

Texas Tech University

# **FRATERNITY & SORORITY LIFE**

## **Fraternity & Sorority Life Advisors' Manual**

**Texas Tech University (TTU)  
Office of Fraternity & Sorority Life (FSL) Advisors' Manual**

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## Mission Statement

The mission of the Office of Fraternity & Sorority Life at Texas Tech University is to advance and support the fraternal community at Texas Tech University by providing opportunities for personal growth, leadership development, civic engagement and academic success. The office serves as both an advocate and resource for all students involved in fraternity & sorority life at TTU.

## Our Values

**As a value-based community, our fraternities and sororities are expected to hold themselves accountable by upholding the principles below:**

**Leadership:** The community offers numerous opportunities to gain valuable leadership experience. Fraternities and sororities also encourage their members to become involved in numerous campus activities. This enables their members to learn leadership skills by being involved in a large multifaceted organization. Today's employers and graduate schools search for the type of individual who not only excels in academics but is also well-rounded through active involvement on campus. The FSL community offers an excellent opportunity to meet and exceed these standards.

**Scholarship:** Texas Tech University fraternities and sororities strive for academic excellence and developing the scholastic achievement of their members. The all-Greek grade point average is consistently higher than the all-University grade point average. To help members succeed academically, fraternities and sororities have well-established scholarship programs. These programs include resources such as study hall sessions, time management workshops, academics advisors, tutoring programs and more. Fraternities and sororities reward high academic achievement in many ways, such as scholarships, awards and recognition banquets. There are also all-Greek honor societies to recognize the academic achievements of fraternity and sorority members.

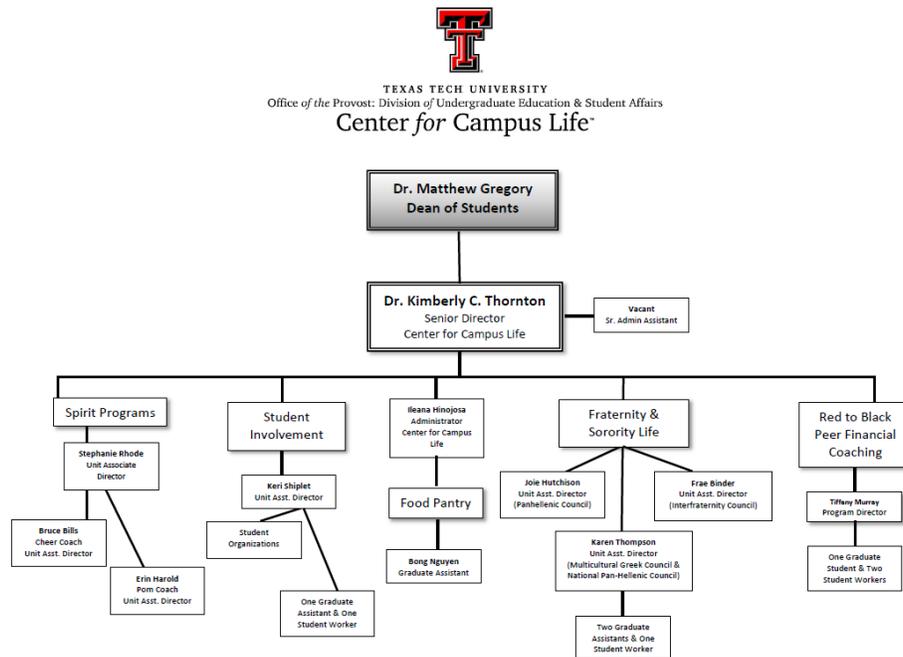
**Civic Engagement:** Community service and philanthropy plays an important role in the TTU fraternities and sororities. These projects give students a chance to contribute and give back to TTU and Lubbock. All fraternities and sororities have national philanthropic organizations that they support locally. Fraternities and sororities also collaborate in community service projects that benefit local charities throughout the year.

**Brotherhood and Sisterhood:** Brotherhood and sisterhood are the foundations of the fraternity and sorority experience. Every individual in a fraternity or sorority contributes to this value. Students will form friendships unlike any they will experience in other campus organizations. Brotherhood or sisterhood is not conformity. No fraternity or sorority at Tech is made up of members who are exactly alike. The FSL community benefits from the rich diversity of the Tech campus, which is what makes the fraternity or sorority experience so valuable. By interacting with people from various cultural, religious, and racial backgrounds, members are better prepared to face the challenges of life after college. Joining a fraternity or sorority will enable members to have a richer and more rewarding experience as Red Raiders. The fraternity or

sorority will become a home away from home, and students will find that brotherhood or sisterhood extends well beyond their undergraduate years.

**Social Justice:** TTU Fraternity and Sorority chapters offer diverse experiences for their members. Chapters engage in critical conversations about inclusions, diversity and challenging inequalities by exposing members to opportunities they may not otherwise experience. The community welcomes all students to join our variety of chapters which provide a vast array of opportunities to help each individual student succeed at Texas Tech University.

# Office of Fraternity & Sorority Life Structure



## Fraternity & Sorority Life Contact Information

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## A Timeline of Fraternities & Sororities at Texas Tech University

1923

- On February 10<sup>th</sup>, Texas Technological College was founded.

1924

- On June 27<sup>th</sup>, the Board of Directors voted not to allow Greek-lettered organizations on campus.

1925

- Texas Technological College opened its doors. The college consisted of six buildings, and 914 students enrolled.

1926

- Las Chaparritas was the first women's club on campus and functioned to unite girls of a common interest through association and engaging in social activities.
- Sans Souci, another women's social club, was founded.

1927

- The first master's degree was offered at Texas Technological College.

