

calisthenics hell week
personal servitude
verbal harassment
physical abuse
forced drinking
sleep deprivation
stranding pledges in remote areas
paddling
public embarrassment

In the Name of Brotherhood

by Nicholas Ziegler with Dave Sandell and Tim Samp

The problem of hazing in Sigma Alpha Epsilon isn't new. Most brothers have seen the statistics, read about the deaths and noticed the negative coverage. But now it's no longer shocking. Since September 2004, 29 chapters have been reported for risk management issues. To put that number in perspective, there are only 211 chapters and colonies in the Realm.

Hazing has been covered countless times before. The Record has published large-scale discussions on hazing in 1972, 1981 and 1994, citing experts, Fraternity consultants and even family members whose lives have been impacted by the issue. Even though 44 states have adopted anti-hazing statutes, the issue sadly remains one of the most visible realities of the Greek experience.



Hazing and *The Record*

Hazing is the problem that everyone wants to forget, but not forgetting is the solution. The three most recent articles that appeared in *The Record* are shown at left. Throughout all the discussions, the themes ring clear: Hazing is a problem, we need strong members to stand up to it and in order for the organization to survive, something must be done. The features (from left) in 1972, 1981 and 1994.

To define hazing, Sigma Alpha Epsilon has adopted the description of the Fraternity Insurance Purchasing Group, an organization that provides risk management guidelines for the Greek community. Hazing is “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 the confines of the chapter house; wearing in public apparel which is conspicuous and not in normally good taste; engaging in public stunts and buffoonery, morally degrading or humiliating games and activities; and any other activities which are not consistent with fraternal law, ritual or policy or the laws and policies of the educational institution.”

But in reality, one fully-encompassing definition of hazing does not exist. To paraphrase longtime Sigma Alpha Epsilon collaborator and professional speaker Will Keim, if you have to ask if it's hazing, it is.

Reasons to haze and justifications for the practices are numerous: “We’re breaking pledges down to build them back up,” or “pledges need to earn their membership in the Fraternity.” Such statements are followed quickly by an alumnus or parent justifying the actions by simply saying, “Boys will be boys,” or “these are just harmless pranks.”

A December 2004 survey on the sae.net site effectively summarized the reasons why hazing continues to be so pervasive. Fifty-nine percent of respondents cited “tradition” as the main reason, whereas only nine percent said hazing is not an issue. While the results were in no way scientific, they clearly illustrated a point: By hiding under the cover of “tradition,” members continue to ignore the reality of the issue, the reality that there is a problem. There are the quantifiable effects of hazing — the arrests, the settlements — and there are the anecdotal, unnoticed ways that it creates long-term effects of disillusionment and even permanent damage to an individual. “There’s a lot of damage being done that no one talks about,” said former Eminent Supreme Recorder and current president of the North-American Interfraternal Foundation Ken Tracey. “Nobody puts a price tag on that. We’re building hatred and driving away members.”

Despite efforts in increased risk management by ΣAE, evidenced by the new *Minerva’s Shield* manual (see page 5 of this issue), incidents are clearly on the rise. In an increasingly litigious environment, everyone associated with a chapter cited for hazing — from the eminent archon down — is potentially liable. In 2002, eight Pi Kappa Phi members paid a \$500,000 judgment, at \$62,500 each, in a hazing-related drinking death.

The Record has engaged professionals and undergraduates, men and women, Greeks and non-Greeks alike to use their broad life experiences to discuss the landscape of the current undergraduate experience. Three are members of Sigma Alpha Epsilon. One is the executive director of Theta Chi. One is a *New York Times* bestselling author. One is a former Greek adviser. Each participant shares unique thoughts that, in some way, represent one of the many facets of the topic: Some discuss traditions, some discuss “The True Gentleman,” some discuss taking a stance for what Sigma Alpha Epsilon stands for. How can the Fraternity be challenged to end acts done in the name of brotherhood that are potentially destroying the very brotherhood we cherish?

If you have any questions about hazing, call the Fraternity Service Center at (800) 233-1856. Dial extension 399 to report a hazing incident anonymously.

Introducing 'A Noble Challenge'

Sigma Alpha Epsilon has embarked on a large-scale mission to educate members about hazing.

