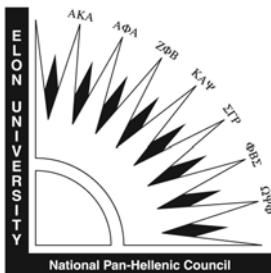




Chapter and Faculty Advisors Manual for Elon Fraternities & Sororities



Elon University
Fraternity & Sorority Advisor Manual

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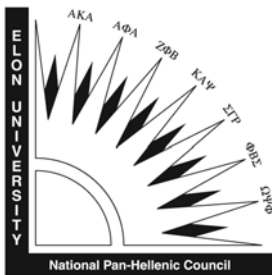
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Advisors: Your Role and Definitions



Your Role as an Advisor

Your Responsibilities

You have been selected by the members of a Fraternity or Sorority to act as an advisor to their chapter. Advisors assist in the general operation and governance of the chapter, including identifying educational, scholastic, cultural and developmental resources within the University community.

As a Chapter Advisor, you are expected to:

- Provide general guidance to the chapter.
- Oversee the selection of other advisory board members.
- Regularly attend chapter meetings.
- Regularly attend executive board meetings.
- Be available to meet with individual members who may need guidance.
- Attend chapter advisor meetings hosted by the office of Greek Life.
- Maintain close contact with the inter/national organization headquarters and the office of Greek Life

As a Faculty Advisor, you are expected to:

- Meet once a semester with the scholarship chair and/or president to talk about scholarship related issues.
- Attend two chapter meetings each semester to emphasize academics and your availability as a mentor.
- Be available to meet with individual members who may need academic guidance.
- Provide guidance to the chapter if they want to develop a speaker series or host a faculty reception or dinner.
- Attend any faculty reception the chapter hosts
- Help the chapter formulate academic incentives to reward members who do well academically
- Review the scholastic achievement of the chapter and determine whether it meet the national's expectations.
- Attend one chapter event (other than a chapter meeting) each semester.
- Advise chapter and or officers on university issues.

Tips for Advising Chapters

1. Get to know the chapter members. It s important to know your audience. Different groups require different approaches.
2. Keep the group s goals and objectives firmly in mind.
3. Know what group members expect of you as an advisor.
4. Express a sincere interest in the group and its mission.
5. Express a sincere interest in each individual within the group.
6. Assist the chapter in setting realistic, obtainable goals.
7. Assist the chapter in developing a system through which they can evaluate their progress.

8. Address the needs of each individual while helping the group achieve its goals.
9. Assist the chapter in understanding the dynamics of the group and human interaction.
10. Realize the importance of the peer group and its affect on how each individual participates or fails to participate.
11. Assist the group in determining the needs of the people the group is serving.
12. Be aware of the various roles you'll be filling from time to time:
 - Consultant
 - Information source
 - Clarifier
 - Counselor
 - Facilitator
13. Don't allow yourself to be placed in the position of chairperson. Work toward a balanced approach to group participation.
14. Be aware of the institutional power structure both formal and informal.
15. Provide continuity for the group from year to year.
16. Challenge the group to grow and develop.
17. Be creative and innovative.
18. Know how to access University resources.

How You Benefit the Chapter

- You can offer advice to graduating seniors on career opportunities.
- You can give encouragement to students to participate in campus events and organizations.
- Officers and members will have access to you, an additional mature resource.
- You may be able to positively impact the chapter academic performance by reviewing the scholarship plan, meeting with the scholarship chairperson, new members, and/or the chapter, and by providing a system of accountability.
- You can advocate for the fraternity experience to other faculty, university administration, and/or parents.
- You may have specific organizational, financial, facility, or other resource management expertise to share with the chapter.
- You can assist in the development of chapter goals, procedures and action plans.

Types of Advisors

Chapter Advisors (CA)

- Attend Executive Board meetings weekly or find an alternate
- Advise Executive Board, Chapter President (CP) and any other officers without a designated advisor
- See that the Executive Board and chapter goals are set and evaluated
- Attend Convention and other required advisor trainings
- Attend specialized training as requested
- Assist chapter in preparation for official visitors
- Approve all social events if there is not a Social Advisor

Academic Advisor

- Advise Scholarship Chairman, Scholarship Committee and other officers, as requested by the CA
- Ensure chapter has a viable Scholarship Program
- Attend meetings with members failing to meet chapter's scholarship standards
- Attend scholarship acknowledgement ceremonies

Administrative Advisor

- Advise officers related to the administration of the chapter that may include: Vice President, Corresponding Secretary, Recording Secretary, and other officers, as designated by the CA
- For Panhellenic member organizations, this advisor may also advise the Panhellenic representatives.

Alumnae Relations/Public Relations Advisor

- Advise Alumnae Relations Officer, Public Relations Chair, and/or Historian
- Attend events sponsored by the chapter designed to improve the relationship with area alumni
- Ensure that the chapter is submitting appropriate content for alumni newsletters

Standards Board Advisor

- Advise officer responsible for the chapters standards board and standards operations
- Attend Standards Board meetings
- Process paperwork on chapter initiated probations
- Process paperwork on initiated suspensions
- Work with other advisors to ensure education and adherence to all Fraternity policies and procedures
- Assist the chapter in addressing internal concerns around sisterhood/brotherhood, member conduct, and any other issue that would effect the continued development of the chapter
- Attend specialized trainings as requested

Education Advisor

- Advise chapter officers related to member and new member education
- Work with other advisors to ensure education and adherence to all Fraternity policies and procedures
- Assist with administration of Membership Education Exam
- Work with the new member educator to develop the plan for new member education
- Attend NM meetings or find an alternate
- Assist with the administration of the New Member Exam
- Approve pre-initiation plans
- Ensure hazing is not occurring
- Work with other advisors to ensure each new member has paid all required fees prior to initiation, and that the money is forwarded to HQ with the proper forms and releases
- Read and utilize the New Member Manual in cooperation with the officers being advised

Financial Advisor

- Meet with Treasurer to assure the financial soundness of the chapter
- Ensure payments are current to the Corporation
- Approve expenditures before purchases are made
- Attend meetings of the Financial Committee
- Attend budget meeting and approve the proposed and revised budget
- Cosign all checks
- Ensure bills are accurate
- Do NOT sign blank checks
- Assist the Treasurer in informing new members of their financial responsibilities
- Meet with members having financial problems and attempt to find solutions
- Have a working knowledge of all forms
- Assist the Treasurer to accurately prepare quarterly reports and Federal Tax Forms (990)
- Assist the Treasurer in the collection of delinquent accounts
- Assure the Treasurer completes a confirmation of each member's account at the end of each school term

Risk Management Advisor

- Advise Risk Management Chair, Social Chair, Risk Management Committee and other officers, as requested by the Chapter Advisor
- Understand Risk Management Program and ensure all officers understand Risk Management procedures
- Work with other advisors to ensure education and adherence to all Fraternity policies and procedures
- Be familiar with campus risk management policy

Recruitment/Intake Advisor

- Advise the Recruitment Chairman, COR (Continuous Open Recruitment) Chairman, Intake DP's, and the Recruitment Committee
- Advise other officers as requested by CA
- Read Recruitment Manual
- Know campus recruitment rules
- Attend recruitment workshops and assist chapter in making recruitment plans
- Attend recruitment parties

Ritual Advisor

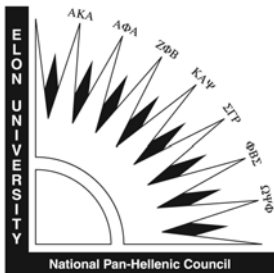
- Assist in presentation of Ritual Workshop for new initiates
- Attend Ritual Workshops

Social Advisor

- Advise Social Chair, Activities Chair and other officers, as requested by the Chapter Advisor
- Work with other advisors to ensure education and adherence of all Fraternity policies and procedures
- Attend all chapter social functions or find an alternate chaperone



Advisors Toolbox



Advising Style

Choosing an Advising Style

Your advising style will be determined by your personality, your knowledge base, and the development stage of the group you're advising. The group's development stage is dependent on its members' programming expertise, commitment to the organization, ability to take responsibility for its own actions, and interpersonal skills. As the group develops and gains greater maturity, you will have to shift your style to match the needs of the group, thus aiding development. Some common states of group development and matching advisory styles are described below.

Group development styles	Advisory styles
<p data-bbox="235 667 738 756">Infancy: Students demonstrate low levels of commitment to the organization, programming skills, and responsibility for their actions.</p> <p data-bbox="235 850 738 938">Adolescence: Students demonstrate increasing programming skills, interest, commitment, and responsibility.</p> <p data-bbox="235 1186 738 1306">Young Adulthood: Students demonstrate competency in programming skills and an increase in commitment, plus a willingness to take responsibility for their own actions.</p> <p data-bbox="235 1612 766 1759">Maturity: Students demonstrate a high degree of competence in programming and group skills. They exhibit a strong commitment to the group and a willingness to take responsibility for their own and the group's actions.</p>	<p data-bbox="852 667 1356 819">Program Director: High concern for product, low concern for process. The advisor takes the role of group member or programmer - identifying, planning, and implementing programs and activities for the student group.</p> <p data-bbox="852 850 1372 1123">Teacher/Director: High concern for product, high concern for process. The advisor takes the role of advocate - persuading students on the appropriateness of activities; authority - monitoring students' compliance with legal requirements, as well as institutional procedures and regulations; or expert - offering suggestions to students based on experience or specialized knowledge base.</p> <p data-bbox="852 1186 1388 1543">Advisor/Teacher: Low concern for product because students have taken over this concern, high concern for process. The advisor takes the role of educator - designing and encouraging student participation in developmentally powerful experiences; resource - providing alternatives and suggestions; evaluator - assisting the group in collecting data to be used in decision making and program planning; or process consultant - assisting students with increasing the effectiveness of group functioning.</p> <p data-bbox="852 1612 1372 1795">Consultant: Low concern for product and process because students assume responsibility for both. The advisor takes the role of reflector - serving as a "sounding board" for students' ideas and plans; or fact finder - providing information to students on request.</p>

Advisor Helpful Hints

How to be a Successful Advisor

- Be honest
- Be competent.
- Be forward looking.
- Be inspiring.
- Create a trusting relationship.
- Inquire as to expectations.
- Receive input prior to giving advice or taking action.
- Customize your advice.
- Provide reasons for why your advice should be taken.
- Keep your advisees' priorities in mind.
- Provide alternatives when making suggestions.
- As much as possible, avoid being an enforcer.
- Avoid putting yourself in the limelight.
- Get your accepted responsibilities done on time.
- Respond to all questions and requests for help.
- Show you are interested.
- Be a positive example.
- Make your communications positive-avoid cynical or negative remarks.
- Never lose your temper.
- Anticipate potential problems.
- Avoid saying, "I told you so."
- Recognize success.
- Show that you are proud to be a part of the group.

