



MTSU Panhellenic

The Panhellenic Council of Middle Tennessee State University Welcomes You



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PANHELLENIC COUNCIL AT MIDDLE TENNESSEE STATE UNIVERSITY

Code of Ethics



We, the members of sororities at Middle Tennessee State University agree to promote honesty, respect, sisterhood and cooperation within the College Panhellenic and our respective chapters and in our daily lives. This code of ethics is designed to inspire our members, reinforce exemplary conduct and values-based leadership and perpetuate lifelong membership to enrich the sorority and Panhellenic experience.

We, as College Panhellenic members of Middle Tennessee State University, agree on and commit to:

- Uphold and demonstrate the Panhellenic spirit in thought, word and action through our chapters as well as individual members.
- Demonstrate ethical behavior and conduct ourselves in a manner consistent with the mission and values of the College Panhellenic, each inter/national organization and the institution.
- Respectfully adhere to the Unanimous Agreements and all policies established by the National Panhellenic Conference (NPC).
- Avoid disparaging remarks about any sorority or collegiate woman and refrain from discussing Panhellenic matters with nonmembers.
- Provide an equitable and inclusive sorority experience for all women who are interested at the institution.
- Recognize friendly relations with all collegiate women, both sorority members and nonmembers, realizing the importance of creating and building friendships.
- Plan recruitment events that provide opportunities for the greatest possible number of women to become sorority members while protecting the rights and privileges of individuals and chapters.
- Provide a safe, positive and enriching recruitment experience, understanding that membership is a social experience arrived at by mutual selection.
- Strive to be truthful, honorable, open and friendly to all potential new members during all recruitment events.
- Be respectful of the rights of every potential new member to make a personal choice, including but not limited to: not joining the sorority community at a specific time, intentional single preference or preference all sorority chapters.

We, as College Panhellenic members of Middle Tennessee State University also agree on and commit to:

- Respectfully adhere to the bylaws and recruitment rules of the College Panhellenic Association.
- Abide by all local and federal laws and NPC inter/national Unanimous Agreements, policies and best practices.
- Hold one another accountable to this code of ethics, remembering at all times that we
 represent not only our individual chapters but also the Panhellenic community as a
 whole.

As Panhellenic women of Middle Tennessee State University, these are the tenets by which we strive to live.





Understanding the

Membership Recruitment Acceptance Binding Agreement

The following form is called the Membership Recruitment Acceptance Binding Agreement ("MRABA"). It is a contract with the National Panhellenic Conference ("NPC") and both parties will have access to the signed agreement. You will sign this electronically via MyMT.

By signing the MRABA, you understand the following statements:

- You are willing to accept a bid from the sorority who extended you an invitation to join.
- Your bid is pending. The College Panhellenic Association and the MTSU Office of Fraternity and Sorority Life must confirm that you are eligible to join.
- If you are not eligible to join, this bid may be revoked.
- After signing this MRABA, you cannot accept any other bid until the beginning of the next primary recruitment process at MTSU in the Fall of 2024.
- You have never been initiated into an NPC sorority. You understand
 that if you join an NPC sorority and choose to become an initiated
 member of that sorority, you cannot join another NPC member
 organization, regardless of any circumstances.

In this form , you will also be asked to sign three statements for the Office of Fraternity and Sorority Life.

- Grade Release This gives the office your permission to release your grades at the end of each semester to your chapter president and chapter advisor to help track and support your academic progress.
- Hazing Statement This reviews MTSU's policy against hazing and by signing, you agree to never take part in any activity that could be viewed as hazing.
- Financial Encubrance This states your understanding that sorority membership comes with fees that must be paid directly to your chapter.

Active: a sorority member currently in college who has been formally initiated into their chapter.

Alumna: an initiated sorority served at least 4 years in a collegiate chapter.

sorority or fraternity.

Continuous Open Bidding (COB): the period in which a sorority not at campus total is able to recruit members. All chapters participate in COB in recruitment. the spring semester.