1928

- On November 21<sup>st</sup>, the College Club was founded.

1929

- The Centaur Club was founded and was the first Men's social club on the campus whose members were all college students.
- In October, Silver Key Fraternity was organized.
- In October, the Wranglers Fraternity was founded.

1930

- The "Matador Song" was adopted as the school song.
- Student organizations had risen to 54 in number, about 1 for every 37 students.
  - There were three categories of student organizations:
    - Devoted to academic pursuits, and/or achievements, and career development
      - Ex. Aggie Club, Pre-Med, and Engineering Club
    - Special interest organizations
      - Ex. Debate Club and the East Texas Club
    - Social Clubs
- Las Camaradas was organized.
- In the spring, Las Vivarachas club was organized.
- On March 2<sup>nd</sup>, DFD was founded at Texas Technological College. It was the only social organization on the campus with a name and meaning known only to its members.
- On March 3<sup>rd</sup>, The Inter-Club Council was founded, which ultimately divided into the Men's Inter-Club Council and the Women's Inter-Club Council.
- Phi Kappa Sigma Fraternity was chartered at Tech on March 2<sup>nd</sup>

1932

- The Kemas Fraternity was organized.

1935

- A "Division of Graduate Studies" was established at Texas Technological College.

1936

- The Masked Rider was introduced as a dare, at the time then called the Ghost Rider.

- Saddle Tramps, the All-Men's spirit group, was formed.

1937

- Socii, a student social club, was organized.
- The graduate program became a separate school.
- Doctoral programs were introduced at Texas Technological College.

1939

- On April 30<sup>th</sup>, Alpha Phi Omega arrived on the Tech campus, previously known as the Eagle Scout Club.

1947

- Following the Second World War, returning veterans helped to increase enrollment into Texas Technological College by 38%.

1948

- Alpha Phi Omega was influential in the decision to allow Greeks on campus because unlike many other student organizations, they maintained membership through the war.

1950

- National organizations and local alumni began discreetly, but persistently, expressing the want for Greek-lettered organizations at Texas Technological College.

1951

- On April 1<sup>st</sup>, The Lubbock City Panhellenic distributed a poll to the women's social clubs to determine the level of interest in Greek-lettered organizations on campus. Two weeks later, the *Toreador* carried a story revealing "Coeds Receptive to Sorority Talks."
- On May 3<sup>rd</sup>, the president of W.I.C.C. officially wrote Tech President, Dossie M. Wiggins, identifying eight reasons why students felt the Greeks should replace the social clubs.
- In the fall, the administration had determined to take the matter of allowing Greek-lettered organizations on campus to the Board of Directors.

1952

- On June 21<sup>st</sup>, the Board of Directors voted to approve the admission of fraternities and sororities on campus at Texas Technological College.
- By the fall, national sororities and fraternities were in contact with local clubs.

1953

- In February, men's social clubs began a series of interview meetings with nine national fraternities.
- In the spring, Women's Inter-Club Council (W.I.C.C.) became College Panhellenic.
- In the spring, local women's clubs were absorbed by national sororities.
  - DFD became Delta Delta Delta Sorority
  - Ko Shari became Pi Beta Phi Sorority
  - Las Chaparritas became Kappa Kappa Gamma Sorority
  - Las Vivarachas became Zeta Tau Alpha Sorority
  - San Souci became Kappa Alpha Theta Fraternity
- In the late spring, men's social club began transforming to fraternities.
  - Adelphi became Sigma Alpha Epsilon Fraternity
  - Kemas became Phi Gamma Delta Fraternity
  - Silver Keys became Phi Delta Theta Fraternity
  - Centaurs became Phi Kappa Psi Fraternity
  - The College Club became Kappa Sigma Fraternity
  - Los Camaradas became Pi Kappa Alpha Fraternity
  - Socii became Sigma Nu Fraternity
  - The Wranglers became Alpha Tau Omega Fraternity
- On August 8<sup>th</sup>, Board of Directors granted permission to the Greek-lettered organizations to secure off-campus facilities. However, residential quarters were strictly prohibited, and thus, the Lodge System was established.

- The location and terms of the lease had to be approved by the president of the college.
- In September, the first Sorority rush was held (now called recruitment).
  - Two-hundred and Forty rushees (now called potential new members) went through recruitment.
  - Because quota was twenty-eight, only one-hundred and forty rushees received bids from the five chapters.
- On September 20<sup>th</sup>, Men’s Inter-Club Council (M.I.C.C) became Interfraternity Council (IFC) and held its first regular meeting.
- In October, Alpha Chi Omega Sorority colonized.
- In November, Delta Gamma Sorority colonized.

#### 1954

- On January 1<sup>st</sup>, The Masked Rider became an official mascot.
- In the spring, IFC held their first rush period and took in 253 pledges (approximately one in every five undergraduate men pledged a fraternity).
- On May 17, Brown v. Board of Education ended legal segregation in public schools.
- On September 30<sup>th</sup>, due to poor scholastic performance (six out of ten men decreased their GPA by 0.43 on a 3.00 scale), IFC implemented a deferred rush system.
- In October, Alpha Phi Sorority and Sigma Kappa Sorority were colonized.
- Delta Gamma Sorority was colonized.
- Alpha Chi Omega Sorority was colonized.

#### 1955

- In September, Sigma Chi Fraternity was colonized.
- In October, Gamma Phi Beta Fraternity was colonized.

#### 1957

- In February, Tau Delta Tau Fraternity was colonized.
- In May, Tau Delta Tau Fraternity officially became chartered as Delta Tau Delta Sorority.
- In June, an informal committee comprised of alumni approached Mrs. Lizzie Turner about the 25-acre plot of land she owned (known as the “Turner Tract”).

