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Title: Fraternity Exit Process: A Look At Fraternity Members Moving Out of the Chapter House.

Abstract approved

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The process of leaving a work organization is difficult. Leaving an organization that you are part of as a volunteer is just as difficult. In fraternities, upperclassmen members tend to move out one year before they graduate. This is a problem that can create a leadership gap in the chapter and presents a financial burden on many chapters. This study aims to find out why members in the fraternity system (a volunteer organization) at a large west coast university move out of their chapter house before they graduate, how their exit process is different from traditional work organizational exit, and how the chapter views the exiting member. This thesis answers these questions by applying the exit process theories of Fredric Jablin and Helen Ebaugh, along with the Narrative Paradigm of Walter Fisher and Self-Authorship Theory by Marcia Magolda. Through a series of interviews and a focus group it was determined that fraternity members leave for five different reason, their exit is different because of the continued participation after exit, and that the chapter views the exiting members as either negative or neutral. The results of this thesis add to the growing research area of volunteer organizational communication.

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Fraternity Exit Process: A Look At Fraternity Members Moving Out of the Chapter House.

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I understand that my thesis will become part of the permanent collection of Oregon State University libraries. My signature below authorizes release of my thesis to any reader upon request.

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CHAPTER I: INTRODUCTION

In the field of organizational communication, there have been many shifts in focus. Organizational communication started in the 1920's by teaching college students how to speak publicly and communicate in a business setting. It was later redefined in the 1950's as a way to evaluate and improve productivity in the workplace (Allen, Tompkins, & Stephan, 1996). The next shift came in the 1960's when the socialization process was introduced (Katz & Kahn 1966, Schein 1968). Since then, the focus has shifted to defining critical theories of communication in organizations. The organizational communication community then transitioned back to the socialization process of socialization in organizations. Jablin (1987) and his revision in 2001, served a key role in defining socialization and individualization as the process of assimilation. Socialization is the process in which humans adapt to their surroundings and learn norms, customs and ideologies of the world around them. It is important to note that this process never stops; from when we are born until we die we are still being socialized. We are socialized by our family, the media, our jobs, sports, everything. More specifically, organizational socialization is how one learns the norms, customs and ideologies of the organization one is a part of.

Substantial research has been done to explore the communication process of assimilation and socialization. The majority of this research has focused on the beginning relationships that are formed in workplace organizations. There has been little research focused on workplace exit, leaving your current job for another, getting laid-off, retiring from one's current job etc. From these studies, scholars started wondering if the same principles of socialization apply to volunteer organizations. "The few studies that have

examined assimilation for volunteers suggest that it is a similar but somewhat different process than for employees” (Kramer, 2011, pp. 52-53).

While volunteer organizations are usually open to anyone who is willing to help, there are some that are exclusive volunteer organizations. Fraternities are one of those organizations. While it is common to join a Greek organization while pursuing an undergraduate degree, there are many qualifications one has to meet to join. These qualifications range from age, sex, GPA, participation level in high school and many more. Even though the qualifications and requirements to join and become a member are demanding, these organizations have continued to grow. There is a developing problem, however: increasingly fewer numbers of upperclassmen living in the chapter house. As members get older in the house, they do not want to live in the physical chapter house for their final year of college. So the solution to their problem is to move out. This is a problem because it creates a leadership gap as well as a financial burden on the chapter. Not having upperclassmen, specifically seniors, living in the chapter house leaves the younger members with fewer mentors to go to for advice. It also leaves fewer experienced members to provide guidance when younger members propose unwise courses of action or ideas for the chapter. The current study will explore this process in order to figure out why members leave as well as find out how the chapter views the exiting member. In order to answer these questions an understanding of previous research must be understood, therefore a review of the literature is offered.

CHAPTER II: LITERATURE REVIEW

Studies done by Bullis (1993), Chao et al. (1994), Cooper-Thomas & Anderson (2006), Sith & Turner (1995), and Van Maanen (1978) focused on organizational socialization. Other scholars have focused primarily on new employees entering the workforce, or how current employees deal with different levels of uncertainty (Ashford & Black, 1996; Gallagher & Sias, 2009; Gruman, Saks & Zweig, 2006; Louis, 1999; Myers, 2005; Morrison, 2002). Few scholars have focused on the exit process of members in an organization, and even fewer have focused on non-business organizations (Kramer, 2011; Davis & Myers, 2012). Organizational socialization research has traditionally been situated within Uncertainty Reduction Theory; thus, a discussion of URT follows.