Membership Recruitment Acceptance Binding Agreement (MRABA): a document that each potential new member completes stating that the PNM is willing to accept a bid from the sorority listed. Primary **Recruitment:** a series of organized events held for the purpose of selecting new

members.

National Panhellenic Conference (NPC): founded in 1902 NPC provides support and guidance for member who has graduated oit's 26 member inter/national sororities/ women's fraternities and serves as the national voice Bid: a formal invitation to join aon contemporary issues of sorority life. MTSU has six NPC affiliated sororities.

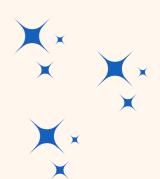
> Potential New Member (PNM): any person who is eligible to participate in formal or informal

> Recommendation/Reference: a written letter or statement from an alumna or collegiate member introducing and recommending a potential new member.

Legacy: a PNM whose mother, sister or grandmother is an alumna or an active member in a particular sorority.



Financial Obligations



Each chapter has financial requirements, which families should discuss before their student joins a sorority. Financial requirements typically include membership dues, house fees, national fees, etc. It is important to note that membership fees vary by sorority. Based on the last academic year, fall costs approximately \$750-\$950 and spring costs approximately \$400-\$700.

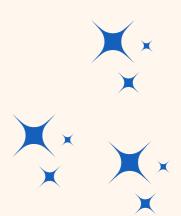
Refer to the back of this guide for a breakdown of dues per chapter.

Dues include the following fees:

- Badge Fee: Each member organization has a badge/pin. Some organizations require a member to purchase a badge and others include it in the initiation fee. Badges may be very simple or jeweled. If a member is purchasing her badge, she determines how much or little she would like to spend.
- National Fees: Fee paid to inter/national organization per member to support overall sorority operations. Many of these fees can include your membership certificate, new member guide, and more.
- Chapter Dues: These monies fund member activities including programming, recruitment, chapter supplies and chapter operations. They can also include composite pictures, Panhellenic dues, social and event fees.
- Housing Fees: The entire membership has access to the house and thus the property is subject to a great deal of wear and tear. This fee is used primarily for care and maintenance of the property and furnishings in the common areas of the chapter facility.



Other Obligations



HOUSING OBLIGATIONS

Each chapter has housing requirements, which families should discuss before their student joins a sorority. Be prepared to live in one of the amazing houses on Greek Row for at least a year! Sororities will go into more detail about their housing obligations during recruitment! The cost to live on Greek Row is the same as living on campus! Rates can be found at https://www.mtsu.edu/living-on-campus/rates.php.

ACADEMIC OBLIGATIONS

At MTSU, there is no grade point requirement to go participate in Panhellenic Sorority recruitment. Each chapter has their own GPA standard that they base membership decisions on. Please note, that you will be required to maintain a specific GPA while you are an undergraduate member. The sorority has many resources to help support you in your academic pursuits! If you are worried about your GPA, talk to the sorority members during Round 1 about this!

GPA ZONE

GREEN ZONE = 3.0 AND UP

YELLOW ZONE = 2.75-2.99

RED ZONE = 2.74 AND BELOW



Recruitment Advice



Rumors!

Do not believe all of the rumors you hear. If it sounds too absurd to be true, then it probably is not true. Feel free to talk to the CPH VP of Membership, other CPH Exec Officers, or the Office of FSL about any of the concerns you may have. For more information on the six Panhellenic sororities check out these resources:

- Instagram Page
- Panhellenic website where each chapter has a page
- Formulate your own opinions when you visit each house!

I need a special accommodation

We strive to provide an inclusive and accessible recruitment experience for everyone. If you need a special accommodation, please contact the Fraternity and Sorority Life Office at fsl@mtsu.edu.

Choose your words wisely!

Be careful what you say about other sororities to those around you. You should always be respectful of others, as you never know what connection someone has with a particular chapter.

Get to Know the Chapters!

During spring recruitment, you are welcome to explore all chapters who are participating in the process. We encourage you to check out everyone's social media pages and connect with women in several chapters. You should look for the chapter where you fill the best fit as this is a lifetime commitment.