#### 1958

- In late spring, Phi Mu Colonized.
- In the fall, alumni filed articles of incorporation with the Texas Secretary of State to establish Texas Tech Interfraternity Housing Corporation – it was chartered for a term of 50 years.
- In November, a contract between Mrs. Lizzie Turner and the Texas Tech Interfraternity Housing Corporation was signed.
  - The Turner Tract (now Greek Circle) sold for \$75,000.
  - The 20 sororities and fraternities then at Tech each contributed \$3,750.

#### 1959

- The first Carol of Lights took place.

#### 1961

- Texas Tech University joined the Southwest Conference
- On March 1<sup>st</sup>, the “New Fraternity” became a registered student organization.
- On May 2<sup>nd</sup>, IFC voted to accept the petition to colonize Kappa Alpha Order.
- In July, the first African American students were admitted to Texas Tech.
- In September, Chi Omega Sorority was colonized.
- On September 2<sup>nd</sup>, the members of “New Fraternity” joined with Kappa Alpha Order and the Gamma Chi chapter of Kappa Alpha Fraternity was installed.

#### 1962

- On February, Chi Omega Sorority received their charter.

1965

- In September, Alpha Delta Pi Sorority was colonized.

1966

- In the fall, Alpha Delta Pi Sorority received their charter.

1967

- The first class of 72 students enrolled in the Texas Tech University School of Law.

1968

- In October, Beta Theta Pi Fraternity was colonized.

1969

- The Interfraternity Housing Corporation issued deeds to the individual sororities and fraternities for their portion of the Turner Tract.
- On September 1<sup>st</sup>, Texas Technological College formally became Texas Tech University.
- In May, the Texas Tech University School of Medicine was founded.
- Delta Tau Delta Sorority was chartered at Texas Tech University.

1970

- In February, Sigma Phi Epsilon Fraternity was colonized and Beta Theta Pi Fraternity received its charter.
- By early spring, The Turner Tract had been transformed into Greek Circle (with streets, sewers, and the like) but lacked any sort of Greek facility.
- In April, Delta Sigma Theta Sorority, Inc. was chartered making them the first historically African-American sorority on campus and became an associate member of Panhellenic.
- By the summer, Kappa Alpha Theta Fraternity was the first to begin to build a lodge on Greek Circle followed by Alpha Chi Omega, Pi Beta Phi, and Sigma Kappa Sororities.
- In the fall, an interest group comprised of various male students was formed to review information requested from four historically African-American fraternities.
- In December, Alpha Kappa Alpha Sorority, Inc. was colonized and became an associate member of Panhellenic and Sigma Phi Epsilon Fraternity received its charter.

1971

- In the spring, 33 young men affiliated with Sigma Phi Epsilon Fraternity.
- In the spring, Pi Lambda Phi Fraternity colonized but did not receive acceptance into IFC.
- In April, the interest group formed in the fall of the previous year opted to affiliate with Alpha Phi Alpha.

1972

- On January 12<sup>th</sup>, Alpha Phi Alpha Fraternity, Inc. received its charter.
- In May, The Board of Regents withdrew their prohibition on residential fraternity and sorority lodges.
- Kappa Alpha Theta, Alpha Chi Omega, Pi Beta Phi, and Sigma Kappa Sororities were situated at Greek Circle for fall rush.

1973

- Panhellenic at Texas Tech was awarded the Best University Panhellenic in the Country for NPC.

1974

- Chi Omega Sorority purchased Phi Gamma Delta Fraternities' lot on Greek Circle and began building.
- IFC opened for expansion and Lambda Chi Alpha Fraternity was selected to colonize.

1975

- Gamma Phi Beta moved into its lodge on Greek Circle.
- In December, Kappa Kappa Gamma Sorority began construction of their lodge.
- Omega Psi Phi Fraternity, Inc. received its charter.

1976

- On November 6<sup>th</sup>, Tau Kappa Epsilon Fraternity was colonized.

- Lambda Chi Alpha Fraternity was colonized.
- 1977
- Delta Sigma Phi Fraternity was colonized.
- 1978
- On April 15<sup>th</sup>, FarmHouse was colonized.
- 1979
- Kappa Alpha Psi Fraternity, Inc. received its charter.
- 1983
- Chi Psi Fraternity was colonized.
  - Delta Chi Fraternity was colonized.
- 1986
- Pi Kappa Phi Fraternity was colonized.
- 1987
- Alpha Gamma Rho Fraternity was colonized.
  - Kappa Delta Sorority was colonized.
  - Kappa Delta Chi Sorority, Inc. was founded at Texas Tech University.
  - Omega Delta Phi Fraternity, Inc. was founded at Texas Tech University.
- 1990
- On April 7<sup>th</sup>, Theta Chi Fraternity was colonized.
- 1993
- Zeta Phi Beta Sorority, Inc. received its charter.
  - Zeta Phi Gamma Sorority, Inc. was founded at Texas Tech.
- 1996
- Texas Tech University joined the Big 12 Conference.
- 1997
- In August, Pi Kappa Phi Fraternity was colonized.
- 1998
- The Honors College was established at Texas Tech.
  - The Multicultural Greek Council was formally established at Texas Tech by Kappa Delta Chi, Omega Delta Phi, Zeta Phi Gamma, and Sigma Lambda Beta.
  - Beta Upsilon Chi Fraternity was colonized.
- 1999
- Sigma Phi Epsilon was colonized.
  - Sigma Lambda Beta International Fraternity, Inc. was chartered.
  - Gamma Alpha Omega Sorority, Inc. was chartered.
- 2002
- In November, Theta Xi Fraternity was colonized.
  - The Multicultural Greek Council Changed its name to the Inter Greek Council.