Uncertainty Reduction Theory

Uncertainty Reduction Theory (URT) explains how and why individuals handle the uncertainty of meeting new people (Berger & Calabrese, 1975). This is a popular theory for researchers to study because it has so many different parts and pieces to it that the opportunity for more research seems endless. One of those opportunities lays not in the theory itself, but how it is applied. Clampit & Williams (2005) applied URT to work organizations and created a matrix to analyze and manage individual uncertainty as well as organizational uncertainty. Sias & Wyers (2001) used URT to study how employees of new expansion organizations managed uncertainty. Teboul (1994) studied what kind of uncertainty new employees deal with and how they deal with it by analyzing 200 new employees narratives. One thing that these studies do not address is volunteer organizations. Most of the research in organizational communication has been centered on paid work organizations. This research will contribute to filling that gap by examining

fraternities, which are a unique type of volunteer organization. When any individual or group experiences uncertainty, they strive to reduce that uncertainty or improve the predictability of their own actions as well as the actions of the other person(s) as much as possible (Berger & Calabrese, 1975). URT has traditionally examined the initial interaction between strangers and assumed that meeting new people motivates individuals to reduce uncertainty. However, uncertainty fluctuates throughout any relationship, and there are points at which uncertainty may increase dramatically even when individuals have known each other for a long time. The process of exiting an organization is one such instance in which uncertainty becomes heightened among members of the organization; thus, communication processes are important for making sense of what the exit means for the exiting member as well as those left behind (Jablin, 2001). There have been many critiques and additions/alterations to the theory that better encompass the ongoing cycle of uncertainty beyond initial encounter. One of the most significant was Kramer's (1999) article that added motivation to URT, which became Motivation to Reduce Uncertainty (MRU).

Kramer (1999) agrees that people want to reduce uncertainty, but he argues that there are different levels of that want or need to reduce uncertainty. "MRU proposes that different levels of motivation to reduce uncertainty can lead to certain communication behaviors depending on competing goals" (Kramer, 1999, p. 3). Kramer presents four different reasons for low MRU. A person does not experience uncertainty in every situation, each person has a different tolerance level for uncertainty, individuals can create a tolerance for uncertainty and finally people can create uncertainty without seeking information by judging or stereotyping the uncertainty from previous experiences.

Kramer also provides additional influences to the motivation. Individuals conduct a short cost-benefit analysis of the situation. If the information seeker does not have enough time, energy or skill to reduce the uncertainty, they will likely avoid reducing uncertainty.

Social standing also plays a key role in information seeking, if an employee is worried about how the information seeking will impact the views of them from their coworkers, they will avoid seeking out that information. The opposite effect happens when there is a temporary employee who does not need to maintain that social standing and seeks out all the information they can.

Humans want to know what is going on in their lives and when they are unsure about a situation or event or person, they try to find out as much information about that situation, event or person that they can (Kramer, 1999). They find that information in two ways, obtrusive and unobtrusive. Obtrusive methods include asking the source of the uncertainty, like the supervisor or new employee, direct questions. Unobtrusive questions include asking someone else to find out, or if they know any information as well as observation (Kramer, 1999). Many times, people use these processes to find out information about the organization they are about to join or a job they were just hired for. This is the start of assimilation and socialization.

Assimilation, Socialization, and Exit

According to Jablin (2001), assimilation is the process of joining an organization, being part of the organization and then exiting the organization. During the process of assimilation, the two sub-sets are enacted - socialization and individualization.

Socialization, according to Jablin (2001), is the process of an organization changing the individual to fit the organization's needs and expectations. There are multiple phases of

socialization in the workplace that include “(1) an anticipatory socialization phase, (2) an entry or ‘encounter’ stage; and (3) a long term period of ‘metamorphosis’” (Jablin 2001, p. 758). The anticipatory phase consists of what a potential new employee has learned about the organization before they join. This includes talking with current or former members of the organization, reviews of the organization, any pamphlets, or public materials. The entry phase occurs when a member of the organization is still “new” or “learning the ropes.” The difficulty with defining this phase is that it can last for days, weeks, or months. The metamorphosis phase takes place when the new member is no longer new and becomes a veteran. During this metamorphosis phase, members start to socialize new members and serve as advisors and mentors to new members of the organization. An example of this is when an older member of the organization clearly states that something is done a certain way because it’s “tradition” or “the way it is.” Members stay in this metamorphosis phase until they exit the organization.

