.

New Chapter Establishment



PHASE III: NEW CHAPTER DEVELOPMENT– September 2027-April 2028

Early chapter development begins with the creation of a solid foundation in the establishment phase of chapter management. Three signs of chapter health—advisory board support, financial management and citizenship—will be reached in year one and maintained each subsequent year. Team Jaguars will continue to provide additional support and education to the young chapter. Team members and local advisory board members will also focus on creating a solid membership foundation, with consideration provided for both number of members and the strength of the member experience.

In this phase, the resident Educational Leadership Consultants and members of Team Jaguars begin the Alpha Phi new member education and move forward with programs and events that promote close friendship and sisterhood among the new members.

New Member Education

Alpha Phi has always placed the utmost value on our new members and providing them an incredible new member experience. Our new member program at South Alabama would be new members' first step in a lifelong relationship to Alpha Phi. Our new member program is based on imparting the values of our organization to new members so that we can welcome them fully into our sisterhood upon initiation. This is done through a balance of important educational programming and fun activities that allow new members to get to know one another and bond.

Alpha Phi is a sisterhood founded on mutual love and respect, and Alpha Phi will not tolerate mental or physical hazing of any member.

All new members are provided a copy of the New Member Bill of Rights. New members discuss risk reduction, hazing, alcohol safety, diversity, equity and inclusion at meetings and South Alabama Alpha Phis would complete the following programs during their new member program:

- Hazing Prevention
- Step Up for One Another: Bystander Intervention
- Understanding Self & Others
- Alcohol Safety
- ScreenU

You can access the sample University of South Alabama new member notebook here.

New Chapter Establishment



Chapter Leadership

Immediately following the chapter's Bid Day, every new member joins a committee that correlates to one of the following departments:

- Finance and Housing
- Marketing
- New Member Education and Member Experience
- Diversity, Equity and Inclusion
- Membership Recruitment
- Health, Wellness and Accountability
- Administration

These committees give every member the chance to shape the chapter from the beginning while giving them exposure to how the chapter operates.

Later in the fall, the chapter will hold their first officer elections to elect a Chapter President and Vice Presidents for each department listed above. Following elections, the officers will appoint the Panhellenic Delegate and Executive Administrator to complete the Executive Council and appoint the officers in their departments. To see the full officer structure, please visit this site here.

Following elections, Team Jaguars, the advisory board and Executive Office staff will lead Officer Training for all elected and appointed officers. Officer Training will be an invaluable opportunity for the chapter's leadership to develop personal leadership skills while also setting the tone for how South Alabama Alpha Phi will define itself and enhance the Panhellenic Community

This is a collaborative training that includes education on Alpha Phi's governing documents and resources, a review of the chapter's objectives, training on risk management and emergency procedures, goal setting, a budget review and breakouts for departmental-specific training.

Below are the additional trainings that officers will participate in.

Every year, elected chapter officers and advisors will receive training at **leadership conferences** with more than 1,600 other officers and volunteers. These opportunities encourage collegians to network with officers from other chapters and learn from talented alumnae who share their professional and volunteer-based insight.

Since 2021, Alpha Phi has held a **virtual leadership conference** for appointed officers of all chapters. This day-long experience gives these new officers valuable training from experts as well as the opportunity to meet and learn from the other officers in their position.

Each summer, Alpha Phi hosts **virtual training series** to provide additional learning opportunities for elected and appointed officers. In the past, these have included Health, Wellness and Accountability Academy, Housing University, Recruitment University, New Member University, Marketing University and COB University. These opportunities allow entire departments to participate in virtual training with their advisors and develop action plans for the fall term.

Alpha Phi began hosting **Conventions** in 1882, and now, every two years, the organization gathers to conduct Fraternity business and celebrate chapter achievements. Chapter Presidents and advisors from all 175 chapters attend, and Alpha Phi hosts Chapter President Academy, Advisor Academy and more to maximize the networking and learning of those in attendance at Convention.