Called “A Noble Challenge: Eliminate Hazing from Sigma Alpha Epsilon,” the program highlights the leadership that is required to eliminate the culture of hazing within our chapters. The theme reminds members of the Ritual and founding ideals in its connection to founder Noble Leslie DeVotie.

The programming of “A Noble Challenge” includes conference calls between the Supreme Council and chapter eminent archons, special features on the www.thetgi.net Web site, information and resources in the monthly electronic newsletter the e-Recorder and direct communication to chapter officers. If you have any questions about “A Noble Challenge,” contact Director of Educational Programs Dan Brunnert at (800) 233-1856, ext. 236, or at dbrunnert@sae.net.

An oath is a solemn testament to the truth of our words and to the sincerity of our intentions. When you pledged Sigma Alpha Epsilon, you took an oath. When you were initiated, you took another. But a question still remains: How can we hold our brothers accountable to the oath they took?

Sigma Alpha Epsilon needs to have one goal in mind: the goal of perpetuating the Fraternity's existence. In 2006, ΣAE will celebrate its 150th anniversary. What will it take to make it through another 150 years? Hazing has been referred to as the cancer of fraternity life, slowly but surely ensuring its demise. The only way to beat this cancer is to eliminate it, and the only way to cut it out completely is to rely on our undergraduate members — with assistance from alumni — to begin taking a stand in their chapters. Accountability begins with one brother who can spread it amongst the entire membership. Be the cure for that cancer.

account-ability

remaining true to the ideals of Sigma Alpha Epsilon



HONDO DAVIDS
(MARYLAND '77)

After serving as the eminent archon of Maryland Beta, Hondo Davids joined the Marine Corps. During his military travels around the country, he stayed in contact with Sigma Alpha Epsilon, serving as the deputy archon of Province Omicron and assisting in the founding of various alumni associations. After a short hiatus, he returned to volunteer with the Fraternity as a Leadership School faculty member, most recently at the 2004 School.



JOHN HARVEY
(CINCINNATI)

During his undergraduate career, John Harvey has held a variety of offices at Ohio Epsilon, from intramural chair to scholarship chair to vice president. Harvey is also heavily involved with student government at the University of Cincinnati and has attended Leadership School twice, in 2003 as a delegate and in 2004 as an ambassador. He will volunteer at the 2005 School as captain of the ambassador team.

THE RECORD: In a brotherhood created with and surrounded by values, why haze?

HONDO DAVIDS: I can assure you that the founding fathers had absolutely no idea the different kinds of pranks and pitfalls that some of our pledges have to endure to become members of our great Fraternity. If you take a look at the values in our creed, 'The True Gentleman,' and you try to follow them, you'll find you're going to be a better person.

JOHN HARVEY: I look at it the same way. People wanted to be in this Greek brotherhood so badly that they would be willing to go through just about anything, and then they found out what they could put these pledges through. We stretch so far from the ideals of the Ritual and the principles we were founded on.

THE RECORD: Tell me why you both believe people haze in our Fraternity.

JOHN HARVEY: Tradition. If I am going to go through this torment, this torture, I am going to do the same thing to the person below me, rather than stand up to the chapter and stop it. Hazing has to do with people wanting to earn someone's respect. People think you have to earn membership when it should just be given and pledging should be more about building the brotherhood.

HONDO DAVIDS: I think the biggest reason a lot of the chapters are hazing is they tell me, 'Well, we've always done this, it's a tradition.' But if you take the singular act that is being done and you try to trace it back into the history of the chapter and you go to an alumnus who may have graduated two years before, he would tell you, 'We didn't do that.'

JOHN HARVEY: Brothers talk about building pledges around respect. Well, why not build them around trust, support and brotherhood for one another?

THE RECORD: One of the most common reasons that we hear for students not speaking up about these issues in their chapter is that our members feel it would be a betrayal of trust and the bond of brotherhood to do so. What are we doing in the name of brotherhood that is abusive to the term 'brotherhood'?