The process of assimilation is so important in fraternities that the first phase is structured into the organization, most commonly known as the pledging process. During this time, new members of the organization are taught the traditions of the organization, and it serves as a trial period for the organization to get to know the new member, and for the new member to get to know the organization. This process is seen in other career organizations as the probationary period. The interpretation of assimilation, more specifically socialization, has been the topic of scholarly exchange. One example is the response of Kramer & Miller (1999) to Bullis (1993), Clair (1996), and Smith and Turner (1995). The article by Kramer & Miller (1999) argues against the previous authors’ analysis of socialization. “That the basic conceptualization of socialization and the use of

phase models are limiting and constraining and that alternative perspectives on the process are necessary, ones that value individuals rather than organizations” (p. 358). This motivated a response from Turner (1999), Bullis (1999), and Clair (1999). Clair (1999) argues that all of Kramer & Miller’s points lack sufficient evidence in their argument, criticism is a positive thing, and “their fear that their work will not be published is both curious and ironic, based on the fact that their scholarship does indeed get published” (p. 374). This prompted a final response from Miller & Kramer (1999) that served as an explanation of their critique and that they meant no disrespect by their claims. They ended with potential new areas of study that incorporated the articles they critiqued and hoped that through all of the back and forth discussion, new research would come from it (Miller & Kramer, 1999). Many other scholars who provided additional articles and research into the field of organizational socialization fulfilled their hopes. Morrison (2002) studied the role that social networks play during socialization, Myers & Oestzel (2003) created six dimensions of which to measure organizational assimilation, Scott & Myers (2007) who provide a framework to unite the bifurcated perspectives of individual socialization and group socialization. However, research on the exit process is still lacking and most of our knowledge about exit is theoretical rather than empirical in nature.

When an individual decides to leave an organization, Jablin (2001) argues it does not happen in an instant. There are many steps that lead up to the exiting process, there are even steps after the individual’s exit that the organization as well as the individual go through. There are also three types of organizational exit: voluntary, involuntary, and a

combination of the two (Kramer, 2010). Jablin (2001), details the voluntary exit process in three steps: preannouncement, announcement/actual exit, and post-exit.

Jablin (2001) states that every voluntary exit consists of certain cues and signals before the individual announces their exit. “Cues may convey explicit dissatisfaction or disidentification with particular people, the work group, and organization or they may focus on more indirect, mundane matters” (Jablin, 2001, p. 786). These cues can also be directed at different individuals including coworkers, supervisors and even customers. Along with these cues must come a response. The responses to these exiting cues have an impact on whether or not the individual will actually announce their exit or stay in the organization. Jablin (2001) states that the types of reactions to these cues depend on the person who reacts to them. If there is someone exiting the organization who sends these exiting cues to one of their subordinates, the subordinates might react by reverting the question back to the supervisor by asking, “Have you considered all of your options?” The subordinate will react this way if they see an advantage in the supervisor leaving the organization.

In the announcement and actual exit of the individual, there are certain rituals that commence including office parties, gift exchanges and even speeches (Kramer, 1999). Aside from these rituals and celebrations, there is a great deal of uncertainty in the organization once the exiting announcement has been made public. To reduce these uncertainties, employees will seek out more information from other employees, their supervisors, and even the individual who is leaving the company (Jablin, 2001). As a final goodbye, the individual leaving the organization will provide feedback to their coworkers in the form of stories. They will tell stories of how the organization was run

when they joined “back in the good ‘ol days’. They can also share personal stories or hardship and triumph in the organizations. Finally, they state why they are leaving and what is wrong with the organization that made them leave (Jablin, 2001).

In the final phase of organizational exit, post-exit, more uncertainty is created (Jablin, 2001). The individual who left the organization, as well as the employees who stayed in the organization, experience uncertainty. The individual experiences uncertainty because of their new job and how they are going to fit in with their new coworkers. The people who stayed in the organization experience uncertainty with a new employee coming into the organization. They wonder if this new person will be the same quality employee as the person who left. They also experience organizational uncertainty because they are unsure why the employee left and if the problems they had with the organization will continue. This post-exit phase is not a continuous phase that has no end. The post-exit phase ends, “When network links cease asking why the leaver no longer works at his or her former employer, ensuing conversations will no longer be framed by the past, but by the present and future” (Jablin, 2001 p. 793). So once the usual customers of the organization stop asking where he/she is or why they left, the post-exit phase is concluded.

While Jablin and Kramer define exit in three stages (pre –exit, exit, post-exit) Helen Ebaugh (1988) defines exit using multiple steps. First she defines role exit as “the process of disengagement from a role that is central to ones self-identity and the reestablishment of an identity in a new roles that takes into account one’s ex-role.” (p. 1). In her book *Becoming an Ex* she details the process of becoming an ex, a former something.