Causes of Advisor Burn-Out

- Frustrating meetings (no agenda, order, long, argumentative)
- Indefinite task descriptions
- Lack of feedback
- Being uninformed
- Indeterminate terms of office
- Difficulty with delegating
- No opportunities for spiritual renewal
- Lack of appreciation

Communication Skills

Building Relationships that Work

Advisors are the link between students, faculty, community, and headquarters, as well as between the chapter and the campus leadership. The responsibility for building a positive, rewarding relationship is shared between the advisor and the organization. These strategies will help you maintain a solid foundation for working with a Greek chapter:

- Attend a lunch or dinner at the house, if possible.
- Encourage the chapter to host a scholarship banquet.
- Be available and enthusiastic about helping the chapter educate themselves. Present a study skills seminar to the chapter and/or new member class.
- Attend Parent's Day activities. Parents will feel good knowing their child is a member of a chapter with an active, positive role model.
- Get to know all chapter members by name.
- Assist officers in planning events when needed.
- Try to attend and participate in community events with the chapter when appropriate.
- Ask to be on the chapter's E-mail list serve or mailing list.
- Stay informed of what is happening in the organization, both positive and negative.
- Stay connected with the Director and Assistant Director of Fraternity and Sorority life and use them as a resource often.
- Take the chapter's or officers' schedules into consideration when arranging meetings.
- Agree to support the rules and regulations of the university and the national fraternity.
- Keep honest and open with chapter members and officers.
- Stay informed of problems and issues in the Greek community through the chapter or Office of Greek Life.
- Attend chapter activities when invited, including social events.
- Stay informed of the chapter's organizational activities, meetings, and social events.
- Meet regularly with the chapter or chapter representatives to discuss organizational challenges.
- Stay informed of any potential problems or concerns with the chapter, especially regarding academic, membership and conduct issues.
- Attend advisor and/or alumni meetings when scheduled by the Office of Greek Life.

Dealing with Conflict and Managing Difficult People

Difficult people are everywhere. They can be negative, irritating, and seem impossible to manage, this creates stress for everyone around them.

Sometimes it seems easier to avoid or work around difficult people, but this is never a good long-term solution. If you learn to assess the person's behavior and listen with genuine interest, it is possible to effectively manage every difficult person. Good leaders and advisors never avoid difficult management situations.

To assist you in managing difficult people, the following are seven difficult personality types. In each personality type, the behavior of each type is described first, followed by effective action you can take to handle each type of behavior.

Seven Difficult Personality Types:

1. Attackers

Behavior: Attackers assert their viewpoint forcefully. They require people to listen to what they say. They need room and time to blow off steam.

Your Action: Address the attacker by name and quietly, but firmly, ask him or her to sit down. Then listen carefully to what the attacker has to say. Once calmed, the attacker usually becomes reasonable and may suggest valuable solutions. The worst coping behavior on your part would be to return the attack.

2. Egoists

Behavior: Egotists also assert themselves, but unlike the attacker, they are often subject experts.

Your Action: Show honest respect for their knowledge, but don't become intimidated by it. Instead, capitalize on what they know by asking questions. Compliment them when they provide helpful information but make sure they know you are the advisor.

3. Sneaks

Behavior: Sneaks take potshots and often use sarcasm as a weapon.

Your Action: Confront sneaks with direct questions and let them know you do not appreciate their sarcasm. Use positive reinforcement when possible to steer them toward becoming more of a team player.

4. Victims

Behaviors: Victims see everything negatively. They act powerless and defeated, often whining about everyone and everything.

Your Action: Ask them for suggestions to improve the situation. Have them state the negatives and address each one logically and positively.

5. Negators

Behavior: Negators are usually suspicious of those in authority and believe that their own way of doing things is the only way.

Your Action: Let negators use their negative ammunition in a group meeting, then let co-workers express their views about positive solutions. Group members will most likely try to enlighten the negator that better solutions do exist.

6. Super-Agreeables

Behavior: These people have such a strong need to be liked that they do whatever you request at the expense of their own concerns or needs. They will over-commit and often disappoint and frustrate everyone.

Your Action: Monitor assignments to make sure super-agreeable are not overworked.

7. Unresponsive

Behavior: Unresponsive people are the most difficult to manage. They are seemingly impossible to draw out or to get involved.

Your Action: Specifically ask them for their opinion when getting group feedback. Try to include them when assigning tasks, so they too can feel a part of the organization.

Dealing with Interpersonal Conflict

- Seek first to understand.
- Separate the person from the behavior. Use I statements.
 - Refrain from saying you are uninvolved, instead try saying, I've noticed you haven't been involved lately.
- When you initiate discussion, acknowledge the conflict.
 - Don't beat around the bush, state how you interpret the situation and let the other person/s do the same.
- Set a time to communicate directly, preferably in person.
 - Choose a place that is neutral.
 - Include the other person in the scheduling; show them you are flexible!
- Ask directly, but sensitively, for the other person's ideas and recognize positive intentions.
 - Don't make all the decisions yourself; conflict resolution should be a compromise and a team effort.
- Reflect back to the other person what you are hearing to make sure you've understood.
 - It is important that what one person is saying is being interpreted correctly by the other person.
- Listen empathetically.
 - Instead of trying to plan what you'll say next, listen to what the other person is saying, then plan your response.

Relationship between Collegiate Officers and Advisors

Generally, the advisor's contacts with the organization will take place in two settings: discussions with the officers, and attendance at meetings and other group activities. When working in these two settings, the adviser must constantly be aware of their role in the organization. Although active participation by the advisor is desirable, the advisor is not the leader of the group. The key to advising is developing a good relationship with the officers of the organization.

Officer-Advisor Relationship

1. The officer should meet regularly with the advisor and use them as a sounding board for discussing organizational plans and problems.
2. The officer should keep the advisor informed as to all organizational activities, meeting times, locations, and agendas. The advisor should receive minutes of all meetings.
3. The advisor should assist the officer in formulation long-range goals and in planning and initiation short term projects.
4. The officer should utilize the advisor as a resource person. From their previous experiences the advisor can provide the officer and member with background information and perspective on various campus and Fraternity/Sorority issues and concerns.
5. The officer will find the advisor able to assist in evaluating individual and group projects, performance, and progress.
6. The advisor may assist the office in preparing meeting agendas. This not only provides structure for conducting the organization's meetings, but also serves as a point of departure for the discussion of other areas of mutual concern.
7. The advisor should point out factors bearing on the ideas presented by the officer without imposing their own bias. If an idea is inappropriate, the adviser should try to encourage the officer to consider other alternatives.
8. If the officer asks "what should we do?", or "what do you think?", the question should be rephrased and handed back to the officer. The advisor is there to assist the officer, but not to solve the problem for them.
9. The advisor may suggest ways by which group meetings can be improved.
10. The advisor makes suggestions to help the officer improve other leadership skills. The officer should be encouraged by the advisor to take an occasional chance on some less proven members in delegating authority.

Danger Signs and Possible Solutions

Chapter members not participating in chapter activities:

- Re-examine activities to be sure they appeal to majority. Ask what members want out of their fraternal experience and what activities will best help them achieve their goals.
- Help each member understand their individual responsibility for participation.
- Divide chapter into committees to plan each major activity so everyone is involved and has responsibility..

Imbalance of chapter activities, thus appealing to limited interests:

- Whole group must face imbalance (or possibility of it) and discuss, with everyone present, allowing for individuals to express their views.
- Perhaps activities are too sophomoric to retain upper class interest or participation.
- List chapter activities under categories (social, philanthropic, community, etc.) and see where imbalance occurs.

Conflicts between members; little cooperation; cliques:

- Determine source of conflicts.
- Stimulate programs to emphasize positive aspects of the chapter.
- Involve all members in chapter decision-making and activities.
- In housing situations, change roommates each term.

Chapter attracts one type of person and would like to attract a more diverse group of women:

- Group may not feel it can attract any other type.
- Group discusses current image and what types are needed to change that image.

Feeling of no responsibility to anyone: leader to member, member to member, member to International, collegian to alumni, chapter to corporation, etc.:

- Group must learn to hold others accountable for the responsibilities they have voluntarily taken on themselves.
- If an officer is negligent, they should be removed from office in the best interests of the chapter.
- All members must realize they are responsible for maintaining high standards because their image affects that of the group.
- Plan and carry out several alumni activities during the year.

Top offices held by underclass members:

- Educate chapter and Nominating Committee of the value of upper-class officers for their experience and leadership abilities.
- Training/experience in one position leads to better performance in offices with more responsibility.

- When underclass members assume too much responsibility, the potential for "burnout" is significant.

Chapter meetings are long and drawn out:

- Check use of parliamentary procedure. Eliminate repetition. Limit time each person can speak.
- Use the committee structure to streamline chapter business.

Members are slow in paying dues, not signing promissory notes or not paying at all:

- Chapter must implement the 5% rule. (When 5% of chapter members have accounts past due, any social event is canceled, including formal.)
- Help chapter establish incentives for early and full payment of account (lower dues, prizes, etc.).
- Educate chapter members on financial obligation to the Fraternity - both locally and Internationally. Members need to be aware of the consequences of not paying their bills.
- Approach corporation about the possibility of scholarships.

No particular regard for Ritual, its meaning or performance:

- Hold Ritual workshops frequently. Include mechanics, but it is more important to include discussions of meanings and everyday applications to make it come alive.
- Insist on proper attire. Make sure equipment is in good order.
- Review Ritual with Chapter President.

Lack of continuity and passing of files and information from one officer to the next:

- Insist on a well-planned, well-attended Officer Transition Workshop.
- Advisors should check officer's notebooks periodically.
- Chapter files need to be kept up-to-date with usable materials.

Chapter is losing members through school dropouts as well as Member dropouts:

- Suggest that personal interviews be held to determine causes and offer some solutions.
- Evaluate the Academic Development program and academic goals set by the chapter. Be certain there is an atmosphere for academic achievement.
- Organize tutors/mentors for members with grade problems.
- Be sure that all members feel a responsibility to the group - not just those who hold office.
- Settle personal conflicts as soon as possible.

Several New Members decide not to be initiated:

- Determine the primary reasons: individual problems, no sense of commitment to the Fraternity, financial inability, not enough bonding time/sisterhood activities?
- Make sure the chapter understands the commitment of all members for a successful New Member Orientation.

Not all chapter members are involved in recruitment preparations:

- Perhaps the Vice President of Membership Development is **too** involved (i.e., dictatorial).
- Make sure every chapter member has a job and feels the responsibility of developing and executing recruitment plans.
- Utilize all the recruitment committees fully.

Recruitment plans are not competitive with those of other chapters on campus:

- Have New Members evaluate the chapter's recruitment and give impressions of recruitment techniques use by other chapters.
- Examine entertainment. Is it appropriate? Is it outdated? Does it contain inside jokes? Are the decorations competitive?
- What atmosphere is created at the parties?

Chapter tends to make elections a popularity contest without regard for leadership abilities:

- Make sure the chapter is educated in the procedures for elections
- Members should openly discuss the qualities for each major office that would be most beneficial to the chapter. This should be done early on in the election process - perhaps at the time of the goal setting workshop with reminders prior to class caucuses.
- Make sure all candidates have talked with current officers of any office they are interested in to discuss duties and activities.

Core Values

Greek Values

Serving others is a pillar values in the Greek community. The tables below show where chapters donate time and/or money.

Philanthropy

This year alone the Elon University Fraternity and Sorority community worked with a plethora for service organizations that benefited national organizations and the Elon, Burlington community. This years activities are listed below:

Scholarship

Did you know:

- 72.9% of students are attending college to get a good job.
- 61.9% want to become an authority in their field.
- 74.7% are attending college so they can make more money.
- 68.3% want training in their specific career of choice.

Greeks stress academics and reward those who excel academically; we want members to have good grades that will make them strong job or graduate school applicants.