Take Notes!

Take notes after completing each event (who you met, what you talked about, anything else that will help you remember the sorority and the event). These notes will help you make your decisions.

More Advice

- Be interested and cordial regardless of whether or not you think you like a sorority. You will be remembered, and your initial impressions are not always correct.
- Look at each sorority as whole, don't judge by one member.
- Make the decision that is the best for you. Be realistic about where you
 feel most comfortable and don't think you have to fit in where others
 may fit in.
- Remember that everyone who is in a sorority was in your shoes once, and they know that you are going to be anxious and nervous. In fact, they are probably just as nervous, if not more so.
 - Panhellenic Executive Board and the Office of Fraternity and Sorority Life are here to help you. Do not hesitate to ask them any questions that you might have. If they don't know the answer, then they will find someone who can help you out.
- Keep your opinions about individual sororities to yourself. You do not know the connections that others might be making. It is not fair to other women in the process for you to share your own impressions that may differ from theirs.
- Be polite. The women at these chapters have worked very hard to make the recruitment process one that will allow you to make an informed decision. Even if you think you do not have interest in joining a group, you should still remain positive and thank the women who take the time to speak with you each day.
- Ask questions. This can help direct the conversation and show that you are interested. This also allows you to gain more information about topics that are important to you.
- Recruitment is a mutual selection process. You are selecting a sorority, but the sorority is also selecting you. You may become discouraged when you don't receive an invitation back to a certain sorority, but keep your options open and focus on those where you continue to be invited.
- Do not interpret any remark made at an event as a guaranteed invitation to another event or a bid. If, however, you feel a chapter has promised you an invitation, report this to a member of Panhellenic immediately. These statements are unethical and can inappropriately impact a decision that is yours to make.
- Be yourself and enjoy the recruitment events!

Recruitment FAQ



DO I HAVE TO ATTEND ALL EVENTS DURING SPRING RECRUITMENT?

Spring recruitment is much more informal than fall primary recruitment. This means many of the events will be determined by your availability. Be sure that you address the time conflicts with the chapter. Academics are a priority and we would ask that you do not skip a class session for recruitment events.

WHAT DO I DO IF I GO THROUGH RECRUITMENT AND END UP DECIDING SORORITY LIFE IS NOT FOR ME?

You are under no obligation to join a sorority just because you participate in recruitment. You are encouraged to participate in recruitment because it is an excellent opportunity for you to learn about sorority life and meet new friends.

IS THERE A MINIMUM GPA REQUIREMENT TO PARTICIPATE IN RECRUITMENT?

Any student that identifies as a woman regardless of GPA is welcome to register for Panhellenic recruitment. However, each chapter has a grade point requirement that is typically above 2.5.

CAN I GO THROUGH RECRUITMENT IF I AM NOT A FRESHMAN?

Yes! Sororities accept all academic class levels! As long as you are a high school graduate and a currently enrolled undergraduate student on the MTSU campus, you are eligible to join a sorority. Sorority life has many wonderful opportunities to offer.

DO I NEED A RECOMMENDATION LETTER TO PARTICIPATE IN THE RECRUITMENT PROCESS?

No! It is not necessary nor a requirement for you to have a recommendation letter to participate in Panhellenic recruitment.

Examples of Good Questions to Ask During Recruitment

SCHOLARSHIP

- •How can your chapter help me succeed academically?
- •Does your chapter have a structured academic program for new members? If so, what does it involve (i.e. required study hours, internal tutoring programs, etc.)?
- •Do you have a study hours policy?
- •Does your organization offer academic scholarships for new members and initiated members?
- •What facilities and resources does your chapter have to assist me academically (chapter library, study rooms, wireless internet, etc.)?
- •Where does your chapter rank academically?
- •I'm a (blank) major. Can I connect with other members in that program in the chapter?

SISTERHOOD/SOCIAL

- •What kind of sisterhood events can I expect?
- •What kind of social events can I expect?
- •How will I get to know older members in the chapter?
- •Do you have events with other chapters on campus?
- •How are chapter socials financed (i.e. part of chapter dues or an extra fee)?