Everyone who goes through the exit process goes through disengagement and disidentification (Ebaugh, 1988). Disengagement occurs when the person withdraws from the expectations of the roles they are currently in as well as the rights and obligations they are assigned in that role. For example, if a board member of a company were to disengage, they would stop coming to a lot of the meetings they normally attended, also not attending any extra activities such as social events. They do not attend these anymore because they have changed their mindset to believe that those obligations are no longer relevant. On the contrary, the other members of whatever group the individual is withdrawing from start to withdraw from that exiting member emotionally and physically (Ebaugh, 1988). Disidentification is when the member does not think of himself or herself in that role anymore.

The exiting process contains four different steps; first doubts, seeking alternatives, turning point and creating an ex-role, according to Ebaugh (1988). The first stage starts with an event where doubt occurs as a result of an event. These events can range from a joke made in poor taste, to management errors, misplaced blame etc. From these events, the potential exiting members will give off cues to their friends, family and close co-workers. These cues tell others that they are not satisfied with the work environment. The respondents can react in two ways, either negatively (agreeing with the cues) or positively (disagreeing with the cues). If they react negatively to the cues, the potential exiting member will start to question their commitment to the organization. If they react positively, the potential exiting member will disregard those comments and seek out someone else who will reaffirm their own doubts.

If the cuing continues, the process moves to the second phase, Seeking Alternatives (Ebaugh, 1988). In this phase others reinforce the cuing even more, which provides a justification for finding somewhere else to be. Potential exiting members are relieved because they are telling others about their dissatisfaction with the organization. They are also relieved by realizing there are other options and are not trapped in their position and start to imagine what their next job could be.

The next phase, the Turning Point (Ebaugh 1988), is an event that pushes the person to decide to exit. This event may be a large event like another person being fired, or change in organizational culture, or a small event like transfer or just a bad day at work. Either way, this event allows the exiting member to realize how dissatisfied they truly are. This turning point also allows for a reduction of cognitive dissonance, an opportunity to announce their exit to others, and get resources together in preparation to exit.

A key moment in the Turning Point is the Vacuum Experience (Ebaugh 1988). The Vacuum Experience is the feeling of insecurity that an exiting member feels when they are in transition. They take a look back on what they have done at their past organization but are also looking forward to their new organization. They also question if they are making the right decision one last time. This period is experienced in different lengths of time depending on how comfortable the exiting member is with new jobs and also how many connections they have built with other organizations over time.

The final phase is Creating an Ex-Role (Ebaugh, 1988). This process contains six steps. First, they have communicated to others that they have changed organizations. Second, once both the current and former organizations know of the change, they view the exiting member as an ex of their past job and current member of their new one. Third

and fourth, friendship networks and even sexual relationships change. Fifth, exited members now relate to previous exiters and current members of their previous jobs. Finally, the exited member in their new organization still identifies with why they left their previous organization and tries to make sure those events do not repeat in their new role.

While Kramer (1999), Jablin (2001) and Ebaugh (1988) have researched planned organizational leave, they have primarily looked at work organizations. This provides an opening for research into voluntary organizational exit. Kramer (2001) worked to fill this opening when he conducted a study on a volunteer community choir. Davis & Myers (2012) also researched planned organizational leave in a volunteer organization, sororities. They explored the organizational socialization process behind planned exit of 31 sorority members at two college campuses. They found that each of the sorority members fell into one of the three sub-stages: focused on the future, focused on the present, and focused on the past and future. Their most significant finding was the difference between the voluntary exits findings of Jablin (1987) and Ebaugh (1988) that decision-making is part of a voluntary exit. Davis and Myers found that in planned exits, the members exiting the organization have no choice in the decision and that lack of choice results in a realization of their identity with the organization. Their study served as a template for the current research thesis. As they looked at the exit process of sorority members during their final year ending in college graduation, this research will explore fraternity exit process. I argue that the process of fraternity members moving out of the chapter house is still a form of organizational exit, although it is different from traditional exit where a member of an organization leaves the organization and does not return as a

participant in the organization. Even though it is not the traditional exit, there is a mental exit and transition into a completely different role as a live out member. It is important to explore the exiting process within contexts other than traditional, paid work environments. Thus, the following research question was posed.

RQ1: How is the exit process of moving out of the fraternity that fraternity members go through different from traditional planned organizational exit?