2003

- On September 19<sup>th</sup>, Delta Chi Fraternity was colonized.
- Lambda Theta Alpha Latin Sorority, Inc. was chartered.

2008

- Delta Epsilon Psi Fraternity, Inc. was chartered.
- Gamma Beta Fraternity, Inc. was chartered.

2010

- The Inter Greek Council changed its name back to the Multicultural Greek Council.

2011

- Lambda Theta Phi Latin Fraternity, Inc. was chartered.

2012

- On August 27<sup>th</sup>, Lambda Chi Alpha Fraternity was colonized.
- On May 5<sup>th</sup>, Phi Iota Alpha Fraternity, Inc. was colonized.
- Delta Kappa Delta Sorority Inc. was chartered.
- Sigma Lambda Gamma National Sorority Inc. was chartered.
- Lambda Delta Psi Sorority Inc. was chartered.
- Delta Alpha Omega Multicultural Fraternity Inc. was chartered.

2013

- Delta Phi Omega Sorority Inc. was chartered.

2014

- On November 15<sup>th</sup>, Sigma Phi Delta was colonized.

2015

- In the fall, Alpha Xi Delta Sorority was colonized.
- Sigma Phi Delta Fraternity was colonized.
- Delta Alpha Sigma Multicultural Sorority, Inc. was chartered.

2016

- In the fall, Phi Kappa Sigma Fraternity was colonized.

2017

- Sigma Chi Fraternity was colonized.
- Alpha Kappa Lambda Fraternity was colonized.
- Kappa Delta Rho Fraternity was colonized.

2018

- Sigma Tau Gamma Fraternity was colonized.

2019

- Alpha Sigma Rho Sorority, Inc. was colonized

## Chapters at Texas Tech University

### Interfraternity Council (IFC) fraternities:

Alpha Gamma Rho	Alpha Tau Omega
Beta Theta Pi	Beta Upsilon Chi
Chi Psi	Delta Tau Delta
Delta Chi	Farmhouse
Kappa Alpha Order	Lambda Chi Alpha
Phi Delta Theta	Phi Gamma Delta
Phi Kappa Psi	Pi Kappa Alpha
Sigma Alpha Epsilon	Sigma Chi
Sigma Nu	Sigma Phi Delta
Sigma Phi Epsilon	Sigma Tau Gamma
Tau Kappa Epsilon	Theta Chi
Phi Kappa Tau	

### National Pan-Hellenic Council (NPHC) fraternities & sororities:

Alpha Phi Alpha Fraternity, Inc.	Alpha Kappa Alpha Sorority, Inc.
Kappa Alpha Psi Fraternity, Inc.	Zeta Phi Beta Sorority, Inc.
Omega Psi Phi Fraternity, Inc.	

### Multicultural Greek Council (MGC) fraternities & sororities:

Alpha Sigma Rho Sorority, Inc.  
Delta Alpha Omega Multicultural Fraternity, Inc.  
Delta Alpha Sigma Multicultural Sorority, Inc.  
Delta Kappa Delta Sorority, Inc.  
Delta Epsilon Psi Fraternity, Inc.  
Delta Phi Omega Sorority, Inc.  
Gamma Beta National Fraternity, Inc.  
Kappa Delta Chi Sorority, Inc.  
Lambda Theta Phi Latin Fraternity, Inc.  
Lambda Delta Psi Sorority, Inc.  
Omega Delta Phi Fraternity, Inc.  
Lambda Theta Alpha Latin Sorority, Inc.  
Sigma Lambda Beta International Fraternity, Inc.  
Sigma Lambda Gamma National Sorority, Inc.

### College Panhellenic Council (CPH) sororities:

Alpha Chi Omega	Alpha Delta Pi
Alpha Phi	Alpha Xi Delta
Chi Omega	Delta Delta Delta
Delta Gamma	Kappa Alpha Theta
Kappa Delta	Kappa Kappa Gamma
Pi Beta Phi	Zeta Tau Alpha

## **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.

## **What is a Chapter Advisor?**

The Chapter Advisor's role is to guide the undergraduate chapter in the areas of recruitment/membership intake, academic success, programming, service, philanthropy, and overall chapter management by establishing a good working relationship based upon mutual respect. The specific roles of each advisor will vary from chapter to chapter, but the general duties are as follows:

- 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 Fraternity & Sorority Life.
- Maintain close contact with the inter/national organization headquarters and the Office of Fraternity & Sorority Life.

## **What is a Faculty/Staff Advisor?**

The Faculty/Staff Advisor's role is to be an on-campus liaison for the chapter. The Faculty/Staff advisor is there to provide the chapter with campus resources and guidance with their academic goals, as well as their relationships with other faculty, staff and university administrators.

Suggested duties of the Faculty/Staff Advisor are as follows:

- 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.

## **What support will FSL offer?**

- Provide regular updates to advisors from Fraternity & Sorority Life on academic issues.
- Provide advisors with a list of the chapter member's GPA's each semester (assuming members have signed a grade release form).
- Track each chapter's academic incentives they offer to their members and compare to the rest of the Fraternity and Sorority community.
- Advising and support to chapter and council leadership from a university prospective
- Provide risk education and support
- Provide leadership development opportunities
- Connect students to campus resources and support

## **Tips for Advising Chapters**

1. Get to know the chapter members. It is important to know your audience. Different students require different approaches.
2. Keep the chapter's goals and objectives firmly in mind.
3. Know what chapter members expect of you as an advisor.
4. Express a sincere interest in the chapter and its mission.
5. Express a sincere interest in everyone within the chapter.
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 effect on how everyone 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:
  - a. Consultant
  - b. Information source
  - c. Clarifier
  - d. Counselor
  - e. 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 available; you may want to keep office hours or set up individual appointments with chapter members.
18. Don't make decisions for students; help them make their own decisions.
19. Know how to access University resources.
20. Try to avoid being critical of faculty, staff or other advisors to chapter members.

