Fraternity Recruitment and Intake: What Parents Need to Know

Monday, December 7
5 pm CST
INSTRUCTIONS FOR TODAY’S WEBINAR

Please use the Q & A feature to submit questions.

The link to the video recording of the webinar will be posted in a few days at https://parents.tulane.edu/webinars-tutorials
PANELISTS

• Dr. Laura Osteen, Assistant Vice President for Campus Life
• Liz Schafer, Director of Fraternity & Sorority Programs
• Julia Hankins, Assistant Director of Fraternity & Sorority Programs
• Anthony Ciliberto, Assistant Director of Fraternity & Sorority Programs
• IsaLynn Montgomery, Graduate Assistant

Our main contact information: www.greek.tulane.edu, 504-314-2160
FRATERNITY & SORORITY PROGRAMS (OFSP)

The mission of the Office of Fraternity and Sorority Programs is to enrich the capacities of members of the fraternity and sorority community through opportunities and experiences that develop and maintain the values of leadership, scholarship, service, citizenship, personal growth, interpersonal relationships, sisterhood, and brotherhood.
TULANE FRATERNITIES

Nine active national fraternities
- Historically Black NPHC fraternity has one member
- Average IFC chapter size: 58
- 7 have houses

Values centered on brotherhood, scholarship, leadership, and philanthropy

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<th>National Pan-Hellenic Council (NPHC)</th>
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<td>Alpha Phi Alpha Fraternity, Inc.</td>
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<th>Interfraternity Council (IFC)</th>
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• Time commitment is flexible and dependent on what the student makes of it; officers spend more time, 5-10 hours per week required for new members

• Students’ academic commitments come first and shouldn’t be compromised

• Organizations view members’ other campus involvement as a benefit to the entire group

• All groups encourage (some require) membership in other campus organizations

• New Member Program submissions
Fraternities promote scholastic achievement through programs like:
• study groups
• mentors
• study hours
• recognizing academic achievement

Fall 2019 GPA Data:
• All Greek: 3.466
• All undergraduates: 3.376
• All fraternity men: 3.374
• All new fraternity new members: 3.447
The costs of joining a Greek organization vary

- IFC Fraternities
  - $600-$1500 per semester
- Alpha Phi Alpha Fraternity, Inc.
  - One-time membership fee: $1000-$1500
  - $50 per semester thereafter

**Amounts listed reflect pre-pandemic figures**

All dues cover programs, community service events, insurance fees, and national benefits. Some also weekly meals, social events, transportation to events, t-shirts, a chapter house, and more
FRATERNITY LIFE DURING COVID

- Redefining what the fraternity experience means
  - Participating in national webinars
  - Creating new learning opportunities for members
  - Connecting with fraternity brothers from different institutions
- Focus on brotherhood and chapter operations
  - Virtual Chapter Meetings
  - In-person, hybrid, and virtual events
    - Community service and philanthropy
    - Brotherhood social events
    - Grab & Go Dinners
    - Sports and video game tournaments
    - One-on-one/ small group recruitment
All participants must:

• be undergraduate Tulane students
• have a cumulative GPA of 2.5 or higher (most organizations have a higher standard)
• be free of Student Conduct sanction of Disciplinary Probation or of drug violation
• have earned 12 credit hours (at least 6 must be graded, college-level courses)
• complete the 5 components of the PNM Education Series:
  • Sexual Violence Prevention
  • Alcohol Use/Misuse Awareness
  • Diversity, Inclusion & Equity
  • Drug Abuse Awareness
  • Hazing Prevention

No exceptions to these policies
• Follow social media to learn about chapter @rhoiotaalphas
• Informational meeting in February (dates TBD)
• Interested men submit application packets
• Membership Intake Process for those selected over 2 weekends, supervised by local graduate/alumni members
Fall Semester:
- September, October, and November = Recruitment Rounds
  - Virtual Info Sessions
  - Recruitment Events hosted by each fraternity
    - 2 chapters/4 days a week
    - Registration Required
    - Participants timeslots
- Fraternities start forming opinions about who they hope will join