New Chapter Establishment

Chapter Membership Expectations

To be in good standing, South Alabama Alpha Phis must be:

- Compliant with the Fraternity Constitution and Bylaws and the Policies and Procedures of Alpha Phi International Fraternity Inc.
- Compliant with their local chapter's bylaws and House/Facility Rules.
- Have a scholastic record that aligns with the guidelines defined in the Chapter Bylaws. We anticipate a chapter at South Alabama to select at least a 2.5 high school or 2.5 college GPA academic standard to membership, with a higher standard set to serve as an officer as they are role models for behavior, integrity, and academic standards for the entire chapter.
- Meet all Fraternity and chapter financial obligations.

Sample bylaws for the South Alabama chapter can be found here.

Chapter Finances

The membership cost for Alpha Phis is all-inclusive, with local chapter and International dues paid together, simplifying the payment process for members. Local chapter dues will be set at a rate comparable to the existing Panhellenic chapters and be structured to be comparable with established sororities.



Dues & Fees

NEW MEMBER

International Annual Dues: $135
Founders Day Pennies: $1.54
New Member Fee: $65
Initiation Fee: $180
Standard Badge Fee: $80
Chapter Dues: $325
Chapter Bond: $300
Parlor Fees: $200

INITIATED MEMBER

International Annual Dues: $135
Founders Day Pennies: $1.54
Chapter Dues: $650
Parlor Fees: $400

HOW THEY APPLY

New Member Fees
These Alpha Phi International fees cover the cost of the new member experience, including the initiation fee and an Alpha Phi badge.

Chapter Dues
These dues cover Alpha Phi events and activities, including sisterhood events, social events and more.

Parlor Fees
Parlor fees subsidize expenses for activities that take place in on-campus spaces or other meeting spaces, including occasional chapter meals.

Chapter Bond
This is a one-time payment and covers the costs associated with the chapter's future home and long- term capital improvements of our chapter property. It serves as each member's investment in the future of our chapter house

International Annual Dues
This is an annual fee charged to all members by Alpha Phi International for membership.

New Chapter Establishment

Community Service

Alpha Phis are change-makers who want to make a positive difference in the world around them. Whether it is through supporting the Alpha Phi Foundation and all of its vital programs, raising awareness for important causes on campus or participating in acts of service to their communities, Alpha Phis are committed to serving others and looking beyond themselves. Last year, Alpha Phi members completed more than 500,000 hours of community service.

Alpha Phi chapters are involved in their communities, with partners that our membership selects. In the first semester, South Alabama Alpha Phi will establish a relationship with a local organization where members can volunteer, either through a new chapter extension grant from the Alpha Phi Foundation or through a sister who is already a community volunteer.

As part of Alpha Phi's **Generous Hearts** programming, Alpha Phi holds a Fraternity-wide **Day of Service** each February. This event inspires members everywhere to come together, raise awareness and donate life-saving blood. The University of South Alabama chapter would be encouraged to hold a blood drive in their first semester and invite the entire Mobile community to participate.



FSU Alpha Phi's Community Partnership



Alpha Phi founded our chapter at Florida State in 2012, and they immediately looked for a way they could make an impact in their community. The chapter decided on a partnership with the Tallahassee Memorial HealthCare Foundation. Each year, the chapter donates to the TMH Foundation and members volunteer at the hospital. The TMH Foundation has recognized the partnership and the chapter's commitment in a variety of ways–two of which including a naming of a wing and a waiting room in the center.

"I have witnessed the commitment and desire the women of Alpha Phi have to improve heart health and care in our community," said TMH Foundation Development Director, Aaron Kinnon

New Chapter Establishment

Philanthropy

An Alpha Phi chapter at University of South Alabama will have the opportunity to create their own philanthropic events. Alpha Phi chapters host a variety of types of events and will select their events based on what will work best for the chapter and campus. University of South Alabama Panhellenic chapters have a strong legacy of successful events that support their philanthropic efforts, and Alpha Phi would be thrilled to join these community events with one of our own.