## **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.

## **Stress Schedule for Students**

### **September**

- Homesickness often arises, especially for freshman.
- Values crises occur – Students are confronted with questions of conscience over value-conflict areas of race, drugs and alcohol experimentation, morality, religion, and social expectations.
- Feelings of inadequacy and inferiority develop because of the discrepancy between high school status and grades and initial college performance.
- “In Loco Parentis” Blues – Students feel depressed because of real or perceived restrictive policies and regulations of the college and/or the chapter.

### **October**

- New students begin to realize life at college is not as perfect as they were led to believe by parents, teachers and counselors. Old problems seem to continue, and new ones are added.
- Grief develops because of inadequate skills for finding a group or not being selected by one.
- Mid-term workload pressures are followed by feelings of failure and loss of self-esteem.
- Job panic may arise for mid-year graduates.

### **November**

- Academic pressure is beginning to mount because of procrastination, difficulty with work, and lack of ability.
- Depression and anxiety increase because of feelings that one should have adjusted to college by now.
- Economic anxiety may occur as funds from family and summer earnings begin to run out and loans become due.
- Some students have ceased to expand their network of friends beyond the first few people with whom they came into close contact.

### **December**

- Extra-curricular time strain occurs; seasonal parties, concerns, social service projects and religious activities drain student energies.
- Anxiety, fear and guilt increase as final examinations approach, and final papers/projects are due.

- Pre-holiday depression develops, especially for those who have concerns for family, those who have no home to visit and for those who prefer not to go home because of family conflicts.
- Pressure increases to perform socially because of the approaching vacation and extended separation time.

### **January**

- Post-holiday depression may arise once members are away from the secure and positive environment of home.
- Significant time spent socializing occurs because of the perception that academics haven't really begun until the second or third week of classes.

### **February**

- Many students experience optimism because second semester is perceived as going "downhill."
- Vocational/career/major choices cause anxiety and/or depression.
- Depression increases for those students who have failed to establish a social relationship or achieve a moderate amount of recognition.

### **March**

- Drugs and alcohol use increase significantly before, during and after spring break.
- Academic pressure increased. Extra-curricular crisis for juniors develops (Will I get an internship?) as well as for seniors (Will I get a job? Have I really learned anything? Was my major a mistake?).
- Pressure increases to perform socially because of the approaching vacation and extended separation time.

### **April**

- Academic pressures continue, and midterm results are received.
- Frustration and confusion develop because of decisions necessary for fall pre-enrollment.
- Summer job pressures develop.
- Major often has to be declared and pressure mounts.
- Papers and exams are beginning to pile up, but motivation to study decreases as the weather changes to spring.

## **Dealing with Difficult Situations**

Several difficult situations may arise during your time as an advisor. Some members may refuse to positively participate in the chapter; others may blatantly disregard rules and policies. Still others will try to only complain or be destructive with their behavior and actions. When these situations occur, it is best to acknowledge what is going on and take action. To ignore the problem could result in tension and a waste of time.

Upon confronting difficult members, it is essential to have resources at your disposal for support. Know that you are not alone and should establish a good relationship with both your chapter officers and alumni volunteers.

It is also important that you do not become interrogating or patronizing. You want to make it clear that you are approaching them because you care about them and the chapter, not because you are a cop, and it's your job to uphold the law.

### ***The Seven Step Plan for Confrontation***

#### **Step One: Initiate Contact**

Understandably, you must first make contact with the person to be confronted in an appropriate setting. It is best to pick a private place where neither individual feels threatened.

#### **Step Two: Establish Rapport**

Create a sense of mutual trust. A sense that both people present really care about each other.

#### **Step Three: Identify the Problem**

Work with the person to identify the issue or problem that prompted you to seek them out. They must agree that there is a problem. If not, you must return to Step Two. During the problem identification process, it is important that you not ask the question, why? If you do, you will be told why and that becomes the reason or excuse for the behavior.

#### **Step Four: Agree Upon the Problem**

The individual being confronted must agree that a problem does, in fact, exist. Otherwise, the person will not buy into the following steps, they will lack the necessary motivation. If they do not agree that a problem exists, you must return to Step Two or Three.

#### **Step Five: Obtain Attainable Commitment**

After the person agrees that a problem exists, you must mutually agree upon an attainable commitment on their part. It must be a commitment which the person has the potential to fulfill. You must provide the person with an opportunity to win, to succeed.

#### **Step Six: Keep Commitment**

On a mutually predetermined date and time, get together again with the individual to determine whether or not they have been able to keep the commitment. If so, move to Step Seven. If not, return to Step Five and redefine what an attainable commitment from the person is.

#### **Step Seven: Praise Success**

When success is realized, offer praise and positive feedback. Then obtain a commitment for further changes by returning to the fifth step and extending what was an attainable commitment.

## **TTU Behavior Intervention Team (BIT)**

While countless resources exist to help students adjust to college life and the additional stress it may create, students may still find themselves at risk, without an awareness of these resources. One of the ways Texas Tech University is addressing these issues is through the work of the Behavioral Intervention Team (BIT). In order to promote the safety and health of its students, the BIT addresses student behaviors that are disruptive and may include mental health and/or safety issues.