(continued on the next page)

- How long is the new member program? What does the program include?
- What does sisterhood mean to you? What values are important to the sorority?
- What are some of your favorite chapter events?
- What does this chapter mean to you?

SERVICE/PHILANTHROPY

- What is your chapter's philanthropy? What does it benefit?
- Is your chapter directly involved in working with the philanthropic cause?
- What have you learned from volunteering for the chapter's philanthropy or other philanthropies?
- What does your chapter do to support MTSU and the Murfreesboro community?

MEMBERSHIP EXPECTATIONS

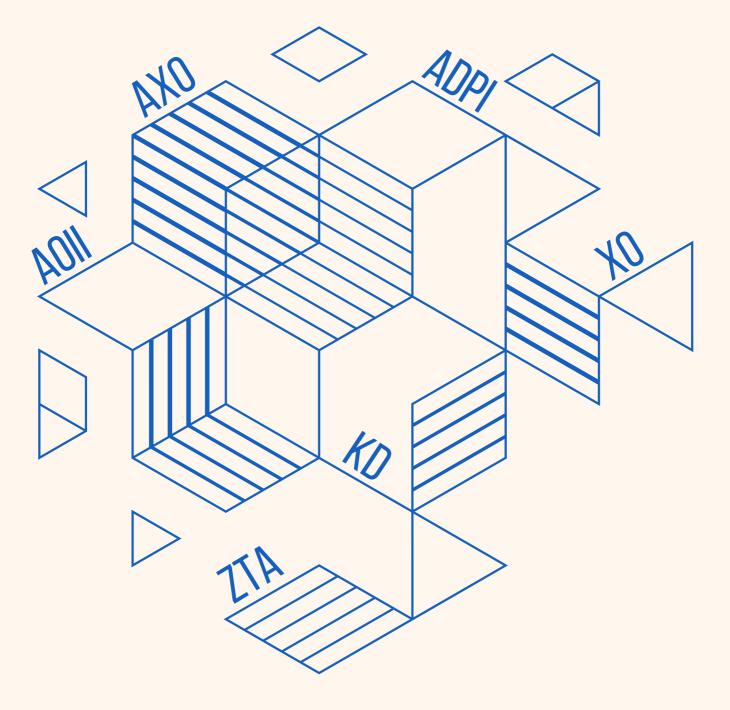
- What are the financial obligations for members?
- What do these fees include (e.g. shirts, social, etc.)?
- Am I able to live in the chapter facility? Are there a required number of years that I need to live in the facility?
- What are the required activities? How much of a time commitment is involved?
- Will I have time to be involved in the sorority and other campus organizations?

PERSONAL DEVELOPMENT

- What are the leadership opportunities within the chapter for members? What opportunities are there specifically for new members?
- How can your chapter help me with career networking when I graduate?
- What connections do your members have with alumnae (e.g. mentoring programs, alumnae events, etc.)?
- How has the sorority enhanced your college experience?
- Besides the sorority, what other activities are members involved in on campus or in the community?
- How will your sorority prepare me for graduation and life after college?
- Does your chapter have opportunities for me to attend leadership conferences or conventions?
- What opportunities and experiences will I have in your sorority that I can't find somewhere else?
- What have you gained by being a part of this chapter?

QUESTIONS I HAVE

Meet The



Chapters

¹⁵ Alpha Chi Omega: Iota Chi

Nationally Founded: October 15, 1885

Locally Founded: April 21, 2001

National Website: www.alphachiomega.org

Symbol: Lyre

Flower: Red Carnation

Colors: Scarlet Red and Olive Green

Philanthropy: Domestic Violence Awareness, Prevent and Education

Local Philanthropy Event(s): Carnation Bowl, Healthy Relationships Week,

Domestic Violence Awareness Panel, Mr. Alpha Chi

Financial Information:

New Member Fees:

National Dues: \$364

Chapter Dues: \$250

Badge Fee: \$92

Parlor/Housing Fees: \$150

TOTAL: \$856



Active Member Fees (charged semesters following your new member

semester):

National Dues: \$130 (per semester)

Chapter Dues: \$250

Parlor/Housing Fees: \$150 (per semester for live-in; \$215 per semester for

live-out)

TOTAL: \$530 (live-in); \$595 (live-out)

Housing Policy: New members are required to live in the house for one of their academic years following their new member period for two consecutive semesters unless the facility is already filled.