We anticipate that the chapter's largest philanthropy event of the year would be their Red Dress Gala, which would likely be held during South Alabama Family Weekend. Many Alpha Phi chapters host this signature event, which typically includes a dinner, raffles, and live and silent auctions. Alpha Phis, families, alumnae, the Fraternity and Sorority community, faculty and staff come together to wear red and raise money in support of heart health and other initiatives.

In addition to Red Dress Gala, the South Alabama chapter will likely have two additional philanthropy events—one that involves food and one that is sporty, choosing what will work best for their chapter and campus. South Alabama Alpha Phis can select an idea from other Alpha Phi chapters—like Mac & Phis, Alpha Phifa, Bounce for Beats, Phi Ball—or develop their own event!



Red Dress Gala



UNIVERSITY OF ALABAMA

In 2025-2026, the Beta Mu chapter held a Sweet Tea with Alpha Phis event and a Heartthrob Week with a volleyball tournament, basketball tournament, flag football tournament and a spike ball competition. They raised more than $21,000 for the Alpha Phi Foundation.



FLORIDA STATE UNIVERSITY

The Gamma Phi chapter held a Red Dress Gala, Mr. Heartthrob, a Move Your Phi't 5K and an Alpha Phair. They raised more than $60,000 for the Alpha Phi Foundation in 2025-2026.



OLE MISS

The Iota Omega chapter raised more than $100,000 for the Alpha Phi Foundation last year. They held a Move Your Phi't pickleball tournament, Mac & Phis, a Red Dress Gala and a King of Hearts.



Academics

Alpha Phi's Founders established a legacy of support for women and education at a time when most women did not have access to academic opportunity. Of Alpha Phi's 10 Founders, three were among the first women to be admitted to Phi Beta Kappa.

Alpha Phis are expected to engage in Alpha Phi and/or University-sponsored academic support to ensure academic excellence is a priority. Alpha Phi seeks to empower members to develop the skills that will help them achieve their goals and their personal success while learning to lead with generosity and integrity. Some of this education comes from the natural engagement within the chapter, and it is complemented by the formal educational offerings that Alpha Phi curates for its members. Lifelong learning is a part of who we are and we encourage our members to embrace the same commitment to mutual encouragement and improvement that our Founders did.

One way that Alpha Phi supports our members academic pursuits is through the **Preparing for Academic Success Series (PASS)**, which provides a positive approach to master the skills needed for every University of South Alabama member to excel at their individual academic goals.

Each PASS workshop is an hour long and facilitated on Zoom. These sessions have previously included:

- Note Taking Strategies for Reading and Test Preparation
- Group Projects
- Test Taking Strategies
- Preparing for Final Exams
- Goal Setting
- College Success Strategies
- Strategies for Success in Online Courses
- Managing Stress and Test Anxiety
- Time Management

Our chapter at University of South Alabama would also have a Coordinator of Academic Development as part of the Health, Wellness and Accountability Department. She would work to develop an engaging program encouraging intellectual development, create a recognition plan for members who excel academically and share scholarship opportunities and campus resources with the chapter.

Part of the scholarship opportunities she would share are the Alpha Phi Foundation scholarships. South Alabama members will be eligible to apply for one of the Foundation's more than 70 scholarships. Last year, the Foundation awarded more than $430,000 in scholarships to outstanding Alpha Phis.

New Chapter Establishment



Retention Plan

Across all Alpha Phi collegiate chapters, we have a 97% new member retention rate. At South Alabama, we will work hard to retain the members we recruit by providing an exceptional member experience. The South Alabama chapter calendar will be developed with the above activities and programming along with suggestions from University of South Alabama leaders during our focus groups to ensure the experience we provide is similar to the other chapters at South Alabama. These other activities would include:

- Big Sister/Little Sister Reveal
- New Member Retreat
- Social Events
- Philanthropy Events
- Sisterhood Events

The combination of a robust chapter calendar and immediately involving our new members in committees that allow them to make decisions and shape the chapter helps immensely with retention.