Narratives

To assist in finding out more about the process of moving out of the fraternity and what motivated the members to move out, the narrative paradigm is used. Narratives are used to persuade and influence the audience of, or regarding a certain idea. The narrative paradigm is a theory created by Walter Fisher (1987) that claims all types of human communication can and should be viewed as stories. The narrative paradigm is grounded in the language action paradigm, which in turn draws upon the rational world paradigm,

The presuppositions that undergird the narrative paradigm are the following: (1) Humans are essentially storytellers; (2) The paradigmatic mode of human decision-making and communication is "good reasons," which vary in form among situations, genres, and media of communication; (3) The production and practice of good reasons is ruled by matters of history, biography, culture, and character along with the kinds of forces identified in the Frentz and Farrell language action paradigm; (4) Rationality is determined by the nature of persons as narrative beings - their inherent awareness of *narrative probability*, which constitutes a coherent story, and their constant habit of testing *narrative fidelity*, whether or not the stories they experience ring true with the stories they know to be true in their lives. (5) The world as we know it is a set of stories that must be chosen among in order for us to live life in a process of continual re-creation. (Fischer, 1987, p. 64-65)

Fisher (1987) introduces the term *Homo narrans* as a root metaphor for nature of human beings. He claims that if narration is taken as a master metaphor, it subsumes all

other metaphors, turning other metaphors into “*ways of recounting or accounting for human choice and action*” (p. 62). *Recounting* are events that actually happened and *accounting* are events that deal in the theoretical. Narratives also have to be rational, for a story to be rational it has to be probable and have a sense of fidelity. They have to create a good story that progresses the way a “normal” story would. They also have to create a story that is similar to the experience of the person hearing the story. These concepts of probability and fidelity can be compared to the content and context of a story. The better narratives and better stories contain believable content while providing a story that fits the normal sequence of events.

Narratives are used in organizations all the time. As stated earlier, when an individual exits an organization, they tell stories of how the company used to be and stories of the good times and bad times they had there. Employees will also construct narratives from the entire exiting process: “Physical absence will serve as a stimuli for stayers to again converse about the causes of the person’s departure from the organization” (Jablin 2001, p. 792). Jablin also states that stories that are told can affect the employees when the new hire asks why the other person left. If Fisher’s narrative paradigm is applied to organizations, then everything that transpires in the organization can be looked at as a narrative or a story. There are many lessons and ideas that can be more effectively passed down from member to member if they are passed down as a story/narrative.

Mumby (1987) provides additional insight into narratives in organizations,

The notion of narrative closure within organizations is unpacked by laying out the complex interdependent relationship that exists between narrative, power, and ideology in organizations...Because of their embeddedness in the everyday practices of organization, narratives are not easily perceived as legitimate devices-they often articulate an organizational reality that is

accepted as “the natural order of things.” (p. 113-114)

As stated above, narrative can be easily passed down from member to member. As this process may result in positive stories that boost morale and become legend, the literature points the other direction. For example, say there is a narrative that gets passed down from employee to employee year after year. This narrative can be told so many times that it becomes a game of telephone. The members of the organization become so distant from the original story that they no longer know what is true and what is made up.

“Through the ongoing process of retelling, events in the story become taken-for-granted by member of the culture...the division between fiction and reality is blurred to the point where a narrative event become “real” if it is retold enough times” (Mumby, 1987, p. 122). Over time, this process changes how stories in the organization are told and what stories the organization believes to be true. So the process of retelling these stories changes the probability and fidelity of Fisher’s narrative paradigm. Members of the organization do not notice these subtle changes because they are so subtle. The changes in probability and fidelity can be noticed for example when someone comes back to the organization and sees how things have changed. Another example would be attending a homecoming event or reunion of your high school or college. You observe how things are in the current state, but talk with other about how things “used to be.”

Narratives are developed in every organization; it is just a matter of finding and making sense of them. Smith & Eisenberg (1987) studied how the change in leadership at the corporate level of Disneyland led to a union strike. They found that with the turnover of leadership (the passing of Walt Disney) the metaphors that once were thought of as positive (family and drama) turned negative. From this change, came a change in the

narratives that the employees followed. The employees had always identified themselves with one story and organizational culture of Disneyland; once the new management changed that culture, however, so changed the narrative, which led to the strike.

In fraternities, stories and narratives are passed down and soon become legend. For example the founder of Sigma Alpha Epsilon, Noble Leslie DeVote, is said to be the first member of the confederate army to die in the civil war. Many stories have been told about how he died since because he died before he entered combat. These stories consist of DeVote falling off the ferry he was trying to board to go into battle. The narrative grows when people throw in that he may have been intoxicated. This death could have just been another death among the many in the civil war, but for some reason it has lasted over the years. I think the reason that it has lasted so long is because the people who retell the story and the audience who listens, can relate to the story because they have heard of people getting hurt when they were intoxicated; thus the story carries fidelity.

