

THE PHI ALPHA

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AN IMPORTANT AND TIMELY MESSAGE FROM THE ESA

At the Leadership School this year, the discussion centered around hazing more than at any time in the past. During the second school, a special bonus session was held, and was attended by undergraduate delegates and members of the volunteer faculty. No members of the professional staff or National Office were present. It was a frank discussion of many practices presently in use, and the rationale behind some of them. There were those who felt that hazing was essential, and those who felt that a positive and constructive approach to the pledgship was the most effective method. In the minds of some, a definition of hazing was not established, although the National Laws are quite specific in this regard, and this resulted in some confusion as to exactly what was meant — whether hazing and a strong program were synonymous.

This, plus a number of private discussions, caused the faculty of the Leadership School to ask the Supreme Council to take a more positive position in the elimination of all hazing and undignified pre-initiation activities. It was quite obvious to all that this continues as one of the most serious problems within the Fraternity.

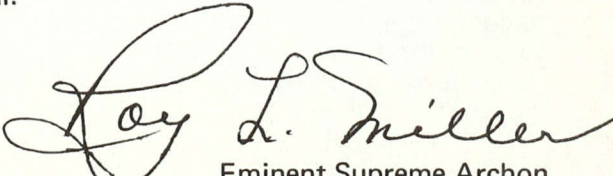
In a copy of a newspaper clipping received during the Leadership School, we learned of a lawsuit that had just been brought against a chapter of another fraternity and five of its members, including the president, vice president, and treasurer, for \$100,000. Along with this clipping came a letter from the Advisor to Fraternities on that campus. It read in part: "It has finally happened! Someone would not play the game anymore! The attached newspaper clipping contains the details.

"Whether the fraternity or the members named in the lawsuit win or lose, they will still have a very large legal fee to pay, perhaps several thousand dollars. The price we will pay in adverse publicity is beyond estimation. Formal rush week is three weeks away — would anyone hazard a guess how many sons will not attend now because of parental pressure?

"Only the most callous hypocrite will single out the one fraternity for condemnation. I conservatively estimate 18 out of 21 fraternities here haze in some way or another. We tried to move in on it last year, but our 'educational' approach was a day late and a dollar short.

"We know everyone has rules against this sort of activity but up until now they haven't been followed. We need your cooperation in resolving this lingering problem. I am only sorry that the ultimate result of this lawsuit, hopefully the complete abandonment of hazing in any form here, had to come about in this particular manner."

Your Supreme Council, recognizing that this easily could have been a chapter of Sigma Alpha Epsilon, feels that strong measures should be taken, and that the time is long past for equivocation. This entire issue of PHI ALPHA is devoted to a plan of action, and makes suggestion for a substitute pre-initiation week. We sincerely hope that every chapter, and every alumnus, will strive toward the development of programs which emphasize the dignity of the individual.


Eminent Supreme Archon

A PLAN OF ACTION

In the process of preparing an outsider or unaffiliated person for initiation into Sigma Alpha Epsilon, there is a period of time devoted to "Pledge education." It is perhaps redundant to mention that today's college student comes on the campus with more maturity and better prepared mentally for his scholastic work than at any time in the history of education. Too often this fact alone seems to determine the failure of a pledge education program in a chapter because the chapter fails to take into account the needs and desires of each new class of students as it enters the college campus. The continuation of the previous program somehow seems more important than the attainment of flexibility that is necessary to fulfill the needs of the pledge class. All too often this continuation concerns itself with those activities that are defined by the National Laws as "hazing."

In the pledge education program of many chapters within the realm of Sigma Alpha Epsilon, it has become increasingly obvious that there are two schools of thought relevant to the question of physical activities which fit within this definition of hazing. The first area of thought includes that chapter which is desirous of finding some substitute within its pledge education program, and the second area is that in which the actives feel that physical hazing is not only necessary, but essential to the molding of a good SAE.

Dealing with the first school of thought is, naturally, the easier since the actives are sympathetic and cooperative with efforts to find some substitute. Once an effective and sound program is suggested or outlined, the chapter makes an attempt to put the program into operation. The crux of the problem here is finding a suitable and worthwhile pledge education program.