JOHN HARVEY: It depends on how you look at brotherhood. There are people who look at it as trusting the person next to you and doing what everyone in general

wants to do, or you can look at it as, 'This chapter has been here 150 years.' I definitely can see the brotherhood factor coming in when someone says don't go to an authority, you'll ruin the brotherhood for everyone here. But it's a step you take to make sure the chapter is there for another 150 years.

HONDO DAVIDS: There are a lot of college kids that join fraternities, and they're under a lot of pressure to be cool with their fellow brothers. And it is so difficult to be a sophomore in the fall trying to stand up at a meeting and speak to a fifth-year senior to tell him hazing is not right. My approach has always been to try to get these guys one-on-one. Or get a handful of brothers and win them over to your thoughts and opinions and go in there as a group.

JOHN HARVEY: There has to be a support system. Even when our chapter went through an alumni-commission period, there was a strong support from alumni in our local area, and some young alumni stepped in and supported everything that was going on, and that's what made the transition a little easier.

HONDO DAVIDS: A lot of brothers aren't exposed to a slow reading or an explanation of 'The True Gentleman.' They have the Ritual ceremony for initiation, but not a 20-minute sit-down with some of the more senior brothers or an alumnus visiting to explain the deeper meaning of the coat-of-arms and the badge. So it makes it very easy for most of the brotherhood not to 'get it.'

THE RECORD: Should the individual or the chapter be held accountable for hazing?

JOHN HARVEY: I think some of it has to fall on the individual, but a lot of it has to fall on the eminent archon of that chapter.

When he steps in, he assumes full responsibility for the things that go on in that chapter. He needs to be able to step in and get command of that chapter and control what's going on and have a say in everything that happens in the organization.

HONDO DAVIDS: Accountability, for me as a retired Marine, is easy. It begins with one individual. Every brother goes through the same initiation ceremony. Second, accountability goes to the chain of command, which is the eminent archon of the chapter. Now I would take it one step further to the province, and on to the Supreme Council.

THE RECORD: If I am an undergraduate trying to hold myself accountable and I say 'I'm not going to haze,' is that good enough? Or do I have a responsibility to go to my chapter brothers and say, 'We've got to stop this?'

JOHN HARVEY: Accountability is more about morals and ideals and beliefs and integrity. Do you want your chapter to be a group full of meatheads that are going to go out and do all this crazy stuff or do you want it to be a group full of people like you? I guess it is about how big of a splash you want to make in your chapter, and that's what is hard for individuals. It is the peer pressure, but it's also the fear of David-versus-Goliath sometimes.

HONDO DAVIDS: I think an individual is going to be conscious of how he is regarded by his brothers. And the eminent archon, a very important role, is elected by majority vote. Though it may have been 51 to 49, still a majority of the brothers expressed a confidence in that brother to lead them. And most of the brothers will follow that lead. The scary part is when members of the executive council have gone to sleep at night and a couple of the untrustworthy members en-

gage in activities that would not have been allowed. Accountability is an individual thing and a chapter thing.

THE RECORD: Hondo, as an alumnus who has done quite a bit for the Fraternity, and John, as an undergrad who is finishing his career with an outstanding list of achievements, how do you think a brother earns his letters?

HONDO DAVIDS: You earn your letters by trying to be the best that you can be, to be a better version of yourself.

JOHN HARVEY: I think you earn your letters through getting the most out of the Fraternity experience and really putting forth all the effort you can, whether it is through community service or intramurals or helping with chapter management.

THE RECORD: Do either of you have any parting thoughts?

JOHN HARVEY: Make sure your voice is heard and get out there. And if you think something is questionable, take it to your executive board or an assistant executive director. You need to discuss it with the proper people. People need to realize that the Fraternity Service Center is there for everyone, and how open their phone lines are. They are there to serve us. We need to take better advantage of them.

HONDO DAVIDS: Some brothers, even alumni, characterize incidents of hazing as pranks, jokes or innocent fun. Well, they're wrong. Someone asked me at one point with all this time I'd spent in the Fraternity, the trips, the conventions, the Leadership Schools, the chapters, the meetings, would it have been worth it if I change at least one life of a brother? For him to be a better version of himself, it will all have been worth it.

I'm an alumnus, what can I do?

An involved alumni base is one of the most effective ways to keep a chapter healthy and proactive. If you're ready to help make a change in your chapter, make sure to use the following.