Recruitment Events

Pop-In With Alpha Chi

Date: January 22, 2024 Time: 5:00 pm - 6:30 pm

Location: Alpha Chi Omega (House 3)

Join Alpha Chi Omega in making your own bucket of popcorn with your choice of toppings, while meeting sisters. Members of lota Chi will attend, giving you the chance to meet a number of different sisters, while also learning more about our sisterhood. Alpha Chi Omega will provide a popcorn bar with a variety of toppings, as well as beverages.

Trivia Night

Date: February 5, 2024 Time: 5:00 pm - 6:30 pm

Location: Alpha Chi Omega (House 3)

Join Alpha Chi Omega for a jeopardy-style trivia night. Categories include things from music, pop-culture, to MTSU facts. Members of lota Chi will attend, giving you the chance to meet a number of different sisters, while also learning more about our sisterhood.

XOXO, A Chi O

Date: February 11, 2023 Time: 1:00 pm - 2:45 pm

Location: Alpha Chi Omega (House 3)

Join Alpha Chi Omega for a Valentine's Day themed brunch, catered by Cracker Barrel. Wear your favorite pink and red outfit and come meet members of lota Chi. Members of lota Chi will attend, giving you the chance to meet a number of different sisters, while also learning more about our sisterhood. Alpha Chi Omega will provide a brunch with a variety

of options, as well as beverages.

NOTES



Alpha Delta Pi: Epsilon Tau

Nationally Founded: May 15, 1851 Locally Founded: March 1, 1969

Local Website: https://mtsu.alphadeltapi.org/

Symbol: Diamond

Flower: Woodland Violet

Colors: Azure Blue and White

Philanthropy: Ronald McDonald House Charities

Local Philanthropy Event(s): Give Love to Nashville General Hospital,

Operation Christmas Child, MTSU ADPI Lip Sync

Financial Information:

New Member Fees:

National Dues: \$107.25

Badge Fee: \$315

Chapter Dues: \$405

Housing Fees: \$35

TOTAL: \$862.25



<u>Active Member Fees (charged semesters following your new member semester):</u>

National Dues: \$120.25 (fall only)

Chapter Dues: \$405 (fall); \$405 (spring)

Housing Fees: \$25

TOTAL: \$560.25(fall)/\$430 (spring)

Housing Policy: Members are required to live in the house for one school year and are encouraged to move in the fall after their initiation, unless they prove current financial circumstances that prohibit the member from fulfilling the housing obligation. The house will be filled on a voluntary basis and then move on to a lottery selection.

Recruitment Events

Paint and Sip

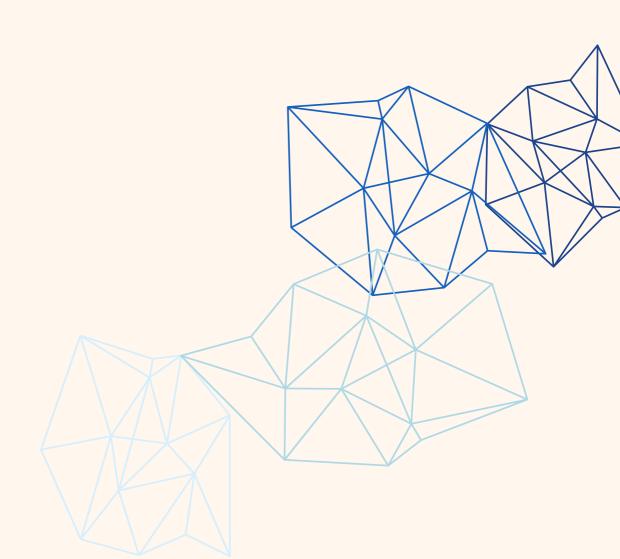
Date: January 17, 2024 Time: 6:30 - 8:00pm

Location: Alpha Delta Pi (House 2)

Stop by the house to sip from the soda bar and paint tote bags as you

get to know the sisters of Alpha Delta Pi!