Our chapters will provide members with leadership skills and campus involvement experiences that will help them grow *and* fill their resumes. It is important that our students take their leadership positions seriously. Greek leaders learn skills that are transferable to any workplace, and often have the opportunity to travel and even hold positions at a national level. Involved students will form relationships with advisors, staff and faculty members. Chapter advisors can play an important role in this area, by encouraging academic achievement, providing mentoring, assisting in internship and experiential learning experiences, and introducing students to potential employers.

Leadership & Involvement

Did you know:

- 74.8% of incoming students reported doing volunteer work in the past year.
- 73.2% are attending college to learn more about personal interests.
- 64% socialized with someone of another racial/ethnic group.
- More than 50% want to help others who are less privileged.
- 69% rated themselves above average in drive to achieve.

Greek organizations have leadership positions, financial responsibilities, and policies and procedures to follow, much like most organizations and companies. Advisors can ensure that students take advantage of the offices and leadership positions in each chapter. Advisors can lead the chapter in leadership training of all types. All chapters are governed by national organizations that hold leadership training and development at a chapter, campus, regional, and national level. Advisors can help students learn how to plan events, work with people, hold others accountable, confront inappropriate actions, build relationships, and give encouragement. Not only are our chapters diverse in nature,

we are sensitive to and educate upon diversity issues in our chapters, on campus, and in the Elon, Burlington community.

Character and Integrity

Greek values and oaths we took as members of our organizations hold Greek-affiliated students to a higher standard than non-Greek students. This is the sole answer to the question “Why do we have to follow rules that other students don t have to follow?” If we take our Greek values and principles seriously, then it is easy to understand why we are held to a higher standard than others. One of the biggest battles advisors face in dealing with integrity issues is with the social events and behaviors of the chapter and/or its members.

Did you know:

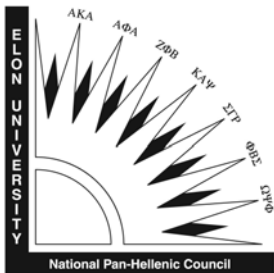
- 60% of students report spending six or more hours/week exercising.
- Stress levels have continuously risen in the past decade to about 30% of students reporting they feel frequently overwhelmed.
- The number of students who drink frequently has dropped by 33% over the past two decades.
- The number of freshman that report partying 6 or more hours a week has decreased by 30%.

Research shows that today s college students do not drink and party as much as they have in the past. In order to recruit these quality members, our chapters need values that accommodate these men and women.

Values-based and leadership based organizations are flourishing on college campuses across the nation. Greek organizations are created to be just that. We have the perfect arrangement to attract good students, campus leaders, and people with good character.



Policies and Procedures



Risk Management Policies and Procedures

The Risk Management Policy of FIPG Inc. includes the provisions which follow and shall apply to all fraternity entities and all levels of fraternity membership.

ALCOHOL AND DRUGS

1. The possession, sale, use or consumption of ALCOHOLIC BEVERAGES, while on chapter premises or during a fraternity event, in any situation sponsored or endorsed by the chapter, or in any event an observer would associate with a fraternity, must be in compliance with any and all applicable laws of the state, province, county, city and institution of higher education, and must comply with either the BYOB or Third Party Vendor Guidelines.
2. No alcoholic beverages may be purchased through chapter funds nor may the purchase of same for members or guests be undertaken or coordinated by any member in the name of, or on behalf of, the chapter. The purchase or use of a bulk quantity of common sources of such alcoholic beverage, e.g. kegs or cases, is prohibited.
3. OPEN PARTIES, meaning those with unrestricted access by non-members of the fraternity, without specific invitation, where alcohol is present, shall be forbidden.
4. No members, collectively or individually, shall purchase for, serve to, or sell alcoholic beverages to any minor (i.e., those under legal "drinking age").
5. The possession, sale or use of any ILLEGAL DRUGS or CONTROLLED SUBSTANCES while on chapter premises or during a fraternity event or at any event that an observer would associate with the fraternity is strictly prohibited.
6. No chapter may co-sponsor an event with an alcohol distributor, charitable organization or tavern (tavern defined as an establishment generating more than half of annual gross sales from alcohol) where alcohol is given away, sold or otherwise provided to those present.
7. No chapter may co-sponsor or co-finance a function where alcohol is purchased by any of the host chapters, groups or organizations.
8. All rush activities associated with any chapter will be a DRY rush function.
9. No member shall permit, tolerate, encourage or participate in "drinking games."
10. No alcohol shall be present at any pledge/associate member/novice program, activity or ritual of the chapter.

HAZING

No chapter, colony, student or alumnus shall conduct nor condone hazing activities. Hazing activities are defined as:

"Any action taken or situation created, intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities may include but are not limited to the following: use of alcohol; paddling in any form; creation of excessive fatigue; physical and psychological shocks; quests, treasure hunts, scavenger hunts, road trips or any other such activities carried on outside or inside of the confines of the chapter house; wearing of public apparel which is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; and any other activities which are not consistent with academic achievement, fraternal law, ritual or policy or the regulations and policies of the educational institution or applicable state law."

SEXUAL ABUSE AND HARASSMENT

The fraternity will not tolerate or condone any form of sexually abusive behavior on the part of its members, whether physical, mental or emotional. This is to include any actions which are demeaning to women or men including but not limited to date rape, gang rape or verbal harassment.

FIRE, HEALTH AND SAFETY

1. All chapter houses should meet all local fire and health codes and standards.
2. All chapters should have posted by common phones emergency numbers for fire, police and ambulance and should have posted evacuation routes on the back of the door of each sleeping room.
3. All chapters should comply with engineering recommendations as reported by the insurance company.
4. The possession and/or use of firearms or explosive devices of any kind within the confines and premises of the chapter house are expressly forbidden.

EDUCATION

Each fraternity should annually educate its students and alumni/alumnae in the Risk Management Policy of FIPG, Inc.

Additionally, all student and associate members and key volunteers shall annually be sent a copy of said Risk Management Policy.

Emergency Information and Crisis Management Procedures

Emergency Information

While you members and now members are gathered, there are several things to be done. It is important that they remain calm until the situation is under control. Dependent upon the situation, out-of-house new members and members may need to be called in. We will discuss the situation and formulate statements making sure everyone knows that you're the Greek Advisor is informed of the situation. Dependent upon your chapter advisor's wishes, he/she should be notified of the event and of the steps you are taking.

If the situation is a death outside of the house, do not announce it until a College or University staff members has arrived to help. Be very careful about this information, as we will call the University media office to release a statement only after all members of the immediate family have been notified. If the member or new member lived in the house, do not move any of the deceased student's personal possessions. Once those parents have been notified, you should call the family to offer sympathy on behalf of the chapter – ask what their wishes are in regard to the possessions. You may offer to pack them in boxes but chances are the parents will prefer to do these themselves. Before they arrive, make sure that all borrowed items are returned to the deceased's room and, if possible, lock it. When they do arrive you may want to have empty boxes available and offer to help. This is an emotions trauma for parents and they may not want to be with any of their son's/daughter's friends. The Student Life Office will process the necessary forms with the College Registrar.

It is, of course, proper to send sympathy cards and notes, flowers, etc. If a funeral is in state, it will mean a great deal to parents for some of the members to attend. Most of our national groups have a memorial ritual pertaining to the chapter. Check your individual procedures and offer it to the parents in advance of final arrangements.

In the case of a suicide attempt, with or without serious injury, do not assemble your members or call parents. Appropriate fraternity and College official will quietly discuss further steps to take in this instance.

Note: All of this, no doubt, sounds rather gruesome and harsh. We would like to hope none of you ever have to refer

Office of Greek Life

Forms and Documentation

The following forms can be found at www.elon.edu/greek. It is vitally important that forms are filled out and returned to the Office of Greek Life when appropriate.

Chapter Information

- Chapter President Monthly Report Form
- Officer Update Form
- Advisor Update Form
- Event Proposal and Registration Form
- Chapter Programming Report
- Philanthropy Report Form
- Chapter Grade Release Form
- Sorority Recruitment Registration Form
- Fraternity Recruitment Registration Form
- Release and Indemnity Wavier

Housing Information

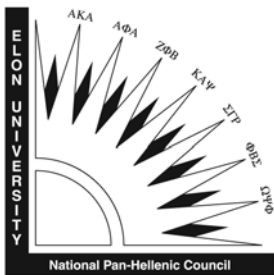
- Closing Checklist
- Health and Safety Inspections Form
- House Manager Application
- House Manager Program Proposal/Evaluation Form
- Occupancy/Room Assignment Form

New Member Information

- Anti-Hazing Contract
- New Member Bill of Rights
- New Member Overnight Request Form



Elon University Fraternity and Sorority Community



Elon University's **Fraternity and Sorority Community**

Elon University has a rich Greek tradition. Today, there are eight women's chapters that are affiliated with the National Panhellenic Conference (NPC), seven men's chapters that are affiliated with the North-American Interfraternity Conference (NIC), and seven chapters that are affiliated with the National Pan-Hellenic Council (NPHC).

National Panhellenic Conference (NPC)

Governing Council: Panhellenic Council (PHC)

Alpha Chi Omega
Alpha Omicron Pi
Alpha Xi Delta
Delta Delta Delta
Phi Mu
Sigma Kappa
Sigma Sigma Sigma
Zeta Tau Alpha

National Interfraternity Council (NIC)

Governing Council: Interfraternity Council (IFC)

Kappa Alpha
Kappa Sigma (Not a member of the NIC)
Lambda Chi Alpha
Pi Kappa Phi
Sigma Chi
Sigma Phi Epsilon
Sigma Pi

National Pan-Hellenic Council (NPHC)

Governing Council: National Pan-Hellenic Council (NPHC)

Sororities

Alpha Kappa Alpha Sorority Inc.
Sigma Gamma Rho Sorority Inc.
Zeta Phi Beta Sorority Inc.

Fraternities

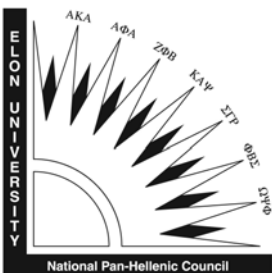
Alpha Phi Alpha Fraternity Inc.
Kappa Alpha Psi Fraternity Inc.
Omega Psi Phi Fraternity Inc.
Phi Beta Sigma Fraternity Inc.

Chartering Dates and Chapter Designation

Fraternity/Sorority	Chapter	Date Founded
Sigma Sigma Sigma	Delta Beta	April 25, 1970
Zeta Tau Alpha	Eta Zeta	April 17, 1971
Phi Mu	Gamma Nu	April 24, 1971
Sigma Phi Epsilon	North Carolina Mu	April 28, 1973
Kappa Sigma	Lambda Lambda	September 21, 1973
Sigma Pi	Epsilon Theta	April 23, 1977
Pi Kappa Phi	Epsilon Alpha	April 28, 1979
Kappa Alpha	Epsilon Mu	January 22, 1982
Omega Psi Phi	Epsilon Mu	May 18, 1984
Kappa Alpha Psi	Nu Theta	December 5, 1986
Sigma Chi	Theta Omega	April 11, 1987
Alpha Kappa Alpha	Omicron Epsilon	May 9, 1987
Alpha Omicron Pi	Epsilon Chi	May 9, 1987
Alpha Phi Alpha	Sigma Delta	September 29, 1991
Lambda Chi Alpha	Delta Pi	September 19, 1992
Alpha Xi Delta	Theta Nu	February, 13, 1993
Zeta Phi Beta	Xi Omicron	September 23, 1993
Sigma Kappa	Kappa Zeta	February 1, 1998
Sigma Gamma Rho	Omicron Upsilon	May 10, 1999
Phi Beta Sigma	Alpha Beta Beta	July 31, 1999
Alpha Chi Omega	Iota Psi	November 17, 2001
Delta Delta Delta	Epsilon Delta	November 20, 2004



History of Fraternities and Sororities



History of Fraternity and Sorority Life

The American Fraternity
Betty Mullins Jones, Alpha Phi

Fraternities are uniquely American. Although European schools have clubs and societies, nothing parallel to the American fraternity system exists elsewhere.