Narratives have their place in every organization, whether or not it is a voluntary organization like a fraternity or sorority, or a fortune 500 company. Each type of company uses narratives, but does so differently. In paid workplace organizations, a worker might use narratives to get ahead of a coworker for a promotion or persuade their boss to choose a certain company or brand to work with because of a story they have heard. Volunteer organizations, for the most part, tell narratives to develop interpersonal relationships and strengthen their organizations. An organization can be defined in many ways. For this study, the organization will be defined as the undergraduate members of the fraternity.

Since narratives are so common in communication, I want to find out what changed in the fraternity members' narrative to cause them to move out. An additional theory that may contribute insight as to why the members move out is Magolda's (2001) theory of self-authorship.

Self-Authorship Theory

Magolda's theory of Self Authorship addresses how students are able to find and recognize their own thoughts and beliefs and what kind of agency is provided to students to do so in adult higher education. In Magolda's (2001) study, she interviewed 39 participants from ages 18 to 30. The theory developed from the study produced four phases of the process of self-authorship: *following external formulas*, *the crossroads*, *becoming an author of one's own life* and *internal foundation* (Magolda, 2001). Each phase is viewed in three different dimensions: epistemological (how we decide what we believe), intrapersonal (how we look at ourselves), and interpersonal (how we construct relationships with others). The four phases progress as the participant becomes less reliant on outside sources. When *following external formulas*, participants use frameworks or formulas that they have seen work for other people in the past to guide them. These frameworks can be career paths set by themselves, choices made by parents, being mentored closely at the start of a job, etc. This initial phase lasts until the participants start realizing that this is no longer the path they want to be on, and start questioning what they are doing and why they are doing it. This questioning phase is called *the crossroads*. The next phase, *becoming an author of one's own life*, the participants start reflecting on what they need in life. The participants realize they can have self-confidence and be comfortable their ideas about themselves because it doesn't

matter what other people think. The final phase in self-authorship is *internal foundation*. Internal foundation comes when the participants are comfortable with making their own decision and going wherever they wish. Magolda is quick to mention that this final phase, while very self-focused, is neither selfish nor self-centered. When internal foundation is achieved, the decisions participants make takes others into consideration but is not controlled by the outside influences. This process of self-authorship starts in the late teens and early twenties, and the four-phase process is rarely completed by the age of thirty.

This process can be applied to organizational exit on a much smaller scale. While in the early stages of joining an organization, there are set paths that are provided by the company that new members have to follow (Following External Formulas). As more time is spent in the organization, these set paths may be challenged or questioned in the form of quick promotions or a switch in career path in the organization (Crossroads). Members eventually become comfortable in their positions, and no longer depend on others for assistance to perform their duties in the organization (Becoming an Author of One's Own Life). Finally, as members move towards organizational exit, they realize their organization no longer defines themselves or realize they don't want to be a part of the organization and are comfortable with leaving. This can lead to retirement or transitioning into a new organization or job (Internal Foundation).

If Magolda (2001) and Fisher (1987) are correct in that everything we do as humans is done in narrative form, and people are moving towards being in charge of their own lives through self-authorship, what changes over the four years that contributes to a fraternity member's motivation to move out of the chapter house? The following research question was posed to address this issue:

RQ2: What causes members move out of the chapter house?

Greek Life

As the focus of this thesis is on Greek Life, specifically fraternities, I will provide an overview of where these organizations came from, how they are organized, and information about the Greek Life culture at the University where the study was conducted. Greek Life, fraternities and sororities, are a complex group of organizations. These groups have a long history that is based in secrecy, so it is difficult to know what goes on in these groups if one has not been a member. Popular media portrays Greek Life in a certain way with lots of alcohol, hazing, pranks, and general trouble raising. While these portrayals Greek Life have been true in certain instances or times, the actual lived experience of a fraternity man or sorority woman is very different.