Anyone welcome, RVSP to secure a spot by 1/15 by texting AnnaKate Hiett at (615) 739-0311. Please reach out to AK with any questions!



NOTES



²¹Alpha Omicron Pi: Rho Omicron

Nationally Founded: January 2, 1897 Locally Founded: February 23, 1985

Local Website: www.mtsu.alphaomicronpi.org

Symbol: Infinity Rose

Flower: Jacqueminot Rose

Colors: Cardinal Red and Ambitious Pink

Philanthropy: Arthritis Foundation and Special Kids

Local Philanthropy Event(s): Strike Out Arthritis BBQ, Special Kids Race, All

Sing, and Run For The Roses

Financial Information:

New Member Fees (spring only):

Sisterhood Events Fee: \$23

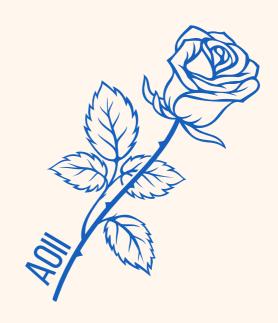
New Member Cooperation Fee: \$260

Chapter Dues/Fees: \$269

Operating Fee: \$133

Philanthropy/Social Events Fee: \$85

<u>Total</u>: \$770



<u>Active Member Fees (charged semesters following your new member semester):</u>

International Fees: \$132 (fall); \$70 (spring) Chapter Dues: \$518 (fall); \$481 (spring)

Social/Sisterhood/Philanthropy Fees: \$108 (fall); \$108 (spring)

<u>Total</u>: \$758 (fall); \$659 (spring)

Housing Policy: The year following initiation, the newest pledge class members are required to fulfill a one-year housing requirement. For a member to be counted for living in the house, she must have lived in the house for two full semesters - starting in the fall and ending after the spring semester.

Recruitment Events

Trucker Hat Night

Date: January 16, 2024

Time: 6:00pm

Location: Alpha Omicron Pi (House 1)

Please join the women of Alpha Omicron Pi for a fun, informal night to

get to know each other while creating your own DIY Trucker Hat.

We appreciate your RSVP to save your spot by January 12, 2024 to Layla Mae Graves (931)306-4390

Meet S'more Sisters

Date: January 22, 2024

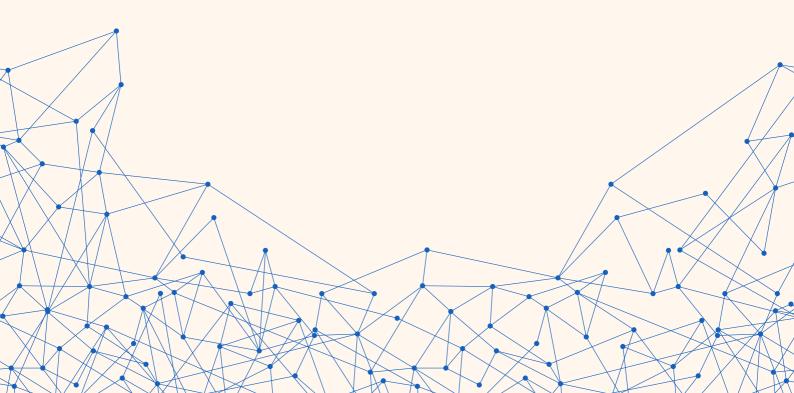
Time: 6:00pm

Location: Alpha Omicron Pi (House 1)

The women of Alpha Omicron Pi invite you to join us for a night of

s'mores and movies!