OFFER Mentor the pledges, either with career assistance or with general questions.

VOLUNTEER Lend your knowledge to assist the chapter with a pledge program. Offer insight and perspective on what you wish you would have learned in college and especially as a freshman.

TALK If you had a bad experience with hazing, talk about it. Approach the executive council or other members and engage them in the conversation. Don't go back to the chapter with war stories from years past.

HELP Assist the chapter in finding meaningful service work to do in the community. Adding service events to the pledge program is a great way to replace bad habits.

BE AROUND Most importantly, be around. Alumni are a part of the solution here, and the more positive influences a chapter has, the more likely they are to succeed.

Courage is one of those buzzwords which has been robbed of its meaning through years of self-help books, overpaid athletes and supposedly courageous actors recovering from rehab for the fifth time. What is courage?

Courage is the willingness to stand up against the odds. It's doing what you know in your heart to be right, regardless of what you've been told or the conflicting messages you hear. Tucked away in the deep recesses of your heart is a voice begging you to do the right thing, to make a difference, to change the world. Whether it's because of apathy or fear of rejection, many of us have silenced that voice for the majority of our lives. We all have the ability within ourselves to break free. Today we ask you to treat courage as a verb and make something great happen.

courage

are you brave enough to stand up for change?



JODEE BLANCO

Jodee Blanco is the *New York Times* bestselling author of *Please Stop Laughing at Me ...*, an in-depth memoir of her experiences of being bullied during elementary school. She now travels throughout the United States, speaking against hazing. Blanco has also used her considerable experience on the subject at the college level, where she works with students entering the Greek system. She has also served as a media expert during a 2003 hazing incident at Chicago's Glenbrook North High School.



DAVE WESTOL

Dave Westol currently serves as the executive director of the Theta Chi fraternity. Westol has worked as both a Greek adviser and an assistant prosecutor. It was during this legal career that Westol developed "Hazing on Trial," a fictional court trial about a death that occurs during a fraternity hazing ritual. "Hazing on Trial" has been presented more than 1,600 times since its creation in 1981, many times at ΣΑΕ's Leadership School, and Westol continues to be active in the fight against hazing.

THE RECORD: What are the ramifications of hazing, and, by extension, what's going on with college students today?

JODEE BLANCO: When you talk about the ramifications of hazing, I'd like to look at the emotional reality of hazing. When a freshman starts college, there is something known as the 'desperate freshman.' The desperate freshman is more vulnerable than other freshmen to hazing. Either he has been the kid who was the outcast through high school, or you have the opposite extreme, the kid who was the big man on campus.

DAVE WESTOL: Some of those desperate freshmen who go through hazing seize that as a means of justifying their manhood. They become the hazers who often take it over the line because of their zeal at being able to turn the tables and bully someone else. I often refer to the people who are really committed to hazing as 'incomplete people.' They lack self-confidence and self-esteem. The legal ramifications are becoming ever more significant. The most significant case occurred at the University of Miami last year when a jury came back with a verdict of more than \$12 million against individual members of the undergraduate chapter.

JODEE BLANCO: One of the things about hazing is that hazing isn't necessarily about bad boys or aggression. It's about a desperate need to fit in and it's making its way to younger kids and when those kids hit college they're only going to be better at it and more determined.

THE RECORD: There's clearly a gray area surrounding hazing. What's a good litmus test to use to discern whether something is or isn't hazing?

DAVE WESTOL: The first thing you look at is the intent. A lot of our undergraduates look at intent and begin to see why a particular activity has no place or purpose. Ninety-nine times out of 100, hazing activities are only expected of the new members. I often ask the hazers, 'Is this something you would do in front of the new members' parents? Would they be proud to see their son, maybe even your little brother, being in this activity in front of them?' If you pause, you hesitate, then that should tell you that it's, in all likelihood, hazing.

THE RECORD: Jodee, in light of the overwhelming nature of this battle, do you think that one person can make a difference? What's the reason not to walk away but instead to speak up?

