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1 ONBOARDING CAMPUS-BASED SORORITY AND FRATERNITY PROFESSIONALS IN REMOTE WORK ENVIRONMENTS

KEVIN J. BAZNER AND MICHAEL A. GOODMAN

The COVID-19 pandemic presented challenges to offering robust onboarding experiences for new campus-based sorority and fraternity professionals. As higher education institutions continue to emerge from the pandemic, supervisors and professional associations should be concerned by what new professionals' onboarding experiences means for ongoing supervision, professional development, and longevity in the field. This research provides insight into how new campus-based sorority and fraternity professionals and supervisors navigated early remote onboarding experiences. The findings illuminate a need to better understand supervisory relationships, communication styles, and socialization processes impact the perceptions of newcomers and how intentionality of supervisors can help mitigate anxiety and uncertainty of adjusting to a new role.

21 UNEARTHING YALE'S OLDEST BLACK STUDENT ORGANIZATION: ZETA CHAPTER OF ALPHA PHI ALPHA FRATERNITY

LATIF A. LEGEND

This study examines the criteria for charter membership within Alpha Phi Alpha Fraternity, Incorporated, during the early 20th century and explores how these qualifications presently impact the organization's historical memory. Using its Zeta Chapter as a case study, my primary objectives are to examine how charter members are chosen, evaluate if any unrecognized individuals qualify as charter members, and formally acknowledge their contributions to the fraternity's legacy. The broader goal of this curated methodology is to provide underrepresented student organizations with the means to reconcile similar inconsistencies and continually strive for accurate depictions of their history for future generations.

42 **"I'M NOT YOUR MOM, I'M YOUR SISTER": A NORMATIVE APPROACH TO UNDERSTAND HOW NATIONAL PANHELLENIC COUNCIL SORORITY LEADERS HANDLE HONEST CONVERSATIONS**

KELSEY E. BINION, MAGGIE A. UNRUH, AND MARIA BRANN

This study used Goldsmith's normative rhetorical theory to explore dilemmas in honest conversations between National Panhellenic Council (NPC) sorority members. Researchers interviewed 16 leaders from one NPC sorority across 14 chapters in the United States. A phronetic iterative analytic approach revealed two communication dilemmas: I have to have this honest conversation with you, but I do not want to and I have power, but I am your equal. To manage these dilemmas, two communicative strategies were identified: intentional planning and message delivery. Findings offer guidance on navigating honest conversations to foster belonging and maintaining a supportive social network.

61 **LIBATIONS AND LOCATIONS: UNDERSTANDING THE RELATIONSHIP BETWEEN ALCOHOL USE BEHAVIORS AND RESIDENTIAL PROXIMITY TO ALCOHOL OUTLETS IN COLLEGE FRATERNITY & SORORITY MEMBERS AT SOUTHEASTERN UNIVERSITIES**

JAROD HOLT

Alcohol use among fraternity and sorority members presents a concerning trend with harmful consequences (DeSimone, 2009; McCreary et al., 2021; Nuwer, 2001; Ranker & Lipson, 2022). Central to that trend, the availability theory of alcohol-related problems suggests that alcohol use could be influenced by the availability of alcohol outlets in the environment (Dimova et al., 2023; Kypri et al., 2008; Single, 1984). This study examined the relationship between alcohol consumption behaviors and alcohol outlet proximity with fraternity- and sorority-affiliated students at Southeastern Conference schools. Results indicated a statistically significant relationship between the variables with fraternity members but not with sorority members.

83 **PROMOTING RACIAL INTEGRATION AND INCLUSION IN HISTORICALLY SEGREGATIONIST FRATERNITIES**

EVELYN AMBRÍZ

Historically White and segregated college fraternities are fixtures of the American university system and reservoirs of racism. Organizations' operations and routines around racial access and inclusion are interdependent upon the actions of stakeholders within and outside of the fraternity. This systematic review of literature identifies actors shaping historically racially segregated fraternities, their policies, and routines. Then, this paper leverages the concepts of racialized organizations and (counter)hegemony to posit how actors may leverage relationships, leadership, and force to challenge racism and unintentional segregation in fraternities. This paper can inform the development of inter-organizational networks to do so.

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