Fraternities and Sororities are volunteer organizations, and most chapters are official non-profit organizations. The system has a very long and historic tradition, with many top business leaders and executives having been in a fraternity or sorority. Even with the amount of leadership these members may have portrayed in their four years at their university, the type of leaders and organizations change because of the amount of turnover they face. Every four years, (excluding the occasional fifth year senior) there is a completely different group of members in the organization. There are very few organizations that have as frequent and consistent total organizational turnover with their members. This is a complex situation in that everyone in the organization knows that the tenure there will be four years, typically only three of them spent living in the chapter. Hess (1993) provided the culture metaphor as a paradigm to help newcomer assimilation and to assist in developing long lasting employees. The trouble is, members of a

fraternity are only active member for four years until they become alumni. Perhaps this paradigm can still be incorporated to keep members involved once they graduate. In the end, chapters would like to have their senior/4th year member continue to live in the chapter house to help the transition of officers, as well as mentor the new members. Currently, chapters at the University being studied cannot keep more than a few seniors in the chapter house every year. Most chapters try to incentivize seniors to live in with a deduction in room and board or first choice of room in the house. Other college campuses do not have this issue because of the culture in the other organizations. The other campuses have a culture where it is a privilege to live in the chapter house and the live-in members are juniors and seniors. While a change in the fraternity culture at the University being studied would help, that is not the focus of the current study.

The modern Greek letter organizations were founded at Union College in New York in 1825 with the installment of the Kappa Alpha Society followed by the Sigma Phi Society in 1827 and Delta Phi later the same year. These chapters are known as the Union Triad (Sigma Alpha Epsilon, 2008). These fraternities were formed as meeting places to talk about philosophy and as a way to create bonds with other men on campus. These organizations were founded on pillars like tradition, brotherhood, loyalty and friendship that still hold true today.

The modern college campus Greek system is much different from the days of its founders. Originally starting with three chapters at one university, there are now Greek organizations on almost every campus in the United States. These organizations host philanthropy events that raise millions of dollars for non-profit organizations, like Pennsylvania State University's Dance Marathon, which has raised over 101 million

dollars since 1977 for pediatric cancer research (THON, 2013). Greek letter organizations also hold many social events where they can meet new people and expand their social network. They also hold programming events on sexual assault prevention, alcohol awareness, anti-hazing and many others. Greek organizations make many positive contributions to college campuses and their surrounding communities. Most of the scholarly research however, is focused on the effects of binge drinking in the chapters (DeSimone, 2007; Caudill, Crosse, Campbell, Howard, Luckey, & Blane, 2006), sexual assault (Humphrey, 2000; Schwartz & Nogrady, 1996) and the effect these organizations have on the GPA's of their members (Pascarella, Fowers, & Whitt, 2009). Understanding the positive impact that fraternities can make requires understanding how this type of organization functions and what it means to be a member, particularly because the exit process is rather specific within this context.

Most IFC chapters at the large west coast University that was researched function in the following ways. Recruitment of new members is a year round event for every chapter with a heavy focus on summer time as well as the first 2-3 weeks in the fall when is it officially "recruitment week" followed by another smaller formal recruitment week in the spring. After the main recruitment week in the fall, new members go through a pledging period where they learn the history of the chapter as well as get to know the active members of their chosen fraternity. The pledging period usually lasts all of fall term and then they are initiated during winter term. Each chapter has their own ritual and traditions that are associated with initiation. Once initiated and a member of the chapter, the members can hold positions in the house such as risk management chair, philanthropy chair, social chair etc. Usually the older the member, the more responsibility the position

has i.e. juniors/seniors being president/vice president/treasurer and sophomores/freshman being social chairs/intramural chairs etc. As stated above, most of the IFC Fraternity seniors at the large west coast University move out of their chapter for their senior year.

While most of this research will be focused on the exited member, some will focus on the chapter itself. Specifically, what does the chapter think of the members who move out, and how does it affect the chapter that the exiting members leave behind. It is important to keep research as balanced as possible, thus the final research question:

RQ3: How is the exiting member viewed by the chapter?

CHAPTER III: MATERIALS AND METHOD

The researcher interviewed members of fraternities who had moved out of their fraternity's chapter house before they received their undergraduate degree. A focus group was also conducted with current live-in members of a fraternity to provide insight into how the exiting members are viewed by the members who still live in the chapter house. Qualitative methods were chosen because the goal of the research was to find out what leads up to organizational exit. Qualitative methods were chosen over quantitative methods because of the detail that qualitative methods can produce. They can produce stories about events that resulted in exit of a member or a unique story about the circumstances that lead to their exit. Additionally, the researcher is an alumnus of one of the fraternities on campus and was very involved in Greek Life at the university level. The familiarity with Greek Life and the members of the fraternities provided a more comfortable and open interview process with the participants.

Participants

The participant population was restricted to current members and recent graduates (no earlier than 2011) alumni of Interfraternity Council fraternities who moved out of the fraternities' chapter house one year prior to completing their undergraduate degree at Oregon State University. This is the sole criterion for participation in the study.