Texas Tech cares about the health and safety of all members of the campus community. The BIT serves to apply a multidisciplinary approach to preventing individuals from harming themselves or others, and generally, to assist students in need. It also provides students, faculty and staff with a tool and conduit for reporting disruptive, concerning or unusual behavior so that students of concern can get the support they need, and the safety and well-being of the campus community can be assured.

Student of Concern Reporting Form: <https://www.depts.ttu.edu/dos/bit/index.php>

TTU also offers an online reporting system [http://www.depts.ttu.edu/dos/report\\_a\\_concern.php](http://www.depts.ttu.edu/dos/report_a_concern.php) for the following:

- Potential violations of the TTU Student Code of Conduct
- Concerns regarding Sexual Misconduct
- Concerns about students in crisis or distress
- Hazing & Student Organization Misconduct
- Concerns surrounding acts of bias or discrimination
- Raider Relief & Pregnancy

## **Risk Intervention & Safety Education (RISE)**

Risk Intervention & Safety Education (RISE) is a component of the Office of the Dean of Students at Texas Tech University. RISE is empowering Texas Tech students to live vital, meaningful lives through comprehensive prevention education. RISE provides a variety of services, educational workshops, fun FREE events, and administers the required Think About It course for all incoming first year and transfer students.

Texas Tech is committed to the well-being of all Red Raiders. This goal is best achieved when we all play a part in creating a community of care for our fellow Red Raiders and a campus climate that is welcoming. Safety and wellness are shared responsibilities of students, faculty, and staff on our campus. When we say, "I am a Red Raider!" we are committing to being part of the TTU Family.

RISE is located on the second floor of DRANE HALL, in Suite 217. Visitor parking is available at this location.

**Phone:** (806) 742-2110

**Email:** [RISE@ttu.edu](mailto:RISE@ttu.edu)

**Website:** <http://www.depts.ttu.edu/rise/>

## **Title IX**

The university is committed to providing and strengthening an educational, working and living environment where students, faculty, staff and visitors are free from sex discrimination of any kind. In accordance with Title VII, Title IX, the Violence Against Women Act (VAWA), the Campus Sexual Violence Elimination Act (SaVE), and other federal and state law, the university prohibits discrimination based on sex, which includes pregnancy, and other types of sexual misconduct. Sexual Misconduct is a broad term encompassing all forms of gender-based harassment or discrimination and unwelcome behavior of a sexual nature. The term includes sexual harassment, nonconsensual sexual contact, nonconsensual sexual intercourse, sexual assault, sexual exploitation, stalking, public indecency, interpersonal violence, sexual violence and any other misconduct based on sex. Any acts that fall within the scope of this policy hereinafter are referred to as sexual misconduct. While sexual orientation and gender identity are not explicitly protected categories under state or federal law, it is the university's policy not to discriminate in employment, admission or use of programs, activities, facilities, or services on this basis. Discriminatory behavior is prohibited, regardless of the manner in which it is exhibited, whether verbally, in writing, by actions, or electronically displayed or conveyed.

For the full policy: <https://www.depts.ttu.edu/opmanual/OP40.03.pdf>

### **In the Case of an Incident of Sexual Misconduct:**

#### **Who Needs to Report?**

All TTU employees, including student employees or volunteers responsible for the welfare of other students, are required to report to the Title IX Coordinator or Deputy Coordinator. If you have any questions about whether to report, contact the TTU Title IX Coordinator.

#### **What to Do**

- If someone tells you that they have experienced sexual misconduct including sexual harassment, sexual assault, intimate partner violence, or stalking, first offer them support. Listen to them and encourage them to seek help and counseling as soon as possible.
- The person's health and safety should be your primary concern. If a student is in immediate danger, please contact the police.
- Report the incident to the Title IX Coordinator Dr. Kimberly Simón at (806) 834-1949
- If there is any question about how to proceed after a conversation with someone who has experienced misconduct, call and consult with the Title IX Coordinator.

#### **On-Campus Resources**

Title IX Coordinator Dr. Kimberly Simón (806) 834-1949

Title IX Deputy Administrator Dr. Matt Gregory: (806) 742-2984

Texas Tech University Title IX Website: <https://www.depts.ttu.edu/titleix/>

TTU Police Department: *Emergency* 911 *Non-Emergency* (806) 742-3931

Risk Intervention & Safety Education (RISE): (806) 742-7233

Student Counseling Center: (806) 742-3674

Additional Resources: <http://www.depts.ttu.edu/titleix/supportresources/VPRResourceSheet.pdf>

## Texas Tech University Hazing Policy

No chapter, colony, student or alumnus shall conduct nor condone hazing activities. Permission or approval by a person being hazed is not a defense. Hazing activities are defined as:

*"Hazing Intentional, knowing, or reckless act directed against a student by one person acting alone or by more than one person occurring on or off University premises that endangers the mental or physical health or safety of a student for the purpose of pledging or associating with, being initiated into, affiliating with, holding office in, seeking and/or maintaining membership in any organization whose membership consists of students. Consent and/or acquiescence by a student or students subjected to hazing is not a reasonable defense in a disciplinary proceeding."*

Hazing includes, but is not limited to:

1. Any type of physical brutality, such as whipping, beating, using a harmful substance on the body or similar activity.
2. Any type of activity that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of a student, such as sleep deprivation, exposure to the elements, confinement in small space, personal servitude or calisthenics.
3. Any activity involving consumption of a food, liquid, alcoholic beverage, liquor, drug or other substance which subjects a student to an unreasonable risk of harm, or which adversely affects the mental or physical health or safety of a student.
4. Any activity that intimidates or threatens a student with ostracism, that subjects a student to extreme mental stress, shame or humiliation, adversely affects the mental health or dignity of a student, or discourages a student from entering or remaining enrolled at the University, or may reasonably be expected to cause a student to leave the organization or the University rather than submit to acts described above.
5. Any activity in which a person solicits, encourages, directs, aids or attempts to aid another in engaging in hazing; intentionally, knowingly or recklessly permits hazing to occur; has firsthand knowledge of the planning of a specific hazing incident which has occurred or may occur; witnesses or participates in a specific hazing incident, and knowingly fails to report the incident in writing to the Office of Student Conduct.
6. Any activity in which hazing is either condoned or encouraged or any action by an officer or combination of members, pledges, associates or alumni of the organization of committing or assisting in the commission of hazing.
7. Any activity that involves coercing a student to consume an alcoholic beverage, liquor, or drug, or creates an environment in which the student reasonably feels coerced to consume any of those substances.