JODEE BLANCO: A fraternity brother's commitment to brotherhood is important, but if that commitment overrides his own sense of humanity then something is wrong. It's about educating these guys chapter by chapter and changing the culture. We on the outside can go in and tell them, 'Don't haze,' but the dynamic has to shift from the inside out. That's about teaching empathy and compassion, educating these guys on the warning signs that this is going too far, educating them to determine who is desperate.

DAVE WESTOL: Someone has to be the catalyst, someone has to stand up and say, 'No more. If I need to bring down an artillery barrage on my own position by calling the headquarters, I'll do it. If I've got to go to a Greek adviser, I'll do it.'

JODEE BLANCO: We can tell these guys not to haze, but if we give them a specific verbal tool and the specific emotional and psychological tools to do it, they will be empowered. It's important that they are equipped with not just guidelines but actual specific tools that give them the courage they need so they're not fumbling in a moment that's scary enough to begin with.

THE RECORD: Dave, with your experience in the Greek system, if someone's ready to stand up to hazing, what is he going to be up against?

DAVE WESTOL: If I were going to stand up, the first thing I would do is find out who's

on my side and I would do that quietly. I would simply say 'Guys, I've been thinking about it, we've got to make a change, are you willing to back me up?' What they need to expect is that the promoters of hazing are non-specific, they are going to use all these rationalizations of, 'We gotta have it tough to get it.' But the real fight won't come when you change, it will come the semester after. That's when the hazers will come swooping down and say, 'We no longer have the brotherhood. We have to go back to what we had.' That's when the guys have to be extra resolute and say 'No, we've made our choice, we've made our commitment.'

THE RECORD: You both mentioned that it's a tough fight against hazing. What do you say to those guys who getting tired of being the advocate for change?

DAVE WESTOL: Number one, do you have support? There are a lot of alumni out there who hate hazing. Do you have some of that support? Number two, it's hard, isn't it? You've got to understand this is not going to be an easy process. But which is worse, taking a couple of hits yourself or losing your charter? Because you will surely lose the charter sooner or later.

JODEE BLANCO: What I often tell people is that standing up the moment an abuse occurs is your human right. Seeking vengeance later is a mistake. If you can be judicious about your membership, you can eliminate some of these desperate freshmen. Or, if you have a desperate freshman who you think would truly be a good member, a good brother, because they have characteristics that are wonderful, then you've got to get programs that you can implement to work with

them so that their desperation ends. That way, it doesn't become this phantom menace that motivates them into becoming hazers themselves.

THE RECORD: Can you describe the feeling of victory in fighting hazing?

JODEE BLANCO: I can give you one word: freedom. When you know you've done the right thing, when you stood up against your intimidators, you have complete freedom the rest of your life because you're never in the prison of, 'I wonder if I would have ...' or 'I feel guilty because I didn't ...' With that freedom comes a sense of self-respect, confidence, integrity and compassion that won't only enable you to be a great leader but it will enable others to follow your example for the rest of their lives.

DAVE WESTOL: You're a difference maker. You can look back and say, 'I made a significant difference in my chapter. In some ways I have the same feeling that our founders did because I took something and made it better.' It's funny how many guys have told me at hazing investigations, 'I feel great because I didn't have to lie, I just told the truth.' I hear so often from alumnus members who made that change in their chapters, 'If nothing else, I graduated with the sense that I put my chapter ahead of me and I helped to make this change.' That's a tremendous success.

JODEE BLANCO: Hazing is a form of cancer and with any cancer, when you stand up to fight it, there's going to be physical, emotional and spiritual taxing on anybody. But when you survive it, you come out stronger, more vibrant and with a whole new perspective.

Hazing and the Law

An increasingly litigious atmosphere has landed many hazing incidents in court. Some high-profile cases resulted in much worse than a pulled charter. For more information on the fight against hazing, visit www.stophazing.org.

2001: \$14 million was awarded to the parents of a pledge who drowned in a lake during a Kappa Sigma hazing incident. Two fraternity brothers were found to be 90 percent responsible, but their parents were also targeted as homeowners.

2001: A lawsuit was settled for \$15 million against Omega Psi Phi after a pledge died during forced calisthenics. Two members, identified as ringleaders, were specifically named in the suit.

2003: After a pledge died of alcohol intoxication, six members of a local fraternity in New York face charges of criminally negligent homicide.

