



ORAL BOARDS OVERVIEW & SAMPLE QUESTIONS

PHILOSOPHY OF THE ORGANIZATION REGARDING HAZING

Pi Kappa Phi Fraternity is a values-based membership development organization that focuses on building brotherhood through character enhancement, leadership development, academic achievement, commitment to service, lifelong friendship and social experiences. The Fraternity's purpose and aim is to promote fellowship and mutual trust among its members, and Pi Kappa Phi fundamentally believes hazing prevents individual members and chapters from exemplifying these characteristics of brotherhood.

Striving to be a responsible member of the higher education community, Pi Kappa Phi is highly concerned about any activity that could be considered mentally, physically, or emotionally unsafe. Our Fraternity believes very strongly in the betterment of men through our chapters. Our organization upholds the following philosophy specifically related to hazing:

- The Fraternity is unequivocally opposed to all acts of hazing and expects our members to follow the laws across the United States that have made hazing illegal.
- As an organization founded on the principles of friendship, the Fraternity expects that all members treat each other with dignity and respect, regardless of their membership classification or level of seniority within the organization.
- The Fraternity supports and enhances the mission of the institutions where we are present through application of relevant student development theories.
- As a subset of the campus community, the Fraternity collaborates with the host institution to address the problem of hazing.
- The Fraternity works to address the underlying causes of hazing, and not simply the observable behaviors. As such, Pi Kappa Phi utilizes a comprehensive educational approach that reinforces the Fraternity's concern for human dignity and mutual respect among its members.
- Through education, training, and mature adult guidance, we provide the tools to help students make good choices, and to understand the consequences of their choices. The organization will hold chapters and individual chapter members accountable for the choices they make.
- The Fraternity expects personal responsibility from its members and accountability through local self governance within the boundaries established by Pi Kappa Phi's Constitution, Supreme Laws, and National Council policies.
- The Fraternity follows a consistent and progressive discipline strategy with our chapters. When a member or subordinate chapter is unable to conform to the expectations of Pi Kappa Phi, however, the conduct process may determine that they should no longer share in the privilege of participating in the Fraternity.
- We are concerned for the safety, well being, and dignity of our members.

PI KAPPA PHI FRATERNITY RISK MANAGEMENT POLICY

No chapter, associate chapter, student, alumnus, or volunteer shall conduct nor condone hazing activities. Permission or approval by a person being hazed is not a defense. Hazing activities are defined as:

"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 of the confines of the chapter house; wearing of public apparel that is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; and any other activities that are not consistent with academic achievement; fraternal law, ritual, or policy; the regulations and policies of the educational institution; or applicable state law."

OVERVIEW

Some chapters choose to use "oral examinations" on the afternoon or evening prior to initiation. **THESE SHOULD NOT BE USED AS GLORIFIED LINEUPS!** These oral examinations should be done in a non-threatening, dignified manner, ideally by an alumnus or a fraternity official (such as a Chapter Advisor, Leadership Consultant, etc.). The oral exam tests more "subjective" issues such as ethics and leadership challenges. There are few right and wrong answers. The aim is to make the associates think about the tough issues.

Oral boards should be set up in a ritualistic setting. They should be conducted in a formal room of the chapter house or a classroom on campus. Brothers and Associate Members should be dressed in a coat and tie. The environment of the room should be similar to what it is like during a sub-ritual (pictures of founders, candles, tablecloths, etc.).

SAMPLE QUESTIONS

Remember, there are not usually right or wrong answers to the questions provided during oral boards. The idea is that associates think through an intelligent answer based upon what they have learned during associate membership.

- Why do we have a Ritual of Initiation?
 - What do you expect the Ritual to be?
 - Why is it important that the seriousness and secrecy of the ritual be maintained?
 - Why do you think Pi Kappa Phi chooses to initiate men one at a time rather than several at a time?
- What are some of the benefits of a positive public image?
 - What things can we do to improve our image to our parents, our school administration, other fraternities and sororities, the faculty, etc.?
- What should the chapter do when a brother is getting poor grades?
 - How would your approach differ if the brother was making an effort, versus simply letting things fall apart?
 - How strictly should we maintain our standards of scholarship?
- What does it mean to be a gentleman?
 - Why would fraternity men want to be seen as gentlemen?
 - What are some things we can all do to be more gentleman-like in the future?

- Why do you think The Ability Experience has emerged as such an important part of Pi Kappa Phi Fraternity?
 - How does mission of The Ability Experience relate to the values of Pi Kappa Phi?
 - How can we make the most out of The Ability Experience here?
- Why is it important for us to know our fraternity's history?
 - What lessons can we learn from the successes and failures of the past?
 - What is one historical event in our fraternity's history that has proven to be especially significant?
- Why is recruitment so important to the success of a chapter?
 - Why is it important that our fraternity attracts men of all backgrounds and interests?
 - What does it mean to be "truly diverse?"
- What are some of the things that all fraternities have in common?
 - How is it possible for fraternities to work together when they are so seemingly different?
 - What can Pi Kappa Phi do to make the greatest contribution to the fraternity/sorority community at this school?
- What is your top priority in life?
 - What skills do you use to manage several priorities at one time?
 - Give me an example of a time when you had to make something other than (what he mentioned before) your top priority.
- Many of Pi Kappa Phi's rituals and traditions are Christian-based, yet many of our members nationwide subscribe to religions other than Christianity. What does "the highest ideals of Christian manhood" really mean?
 - What can we do to make our fraternity welcoming and accepting of men of all religions while keeping our Christian roots respectfully intact?