# Clay R Warren Risk Education Policy

## **History of Clay R. Warren Programming:**

In September of 2002, Clay R. Warren was traveling back to Lubbock from a fraternity-sponsored event when the driver of his vehicle fell asleep at the wheel. Clay died due to injuries sustained from the car accident.

Clay was a vivacious young man who loved life, his family, Texas Tech University and his fraternity. He had only been at Texas Tech for five weeks before he passed away.

After Clay's death his parents, Freada and Mark, became advocates of providing risk management education to other college students. Their message is simple. No parent or loved one should have to go through what they went through.

The Warrens teamed up with Senator Robert Duncan, the former Chancellor of Texas Tech University to create legislation that would require risk management education for all student organizations in the state of Texas.

The early efforts of the Clay R. Warren Risk Management Education were created in a collaboration with the Fraternity & Sorority Life staff in the fall of 2006.

Today, Freada and Mark want to do their best to make others aware of the potential risks college students face. Most importantly they want to ensure that students are making better choices and are taking care of one another.

## **Philosophy Statement on Clay R. Warren Programming:**

Fraternity & Sorority Life believes in the benefit of fraternities and sororities, and advocates for the organizations and students in their pursuit of fraternal ideals. We strive to provide opportunities to create life-long bonds through the principles encompassed in the shared values of scholarship, leadership, service and fellowship within fraternity and sorority life. Our mission is to provide a quality undergraduate fraternal experience enhancing student development with a commitment to risk prevention with all community stakeholders. Fraternity & Sorority Life is most committed to providing a safe fraternal experience for members and guests. Fraternity & Sorority Life believes that risk management and harm reduction education is necessary to provide our students and any guests a safe environment to thrive within.

Our staff believes very strongly in the betterment of students through our organizations. Fraternity & Sorority Life upholds the following philosophy specifically related to risk management education:

- Fraternity & Sorority Life collaborates with inter/national headquarters staff to address the issue of risk management education.
- Fraternity & Sorority Life strives to prevent the negative behaviors and attitudes associated with poor risk management techniques.

- Through education, training and partnerships, we provide the tools to help students make good choices and to understand the consequences of their choices.
- Fraternity & Sorority Life will hold organizations and individual members accountable for the choices they make.
- Fraternity & Sorority Life expects personal responsibility from its members and accountability through local self-governance.
- Fraternity & Sorority Life supports and enhances the mission of Texas Tech University through application of student development theory.
- Fraternity & Sorority Life follows a consistent and progressive discipline strategy with our organizations in partnership with students, advisors, inter/national headquarters staff and the Office of Student Conduct.
- We are concerned for the safety and well-being of our members and guests.

### **Purpose of Policy:**

The purpose of the Clay R. Warren policy is to allow Fraternity & Sorority Life staff the ability to work with organizations and student leaders to better understand risk management, areas of risk that apply to the organizations and/or its members, harm reduction, and current events surrounding the fraternal movement. This policy will ensure that the Texas Tech fraternity and sorority community receives education to develop a community of care. Moreover, this policy outlines expectations to ensure that Fraternity & Sorority Life and its organizations are a better partner to the Texas Tech University community.

### **The Policy:**

The Clay R. Warren policy shall apply to all student organizations listed in the category of Greek Organizations by the Center for Campus Life and all levels of fraternity/sorority membership.

### **Clay R. Warren Risk Education Summit and Online Training**

CRW Risk Education Summit is hosted early every spring semester to equip organization leadership with tools and skills focused around prevention models, problem identification, response, self-reporting, accountability, and Ladder of Risk. The CRW Risk Education Summit is developed to satisfy the requirements outlined in the Texas Education Code (§ 51.9361).

- Required Attendance:
  - President
  - Judicial/Standards Chair
  - Social Chair
  - Risk Management Chair
  - Organizations without these positions or with students serving in more than one of the above positions will seek approval from Fraternity & Sorority Life for substitutions.
- There will also be a mandatory online training for the president, judicial/standards

chair, social chair and risk management chair to complete during the summer or within the first two weeks of the fall semester.

- Every FSL Advisor must complete advisor online training within the first two months of serving as an advisor of an FSL organization, and once every three years.
- Sanction for Failure to Meet Attendance or Online Requirement:
  - Referral to the Office of Student Conduct with the recommendation of a conduct status one level higher than what the organization is currently on. Statuses listed in the Code of Student Conduct are reprimand, probation, suspension and expulsion. Other sanctions may be assigned to the organization by the Office of Student Conduct. These additional sanctions should be developed in a way that meets the desired learning outcomes for the missed event.

### **Substitution Policy**

Substitutions may be made if a required officer is unable to attend. Notification should be made to the appropriate council advisor at least two weeks in advance of the program. The organization must replace the required attendee with an elected officer that is next in command of the organization, and/or supervises the chair position that is required to attend. If the person is not approved by the appropriate council advisor, the organization does not get credit for attendance and the appropriate sanction listed above will be applied to the organization.