The first fraternity was begun at the College of William and Mary in Williamsburg, Virginia, on December 5, 1776, when a group of students formed a secret society which they called Phi Beta Kappa, after the first initials of their Greek motto: “Love of wisdom, the guide of life.” Phi Beta Kappa existed as a social group for the first 50 years of its life, and chapters were established at other schools, including Harvard, Yale and Dartmouth. It did not become the scholastic honor society we know today until after the anti-Masonic and anti-secret-society agitation of the 1820s.

But Phi Beta Kappa set the tone and instituted many of the characteristics which are considered “typical” of fraternities: a Greek-letter name, a Greek motto, an oath of secrecy, a badge, a ritual, a seal and a secret grip or handshake. (Undoubtedly the Greek motto and Greek name arose from the fact that all these students studied Greek as an academic requirement.)

Other groups that were founded shortly thereafter emulated the characteristics of Phi Beta Kappa in most respects, and fraternity chapters were established at many of our early colleges. Of the 63 men’s fraternities that are now members of the National Interfraternity Conference, 36 were founded in the 19th century.

Education in the 18th and 19th centuries was rigid, structured and dogmatic. Fraternities filled a need in the lives of these young students by providing friendships and

recreation. Although clubs, particularly literary societies, flourished at this time, most of them were too large and too specialized to provide variety and to foster close friendships.

When young women were finally admitted to what had previously been all-male colleges, they too wanted “something of their own.” Consequently, after the Civil War several women’s fraternities appeared within a few months of each other. I.C. Sorosis (coined from the Latin word “soror” meaning “sister”) was patterned after the men’s groups and was established at Monmouth College in Illinois on April 28, 1867. It later took the name Pi Beta Phi, after the initials of its secret motto. Kappa Kappa Gamma followed I.C. Sorosis at Monmouth in March 1870, but Kappa Alpha Theta was founded as the first Greek-lettered woman’s fraternity on January 27, 1870, at DePauw University in Greencastle, Indiana. At about the same time, and without any prior knowledge of the existence of the others, Alpha Phi was founded at Syracuse University in New York in September 1872, and Delta Gamma was founded at Lewis School in Mississippi in December 1873. All of these groups were incorporated as “women’s fraternities,” because at that time the word “sorority” did not exist. This term was created for Gamma Phi Beta in 1874 because their advisor, a professor of Latin at Syracuse University, thought the term “fraternity” ill-advised for a group of young ladies.

By the turn of the century, ten women’s fraternities had established themselves as national groups, and in 1902 they organized what is now called the National Panhellenic Conference. Today the conference has 26 member groups.

In 1909, 26 men’s groups founded the National Interfraternity Conference, and it now has a membership of 63 general fraternities. Not all of these fraternities are designated by Greek names, exceptions being Acacia, FarmHouse and Triangle.

In 1930, eight national Greek-letter sororities and fraternities united to form the National Pan-Hellenic Council. Five of these traditionally black groups were founded at Howard University: Alpha Kappa Alpha Sorority in 1908, Delta Sigma Theta Sorority in 1913, Zeta Phi Beta Sorority in 1913, Phi Beta Sigma Fraternity in 1914 and Omega Psi Phi Fraternity in 1911. The remaining sorority in the council, Sigma Gamma Rho, was founded in Indianapolis in 1922 and granted its first collegiate charter at Butler University in 1929. Kappa Alpha Psi Fraternity was founded at Indiana University in 1911, and the oldest NPHC fraternity, Alpha Phi Alpha, was founded at Cornell in 1906.

American fraternities were created as social organizations, and they retain this characteristic to the present day. Even the so-called “professional” societies, which select their members from a particular discipline, have a distinct social function.

But in the middle of the 19th century, a change occurred on the American campus that caused fraternities to acquire a secondary characteristic: the fraternity house. Because of many factors and circumstances (most of them economical), a number of schools were unable to maintain housing for their students. Consequently, campuses were ringed with boarding houses where students secured their own lodging and meals.

By this time many chapters had grown too large to meet in a student’s room and had started renting halls. And in 1854, at the University of Michigan, Chi Psi built a 20-by 14-foot log cabin in which to hold its meetings.

So the students’ reaction to this double need – for meeting rooms and for living quarters – was to lease, and finally to build their own homes. Thus evolved the fraternity house and the substitution of the word “house” for the word “chapter,” as in, “What

house do you belong to?" This expression is common today even on campuses where there are no housed chapters.

The effects of going into the housing business has been many and varied. Owning and maintaining property required the cooperation of the alumni and alumnae, many of whom in the past had simply graduated and disappeared. Now they become involved with the management of the chapters, which indirectly benefited the colleges by keeping alumni and alumnae interested in the school. Likewise, private ownership of these houses relieved many schools of the financial burden of building dormitories. In fact, this willingness on the part of sororities and fraternities to assume responsibility for housing has gradually led to many arrangements on the part of the institutions, such as "leased land" agreements, whereby the school owns the land and the fraternity constructs the building.

But the change from being a group that "met" together to being a group that "lived" together was a real turning point in the fraternity movement. It altered the entire concept of fraternity – with all its advantages and disadvantages. It strengthened unity, discipline, activities and friendships. On some campuses the fraternities fostered the extracurricular activities, such as athletics, the newspaper, homecoming and school dances. Many colleges concerned themselves solely with the educational process and took no responsibility for the other facets of student life.

It is estimated at present that only 60 to 70 percent of our fraternities and sororities live in their own houses – either leased or owned. The rest have lodges or suites or rent meeting rooms. But the spirit of unity engendered by the "house" concept is evident even with unhoused chapters.

From the earliest days of the fraternity movement, rivalry among the groups to pledge members led to excesses in “rushing” practices, and finally to charges of exclusiveness and snobbery, resulting in several legal disputes regarding the right of fraternities to exist. Beginning in the late 1870s, several schools passed antifraternity rulings and some state legislatures prohibited fraternities in state institutions. Litigation, in various forms, has persisted to the present time, although the charges have gradually shifted from “secret societies” to “discrimination.”

Beginning at the close of World War II, when fraternities experienced a decided rise in popularity, many educators expressed the opinion that restrictions in membership based on race, color or creed had no place on the campus. As private organizations, fraternities maintained their right to select their own members, but several federal commissions and acts of Congress threatened fraternal rights, and the campus upheavals of the 1960s led to a serious decline in fraternity membership. Although Title IX of the Education Amendments of 1972 prohibiting sex discrimination in the schools was amended in 1974 to exempt membership practices of social fraternities, many schools demanded that discrimination based on race, color or creed be discontinued if the fraternity were allowed to remain on the campus. Many groups founded along religious beliefs were adversely affected by these demands. Nevertheless, such restrictions have been eliminated, although membership selection is still the privilege of the individual chapters.

The “national” character of fraternities (and many of them are “international” with chapters in Canada) evolved gradually. Before the Civil War, as a rule chapters were independent and did as they pleased. In fact, it was common for a chapter at one school to

establish a chapter at another school and not even bother to inform the rest of the fraternity. But gradually authority for the “government” of the groups was vested in convention – usually a type of reunion – and one chapter would be designated as the “Grand” or “Presiding” chapter, to be responsible for information. Sometime in the 1870s fraternities began to elect national officers, a practice imitated from their beginning by the sororities. After the turn of the century, one by one the groups established national offices. Many now own their own buildings.

Although sororities patterned themselves after fraternities, and their structure is parallel, there are tremendous differences between sororities and fraternities. And, yes, it begins with differences between the sexes.

Men’s fraternities, generally, have followed a “laissez-faire” or “free enterprise” philosophy. The national organization tends to allow the chapters to run their own affairs as much as possible. The national offices are run by paid professionals who supervise a staff of paid professionals who oversee the chapters. There are, of course, volunteer advisors to the chapters and volunteer house corporation boards, but the men’s groups do not have a tradition of constant supervision which characterizes the typical sorority chapter.

Sororities are managed with a somewhat “maternal” philosophy. Each chapter has a board of alumnae advisors – all volunteers – that supervises the chapters and is directly responsible to the national organization. The national officers, also volunteers, supervise the various departments of the sorority.

There is not a “fault” on either side: it is merely the difference between the men’s philosophy and the women’s. When the National Panhellenic Conference was formed in

1902, the first thing the ladies did was draw up agreements – practical statements of fair play – that no one would belong to more than one group, that a pledge was binding for a specified period, that no one would be pledged before she was enrolled in college, and so on. The men’s groups had no such agreements and felt no need for such strict observances.

Fraternalities and sororities were created by students to fill a void in their lives – to foster friendships, to encourage sociability, to provide an outlet for free expression. Few students looked upon them then – or look upon them now – as agents for philanthropy, as instruments for self-improvement or as training in leadership. And yet that is what they have become through the friendships, the sociability and the free expression. Because a student must attain a satisfactory academic average before initiation, attention to scholarship is emphasized. The chapter provides an excellent laboratory for leadership training because chapter affairs demand responsibility.

Currently all groups are going through a period of intense self-appraisal. All associations connected with fraternity management – NIC, NPC, FEA, NPHC and AFA among them – are demanding an end to hazing and irresponsible social behavior. Although this will not be achieved overnight signs of improvement are evident. Some colleges and universities have threatened to eliminate the fraternity system. Some have already done so. And many national groups have expelled or put on probation chapters that have not observed proper standards.

But these young people are human beings, and the human animal has always sought companionship, preferably with those who are congenial. If the fraternity system were eliminated today, tomorrow something would rise to take its place. And it would

rise without 200 years of tradition to mold it, without strong national organizations to supervise it and without the intense loyalties which have perpetuated fraternities.

The American college and university would be bereft of one of its most unique institutions – the fraternity – which has grown and developed by the side of American education.

Reference:

From *Advising Fraternities and Sororities Manual*. Association of Fraternity Advisors.

The National Panhellenic Conference

The National Panhellenic Conference
Beth Saul, University of Southern California

Celebrating its centennial year in 2002, the National Panhellenic Conference (NPC) has a strong tradition of leadership, values and friendship. The earliest meetings of women's fraternity representatives were held in Boston in 1891. Their agenda topics included discussions on inter-fraternity courtesy and etiquette, cooperation in purchasing fraternity jewelry and stationery, and planning for an exhibit at the 1893 Chicago World's Fair where the 2nd Women's Panhellenic Congress convened. However, today's NPC traces its roots back to the first Inter-Sorority Conference held in Chicago in 1902, 7 years before NIC held its first gathering. It was there that NPC established its first "agreements" that no invitations to pledging be tendered before the second Friday in December, that no pledging take place before the student matriculated, and that no initiation ceremony could take place in public. From this first "official" meeting, the NPC member organizations have expanded from 7 women's fraternities to today's 26 member groups and have worked harmoniously together to speak in a unified voice on behalf of women's fraternities.