We appreciate your RSVP to save your spot by January 18, 2024 to Layla Mae Graves (931)306-4390



NOTES



Chi Omega: Zeta Theta

Nationally Founded: April 5, 1895 Locally Founded: March 8, 1969

Local Website: https://www.mtsu.chiomega.com/

Symbol: Owl, Skull and Crossbones

Flower: White Carnation **Colors**: Cardinal and Straw **Philanthropy**: Make-A-Wish

Local Philanthropy Event(s): Swishes for Wishes, Wish Week, and ChiOChella

Financial Information:

New Member Fees:

National New Member Fees: \$200

Chapter Dues: \$474

National Risk Management Fee: \$100

Badge Fee: \$248 Housing Fee: \$45 Total: \$1,067**



Active Member Fees (charged semesters following your new member

semester):

National Fees: \$75 (fall)

Chapter Dues: \$474 (fall); \$474 (spring)

Risk Management Fee: \$100 (fall)

<u>Total</u>: \$649 (fall)**; \$474 (spring)**

Housing Policy: Within the first year of initiation, the newest pledge class is required to fulfill a one-year (two consecutive semesters) housing obligation. If there are any open beds by the end of the housing sign-up deadline, the outstanding balance will be allocated to any members that have never fulfilled the one-year housing requirement. Any open rooms will be designated as private study rooms for house residents.

^{**}Additional fees optional. Will increase total amount due

Recruitment Events

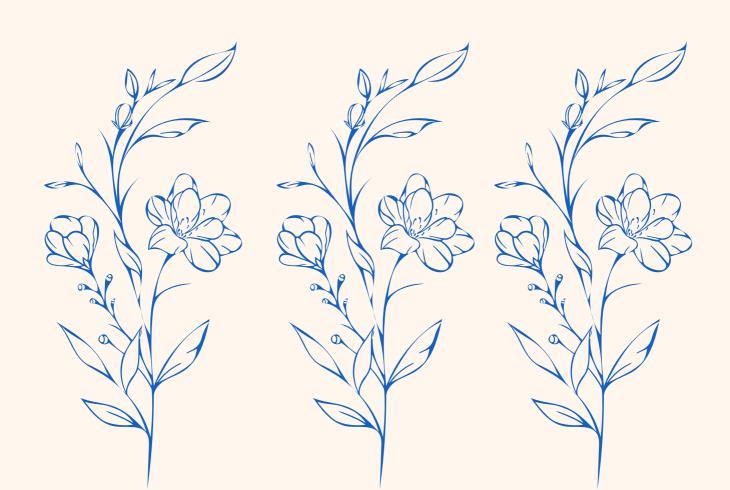
Flower Bouquets

Date: January 17, 2024 Time: 5:00pm - 6:30pm

Location: Chi Omega (House 4)

Please join the women of Chi Omega for an informal and exciting night. Stop by anywhere between these times to meet our sisters and learn about our sisterhood while making your own flower bouquet!

RSVP by January 16th at (315)715-2150 to Maddie Leo



Notes



²⁷ Kappa Delta: Delta Pi

Nationally Founded: October 23, 1897

Locally Founded: March 15, 1969

Local Website: www.mtsu.kappadelta.org

Symbol: Nautilus Shell, Dagger, Diamond Shape

Flower: White Rose

Colors: Olive Green and Pearl White

Philanthropy: Girl Scouts of USA, Prevent Child Abuse America, Children's

Hospital of Richmond at VCU, Orthopedic Research Awards

Local Philanthropy Event(s): Shamrock Week and International Girls Day

Financial Information:

New Member Fees

National New Member Fees: \$262

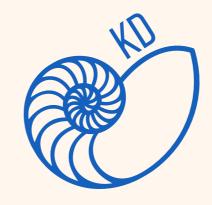
Local New Member Fees: \$100

Chapter Dues: \$410

Badge Fee: \$66 Housing Fee: \$90

Social Fee: \$90

Total: \$998



Active Member Fees (charged semesters following your new member

semester):

National Fee: \$100 (fall); \$100(spring)

Chapter Dues: \$640 (fall); \$640 (spring)

Housing Fee: \$40 (fall); \$40 (spring)

Social Fee: \$102 (fall); \$80 (spring)

<u>Total</u>: \$882 (fall); \$860 (spring)

Housing Policy: Members are chosen to live in the house on a volunteer basis. If the house capacity of 17 members is not met, a mandatory lottery will take place.