PHASE IV: INSTALLATION—April 2028

All Alpha Phi new chapters are expected to meet basic requirements in order to receive a charter. Installation goals are focused on membership, financial management, local support and chapter activities. With these aims, new Alpha Phi members will have a sense of pride and investment for both University of South Alabama and Alpha Phi. Team Jaguars will design this special time so that the members of the chapter have a hazing-free model of pre-initiation activities. Following the chapter's very first initiation, the new chapter will have a chartering ceremony along with a reception attended by parents, members of the Fraternity and Sorority community, faculty, staff and area alumnae.

PHASE V: AFTERCARE—April 2028 and Beyond

Alpha Phi is committed to investing in the establishment and long-term development of a chapter. With Alpha Phi's continued support, new chapters flourish and grow into campus contributors.

The aftercare period is important to the development process as it ensures that the new chapter will continue to advance and achieve the level of programming to meet campus standards of excellence found in the established chapters at University of South Alabama. Each new chapter of Alpha Phi is established based on individual campus norms and campus expectations. Alpha Phi has a varied and extensive establishment experience which has translated into successful new chapters across North America. Alpha Phi looks forward to applying these experiences to establish not just another Alpha Phi chapter, but a thriving Alpha Phi chapter at South Alabama.

Membership size and retention will be closely monitored based on recent Alpha Phi establishment experience as well as the University of South Alabama Greek community norms. It is anticipated that a new Alpha Phi chapter at South Alabama will grow to average chapter size or campus total in year two or three.

Chapter members will receive **extensive training and preparation in advance of their inaugural Panhellenic recruitment**. Recruiting strength will be monitored when the young chapter completes its first primary recruitment and in all subsequent years.

New Chapter Establishment



In the chapter's first year, they will have this programming led by subject matter experts:

- Behind Happy Faces
- The Buzz
- StepUp!

The University of South Alabama support structure, **Team Jaguars**, **will be in place for the first five years** of the young chapter's development. This time allows the chapter to have personalized support and an individualized growth strategy. At the conclusion of each academic year, the team and advisors will set goals based on the development of the chapter and its corresponding support needs. As the chapter progresses, the Extension Team Lead will transition to serving as the chapter's International Governor for the **next five years** to ensure the chapter still has our highest level of individualized, special support and attention from volunteers and staff.

The care provided to Alpha Phi's newest chapters is a hallmark of the Fraternity's highly successful establishment program.

"I joined Alpha Phi as a founding member at the University of Arkansas and served as our first vice president of membership recruitment and currently serve as our director of social media. In both of my roles, I have found the support of Team Razorbacks, my advisors, the executive office staff and educational leadership consultants to be robust and tailored to exactly where our chapter is at and what we need. We utilize Basecamp to communicate daily and have weekly calls to give us a chance to brainstorm together. I am so thankful to Alpha Phi for the immense investment they have made in our chapter. Being an Alpha Phi and holding these leadership roles have truly changed my life."

-Maddie Mejia (Kappa Mu-Arkansas)



Alpha Phi and the University of South Alabama

Alpha Phi & University of South Alabama

Wherever Alpha Phi establishes a chapter, we aim to be an inclusive part of the campus and local community. As South Alabama Alpha Phis, the members will have the opportunity to connect with your campus organizations and leaders and make an impact that connects alumni, collegians and community.

Innovation is a driving force in Alpha Phi to enhance the sisterhood experience and prepare our collegiate members for post-graduate lives. For new chapters, Alpha Phi takes time to intentionally integrate items specific to your campus and student experience. We strive to ensure our programming and chapter activities enhance the academics and campus life inherent to the university.