Throughout its existence, NPC has sought to provide the college woman with the opportunity of a special sisterhood, created for women, by women. The women's fraternity system does not operate in a vacuum. As college campuses change, as the face of higher education changes, and as women's roles change, so do our organizations. The early women pioneers in higher education set a direction for all who came after them and credit must be given to the women who made the National Panhellenic Conference a

reality. Through the years, the NPC has sought to keep the women's fraternity a vital and respected part of North American college life. The mission of the NPC adopted in fall 2000 succinctly captures both the on-going programming and collaborative spirit of the NPC:

"The National Panhellenic Conference supports its women's fraternities by promoting values, education, leadership, friendship, cooperation, and citizenship."

Structure:

NPC serves as an umbrella group for its member organizations. An Executive Committee of five (Chairman, Secretary, Treasurer-on rotation-and College Panhellenics Chair and Alumnae Panhellenics Chair -by appointment of the NPC Chairman) carries on the business of the conference between annual meetings held each fall. The NPC Chairman (in consultation with the other Executive Committee members) makes the committee appointments. During the annual meetings, the various conference committees meet to set goals for the biennium, plan out project timelines and responsibilities and discuss topics of interest. These committees are Academic Excellence, Advisory, Alumnae Panhellenics, Archives, Awards, Budget and Finance, By-laws Review, College Panhellenics, Educational Development, Extension, Housing, Liaison, Long Range Planning, Minutes Review, Publications, Public Relations, Research, and Resolutions.

Each NPC member organization is represented by a delegation of four women (the NPC Delegate and three Alternates), who have considerable fraternity experience as past or current inter/national officers. These delegation members serve the NPC on the various NPC Standing and Special Committees. The NPC delegation members also serve

their organization internally as the point people for Panhellenic issues within their respective national organizations.

Governance:

The Unanimous Agreements provide the philosophy and foundation for NPC policy and practice. To adopt a Unanimous Agreement requires all member groups to agree initially. To amend a Unanimous Agreement requires a 5/6 vote. At the annual meetings there is an opportunity to adopt, amend, or revoke Unanimous Agreements (very rare) and/or pass resolutions that make or revise policy and practice. These votes are taken in the general sessions with all member groups in attendance. The votes are subsequently approved by the governing councils of the 26 member groups, and the Inter/National President of each group signs the Unanimous Agreement as binding on her organization. All College and Alumnae Panhellenics must incorporate the Unanimous Agreements into their procedures. The Unanimous Agreements create a sense of fair play on a high interfraternity plane, set the tone of high ideals and fellowship, and delineate procedures, jurisdictions and inviolate principles.

The Unanimous Agreements are grouped into 9 areas:

- The Panhellenic Creed - outlines a unified membership statement of aspiration
- Jurisdiction of Panhellenic Associations - states the requirement to conform to the Unanimous Agreements and restricts actions infringing on the sovereignty, rights and privileges of individual fraternities
- The Panhellenic Compact - includes the policies dealing with pledging and membership agreements
- Standards of Ethical Conduct - addresses the importance of obeying the letter and spirit of the Unanimous Agreements and handling of Panhellenic difficulties

- Agreement on Extension - explains the appropriate procedures when a College Panhellenic is considering adding a new chapter
- College Panhellenic Association Agreement - provides procedures to assure orderliness and harmony in the conduct of Panhellenic processes including establishing the College Panhellenic, adopting recruitment policies, preferential bidding, Continuous Open Bidding
- College Panhellenic Association Judicial Procedure - describes the required procedure for recruitment infractions and appropriate penalties for infractions of recruitment rules
- Agreement on Questionnaires - covers an area regarding confidentiality of information and the procedure for obtaining approval of questionnaires and proposed research which specifically surveys members of NPC organizations
- NPC Declaration for Freedom - clarifies our First Amendment rights which guarantee the freedom to "peaceably assemble" which makes possible voluntary associations

It is essential that all sorority advisors are familiar with the Unanimous Agreements for they give the spirit and detail to administering a College Panhellenic Association that meets the expectations of the National Panhellenic Conference and its member organizations. All sorority advisors should review them, ask the NPC Area Advisor questions about the Unanimous Agreements where he/she needs clarification, and continually refer to this section in the NPC Manual of Information as a resource.

The National Panhellenic Conference conducts all business through resolutions. These resolutions generally concern the affirmation of a recommendation or subject that is not addressed in the NPC Manual of Information. It is critical that each Panhellenic Advisor has the most recent edition of the NPC Manual of Information as a fingertip desk reference for Panhellenic operations.

At each NPC annual meeting, resolutions are adopted which become recommended practice for College and Alumnae Panhellenic administration as well as

expected behavior for the total combined NPC membership-both individually and collectively. Copies of resolutions adopted at the annual meetings are distributed by mail to College and Alumnae Panhellenics shortly after the meeting has concluded to ensure that policy updates are sent widely. Usually there is a workshop session at the NIC/AFA Annual Meeting where the latest resolutions are explained in intent and rationale.

Resources:

The NPC Office in Indianapolis provides services and publications to NPC member groups and College and Alumnae Panhellenics. A fraternity/sorority advisor would contact the NPC Office to order NPC publications and Panhellenic officer badges or to find out the name and contact information for their NPC Area Advisor. The NPC website can be accessed at www.npcwomen.org.

NPC Area Advisors (designated geographically) provide a network of support from experienced fraternity officers currently serving on their organization's NPC delegation to over 630 College Panhellenics. Each Area Advisor serves as a liaison between College Panhellenic, NPC and fraternity officers of chapters on a given campus. She interprets policies and procedures established by the NPC, particularly the Unanimous Agreements. She is available to offer information and assistance to College Panhellenics in her area as a resource for clarification on questions of NPC policy and practice, a speaker for workshops and a neutral party sounding board for Panhellenic issues. She is available as a consultant upon request of a Panhellenic Advisor or Panhellenic officers. She may help with the planning of campus or area workshops. She also collects information through annual reports which are used to chart trends and emerging issues. Usually, the Area Advisor will attend the regional conference (MGCA,

WRGC, NGLA, SEPC) where she will hold meetings with her region and/or her College Panhellenics. When an Area Advisor has a question or is unavailable, the 4 NPC Area Advisor Coordinators or the Chairman of the College Panhellenics Committee can be reached to assist the Panhellenic Advisor. The NPC College Panhellenics Committee Chairman develops NPC training for the NPC Area Advisors and serves as the final authority on interpretation of the Unanimous Agreements and College Panhellenics practice.

Each Panhellenic Advisor should establish contact (through email or phone) with his/her NPC Area Advisor and develop a solid working relationship with her. She can be a real asset during formal recruitment administration, when working out challenging recruitment infractions, in revising Panhellenic bylaws and countless other situations.

The NPC provides a variety of resources for College and Alumnae Panhellenics which are very useful to refine current programming, distribute to potential members and their families and as guides to adapting to your own institutional culture. Several publications on topics ranging from recruitment, public relations, recruitment counselors and academics can be ordered through the NPC Office at a nominal cost. The NPC also has badges for Panhellenic officers and Recruitment Counselors. These pins give officers both a tangible and intangible sense of their wider Panhellenic identity and responsibility.

A College Panhellenic is established at each institution where 2 or more chapters of NPC member organizations have chartered a chapter. New College Panhellenics are established when the second NPC member organization charts its chapter and can be officially recognized by the NPC when they have had their Constitution, Bylaws, and

Recruitment Rules approved by the NPC Advisor to New College Panhellenics in their region.

The College Panhellenic provides a forum for discussion and decision-making. Each sorority is represented by a delegate who speaks for and casts the vote of her chapter. Each College Panhellenic is responsible for writing and approving its own constitution, bylaws and recruitment rules. It coordinates activities and provides for educational programming in addition to organizing the formal membership recruitment process. It should promote good public relations with the administration, faculty, other interfraternal organizations and non-affiliated students. It should encourage the highest possible academic, social and moral standards among its members and serve as a role model for the women in the institution's population. It should give service to the community and the university. In all of these aspects, the College Panhellenic should promote friendship, harmony and unity among members and chapters.

NPC provides some onsite resources for College Panhellenics. "Something of Value" is an interactive risk management program that begins with a mock trial on an issue which is particularly pertinent to your institution. A series of focus groups with chapter members/officers follows to determine the most critical risk management issues to be addressed and create the strategies most effective for your institution. Since students are in fact investing in the challenge and the solution, "Something of Value" has been very well received. There is some cost associated with this program and the College Panhellenic would invite the "Something of Value" program to their campus after a formal Panhellenic vote.

Another interactive campus-based program that NPC provides is the NPC Consulting Team. After a Panhellenic vote, a group of 3 NPC "experts" visits your institution and conducts a series of interviews with various leadership constituencies and administrators and presents a written report on how to strengthen your particular College Panhellenic. The Consulting Team can focus on recruitment, other pertinent topics or do a broad analysis of Panhellenic operations. Panhellenic advisors usually are not part of the focus group discussions. There is a fee connected to the NPC Consulting Team program as well as housing and food for the consultants who participate.

NPC gives awards to College Panhellenics on a biennial basis in overall excellence, outstanding public relations programming, excellence in community service, excellence in membership recruitment, academic programming and achievement and overall improvement. There is also a biennial award given to an Outstanding Panhellenic Advisor. Awards information packets are sent to College Panhellenics early in the winter/spring term and are usually due in May. First, second and third places are awarded in each category as warranted by the entries. Sponsoring organizations provide trophies and plaques presented to the winners. First place winners receive tickets to the NPC Awards Banquet and hotel accommodations for the Panhellenic President and Panhellenic Advisor to receive the award in person. Winning notebook entries are bound and displayed at the NPC meeting, the NIC/AFA Annual Meeting and other regional Panhellenic conferences.

In the area of academic enrichment, NPC provides several on-going programs such as the Day/Week/Month of the Scholar celebrations, a faculty relations manual, a general academic programming manual, and the Scholar newsletter. Panhellenic

academic recognition options include the NPC Academic Honor Roll (for Panhellenic academic achievement above the all-women's average at an institution) and the NPC Academic Challenge (for academic improvement of the all-sorority average of .1 or better from one term to the next).

Most exciting is NPC's leadership in the alcohol-free initiative. In 1998, the NPC adopted a resolution that encouraged all member groups to support only alcohol-free co-sponsored social events in fraternity chapter houses by fall 2000. The leadership of women's fraternities knew that a culture change as extensive as the alcohol-free initiative would need the unified support of our combined membership to fully implement it.

Positions:

While the Unanimous Agreements of the National Panhellenic Conference provide the philosophical foundation for fair and effective Panhellenic operations, NPC has taken a position on numerous issues which affect its members and its role in the greater interfraternity community. Among these positions are the following-those in bold have been adopted as Unanimous Agreements and must be supported:

- NPC holds the position that an individual may only be initiated into one of its organizations as a lifetime member and there can be no transfers of membership from one NPC member group to another.
- NPC supports a separate Panhellenic Council with its own membership recruitment process, extension procedure, and judicial system, independent from a Greek Council
- NPC does not approve of ratings by college administrations and/or other agencies or constituencies
- NPC prohibits the use of alcoholic beverages and the participation of men during recruitment and this extends to the 24 hours of Bid Day
- NPC prohibits spending any College Panhellenic funds on the purchase of alcohol for any Panhellenic purpose

- NPC has affirmed and re-affirmed a no tolerance position on hazing
- NPC strongly favors an early fall recruitment schedule with continuous open bidding in progress the remainder of the year as needed
- NPC expects each College Panhellenic to have a scholarship officer and achieve an all-sorority grade point average above the all women's average at that institution
- NPC expects College Panhellenics to make Panhellenic decisions through a formal vote after referral of the matter to the chapters for discussion
- NPC expects that all College Panhellenic delegates, officers, committee members and recruitment counselors be in good standing with their chapters and enrolled in the institution where the chapter is located
- NPC continues to work toward a streamlined recruitment process which professionalizes the image of women's fraternity membership and adapts its recruitment structure to various campus situations
- NPC encourages philanthropy as an integral part of the formal membership recruitment process
- NPC acts in partnership with other health-related agencies to continually educate its membership on eating disorders, stress, women and lung cancer, and has underwritten research at the University of Missouri through Research Initiatives I-IV.