Recruitment Events

Meet the KD's

Date: January 19, 2024

Time: 6:00pm

Location: Kappa Delta (House 6)

Contact Kaylee Gunn with any questions (615)806-5722

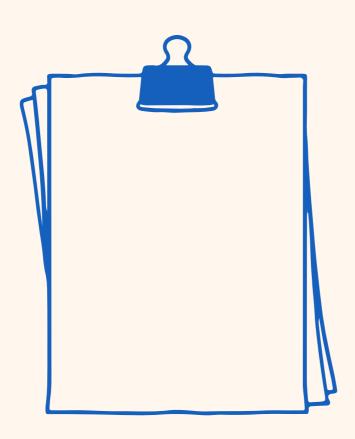
Planner Party

Date: January 23, 2024

Time: 5:00pm

Location: Kappa Delta (House 6)

Contact Kaylee Gunn with any questions (615)806-5722



NOTES



Zeta Tau Alpha: 30 Iota Chi

Nationally Founded: October 15, 1898 Locally Founded: October 13, 1989

Local Website: mtsu.zetataualpha.org

Symbol: Five Point Crown

Flower: White Violet

Colors: Turquoise and Steel Gray

Philanthropy: Breast Cancer Education and Awareness

Local Philanthropy Event(s): Making Strides, Crucial Catch, Buffalo Wild Wings Give Back Night, Pink Pancake Breakfast, Pinwheel Making

for Breast Cancer Education and Awareness

Financial Information:

New Member Dues:
National Fees: \$490
Chapter Dues: \$330
Housing Fee: \$93

Total: \$913



<u>Active Member Fees (charged semesters following your new member semester)</u>:

National Fees: \$138 (fall); \$115 (spring) Chapter Dues: \$330 (fall); \$290 (spring)

Housing Fee: \$93 (exempt when you live in the house)

<u>Total</u>: \$561 (fall); \$498 (spring)

Housing Policy: To be in good-standing with the chapter, each member of Zeta Tau Alpha is required to live in the hosue for two consecutive semesters (1 year). We recommended this be the fall semester following their initiation date.

Recruitment Events

Candle Painting

Date: January 23, 2024

Time: 7:00 pm

Location: Zeta Tau Alpha (House 8)

Please RSVP to Sophia Kerr @ (615)924-3160 by January 19th

Canvases & Charcuterie

Date: January 30, 2024

Time: 6:00 pm

Location: Zeta Tau Alpha (House 8)

Join the women of Zeta Tau Alpha for a night full of canvas and tote

bag painting, charcuterie boards, and fun!

Please RSVP to Sophia Kerr @ (615)924-3160 by January 25th

DIY Letter Bags

Date: February 8, 2023

Time: 7:00 pm

Location: Zeta Tau Alpha (House 8)

You are invited to join us for a fun night of creating your own monogram

makeup bag!

Please RSVP to Sophia Kerr @ (615)924-3160 by February 1st

Galentine's Party

Date: February 12, 2023

Time: 6:00 pm

Location: Zeta Tau Alpha (House 8)

join the women of Zeta Tau Alpha with a night of food, movies, and fun! we

can't wait to see you!

Please RSVP to Sophia Kerr @ (615)924-3160 by February 5th



NOTES



Get Connected



MTSU PANHELLENIC



@MTSUPANHELLENIC



WWW.MTSUPANHELLENIC.COM



(615)898-5812



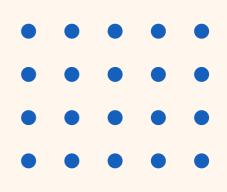
OFFICE OF FRATERNITY AND SORORITY LIFE STUDENT UNION 330



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DOWNLOAD THE MTSU APP



Greek Row Map



8-Zeta Tau Alpha