



Oracle: The Research Journal of the Association of Fraternity/ Sorority Advisors

Volume 11 | Issue 2

Article 1

September 2016

Front Matter & Table of Contents

Oracle

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Recommended Citation

Oracle (2016) "Front Matter & Table of Contents," *Oracle: The Research Journal of the Association of Fraternity/Sorority Advisors*: Vol. 11 : Iss. 2 , Article 1.

Available at: <https://scholarworks.wm.edu/oracle/vol11/iss2/1>

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afa ORACLE
THE RESEARCH JOURNAL OF THE ASSOCIATION OF FRATERNITY|SORORITY ADVISORS

VOLUME 11 ISSUE 2, FALL 2016

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GENTRY MCCREARY, PH.D., DYAD STRATEGIES, LLC, NATHANIEL BRAY, PH.D., THE UNIVERSITY OF ALABAMA, AND STEPHEN THOMA, PH.D., THE UNIVERSITY OF ALABAMA

Previous research on moral disengagement has suggested studying moral disengagement considering internal mechanisms and environmental variables that operate at stimulus, social, structural and contextual levels to influence individual and group behaviors. Zimbardo (2007) specifically suggested college fraternities as a specific environment in which these relationships could be better understood. This article proposes and tests a hypothetical path model involving moral judgment, moral disengagement and attitudes about violence within two separate contexts – fraternity hazing and adolescent bullying. The findings indicate that moral disengagement has a unique impact on the perception of violence based on group membership (fraternity vs. non-fraternity) and that campus climate and cultural norms predict the relationship between moral disengagement and tolerance of hazing in fraternities.

16 **STUDENT AFFAIRS PRACTITIONERS' PERCEPTIONS OF THE CAREER DEVELOPMENT OF SORORITY MEMBERS**

KRISTIN M. WALKER AND PAMELA A. HAVICE, CLEMSON UNIVERSITY

This qualitative study utilized Super's Developmental Theory (1980) to explore practitioners' perceptions of sorority members' career development. Researchers interviewed five practitioners who work with sorority members in a variety of capacities. Four themes emerged: alignment of environment and values, connection between life cycle and membership, balancing multiple formal and informal roles, and impact of past experiences on future experiences. Implications included providing earlier education and support on transitioning between roles within and outside the sorority chapter, council, and community, providing structure reflection, and increasing collaboration between career centers and offices of fraternity/sorority life.

31 **AN ANALYSIS OF THE LEADERSHIP, STUDENT, AND MORAL DEVELOPMENT GAINS OF NIC FRATERNITY MEN CONTROLLING FOR SEXUALITY AND INSTITUTION SIZE**

SHAWN DOWIAK, EAST TENNESSEE STATE UNIVERSITY

The study presented in this article examined the contributions of ritual to the fraternity experience, as well as challenges that exist for fraternity men in order to frame an examination of leadership, moral, and student development gains, measured on a leadership continuum, using data from the 2012 administration of the Multi-Institutional Study of Leadership, while controlling for institution size and sexuality. The findings reveal a picture of near parity in the development of leadership constructs between fraternity men and non-affiliated men, with some exceptions.

48 **PERCEPTIONS OF NEW MEMBER ACADEMIC ENGAGEMENT:
A MIXED METHODS CASE STUDY**

MARK J. HARTLEY, NORCO COLLEGE AND CHARLES G. EBERLY, EASTERN ILLINOIS UNIVERSITY

A mixed methods case study was conducted to triangulate a comprehensive assessment of the perceptions of fraternity/sorority life from three different stakeholders on a liberal arts campus. Three electronic surveys were sent to selected groups that asked respondents to provide perceptions of the academic engagement of affiliated students on the campus. In addition, affiliated student's grade point averages were monitored across three semesters to determine if there was a marked change in academic performance while going through the new member education process. Results showed that new member academic performance was similar across the semester prior to, during, and after the new member experience. Survey results showed differences in perception of affiliated students' academic engagement by group surveyed, and provided sources of common interest to promote greater understanding between stakeholder groups.

62 **REVIEW OF PAYING FOR THE PARTY: HOW COLLEGE MAINTAINS INEQUALITY**

MATTHEW K. VETTER, DENISON UNIVERSITY

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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 and sorority movement.

Oracle: The Research Journal of the Association of Fraternity/Sorority Advisors is published biannually. Past issues of Oracle are available on the AFA website.

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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.

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