Over 250 Alumnae Panhellenics have been established to stimulate a continuing interest in Panhellenic affairs, and to inform fraternity women of current trends, to promote the fraternity system and to improve the Panhellenic image in the local community. Many Alumnae Panhellenics provide scholarships for affiliated women and also do outreach programs to promote interest in membership among recent high school graduates. If there is an Alumnae Panhellenic in your vicinity it could be beneficial to do joint programming with collegians to role model lifetime membership and Panhellenic spirit and encourage alumnae involvement after graduation.

Women's fraternity leaders are knowledgeable partners in the dynamic environment of higher education. Their combined continuing vision to facilitate a Panhellenic community known for fellowship, excellence and high standards has been the mantra of women's fraternity organizations since their first inter-sorority meeting at the end of the 19th century. The NPC provides the coordinated leadership, service and resources needed to assist your institution in developing a fraternity/sorority community of the 21st century that resonates with the timeless ideals stated in the Panhellenic Creed:

"We, as Undergraduate member of women's fraternities, stand for good scholarship, for guarding of good health, for maintenance of fine standards, and for serving, to the best of our ability, our college community. Cooperation for further fraternity life, in harmony with its best possibilities, is the ideal that shall guide our fraternity activities.

We, as Fraternity Women, stand for service through the development of character inspired by the close contact and deep friendship of individual fraternity and Panhellenic life. The opportunity for wide and wise human service, through mutual respect and helpfulness, is the tenet by which we strive to live."

Reference:

From *Advising Fraternities and Sororities Manual*. Association of Fraternity Advisors.

The North-American Interfraternity Conference

The North-American Interfraternity Conference
Peter Smithhisler, North-American Interfraternity Conference

The North-American Interfraternity Conference (formerly known as the National Interfraternity Conference) has a long and storied history as a body that has assisted fraternal organizations to work together. In 1883, in Philadelphia, a Panhellenic Conference was organized to create more harmonious and ethical relationships among existing fraternities. Due to jealousy, suspicion, and intense rivalry, a majority of the 14 fraternities represented did not support the call for a second meeting. In 1909, The Religious Education Association sponsored a meeting in Chicago to which 17 fraternities sent representatives. Positive discussion led to the call for a second meeting to discuss mutual problems and consideration of a Panhellenic Union. Nine months later, on November 27, 1909, 26 fraternities met to discuss critical issues facing fraternities at that time. A formal organization was completed in 1910. In 1931 the organization's name was changed from Interfraternity Conference to National Interfraternity Conference. In 1999, at the annual meeting in Denver, the House of Delegates again changed the name to North-American Interfraternity Conference to celebrate the membership of brothers in Canada.

Today, the NIC has 66 member organizations with 5,300 chapters located on 800 campuses in the United States and Canada with approximately 350,000 undergraduate members. The NIC is led by a Board of Directors comprised of 15 volunteers from

member fraternities. It is important to note that neither the Board nor the NIC House of Delegates acts as a governing board. The headquarters and professional staff are located in Indianapolis, Indiana.

Mission

The NIC serves to advocate the needs of its member fraternities through enrichment of the fraternity experience; advancement and growth of the fraternity community; and enhancement of the educational mission of the host institutions. The NIC is also committed to enhancing the benefits of fraternity membership. Each of the member organizations has adopted basic expectations of their members and agreed to the following Nine Basic Expectations.

- I. I will know and understand the ideals expressed in my fraternity ritual and will strive to incorporate them in my daily life.
- II. I will strive for academic achievement and practice academic integrity.
- III. I will respect the dignity of all persons; therefore I will not physically, mentally, psychologically or sexually abuse or harm any human being.
- IV. I will protect the health and safety of all human beings.
- V. I will respect my property and the property of others; therefore, I will neither abuse nor tolerate the abuse of property.
- VI. I will meet my financial obligations in a timely manner.
- VII. I will neither use nor support the use of illegal drugs; I will neither misuse nor support the misuse of alcohol.
- VIII. I acknowledge that a clean and attractive environment is essential to both physical and mental health; therefore, I will do all in my power to see that the chapter property is properly cleaned and maintained.
- IX. I will challenge all my fraternity members to abide by these fraternal expectations and will confront those who violate them.

Strategic Plan

The Board of Directors of the NIC has recently undertaken a major strategic planning process that has produced a number of specific outcomes. A priority for the organization will be to continue to advocate for both the Freedoms of Association and

Speech related to fraternities being recognized on college and university campuses.

These two rights are of paramount importance to fraternities and the future expansion of the individual organizations.

The strategic plan calls for the NIC to be heavily involved in assisting our member organizations with recruitment. This plan dovetails nicely with another area of importance in the plan and that is the development of an aggressive public relations plan. Together, these pieces of the strategic plan revolve around the importance of establishing that fraternities play an integral role in the co-curricular experience of each student and serve as a catalyst for personal development.

Developing long-lasting and committed relationships with a variety of fraternal partners is another important aspect of the NIC's strategic plan. A key relationship is with campus fraternity/sorority professionals and university personnel. Through a strong relationship with the Association of Fraternity Advisors and the National Association of Student Personnel Administrators, the organizations are able to provide the best support and challenge to the fraternal communities on campuses across the country.

Educational Programming

NIC staff members create learning opportunities for all undergraduate men through a variety of programs, most notably the Undergraduate Interfraternity Institute (UIFI), IMPACT, Futures Quest, Recruitment Program, Alumni Academy, and the Alcohol Summit. The purpose of the NIC is to promote service, scholarship, the opportunity for self-development, and brotherhood.

The Undergraduate Interfraternity Institute (UIFI) is a five day co-educational program that brings fraternity and sorority leaders together and teaches leadership skills,

creates awareness of important issues, and calls on each graduate of the program to lead a change initiative within his/her fraternity/sorority community. The program, begun in 1990, has over 4,600 graduates since its inception. In addition, over 120 fraternity/sorority advisors, staff and volunteers participate each year as facilitators during the program. These facilitators support the work of the NIC staff by leading small group discussions that personalize the experience throughout the institute.

IMPACT is a campus based weekend program that brings fraternity and sorority community leaders together to identify a strategy for change and/or improvement to the local fraternal experience. IMPACT is an acronym for Influence, Motivation, Purpose, Action, Commitment, and Trust. These are the six ideals that the curriculum of the program emphasizes. The campus leaders work together during the course of the weekend to identify what needs to change in order to ensure a bright future for the entire community. The staff of the NIC leads these programs throughout the year.

Futures Quest brings together the newest members of the fraternity community. In order to participate, these men will have joined a fraternity in the previous year. The curriculum of Futures Quest is designed to allow the participants to begin their fraternal journey in a very positive way and builds an awareness of the vast scope of the opportunities that are available to each of them. During the experience, each man will identify a personal action plan for what he wants to accomplish during his years in college and beyond. The participants leave the program with a feeling of confidence and their self-esteem is affirmed. This in turn positively influences the fraternities as these men assume leadership positions.

The most important aspect of the fraternal experience may be the need to invite new members to join a fraternity each year. As a result, the NIC offers a program to our members that teaches participants new skills in recruitment and focuses on the positive aspects of membership. The Recruitment Program is one of the most important programs offered by the NIC. Not only does it ensure that membership in fraternities will continue, it also teaches vital skills that each participant can use beyond the fraternal experience. The program makes the direct statement "If you want to recruit me, then you better have a plan." The goal of the program is that every participant has a plan of action for their recruitment goals.

Programs are offered for alumni members of fraternities as well. Vital to the success of the undergraduate chapters is the importance of having chapter advisors and alumni mentors. The Alumni Academy is an opportunity for alumni members of fraternities to identify ways to serve the fraternity as a chapter advisor, house corporation member and/or mentor. In addition, the alumni are re-educated about the purpose of fraternity in the lives of young men and the newer aspects of the fraternity experience in today's society. Finally, the academy forms a community from the alumni boards that are on each campus. It brings together the alumni role models, getting them to solve campus issues while recognizing the effectiveness of teamwork.

The NIC is always seeking ways in which it may develop new initiatives to enhance the work of its member organizations. In 2000, the NIC received a \$750,000 cooperative grant from the National Highway Traffic Safety Administration. This signaled the beginning of efforts to reach into the college community and have students determine the best course of action to take to deal with the number one issue on college

campuses - alcohol. The Alcohol Summit is designed to bring together a coalition of students to discuss alcohol issues and create lasting outcomes to address the effects of alcohol and high risk drinking behaviors.

Resources

Resources offered by the NIC are intended to support the work of campus advisors and fraternity staff members. The resources fall into two categories: Information Network and Educational.

Information Network resources include the important and popular Interfraternity Directory. The directory is a listing of every NIC, NPC, NPHC and NALFO member group, a leadership directory of fraternal organizations, and a listing for every campus that has a fraternity community.

Interchange is information and resource network comprised of undergraduate Interfraternity Councils. The tiered structure of the program allows IFCs to join based on the number of fraternities currently recognized on campus. Information is regularly distributed, both electronically and via mail, to the councils for distribution on campus. Educational resources to be used by the councils are distributed to Interchange members on a quarterly basis. Interchange members also receive a reduced cost on supplemental educational resources and reduced fees to attend NIC programs such as UIFI and Futures Quest.

A series of Awards of Distinction are presented to undergraduates and alumni for service to fraternities beyond the standard of membership. These awards, presented regionally, recognize outstanding service that advances the ideals of the fraternal

movement. Because of these men's willingness to serve and give, fraternities are advanced and the ideals realized.

Educational Programs can be purchased through the NIC. These programs contain everything that a campus/council/fraternity needs to conduct the program. Curriculum includes information and instructions about activities, processing questions, follow-up measures, and programming alternatives. Topical areas covered by resources are Membership Development, Risk Management, Public Relations, Ritual and Values Education, Leadership Development, Community Relations and Community Service, Officer Development, Recruitment, Greek Week Resource Kit, Alcohol Free Housing, Diversity, Hazing, and Personal Development. Detailed descriptions of each resource are found at the resources and services section of the NIC's web page at www.nicindy.org.

Resolutions

A series of resolutions adopted by the NIC House of Delegates (voting body) are important documents with which the fraternal community should become familiar. Intended to act as a guide, not a mandate, the resolutions outline the NIC's position on a number of serious topics including Freedom of Association, Freedom of Speech, Hazing, Recruitment, New Member Education, the Dignity of Others, and a variety of other issues. These resolutions are available in their entirety at www.nicindy.org and a number of important and often-requested resolutions are found toward the back of the Interfraternity Directory.