2004: After sustaining an injury during a hazing exercise, a former pledge filed a lawsuit against Pi Kappa Alpha for \$3 million.

2004: Twelve members of Chi Psi were charged with providing alcohol in a bid day ritual, and can each face fines of \$1,000 and a year in prison.

2005: Criminal charges will be filed after a Chi Tau pledge died earlier this year from the forced drinking of water. A civil suit is expected.

The “culture of fraternity” is notoriously difficult to describe. On one extreme, we find the ideals of Sigma Alpha Epsilon, principles that adhere to “The True Gentleman” and the oaths of the Ritual. On the other extreme, we hear of initiation ceremonies that end up with newly-initiated brothers in the hospital from alcohol poisoning. When we talk about the “culture of fraternity,” we juxtapose both extremes. In the culture of this Fraternity, service, brotherhood and leadership compete with hazing, date rape and alcohol abuse for top billing. In order to fight hazing we must understand the culture within which it exists.

Great leaders stand outside of their culture. Great leaders ignore what society in general tells them to do and instead do what is right. Martin Luther King Jr. said, “The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy.” Be willing to stand outside of your culture.

culture

making sense from conflicting messages



RYAN WEIERS

Region I Assistant Executive Director Ryan Weiers has worked for Sigma Alpha Epsilon since December 1999. His first position with the Fraternity was as an education and leadership consultant for five months before moving to a position as manager of extension for just more than a year, overseeing expansion and redevelopment. Weiers then served as director of chapter services before beginning his role as an AED July 1, 2002.



TAUNIA COE SCHULKE

Former campus Greek adviser Taunia Coe Schulke began working as a full-time Greek adviser in 1997. She began her career at Oglethorpe University in Atlanta before moving into the adviser's position at Tennessee Tech. She later moved into the same role at Auburn, where she worked until summer 2004. Coe is currently a leadership-development consultant for the Kappa Alpha Order, where she has served part-time since 1999.

THE RECORD: Define what you mean when you say a ‘culture of fraternity.’

TAUNIA COE SCHULKE: It’s a bunch of practices, behaviors, rules and group ethics that exist for fraternity members. There are accepted levels of drinking, hazing and recruiting methods that are different for each fraternity. But beyond that, I think fraternity culture is hard to describe.

RYAN WEIERS: Say that I were to go through a pledgship and be hazed. I would know no differently, other than my Greek adviser or my assistant executive director telling me it was wrong. But my peers, the people I listen to, were telling me it’s been going on forever, that ‘We’ve gone through it, and you’re going to go through it too.’ Ultimately, when we have chapters that are exposed to hazing, we need to take drastic steps and cut that membership size down to a small core that we can work with. We found that success rates within chapters that are hazing are actually better if you close the chapter, wait four years and come back, rather than to do a membership review or other programming.

THE RECORD: Does the individual still exist in that culture? Is there a way to get him to stand up on his own and not follow the norms?

TAUNIA COE SCHULKE: Some students come to college wanting to join a fraternity and expecting to be hazed. There are some men and women who think they have to earn the whole fraternity experience and that hazing is a part of that. We need to do more work on the recruitment end and figure out who these people are before we ever actually invite them to join our chapters.

RYAN WEIERS: You’ll see people change when they stay in the culture. The sophomores are usually the hardest to crack in terms of hazing. They are the ones who say ‘What is hazing? Define hazing? Everything is hazing!’ And they fight you time and time again and then by their senior year, they’re understanding things and trying to make a difference.

TAUNIA COE SCHULKE: Students want to fit in, and individuals are willing to give up certain things that they know in their heart to be right in order to be accepted and to find a peer group to associate with.

RYAN WEIERS: Something that is often overlooked by our chapters is the attrition rate in pledgship. Let's say a chapter pledges 30 guys and they initiate only 20. Well, what happened to the other ten? I think most of the pledges we lose quit because they came in and they were told one thing and what they found was completely different.

TAUNIA COE SCHULKE: At Auburn, we set up an anti-hazing program for voluntary participation by chapters. Chapters were to interview the pledges as they quit to find out why. That's information that somebody needs to be capturing, because those students who are leaving the Greek community are probably the key to changing the culture.