South Alabama Fraternity & Sorority Life Community

Prior to establishment, Alpha Phi will conduct focus groups with members of the FSL community to get to know you and learn more about University of South Alabama campus culture. We will seek participation from campus administrators, chapter leaders, advisors and the general membership to learn what makes your community thrive. We want to hear about campus activities and traditions, academics, social events and how FSL contributes to the university. It's important that we listen to all perspectives in order to establish a chapter that fits your community. You know your community. You are the experts!

Alpha Phi will build a chapter that will complement and contribute to your existing chapters. Part of Alpha Phi's spirit of innovation is **bringing new energy** to a Panhellenic community when Alpha Phi establishes a new chapter. A team of programming experts and advisors will guide an Alpha Phi chapter with the latest training and education in cutting-edge programming and leadership development. Your existing chapters will be exposed to a new chapter that will build chapter traditions based on mutual love and respect in an inclusive environment. Every member will be excited to participate and establish a place for Alpha Phi in the South Alabama community. Enthusiasm is contagious. Our goal will be to spread that spirit by planning activities with other organizations and make the establishment of a new Alpha Phi chapter a success that will benefit all.

Alpha Phi will bring a **new appreciation for COB** to your community. The continuous open bidding (COB) process is ingrained in the culture of Alpha Phi. Because COB allows chapters to recruit outside the primary recruitment process to fill chapter vacancies, our chapter can engage students who may be curious about the Greek experience but who did not complete the primary recruitment process. Our chapters are trained to celebrate membership opportunities and seek out women that may not typically consider sorority membership. Alpha Phi views opportunities to add members as advantageous for our chapters and a way to strengthen the FSL community.



Alpha Phi & University of South Alabama



The University of South Alabama FSL community will benefit from Alpha Phi's **strong brand**. With 175 collegiate chapters across the US and Canada, our name recognition is high. This brand recognition and Alpha Phi's enthusiasm for COB will aid in bringing additional women into the FSL community.

Building Relationships within the Governing Council

A vital component of any Alpha Phi establishment is the partnership between Alpha Phi's team and the Panhellenic community. Members of the governing council and other community members will be invited to serve as an official sounding board to Alpha Phi's new chapter support team by forming Team Alpha Phi. Alpha Phi intends to develop a relationship through open communication and collaboration to ensure that a new Alpha Phi chapter blends seamlessly into the South Alabama Greek community.

University of South Alabama Panhellenic Council will be a vital partner in marketing efforts. From the creative elements of Alpha Phi's marketing campaign and our talent at tailoring our approach to meet potential new members where they are, we are confident in our ability to connect with South Alabama students. Your knowledge of University of South Alabama will be crucial in determining how we customize the marketing experience to South Alabama students so that Alpha Phi becomes an integrated part of your community. A new Alpha Phi chapter is proof of true teamwork between our organizations.

When we meet success, we want to celebrate it–with everyone! We will invite all members of all FSL councils at University of South Alabama to join us in celebrating our very first Bid Day. We will depend on Team Alpha Phi to guide us through the key components of a South Alabama Bid Day so our members will have a comparable event to what the campus and community have experienced.

A Panhellenic committee will be developed upon the establishment of the Alpha Phi chapter. The mission of the committee will be to educate chapter members about Panhellenic and engage the chapter members in community philanthropy events and other activities. Alpha Phi will seek permission from Panhellenic to have a member of their Panhellenic Committee represent Alpha Phi as a non-voting member at each council meeting until the first officers are elected and the chapter is installed.

The Alpha Phi Foundation will present a $1,000 check to the South Alabama Panhellenic at installation. This check signifies Alpha Phi's support of the Panhellenic community and will be used as Panhellenic Council determines to build Panhellenic spirit within the community.

Leadership training is provided annually to Alpha Phi College Panhellenic delegates to ensure chapter representatives are well-versed in NPC policies and guidelines. It is important to Alpha Phi for our delegates to be contributing members of CPH and work collaboratively with other chapters to advance the community.

