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## Front Matter & Table of Contents

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# ORACLE

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**Dan Bureau**

1 [A TEN-YEAR STUDY OF INDIVIDUAL OUTCOMES FROM A FRATERNITY CENTRAL OFFICE LEADERSHIP PROGRAM](#)

**J. Patrick Biddix and Rachel Underwood**

*Fraternities promote leadership development as a benefit of membership. Researchers examined fraternal commitment and engagement of participants attending a leadership program offered by a fraternity central office. This study was designed as an outcomes assessment and included 2,065 cases, the total number of fraternity men attending in the ten-year span from 1999-2008. The following data were examined: attendance, undergraduate leadership, alumni/volunteer involvement, and donor rosters, as well as post-program survey evaluations. Descriptive statistics and significance tests revealed that (a) 63% of participants took a formal undergraduate leadership role, (b) 8% of participants took a volunteer advisory role, (c) 8% became donors, and (d) some years were more developmental for participants than others.*

22 [AN ANALYSIS OF LEADERSHIP PROGRAMMING SPONSORED BY MEMBER ORGANIZATIONS OF THE NATIONAL PANHELLENIC CONFERENCE](#)

**Genevieve Evans Taylor**

*Leadership development is a high priority for many National Panhellenic Conference (NPC) sororities (National Panhellenic Conference, 1999) and obtaining leadership skills is a major reason why women join sororities (NPC/NIC Research Initiative, 2002). However, little research is available which summarizes leadership programs sponsored by NPC headquarters and the specific contents and effectiveness of such programs. This study examined those aspects through surveys distributed to the 26 NPC sorority headquarters. The results from the study demonstrate sorority headquarters indeed offer leadership education to undergraduate collegiate members through a wide range of programming; however, these programs may be missing critical elements associated with women's leadership theory. Recommendations for sorority professionals, including campus professionals and inter/national sorority leaders, are included.*

**34**     **LEADERSHIP OUTCOMES BASED ON MEMBERSHIP IN MULTICULTURAL GREEK COUNCIL (MGC) ORGANIZATIONS**

**Eric Atkinson, Laura A. Dean, and Michelle M. Espino**

*This study explored how involvement in Multicultural Greek Council (MGC) organizations promoted leadership development for five undergraduate students at the University of Georgia, a predominately White, research-extensive institution in the Southeast. Findings highlight significant leadership outcomes from involvement such as an increased sense of belonging to the campus community, opportunities for leadership development, interpersonal relationships influenced by organizational culture and peer expectations, and specific leadership skills development. Implications for practice are included.*

**49**     **SISTERS LEADING TOGETHER: THE EXPERIENCE OF RECRUITMENT COUNSELORS DURING SORORITY RECRUITMENT**

**Patricia Witkowsky**

*The purpose of this constructivist, ethnographic case study was to describe the experience of sorority recruitment counselors during formal recruitment at a mid-size university in the western United States. The findings of this study include the recruitment counselors' desire to give back to the fraternity/sorority community and their campus, challenges experienced during disaffiliation, their struggle between neutrality during the recruitment process and loyalty to their chapter, their perception of recruitment's "Disney World effect" (popularity of chapters due to decorations, costumes, etc.), and the development of their leadership skills. Finally, implications for fraternity/sorority professionals and researchers are presented.*

**64**     **RESEARCH REVISITED: WHEN STUDENT LEADERS DON'T<sup>1</sup>**

**Donald G. DiPaolo**

*This introspective and reflective idea brief explores the nature of the gap between what leadership educators hope to accomplish in the lives of students and what actually happens. The author draws upon thirty years of leadership education and a wealth of interactions with leadership educators and student leaders across North America. Five latent barriers to successful leadership education are presented for further discussion, debate and application. The reader is encouraged to engage in supportive dialogue with colleagues to address difficult questions and cultural obstacles to our work.*

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<sup>1</sup> This article originally appeared in the *Journal of Leadership Education*, Volume 7, Issue 3, Winter 2009

## 2010 EDITORIAL TEAM

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*Oracle: The Research Journal of the Association of Fraternity/Sorority Advisors* advances the study of college fraternities and sororities through a peer reviewed academic journal promoting scholarly discourse among partners invested in the college fraternal movement. The vision of *Oracle: The Research Journal of the Association of Fraternity/Sorority Advisors* is to serve as the premier forum for academic discourse and scholarly inquiry regarding the college fraternity/sorority movement.

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### **Subscriptions:**

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### **Submissions:**

*Oracle: The Research Journal of the Association of Fraternity/Sorority Advisors* accepts submissions focused on articulating research involving fraternity and sorority members at the collegiate, alumni, inter/national organization, and volunteer advisory levels. Manuscripts should be written for the student affairs generalist who has broad responsibility for educational leadership, policy, staff development, and management. Articles on specialized topics should provide the generalist with an understanding of the importance of the program to student affairs overall and fraternity/sorority advising specifically.

Research articles for *Oracle: The Research Journal of the Association of Fraternity/Sorority Advisors* should stress the underlying issues or problems that stimulated the research; treat the methodology concisely; and, most importantly, offer a full discussion of results, implications, and conclusions. In the belief that AFA readers have much to learn from one another, we also encourage the submission of thoughtful, documented essays or historical perspectives.

Visit <http://www.fraternityadvisors.org/Oracle.aspx> for more detailed submission guidelines.