THE RECORD: Do you believe there is any merit to hazing or that anything good can come from it?

TAUNIA COE SCHULKE: Some fraternity men want to be the most popular, and becoming the biggest hazer in your chapter somehow gives you this reputation of, 'The pledge class hates me the most, and that's a good thing.' Hazing definitely has the ability to unite a pledge class. It unites them against other people.

THE RECORD: What is the role of the alumni in this? How do 'fond memories' play a part in perpetuating this culture?

RYAN WEIERS: The more time I've spent with ΣAE, the less value I've given the statement that the alumni are causing the problems. The alumni are just not around. Ultimately, it's the undergrads' responsibility. I have a hard time believ-

ing that anybody's hazing because he thinks the alumni will see him as a wimp.

TAUNIA COE SCHULKE: I agree completely with Ryan on that because I think the alumni play the biggest part in changing the culture. We need alumni advisers to be educated and we need them to be around. Students are looking for those adult mentors, and if they're not getting them, then they're going to look to each other and it's not going to work.

THE RECORD: What stops undergraduates from fighting the hazing?

TAUNIA COE SCHULKE: A lot of it is fear that they're going to stand up to do the right thing, and get shot down by their peers. There are definitely students out there who are fighting it and they're doing a fantastic job. They're finding small groups of people who think like they do, who want to get rid of it, and then they try to recruit people into their new way of thinking.

RYAN WEIERS: I think there's a misconception by those who are fighting against it that it would be fighting against their chapter. Most people are in the silent majority of, 'You know what? It's stupid and we don't need to be doing this stuff, but I don't feel so strongly about it that I'm going to stand up and make a difference.' Most chapters haze because it's entertaining. It's something for them to do when they come home at 2:30 a.m. and they're not ready to go to bed yet.

TAUNIA COE SCHULKE: In order to find out what's really going on, you have to establish a culture of complete trust with their advisers. One of the biggest reasons you don't

see more administrators helping to fight hazing is because it's shrouded in secrecy. The fraternities and sororities are not going to come forward, because they're afraid they're going to get in trouble.'

THE RECORD: What's the first step to fighting hazing? What can an undergraduate who's ready to stand up do right now?

TAUNIA COE SCHULKE: I would say to read 'The True Gentleman,' and think about your activities in terms of it. We all said we were going to do certain things, and we should look at our activities to see if we are actually doing what we said we would do in our oath.

RYAN WEIERS: Find those allies. You're not going to make any friends this way and you're going to fight a lot of battles, so you really have to be resilient. A lot of times, guys ask, 'If we take out hazing, what are we going to do?' The simple answer is you turn around, require community service, and have the chapter go and do it with the pledges. And that's a great replacement. There are tons of things you can do that are challenging, beneficial and that can easily replace hazing, and ultimately the chapter will end up stronger.

TAUNIA COE SCHULKE: I think that having a Greek adviser on your side is important to the students who are leading these coalitions. The fact that you have an outside person who is on your side is key. As one last point, I am proud of ΣAE for doing this. It's good to say, 'Look, hazing is going on and it is out there,' so I am proud to be able to participate in this discussion on such an important topic. ☺

How do I resolve the conflict over hazing?

To remove hazing from a chapter and to pave the way for new traditions that will leave a positive and lasting impact, it is important to approach the conflict with an open mind. Collaboration is a method of conflict resolution that allows for creativity in solving problems, and gives participants a sense of accomplishment that they have together resolved the issue without losing anything.

1. Determine the nature of the conflict. Why do members want to continue, or end, hazing? Is it philosophical in nature or a difference of expectations? Be specific.
2. State the real effect the conflict has on you and the chapter. The chapter is at risk, the pledge's health is at risk, we are asked to compromise our values, and so on. Again, be specific about the consequences.
3. Listen carefully to the other person. Let him know he has been heard and understood.
4. Initiate the process of solving the problem. Clarify the issue, discuss the chapter's wants and needs and then generate a list of all possible solutions. Decide as a chapter on the solution most acceptable to everyone, discuss how the solution will be implemented and how discrepancies or problems with the solution will be handled.