Alpha Phi will be a strong proponent of NPC policies, and we will support the implementation of NPC initiatives to grow the Panhellenic community. Alpha Phi has provided staff support to assist NPC in marketing efforts to drive recruitment registrations and increase the open house pool at numerous campuses. At South Alabama, Alpha Phi is excited to partner with Panhellenic to create an even more inclusive environment that will bring growth and stability to the Greek system.

Alpha Phi has a **proven record building new chapters** on campuses with established Greek systems and will bring that same level of expertise and determination for success to South Alabama.

Alpha Phi & University of South Alabama



The University

As soon as Alpha Phi accepts your invitation to establish, marketing efforts will begin with the Greek community as well as other key campus organizations and departments. Team Jaguars, the advisory board and Alpha Phi staff members will begin distributing marketing materials and meet as many students, faculty and staff as possible. Our goal will be to inform the campus about Alpha Phi's establishment, form critical partnerships and learn as much as possible about South Alabama. We look forward to partnering with the University so that Alpha Phi is an asset to University of South Alabama.

From the very beginning, our members will participate in campus-wide activities. We will work with Team Alpha Phi to establish a calendar of university events so our new members will become engaged in campus life immediately after their bid day. We will also work with Team Alpha Phi to identify those fall events that will require early planning for our young chapter.

Since our founding, Alpha Phi has been committed to serving others. An Alpha Phi chapter at South Alabama will **boldly commit to community service efforts in Mobile** that will complement the current work of South Alabama chapters. We will create a chapter culture of generosity of both time and resources and join the Mobile community in their service efforts. A team of chapter members and advisors will identify areas of need within Mobile that can be served by the chapter.

Alumnae

Our alumnae are changing the world in big and small ways, authentically representing who they are and also the way Alpha Phi helped them develop skills that have amplified their passions and talents. We know South Alabama Alpha Phi alumnae will continue that proud tradition.

Since Frances E. Willard was initiated as an alumna in 1875, Alpha Phi has sought outstanding, unaffiliated community members for alumna initiation when a new chapter is established. Although Alpha Phi **has more than 333 members in a 60-mile radius of the University of South Alabama,** we would love to offer membership to women with that special connection to South Alabama.

Alpha Phi & University of South Alabama



Statement of Support of Expansion from International Organization

When Alpha Phis stand alongside one another, we know that we can accomplish so much to better our campuses, our communities and one another.

It has long been the goal of Alpha Phi to be a part of University of South Alabama and your Panhellenic community. Throughout our more than 150-year history, we have sought out universities whose missions complement Alpha Phi's high ideals of generosity, innovation, character and sisterhood. These core ideals have been the foundation that has allowed us to span generations and grow leaders across 175 collegiate chapters. These members go on to make a difference in communities everywhere through our more than 250,000 members worldwide.

Alpha Phi has a well-trained professional staff that supports our collegiate and alumnae chapters in partnership with a robust volunteer base. Our chapter advisors receive annual training as well as on-going educational opportunities available to all advisory board members. We commit to South Alabama Alpha Phis that they will be supported with quality staff resources and partnership with our volunteer advisors that will guide and mentor them. Support of these advisors will be a priority in every Executive Office department to ensure the new chapter receives timely attention when assistance is needed.

Alpha Phi is financially secure and positioned for the future. We have taken the necessary steps to prepare our Fraternity for the challenges presented now and in the future by fluctuating college populations and changing demographics. We have ensured that our existing chapters will have the resources they need to provide a positive collegiate membership experience, and we have set aside funds for Alpha Phi to continue to grow through the expansion process.

We commit to you the time, attention and financial resources to build a chapter that will make you proud. Our alumnae in Mobile and throughout Alabama are thrilled at the prospect of bringing Alpha Phi to University of South Alabama and are committed to serving as advisory board members to assist the new chapter and ensure its success. They know the Mobile community and pledge to support and grow a new Alpha Phi chapter with the values of your institution.

University of South Alabama has an excellent reputation along with long-standing traditions that Alpha Phi admires and respects. It would be an honor to join your Panhellenic community and create a thriving partnership.