- Follow IFC on Instagram @Tulane_ifc
INTERFRATERNITY COUNCIL (IFC) RECRUITMENT

Spring Semester:
- Tuesday, January 19 – Friday, January 22: IFC Tabling
- Sunday, January 24: Virtual Info Session
- January 25 – January 2: Recruitment Round
- January 31 – February 3: Recruitment Round
- February 4: Chapter Invitational Events
- Friday, February 5 = Bid Day
  - Bids (membership invitations) issued by staff and IFC officers
  - Students must be registered in CampusDirector to be official be extended a bid from chapters
  - Students may receive multiple bids and decide which to accept
  - No bids are official until this date
Groups of students that are unrecognized and may exist as “underground”:

- do not report to the university or any national fraternity
- do not operate with any adult supervision or guidance
- do not carry any insurance
- are prohibited from affiliating with Tulane University but still recruit our students as members
- are likely lying to your student about their status.
  - Alpha Epsilon Pi (AEPi or 828)
  - Delta Kappa Epsilon (Deke)
  - Kappa Sigma (Kappa Sig)
  - Omega Psi Phi (Omega or Ques)
  - Sigma Alpha Mu (Sammy)
  - Sigma Phi Epsilon (SigEp)

We strongly discourage students from joining a “fraternity” that the University does not recognize.
ALCOHOL & GREEK LIFE

- National concerns
- Intersection with many other serious issues
- Long-term cultural change
  - Greek Steering Committee
  - PNM Education Series
  - Student Initiatives
  - Greek Ambassadors
Hazing includes, but is not limited to, acts of servitude and/or behavior that humiliates, degrades, embarrasses, harasses or ridicules an individual, or otherwise is harmful or potentially harmful to an individual’s physical, emotional, or psychological well-being, as an actual or apparent condition for initial or continued affiliation with any group. A student or organization violates this standard regardless of either the lack of intent to cause harm or the hazed individual’s own willingness to participate. Unless affirmative steps were taken by the responding student or organization to prevent the hazing behavior, conduct charges may be brought against the group, officers of the group, and members of the group who are deemed to have encouraged, witnessed or knew about the behavior, in addition to any conduct action against persons who engaged in the hazing behavior itself.
Subtle Hazing
- Requiring new members to perform duties not assigned to other members
- Making new members earn the right to wear certain things
- Sleep deprivation
- Often not viewed as hazing at all, both by students and parents

Harassment Hazing
- Any form of interrogation
- Personal servitude
- Lineups for the purpose of interrogating, demeaning, or intimidating
- Wearing of embarrassing or uncomfortable clothing
- Assigning pranks such as stealing, painting objects, or harassing other organizations
TYPES OF HAZING

Violent Hazing

- Capturing or kidnapping
- Total or partial nudity at any time
- Pushing, shoving, tackling, punching, or any other physical contact
- Forced consumption of any liquid or food, including alcohol
- Paddling or whipping
HAZING AT TULANE

• Subtle and Harassment Hazing most common
  • Embarrassing acts and forced consumption

• Slippery slope of “lower order” hazing
  • Parents sometimes question
  • Hidden harm

• Four hazing cases investigated in the past 2 years
  • Three organizations found responsible, but all relating to incidents that were relatively minor. All three worked through educational sanctions designed to change members’ behavior in the future
Act 635: Created the crime of criminal hazing, provides related definitions, criminal penalties, and required institutional actions.

Act 640: Defines and prohibits hazing, requires adoption of policy by institutions, and requires institutions to provide information about hazing to students.

Act 637: Assigns criminal penalties for failing to report or seek assistance regarding hazing or reckless behavior.
HAZING PREVENTION RESOURCES

- www.greek.tulane.edu/hazing.html
- http://tulane.edu/concerns
- 24-hour Tulane Hazing Hotline (leave a confidential message):
  - 504-862-3111
- www.hazingprevention.org
- 24-hour National Hazing hotline: 1(800)NOT-HAZE
INFORMATION RESOURCES

National NPHC: www.nphchq.org
North American Interfraternity Conference: www.nicfraternity.org
Fraternity & Sorority Programs: www.greek.tulane.edu
• Staff Contacts: http://greek.tulane.edu/about-our-community/staff

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