The **Pledge Trainer's Manual**, as it now exists, provides some basic outlines of a complete program, but does not seem to be thorough enough in its presentation. Therefore a revision of this manual and an inclusion of a sample program for a significant and meaningful help week will be made as soon as is practical to solve this problem.

The second area of thought, as mentioned earlier, is that which feels that hazing is necessary to the success of a sound program and the development of true brotherhood. It is in this area that the feeling exists among concerned brothers that action must be taken.

Two basic plans of attack can be taken in solving a problem of this type and magnitude. The first, and the one often suggested, is a severe and uncompromising series of actions designed to enforce a regulation that outlaws the use of hazing in a pledge education program. While there may be merit in this approach, it is basically negative.

The second, and probably the "ideal" program to institute is one of education and the development of a "positive attitude" toward the question of pledge education. While this may be the ideal program, it is obviously slower and the results are long-run rather than being recognizable immediately. Therefore, it would seem reasonable that an intertwining of the two positions would be necessary to accomplish the goal as set forth for SAE. With this in mind, there is proposed below a program that is intended not only to provide guidelines for an educational approach to establishing a program, but also includes actions that may be taken by the National Office and the Supreme Council in order to take a firm stand against hazing practices and prod to action that chapter that refuses to review and modernize its "traditional" approach to pledge education.

A planned program centering around both areas of thought (severe and educational) will be instituted and will incorporate and expand the procedure as it now exists in the Fraternity.

The first edition of the **PHI ALPHA** this fall is headlining and heralding the program that is established to combat the hazing that exists in the Fraternity. The **ESA's** statement clearly explains **SAE's** stand on hazing and further in this article some specific actions aimed toward enforcement are presented. Suggestions for "help" week activities are also included in this issue.

The November issue of the **RECORD** will also contain an article explaining our position on hazing, and **why** that position exists. In the future issues of the **RECORD**, guest articles and tracts from other fraternity magazines will be presented to impress upon every brother that the entire fraternity world considers hazing an intolerable practice and is therefore dedicated to its eradication. Reprints will be made available and sent to every chapter in bulk so that each collegiate brother will have an opportunity to review this position. These reprints will also be made available to **IFC's** and deans who may be concerned with this problem.

There will be published, at least twice this year, a **Phi Alpha**-type publication dedicated to the question of pledge education. This publication will serve to spread throughout the Fraternity ideas gathered that will serve to improve the program of pledge education. Within the next academic year this publication should become monthly or bi-monthly.

The **Pledge Trainer's Manual** is being revised, as mentioned earlier, to include sample programs that are completely and thoroughly explained to the Pledge Master. From this revision forward, the manual will be revised frequently and will be based upon information acquired over the preceding period.

The **Position on Hazing** as published by the College Fraternity Secretaries' Association will be printed on the inside back cover of the November **RECORD** and each chapter is asked to frame a copy and place it in a permanent position in the chapter room or other public room of the house, so it will serve as a constant reminder to the individual brother and to visitors to the house of the position of the general fraternity world as endorsed by Sigma Alpha Epsilon.

The semi-annual letter to the officers in charge of the fraternity system at each school in which there is a chapter of SAE will be continued and he also will receive other publications and material published by the Fraternity on the general area of pledge education.

The Fraternity's delegates to the National Interfraternity Conference will encourage that body to institute a program on an inter-fraternity level toward the solving of the hazing problem throughout the fraternity world.

The Supreme Council, through the ESR, will issue a letter of policy concerning hazing to each regionally constituted interfraternity body (e.g. SEIFC, WRIFC) and encourage it to devote time and energy toward solving this problem in schools within its sphere of influence.

The following series of alternative actions is established by the Supreme Council and notice is served to all alumni, chapters and individuals that action will be taken in cases in which hazing exists or is believed to exist on a college campus. This list is not binding nor automatic, but may be varied and imposed as the individual situation warrants. Some of these actions are as follows:

Upon the indication that hazing exists in a chapter, the Supreme Council, through the ESR, will require such chapter to provide within two weeks a complete written presentation of its policies of pledge education and pre-initiation week program. Upon receipt and review of this statement, a Xerox copy will be sent to the dean in charge of fraternities on that campus to ascertain that he is aware of the chapter's stated policy and the intention of SAE to take action if it is warranted. If the chapter does not provide the requested statement within the allotted time the Supreme Council may take the option of declaring the offices of Eminent Archon and Pledge Trainer vacant and require the election of another brother, who will be required to comply with the request.