Future

The future of the NIC and fraternal organizations for men will be drastically different. Fraternities will thrive in the next decade, with the main emphasis turning to

individual responsibility and personal fulfillment. The founding values of fraternities will resonate loudly with the matriculation of the latest cohort of students being called the Millennials (Brownstein, 2000). The Millennial Generation is projected to have a greater personal commitment to teamwork and community service, which connects to the values of group success and service for others within fraternities. This generation is also projected to have a sense of group responsibility that also matches the fraternal experience.

Fraternity housing of the future will emphasize smaller houses, sleeping no more than 25-30 men. Greek Villages, with stringent restrictions, will be created to partner with campus/university administrators who will not tolerate dysfunctional behavior. Safety will be a major concern. All fraternity housing will contain house-directors and will be alcohol free. Sprinkler systems will be in every fraternity structure.

Pledgeship or Associate Membership in a fraternity will be reduced to periods of one month or less in order to reduce the number of hazing incidents. Hazing will not fit with the Millennial's value structure. Fraternity grade point averages will be above the all-men's average GPA on 85 percent of campuses. As a result of the return to our founders' principles, alumni contributions will be at all time highs. Respect for fraternity membership will have returned.

Public Relations Effort

The NIC will begin an era of research and development related to targeting a distinct market of individuals interested in joining a fraternity. Preliminary internal research indicates time, resources, energy, and message should be focused on high school juniors and seniors. Great effort must be made to influence this group to consider

membership in a fraternity. The target group needs to be exposed to the values of the fraternity culture and be given the opportunity to see that their personal value structure can match that of a fraternity. This effort needs to occur prior to the target group entering the college environment.

Support from the university community is essential to the success of the NIC public relations initiatives. Through solid partnerships, the fraternity and university communities recruit a solid student base and this will have a positive effect on the retention of these students in college and within the fraternity.

Reference:

Brownstein, A. "The Next Great Generation?" *Chronicle of Higher Education*, Oct. 13, 2000, pp. A71-A72.

From *Advising Fraternities and Sororities Manual*. Association of Fraternity Advisors.

The National Pan-Hellenic Council

The National Pan-Hellenic Council, Inc.
Virginia LeBlanc, National Pan-Hellenic Council, Inc.

Statement of Purpose

The purpose of the National Pan-Hellenic Council, Inc. shall be to foster cooperative actions of its members in dealing with matters of mutual concern. To this end, the NPHC promotes the well-being of its affiliate fraternities and sororities, facilitates the establishment and development of local councils of the NPHC and provides leadership training for its constituents.

What is the National Pan-Hellenic Council (NPHC)?

The National Pan-Hellenic Council, Incorporated is currently composed of nine (9) International Greek letter Sororities and Fraternities: Alpha Kappa Alpha Sorority, Inc. Alpha Phi Alpha Fraternity, Inc., Delta Sigma Theta Sorority, Inc., Zeta Phi Beta Sorority, Inc., Iota Phi Theta Fraternity, Inc., Kappa Alpha Psi Fraternity, Inc., Sigma Gamma Rho Sorority, Inc. Phi Beta Sigma Fraternity, Inc. and Omega Phi Psi Fraternity, Inc. The NPHC promotes interaction through forums, meetings and other mediums for the exchange of information and engages in cooperative programming and initiatives through various activities and functions.

The National Pan-Hellenic Council was organized in May 1930 at Howard University, in Washington, DC. Charter members include Kappa Alpha Psi and Omega Psi Phi Fraternities, Alpha Kappa Alpha, Delta Sigma Theta, and Zeta Phi Beta Sororities. In 1931, Alpha Phi Alpha and Phi Beta Sigma Fraternities joined the Council.

Sigma Gamma Rho Sorority joined in 1937 and Iota Phi Theta Fraternity completed the list of member organizations in 1997.

The stated purpose and mission of the organization in 1930 was "Unanimity of thought and action as far as possible in the conduct of Greek letter collegiate fraternities and sororities, and to consider problems of mutual interest to its member organizations." Early in 1937, the organization was incorporated under the laws of the State of Illinois and became known as "The National Pan-Hellenic Council, Incorporated."

National Pan-Hellenic Council Mission Statement

The National Pan-Hellenic Council (NPHC) is an organization which facilitates the collaborative agenda of its affiliate organizations.

National Pan-Hellenic Council Objectives

In the furtherance of the Mission Statement, NPHC recognizes the following objectives. NPHC:

1. Assists in establishing and facilitating local councils on campuses and within communities wherein chapters of member fraternities and sororities are located.
2. Serves as the communication link between/among these constituent fraternities and sororities, especially in matters such as scheduling workshops and national meetings.
3. Conducts periodic workshops or training sessions with the officers of the local councils to ensure a clear understanding of common operational procedures.
4. Conducts regional conferences on a biennial basis as a means of developing operational efficiency and promoting program effectiveness.
5. Conducts a NPHC National Convention/Undergraduate Leadership Conference of the active membership, including officers and delegates of the National Pan-Hellenic Council and the constituent local councils.
6. Works cooperatively with and contributes to other community groups. These include such agencies as the National Black Leadership Roundtable, the National Coalition of Black Voter Participation, NAACP, The Urban League, the National Council of Negro Women, United Negro College Fund, North-American Interfraternity Conference, National Panhellenic Conference, National Association of Latino Fraternal Organizations,

Association of Fraternity Advisors, Fraternity Executives Association, Congressional Black Caucus among others.

7. Provides unity and economic empowerment through and by the member organizations.
8. Performs such other coordinating functions as set forth within the Constitution and Bylaws of the National Pan-Hellenic Council or as determined by the Executive Board of the NPHC, Inc.

Why the Tradition Must Continue On College Campuses?

To understand the need for and concept of the National Pan-Hellenic Council, Inc., one must first consider, understand and familiarize oneself with the historical accounts and significance of predominantly Black Greek-letter organizations. While having their own distinct heritages, the nine (9) member organizations of NPHC offer insight and a unique perspective into this understanding and the development of Black socioeconomic and cultural life.

Each of the nine (9) NPHC organizations evolved during a period when African Americans were being denied essential rights and privileges afforded others. Racial isolation on predominantly white campuses and social barriers of class on all campuses created a need for African Americans to align themselves with other individuals sharing common goals and ideals. With the realization of such a need, the African American (Black) Greek-lettered organization movement took on the personae of a haven and outlet, which could foster brotherhood and sisterhood in the pursuit to bring about social change through the development of social programs that would create positive change for Blacks and the country. Today the need remains the same.

While NPHC affiliate organizations recognize the social aspect of fraternity/sorority college life, the primary purpose and focus of member organizations remains community awareness and action through educational, economic and cultural

service activities. NPHC affiliates and their respective members have pledged to devote their resources to service in their respective communities, realizing that the membership experience of NPHC organizations goes beyond organizational membership during an individual's college career. A lifetime commitment to the goals and ideals of each respective organization is stressed. The individual member is also expected to align themselves with a graduate/alumni chapter following graduation from college, with the expectation that he/she will attend regular chapter meetings, regional conferences and national conventions and take an active part in matters concerning and affecting the community in which he or she lives.

The need to form campus-based councils to represent NPHC affiliate organizations is not motivated by a "separatist" philosophy. The establishment of councils assists in maintaining a distinct identity as "service based organizations," as opposed to organizations that may be strictly social in nature. NPHC, Inc. does not advocate a disassociation from NIC, NPC or NALFO organizations on college campuses. The council's purpose is to promote unity and expose members to the "service for life" philosophy and foster leadership development and scholarship. Furthermore, the National Pan-Hellenic Council provides a forum for participation and interaction among the members of affiliate organizations and the organizations themselves. It provides for a stronger unified voice and a stronger unified body. The continued advocacy for the establishment of local councils not only stems from tradition, but also from the realization that many colleges and universities maintain organization registration policies that require an organization to belong to a national organization if it wants to function on

that campus. Additionally, the national organization is required to be a member of a national umbrella organization.

It is the endeavor of NPHC, Inc. to foster a more stable environment on campuses for affiliate chapters, provide a forum for dialogue and provide training for and management of its respective organizations. Having such an entity in place to serve as an umbrella organization centralizes and provides a distinguishable clearinghouse for information, and in some cases, a national spokes-body in matters involving its constituency, whether on the university/college campus and/or in civic, social and political arenas. It is essential to have such a voice to advocate concerns of local councils and assert the position of the national body, particularly in decisions or rulings that may negatively affect affiliates.

NPHC STRUCTURE

- There shall be a Council of Presidents, which shall have authority on all matters.
- There shall be a National Convention, which shall elect officers for the ensuing term and perform such other duties as may hereinafter be described.
- There shall be an Executive Board of Directors, subject in all respects to the Council of Presidents of the NPHC.
- The Executive Board of Directors shall have the authority to establish geographical groupings when deemed necessary.
- The Executive Board of Directors shall establish undergraduate and alumni councils of the NPHC.
- Undergraduate and Graduate councils of the NPHC shall become a part of the respective region in which they are located; if such a region exists.

COUNCIL OF PRESIDENTS

Authority

The supreme governing authority of the NPHC shall be vested in the Council of Presidents.

Composition

The Council of Presidents shall be composed of the elected president of each affiliate member fraternity or sorority or the authorized representative thereof, who shall be designated by the president of the respective fraternity or sorority and shall represent the fraternity or sorority in the absence of the president.

Responsibilities

The Council of Presidents shall be responsible for the broad general policies of the NPHC and for instructing the Executive Board of Directors regarding activities to be executed on behalf of the NPHC.

EXECUTIVE BOARD OF DIRECTORS

Scope of Authority

The executive and administrative powers of the Council of Presidents shall be vested in the Executive Board of Directors.

Composition

The NPHC Executive Board of Directors shall be composed of twenty-three (23) directors. Six (6) directors shall be elected national officers. Five (5) regional directors and nine (9) Executive Directors of the affiliate fraternities and sororities shall also be members. The NPHC Executive Director, the NPHC General Counsel and the NPHC Immediate Past President, by virtue of position, shall serve as the remaining Board of Directors. The Immediate Past President, if in good standing, shall serve as a voting director, without regard to any other provision of the Constitution and Bylaws, which limits the term of service as a director.

NPHC REGIONAL STRUCTURE

The NPHC has five regions (Eastern, North Central, Southern, Southwestern and Western), which provide guidance and governance for undergraduate and alumni councils. In addition to providing information and service, these regions conduct biennial conferences with undergraduate and alumni councils and also recommend appropriate legislation for action at the General Convention. Each region has the responsibility of assuring that the councils' operation and sections are in accord with the mandate of the General Convention. The regional director also coordinates the implementation of regional programs and establishes a working relationship with the regional directors and/or representatives of the nine affiliate organizations.

TYPES OF COUNCILS

Councils in the NPHC are in two categories:

Graduate (Alumni) Councils - comprised of two or more affiliate organization chapters. Members of the local NPHC council must be financial with their respective affiliate chapter and international organizations.

Undergraduate (Collegiate) Councils - comprised of two or more affiliate chapters located on college/university campuses. The members of the campus NPHC are undergraduate students who are financial members with their respective affiliate chapter and international organizations.