Ready, South, Go!

Full Chapter Listing

ALABAMA
Alabama

ARIZONA
Arizona
Arizona State
Northern Arizona

ARKANSAS
Arkansas

BRITISH COLUMBIA
British Columbia

CALIFORNIA
Stanford
UC Berkeley
UCLA
USC
San Jose State
San Diego State
UC Santa Barbara
CSU Long Beach
Sacramento State
CSU Northridge
UC Davis
Cal Poly SLO
Loyola Marymount
Santa Clara
CSU San Bernardino
Cal State East Bay
San Francisco State
UC Irvine
Chapman
Chico State
Pepperdine
Pacific
UC San Diego

COLORADO
Colorado
Northern Colorado
Colorado School of Mines
Denver
CU Denver

CONNECTICUT
Connecticut
Yale

DELAWARE
Delaware

FLORIDA
Florida State
Florida Tech
Barry
North Florida
Florida

GEORGIA
Georgia Tech
Georgia

IDAHO
Idaho

ILLINOIS
Northwestern
Illinois
Lake Forest
Northern Illinois
SIU - Edwardsville
Eastern Illinois
Elmhurst
DePaul
St. Francis

INDIANA
DePauw
Indiana
Purdue
Ball State
Indiana State
Butler
Indiana University Southeast

IOWA
Drake
Iowa
Northern Iowa
Iowa State

KANSAS
Washburn
Wichita State

KENTUCKY
Kentucky

LOUISIANA
LSU

MAINE
Maine

MANITOBA
Manitoba

MARYLAND
Maryland
Johns Hopkins
Towson

MASSACHUSETTS
Boston
Tufts
Bentley
MIT
Worcester Polytechnic Institute
Harvard

MICHIGAN
Michigan
Michigan State
Adrian
Western Michigan
Kettering

MINNESOTA
Minnesota

MISSISSIPPI
Ole Miss

MISSOURI
Missouri
William Woods
Washington University
Central Missouri
Southeast Missouri State

MONTANA
Montana

NEBRASKA
Nebraska
Nebraska Kearney
Creighton

NEW HAMPSHIRE
New Hampshire
Dartmouth

NEW JERSEY
Seton Hall
Stevens

NEW YORK
Syracuse
Cornell
SUNY Cortland
Hofstra
Rochester
Rensselaer
SUNY Plattsburgh

NORTH CAROLINA
Duke
East Carolina
UNC Wilmington
Appalachian State
UNC Chapel Hill

NORTH DAKOTA
North Dakota

OHIO
Ohio State
Bowling Green State
Kent State
Miami
Baldwin Wallace
Ashland
Case Western
Dayton
Akron

OKLAHOMA
Oklahoma
Oklahoma City
Cameron

ONTARIO
Toronto
Western Ontario
Wilfrid Laurier
Ottawa

OREGON
Oregon
Oregon State
Linfield
Willamette

PENNSYLVANIA
Pennsylvania State
Duquesne
West Chester
Lehigh
Franklin and Marshall
Villanova
Pennsylvania
Lafayette
St. Joseph's
Shippensburg
Carnegie Mellon

QUEBEC
Bishop's
McGill

SOUTH CAROLINA
Clemson

SOUTH DAKOTA
South Dakota

TEXAS
Texas
North Texas
Texas Tech
Midwestern State
East Texas A&M
St. Mary's
Baylor
Angelo State

UTAH
Utah
Southern Utah

VIRGINIA
Old Dominion
Virginia
George Mason
Virginia Tech
James Madison
Christopher Newport

WASHINGTON
Washington
Washington State
Whitman
Puget Sound
Eastern Washington

WASHINGTON, D.C
George Washington

WEST VIRGINIA
West Virginia

WISCONSIN
Wisconsin
Wisconsin Stout
Wisconsin LaCrosse
Marquette

WYOMING
Wyoming

Thank You For Your Consideration