If it is ascertained that further action is required, or if at some future time serious violations of the stated policy occur, or if it is discovered that the chapter has not shown good faith in the preparation of the statement, then a representative of the National Office and Supreme Council will be dispatched immediately to the campus concerned. A conference will be held with the dean in charge of the fraternity system to coordinate action of our Fraternity with that of the university or college.

The representative of the National fraternity, the dean in charge, and when possible, the Province Archon, will then meet with the chapter to explain **why** the chapter's program does not meet the standards of SAE and **what** must be done in order to improve the program until it does meet those standards.

If the chapter continues to disregard the standards of the Fraternity, or if such incident occurs that is detrimental to the individual pledge and is a violation of the rules and regulations of SAE and/or the school, then further action will be taken.

When it is shown that the chapter has clearly violated its own stated policy of pledge education, and has no intention of improving the situation, the National Fraternity will have no other choice than to take direct action in the affairs of the chapter. This might be accomplished by any, or all, of the following procedures:

(1) The chapter will be placed upon probation to the Supreme Council and any further actions will result in immediate establishment of an alumni commission, or the suspension of the charter.

(2) The Eminent Archon and the Pledge Trainer of the chapter will be considered liable for trial for expulsion or suspension through failure to enforce the National Laws and chapter by-laws.

(3) Until a chapter can show that it has provided a program by which it can ensure against further incidents, the chapter will be barred from conducting a formal initiation or pre-initiation week.

(4) Individual offenders in the chapter will be expelled or suspended in order to remove their influence from the chapter.

(5) Every other chapter will be notified of the incident and the action taken by the Supreme Council immediately by the sending of a communication from the National Office, and a published item in the next issue of **Phi Alpha**.

There is being established within the realm of SAE a plan to counter the program of hazing as it exists in too great a degree in the collegiate chapter. This positive approach, as outlined in the above proposals, will establish a long-range educational program for development of sound, mature attitudes in pledge education. At the same time checks are provided to insist in some cases that action be taken. Flexibility, of course, is desired in all cases. The intent is not to confine all of the energies of the Fraternity to a single course of action. A series of guidelines and programs must be established in order to provide a basis for reconstruction of attitudes and practices. Inflexibility is generally derived from two sources — a rigid and uncompromising program and the complete lack of information. Any program that is considered flexible must be made so through the establishment of sound foundations. A program aimed toward the abolition of hazing could form that foundation in the area of pledge education.

ORIENTATION WEEK IS YOUR WEEK

You are in complete control of your accomplishments and you will be the only judge of its true value. Whether it is good or bad, enjoyable or disappointing, fruitful or a waste, will be entirely up to you. This week will be one of fun, work, and seriousness all combined in equal portions but controlled by your actions and attitudes.

SUNDAY

- 11:00 A.M. Attend Church Services.
- 11:30 A.M. Move into house, share room with Big Brother.
- 12:00 Noon Formal introduction to week and assignment of duties. (Actives and pledges)
- 12:30 P.M. Begin pledge class project. (Work clothes)
- 5:30 P.M. Clean up for supper. (Suit and tie)
- 6:00 P.M. Supper — hamburgers, french fries, salad, dessert.
- 7:00 P.M. Work, organized by Pledge Class President, around the house.
- 10:00 P.M. Speaker, "The Fraternity and You". (Casual clothes)
- 11:00 P.M. Free time or class project. During free periods you will be expected to study but bull sessions are also recommended.
- 12:00 Midnight — Sack Time.