Naming Your Council:

Graduate Council - The local graduate council of NPHC shall be designated as The National Pan-Hellenic Council at/of the name of the city/town/area. (Example: "The National Pan-Hellenic Council at/of Fresno")

Undergraduate Council - The undergraduate council is designated as The National Pan-Hellenic Council at/of the college/university name. (Example: "The National Pan-Hellenic Council at/of [the] University of Arizona")

PURPOSE OF THE COUNCIL

The purpose of the Council shall be: to create and maintain high standards in the life and ideals of fraternities and sororities; to perpetuate constructive fraternity and sorority relationships; to foster an understanding of the structure and method of operation among affiliate organizations; to address, coordinate, and develop action strategies on matters of mutual concern to affiliate organizations, and to serve as the conduit for such action plans as may be developed.

NPHC Councils on college campuses provide(s):

- Preservation of the cultural heritage of the historically African American Greek-letter Organizations
- Adequate and effective representation of the African American Greek-lettered organizations
- A forum for addressing items of mutual interest and concern to the NPHC organizations
- A minority view on majority campuses
- An experience of self-governance necessary to the development of the emergent leaders
- An organization that does not base fines, assessments and penalties on unrealistic membership goals or housing policies.
- Uniformed membership intake procedures and standards of conduct for NPHC organizations
- A body able to recommend changes in legislation to the national body

NPHC organizations as Graduate councils provide:

- A framework for joint community service projects and other activities and functions
- A forum for the discussion of common goals and items of mutual interest and concern among the nine affiliate member organizations
- A network for the promotion of continued social progress
- A body able to recommend changes in legislation to the national body

MEMBERSHIP RECRUITMENT

Specific activities are geared toward the recruitment of new members by Greek-letter organizations. While many college or university administrations have definite and prescribed times and procedures for Greek-letter organizations to engage in recruitment activities, there is no regulation that prevents chapter members from being positive role models on a continuing day-to-day basis on and off campus.

Freshmen and other new students shall receive up-to-date information about sororities and fraternities as they are in existence on a given campus. Local National Pan-Hellenic Councils shall specify the formal and informal recruitment rules and make the same available to all member chapters, in cooperation with the college/university administration.

There shall be no more than two (2) specified recruitment periods each year, fall and spring. It is suggested that the recruitment activities for each period be confined to no more than one week.

NPHC groups uphold the following guidelines for recruitment:

- No sorority or fraternity shall approach any potential member who has indicated a preference for a group other than theirs with a proposal to refuse and wait for another invitation.
- It is in accord with dignity and good manners of Greek-letter men and women:
 - To avoid disparaging remarks about other college students or Greek-letter organizations

- To create friendly relations between fraternal and non-fraternal students
- To publicize only those things which are dignified, worthwhile and uplifting
- NPHC organizations do not discriminate on the basis of race, creed, color, national origin, age, physical challenge or sexual orientation.

POLICY & POSITION STATEMENTS

Substance Abuse

The NPHC is concerned about the governing problem of substance abuse through the consumption of alcohol and the use of drugs, especially on college campuses. This is due to the alarming number of disastrous incidents in which alcohol and drugs play a part and the adverse health conditions caused by and relating to substance abuse.

The NPHC position is that the sale or consumption of alcohol or drugs at any NPHC council sponsored event on campus or at any student's residence or other facility is strictly prohibited.

NPHC strongly suggests that every undergraduate council offer educational programs specifically addressing the problems of and solutions to substance abuse on or around the local campus.

Step Shows & Conduct

The National Pan-Hellenic Council recognizes that "step shows" are a creative and unique form of artistic and musical entertainment, especially at the undergraduate level. At most colleges and universities, students who are members of fraternities and sororities participate in such forms of entertainment as a means to promote and enhance the image of their respective fraternal organization and to showcase the talent of their membership. Step shows provide students, parents, faculty members, college and

university officials and the public a forum to better understand the unique culture (e.g., history and traditions) of African American fraternities and sororities.

Such cultural expressions may also have the potential for individuals to form opinions about the values and beliefs of local fraternities and sororities, as language, behavior and symbols send strong messages. Additionally, it is plausible that step shows help prospective members become more informed about the organization in which they seek membership. Step shows have the potential to be a source of marketing African American fraternities and sororities.

For fraternity and sorority members, many step shows help create an environment conducive to intra and inter-group fellowship. This bonding may be particularly valuable to African American students matriculating at predominately White institutions, where many of these students feel isolated and perceive a lack of emotional support.

Although step shows enhance the undergraduate experience, they should not involve the degradation and/or belittlement of any other Greek-letter organizations, including fraternities and sororities affiliated with the NPHC, North-American Interfraternity Conference, National Association of Latino Fraternal Organizations and the National Panhellenic Conference. Furthermore, step shows, which take the form of dancing, singing and/or skits, should not be performed using lewd, indecent or obscene behavior. Although freedom of expression is valued by the National Pan-Hellenic Council, Inc., performances of such reproach are not only inconsistent with the negative stereotyping which often overshadows the positive philanthropic and global projects undertaken by NPHC organizations.

The nine national presidents of the historically African American NPHC fraternities and sororities strongly urge undergraduates to consider positive themes when developing step shows. Such shows can highlight famous African American contributions to society. When skits are performed, they should be developed to convey positive political, social justice and moral messages. The NPHC invites local councils and affiliated organizations to send creative, alternative step show ideas to the NPHC International Headquarters for widespread exchange of artistic and musical expression.

Elimination of Pledging

In a historic step, leaders of the first eight member organizations and the National President of the National Pan-Hellenic Council met in St. Louis, Missouri, on February 16, 1990, and agreed to bring an end to pledging as a solution to the rampant outbreak of hazing.

Rationale: Membership in NPHC affiliate organizations is based upon the possession of qualifications by the aspirant, rather than upon a pledge period of activities.

Recommendations: (1.) There shall be no "pledging" or "pre-pledging" process in any of the constituent organizations comprising the National Pan-Hellenic Council organizations, (2.) Each organization shall develop its own membership intake process, which shall be limited to the ceremonial ritual(s) of the respective organization, and (3.) Each organization shall develop its own educational process to follow the ceremonial ritual(s).

All NPHC member organizations legally adopted changes reflecting the St. Louis decision, beginning in the fall semester of 1990 through 1991.

SERVICES PROVIDED BY NPHC

- Monitors and shares information about federal and state legislative and regulatory activities and other matters of mutual concern to NPHC affiliates.
- Spearheads joint action by NPHC affiliates where appropriate and maintains active and open communication with the executive offices of each of the affiliates.
- Publishes national and regional newsletters, which allow NPHC undergraduate and alumni councils to exchange ideas and resources.
- Conducts national and regional workshops on issues specific to NPHC member councils.
- Serves as a resource sharing body and engages in dialogue and partnerships with other Greek-letter organizations, associations and college/university administrators regarding current issues.
- Provides sample bylaws and rules of operation for graduate and undergraduate councils. The Regional Director works directly with graduate and undergraduate councils and advises them on standards of conduct and constitutional revisions.
- Provides consultation to local councils and colleges/universities on NPHC issues.
- Assists the member organizations in meeting their individual objectives.
- Conducts awards programs to recognize local councils, member organizations along with non-affiliate individuals and organizations which have been instrumental in the furtherance of the NPHC philosophy.
- Conducts regional and national conventions, which provide the opportunity for NPHC members to interact and exchange ideas and solutions to common concerns.

AVAILABLE INFORMATION & FORMS

How to Start a Local NPHC
NPHC Management Handbook
NPHC Joint Position Statement on Hazing (1/2001)
NPHC National Structure Flow Chart
NPHC Officer Installation Ceremony
NPHC National Officer and Affiliate Rosters
NPHC Remittance of Funds & Order Form

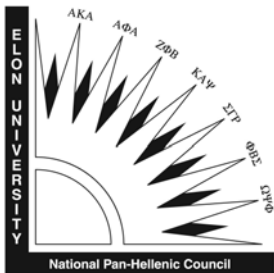
For more information on NPHC member organizations and answers to Frequently Asked Questions, visit the NPHC web site at www.nphchq.org.

Reference:

From *Advising Fraternities and Sororities Manual*. Association of Fraternity Advisors.



Advisor Resources



Fraternity and Sorority Terminology

Active: A fully initiated member of a fraternity or sorority; a chapter or colony current members.

Affiliation: The fraternity or sorority to which an individual belongs.

Alumna/Alumnus: A graduated member of a fraternity or sorority.

Badge: A symbol that Greeks wear to indicate their membership to their organization, often a pin that is worn on the left breast.

Bid: A formal invitation to join a fraternity or sorority.

Bid Matching*: A system for matching the choice of the potential member with the choice of the chapter.

Chapter: The local groups of a larger national organization designated by a special Greek letter name.

COB*: (Continuous Open Bidding) A term used by sororities that indicates the opportunity for a chapter to invite a woman to membership if it did not fulfill its quota in formal recruitment or it has not reached its membership total. Chapters may COB anytime during the school year.

Colony: Status of a new chapter prior to installation.

Dues: Membership, philanthropic, room, board, and other fees paid to the local chapter of a sorority or fraternity in order to be a member.

FIPG: Fraternity Information and Programming Group, a group of large inter/national fraternities that have grouped together to form a uniform risk management policy in order to obtain adequate liability insurance.

Formal Recruitment: The recruitment process which takes place during the fall semester.

Fraternity: The name that applies to all Greek letter organizations and is characterized by a ritual, pin, and a strong bond of sisterhood and/or brotherhood.

Greek: A person who is a member of a fraternity or sorority.

House Manager: A chapter member who is employed by Elon who is responsible for all housing aspects of the chapter facility.

Initiation: The formal ceremony that brings new members into full active membership.

Legacy: A potential new member whose grandparent, parent, or sibling is an alumnus/a of, or active in, a particular sorority of fraternity. Fraternities and sororities are not obligated to invite all legacies to join.

National Panhellenic Conference (NPC): The governing body for 26 of the inter/national women's fraternities.

National Pan-Hellenic Council (NPHC): The governing body for the 9 traditionally African-American organizations, for both men and women.

New Member/Pledge: Someone who has been accepted as a member of a fraternity or sorority. After a period of education about the group, a new member may be initiated.

North-American Interfraternity Conference (NIC): A body of delegates from the 64 affiliated fraternities.

Panhellenic: A Greek word meaning All-Greek ; the cooperative organization composed of the chapters of NPC sororities on campus.

Philanthropy: Charitable projects sponsored by an organization.

Potential New Member: (PNM) Any non-Greek student at UM. More specifically, during formal recruitment, a PNM is a man or woman who is registered for recruitment and is attending recruitment functions.

Quota*: The number of women that each NPC-affiliated sorority is allowed to extend a bid to during the formal recruitment process.

Recruitment (formally known as Rush): A social experience in which mutual selection occurs in order to determine membership. A function where undergraduates interested in joining a sorority or fraternity are able to meet members, learn more about the organization, and join a sorority or fraternity.

Ritual: A set of values Greek organizations were founded upon. Members of a fraternity or sorority vow to live by these values.

Total*: The allowable chapter size, including both new and initiated members, as determined by the college Panhellenic.

* indicates terms that are used for The National Panhellenic Conference recruitment process

Helpful Websites

Campus Fundraiser – www.campusfundraiser.com

CAMPUSPEAK – www.campuspeak.com

Lambda10 – www.lambda10.org

Mid-American Greek Council Association – www.mgca.org

National Interfraternity Council – www.nicindy.org

National Panhellenic Conference – www.npcwomen.org

National Pan-Hellenic Council – www.nphchq.org

Omega Financial – www.omegafi.com

Pennington & Company – www.penningtonco.com

Stop Hazing – www.stophazing.org