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1 AN ANALYSIS OF BLACK GREEK-LETTER ORGANIZATION PHILANTHROPY

**GARTH HEUTEL, GEORGIA STATE UNIVERSITY, KOREN HARDY, MACKENZIE MARTI SLATER,
AND GREGORY S. PARKS, WAKE FOREST UNIVERSITY**

Philanthropy is a significant component of the mission of many fraternities and sororities, especially Black Greek-letter organizations. We examine the role of philanthropy in these organizations, employing an approach infrequently used — archival data collection combined with quantitative methods. We first document the history of philanthropic activity among the nine members of the National Pan-Hellenic Council. Then, we use data from IRS tax returns to document quantitative patterns in these organizations' income and spending. Though the analysis is merely exploratory, we find evidence that BGLOs have lower median revenues and expenditures than do other similar organizations, though a small number of outliers may fuel much of the difference in averages.

20 JOINING IN, BLOWING THE WHISTLE, OR INTERVENING: EXAMINING THE EFFECTS OF SEVERITY AND ORGANIZATIONAL IDENTIFICATION ON FRATERNITY/SORORITY MEMBERS' RESPONSES TO HAZING

**BRIAN K. RICHARDSON, UNIVERSITY OF NORTH TEXAS, STEVE RAINS, UNIVERSITY OF ARIZONA, AND
CAMILLE HALL-ORTEGA, UNIVERSITY OF TEXAS AT AUSTIN**

Hazing, a form of organizational wrongdoing endemic to fraternities and sororities, persists on college campuses, often resulting in deleterious outcomes. To better understand organizational members' responses to hazing, we considered the influence of members' organizational identification and the severity of the hazing situation on three response options: participating, whistle-blowing, and intervening. Members of fraternities and sororities (N = 243) were randomly assigned to read one scenario in which hazing severity was manipulated and then asked to complete a questionnaire containing measures of organizational identification and hazing response options. Hazing severity influenced two of the three outcomes. As the hazing event became more severe, willingness to participate decreased and motivation to blow the whistle increased. Hazing severity also moderated relationships between organizational identification and the three response options. When severity was low, organizational identification was positively associated with willingness to participate and negatively associated with intentions to whistle-blow and motivation to stop the activity. The results are discussed in terms of reducing hazing through education, training, and culture change.

39 **HAZING DEFINITIONS OF STUDENTS AND ADMINISTRATORS AT TWO INSTITUTIONS USING A FOUR FRAME APPROACH**

EMILY FEUER, UNIVERSITY AT ALBANY, STATE UNIVERSITY OF NEW YORK (SUNY)

This study looks at how students affiliated with fraternities/sororities and administrators who work with these students define hazing at two institutions of higher education. These personal definitions are compared to institutional definitions and are examined using Bolman and Deal's (2017) four-frame model: the Human Resource Frame, the Political Frame, the Structural Frame, and the Symbolic Frame. This examination allows for an understanding of what frames are naturally used to define hazing and where areas for improvement may lie in terms of making changes to existing institutional policies and incorporating additional frames to better understand hazing and create effective hazing definitions (Bolman & Deal, 2017).

49 **CAREER SUSTAINING FACTORS FOR CAMPUS-BASED FRATERNITY /SORORITY ADVISING PROFESSIONALS: A GROUNDED THEORY STUDY**

KATE STEINER, RADFORD UNIVERSITY

The purpose of this study was to understand the process Fraternity/Sorority Advising (FSA) professionals utilize to sustain their careers beyond five years. Participants' wellness practices and burnout experiences were explored through semi-structured interviews. This study included 26 participants who had sustained their career as a full-time, campus-based FSA for a minimum of five years. Through a grounded theory method, several themes were found, and a career sustainability and wellness model was generated. Career sustaining practices are defined, and applicable use of the model is presented.

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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.

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