MONDAY

- 7:00 A.M. Rise and shine.
- 7:30 A.M. Breakfast — french toast, canadian bacon, juice, coffee.
- 8:30 A.M. Speaker — "The Fraternity House and You." (Casual clothes)
- NOTE: This talk will be informative and designed to show you why you should respect your house and how to properly maintain it.
- 9:30 A.M. Work — direction of House Manager. (Work clothes)
- 11:45 A.M. Clean up for lunch. (Sport jacket and tie)
- 12:00 Noon Lunch — steak sandwich, baked potatoes, salad.
- 1:00 P.M. Work on pledge project.
- 5:45 P.M. Clean up for dinner. (Suit and tie)
- 6:00 P.M. Dinner — rolled ham, scalloped potatoes, rolls, salad, creamed corn, dessert, coffee and milk.
- 7:00 P.M. Speaker — "Social Life and Dress." A representative from a clothing store.
- 8:00 P.M. Work on house — under direction of Pledge Class President.
- 12:00 A.M. Snack Time — sandwich and milk.
- 12:30 A.M. Lights out.

TUESDAY

- 7:30 A.M. Rise and shine.
- 8:00 A.M. Breakfast — hot cereal, eggs, toast and cocoa.
- 8:30 A.M. Finish pledge project before noon.
- 11:45 A.M. Clean up for lunch. (Sport coat and tie)
- 12:00 Noon Lunch — soup, sandwiches, milk and dessert.
- 1:00 P.M. Speaker — "Financial Obligations of the Fraternity." ET
- 1:30 P.M. Work — community project — clean up Odd Fellows Cemetery — may include entire Chapter.

- 5:45 P.M. Clean up for dinner. (Suit and tie)
- 6:00 P.M. Dinner — shrimp, french fries, tossed salad, rolls.
- 7:00 P.M. Speaker — "The Fraternity and the University." Dean of Men.
- 8:00 P.M. Work session — clean and update Chapter files, work on alumni files, address envelopes for Chapter Newsletter, address Christmas cards in advance.
- 10:00 P.M. Songfest with brothers.
- 11:15 P.M. Pledge class skit.
- 12:00 Midnight — Sleep.

WEDNESDAY

- 7:00 A.M. The day begins
- 7:30 A.M. Breakfast — ham, eggs, toast, coffee and milk.
- 8:00 A.M. Work outside with House Manager — mow, rake and clean yard and parking area. Paint fence and Lion. (Work clothes)
- 11:45 A.M. Clean up for lunch. (Sweater and slacks)
- 12:00 Noon Lunch — sausage, pancakes and pudding.
- 1:00 P.M. Speaker — "Explanation of House Offices" — Chapter Officers.
- 2:00 P.M. Clean house.
- 3:00 P.M. Final Test. (Suit and tie)
- 5:00 P.M. Discussion of examination with Pledge Trainer.
- 6:00 P.M. Dinner — hamburger steak, mashed potatoes, salad.
- 7:00 P.M. Speaker — "Hospitality and Public Relations." University Public Relations Director.
- 8:00 P.M. Talks by Convention Delegate and Leadership School Representatives.
- 9:00 P.M. All-house buzz session — re-evaluate goals accomplished thus far and the establishment of future goals. Coffee and donuts. (Provided by pledge class)
- 10:30 P.M. Lights out.
- 11:30 P.M. Lights out.

THURSDAY

- 7:00 A.M. The last day.
- 7:30 A.M. Breakfast — bacon, eggs, hot rolls, coffee and milk.
- 8:30 A.M. Finish all duties around house.
- 11:00 A.M. Talk by Chapter Adviser or Province Officer — "What is Expected of You as a Brother in SAE"
- 12:00 Noon Lunch — choice of the Pledge Class as to menu.
- 1:00 P.M. Test results announced. Start to fill out the Form A.
- 2:30 P.M. Neophytes to have one hour of free time.
- 3:30 P.M. Big Brother — Little Brother football, basketball or softball game.
- 6:00 P.M. Dinner — steak, baked potatoes, salad, vegetable, rolls, special dessert. Speech by each neophyte in the form of a topoi.
- 7:00 P.M. Speaker — "History and Functions of Minerva Club" — President of Minerva Club.
- 8:00 P.M. Evaluation and discussion of Orientation Week.
- 9:00 P.M. Speaker—"Now is the Hour"— EA or Chapter Adviser.
- 10:00 P.M. House Serenade
- 11:00 P.M. Snacks served at house.

NOTE: If this Orientation Week is running in connection with College or University classes, each man should be allowed at least three hours each evening for study. It should be stressed that no man will miss a class.

The Phi Alpha of Sigma Alpha Epsilon

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