### **The Procedures:**

All semester requirements will be announced during the first two weeks of the semester. Should a critical incident or issue occur that impacts the fraternity and sorority community, it may require that additional critical conversations and/or requirements be added after the beginning of the semester. Fraternity & Sorority Life will then notify organizational leadership and advisors of the additional requirements at least two weeks in advance. Attendance will be taken by an officer roster or an identification card scanner. Attendance will be crosschecked with the roster currently on file with Fraternity & Sorority Life for each organization.

### **The Education:**

Fraternity & Sorority Life staff will educate organization leadership and advisors on this policy annually through email notification and postage to the website. For more information, refer to the Fraternity & Sorority Life website.

### **The Enforcement:**

Failure to meet the expectations of any part of this policy will be a violation of the *Student Code of Conduct, Section B., 16. Violation of Published University Policies, Rules or Regulations* and will be referred to the appropriate governing council judicial board or the Office of Student Conduct at the discretion of the Office of Student Conduct staff.

## Texas Tech University Fraternity & Sorority Terminology

**AFA** - The Association of Fraternity/Sorority Advisors. The organization that the campus-based advisors and graduate students belong to in order to stay current on fraternity and sorority issues.

**AFLV** - Association of Fraternal Values and Leadership. Council officers will have the opportunity to attend the AFLV Annual Conference in February.

**Alumni/a** - An initiated member of a chapter who has graduated from college.

**Bid** - A formal invitation to join a chapter.

**Call** - A vocal sound used by culturally-based fraternal organizations to acknowledge or gain attention of other members. Calls may vary regionally, and chapters may use more than one call. **\*\*Note:** It is disrespectful for non-members or members of another fraternal organization to use a chapter's call.

**Chapter** - The local collegiate group of an inter/national sorority or fraternity.

**Club** - Refers to a member's designated spot on line within culturally based fraternal organizations i.e Ace Club and Tail Club.

**Colony** - A group of students who have started a new fraternity or sorority.

**College Panhellenic Council (CPH)** - The coordinating governing body of sororities affiliated with the National Panhellenic Conference (NPC).

**Continuous Open Bidding (COB)** - COB bids may be extended and accepted at any time during the school year, outside the Primary recruitment period. COB is also referred to as Open Bidding or Informal Membership Recruitment.

**Crossing** - A term used by NPHC or MGC groups to indicate that a new member has been fully initiated into the group.

**Dean/DP/Induction Officer/Membership Intake Coordinator** - The membership educator for NPHC & MGC  
Organization Synonym: New Member Educator.

**Divine Nine** - The term commonly used to refer to the nine (9) national fraternities and sororities that make up the NPHC.

**Fraternity** - Refers to a Greek Lettered organization composed of individuals that share common values and interests.

**Greek** - A student who is a member of a social fraternity or sorority.

**Informational** - This is a forum for individuals interested in seeking more information about a particular NPHC or MGC fraternity or sorority.

**Intake** - The recruitment process for some MGC & NPHC chapters.  
Synonym: Primary Recruitment

**Interfraternity Council (IFC)** - A service and government body of fraternities affiliated with the North American Interfraternity Conference (NIC).

**IFC Recruitment** - A structured membership selection process generally for the Interfraternity Council (IFC) that occurs in the fall.

**Initiate** – A fully initiated member of a chapter.

**Initiation** - A formal ceremony that marks the transition from new member to full member status.

**Legacy** - A prospective member whose parent, sibling, or grandparent is an alumni/a or undergraduate member of a fraternity or sorority.

**Line** - A new member class of an NPHC or MGC organization.  
Synonym: Pledge Class

**Line Number** - The numerical designation given to a NPHC candidate according to the place they occupy in the intake class in relation to other candidates. Line numbers are commonly worn on the back of a jacket or T-shirt.

**Line Step/Stroll** - A traditional dance in which members of an NPHC organization form a line and perform synchronized, rhythmic steps. Line steps/strolls are done at social functions

**Little**- Short for little sister/brother. A newer member who is mentored by an older member of an organization.

**Meet the Greeks** - The name of the fall and spring programs hosted by NPHC to introduce prospective members to NPHC/MGC fraternities and sororities.

**Multicultural Greek Council (MGC)** - The umbrella council for the multicultural and multicultural fraternities and sororities.

**National Black Greek Leadership Conference (NBGLC)** - This is the name of the conference that NPHC leaders/officers will have the opportunity to participate in February. NBGLC is held in conjunction with the AFLV conference.

**National Pan-Hellenic Council (NPHC)** - The coordinating and servicing body for historically African American fraternities and sororities.

**Neophyte/Neo** - A newly initiated MGC or NPHC member.  
Synonym: New Member

**New Member** - A person who has accepted an invitation to join a chapter and has not yet been initiated.

**Panhellenic Primary Recruitment** - A structured membership selection process generally for the College Panhellenic Council (CPH) that occurs in the fall.

**Philanthropy** - A service project revolving around the raising of funds by a fraternity or sorority chapter for a local or national non-profit or cause.

**Potential New Member (PNM)** - Any individual pursuing membership into a Greek Lettered Organization.

**Prophyte** - An older member of an MGC or NPHC organization.

**Recommendations/References** - A written letter recommending a potential member for membership signed by an alumnus. These are not necessary for students to participate in recruitment.

**Saluting** - A means by which Multicultural Organizations honor their brothers and sisters celebrate their milestones share the passion and triumph of their journeys.

**Soror** - The NPHC term used to refer to a sister of the sorority.

**Sorority** - refers to a Greek Lettered organization composed of individuals that share common values and interests.