Data was collected from 25 participants representing eight of the chapters from one West Coast United States University. The participants' chapter size ranged from 25 to 93 members. 19 participants joined their chapter as freshman, the remaining 6 joined as sophomores. The 25 participants ranged in age from 22-25 ($M=23.96$, $SD=.734$) at the time of the interviews.

Procedure

Participants for the interviews were recruited by the researcher to conduct a 20-30 minute interview about their fraternity experiences leading up to the exit of the fraternity and post-exit while still enrolled in the college. The participants were recruited by email and text message. They were presented with the qualifications to participate in the study and given an overview of the study. After each interview, they were asked to think of any other members they knew who fit the research criteria. During each interview a protocol of questions were used to provide structure and consistency among the interviews. The interview protocol and structure also allowed for additional insight and probing when clarification was needed. Each of the research questions inspired the questions included in the protocol along with some background questions.

Each interview was conducted at the participant's residence, private university office, or by telephone. If the interview was done by telephone, all consent and information forms were provided via email. After the participant read the research consent form and consent was obtained, the interview began and recording began. Once the interview began, rapport was established with each participant with an icebreaker question. After rapport was established, the interview followed the interview protocol and concluded with thanking them and asking if they participant had anything else to add. Once they did not have anything else to say, the recording was stopped. The interviews lasted 20 minutes on average and were later transcribed for analysis.

To supplement the interviews, a focus group was conducted to provide the chapter's point of view on exiting members. Eight members who were currently serving

or had served on a fraternity's executive council were recruited to participate in a 60 minute focus group. The president of the fraternity chapter recruited the participants.

The focus group was conducted in the fraternity house's study room. A separate protocol was created for the focus group. The focus group protocol focused on the perceptions of members who live out. (For example, what qualities do "good" live outs have? Are live outs beneficial or detrimental to the chapter? Etc.) The focus group was semi-structured to provide organization and additional insight and probing on certain questions. Each participant of the focus group was given a consent form and consented to the study. Once consent was received, the focus group and recording started. Each protocol question was asked and each participant had an opportunity to answer each question and also add on to what other participant had said. Once the interview protocol was complete, each participant was asked if they had any closing thoughts, and they were thanked for their time and recording was stopped. The focus group lasted for 50 minutes.

Data Analysis

The 25 interviews generated over 68 pages of single spaced text and the focus group generated 6 pages of single spaced text. The data was analyzed using the constant comparative analysis (Glaser & Strauss, 1967). First, all of the transcriptions were read to get more familiar with the entire transcription. After the first full reading was complete, I started open coding. While going through the transcripts I coded for any instance where they mentioned why they moved out or what lead up to moving out. I also coded for any mention of the moving out process, what lead up to it, how it was during the process, and how they felt after the process was complete. The same method was applied to the focus group, coding for any effect the exiting members have on the chapter.

During the next step, which is “Integrating categories and their properties” (Glaser & Strauss, 1967, p. 106), I looked for similarities and differences in each of the codes, then placed all of the codes into more general themes. For example, when coding for why members move out, participants mentioned that they had never lived on their own before, wanted more personal space, wanted more control over their lives. These examples and more were grouped into a theme I titled “Individuality.” This process resulted in five different themes for that research question. The process was repeated for each research question resulting in three themes for the moving out process as well as the effect that the exiting member has on the chapter.

Each theme was reviewed by the thesis advisor against a set of randomly selected interview transcriptions. The themes were also given to five of the interview participants to check the validity of the study. Each participant agreed that the themes defined in the study were what caused them to move out and had a similar process to moving out.

CHAPTER IV: RESULTS

Based on the data collected, I propose five reasons why fraternity members move out of the chapter house before they graduate: 1) Individuality, 2) Sense of Completion, 3) Preparing for the Future, 4) Chapter Environment, 5) Other People/Activities. I also propose an explanation of how the fraternity exit process of moving out of the chapter house is different from traditional exit by describing their pre-exit, exit, and post-exit routine. Finally I will provide insight into how the chapter views members who move out before they graduate.

Motivation to Move out of the Chapter – Individuality

The first subset of members moving out of the house is focused on being on their own. Members can move out because they want to experience life on their own. In the fraternity setting, living with anywhere between 25 and 92 other people, it can be hard to be able to complete tasks for yourself, by yourself.

I felt at the time I wanted my own independence and my own space. I wanted to be able to come home and have my own space and if I needed to do homework I could have a quiet room and not have to worry about people coming in and going. Things like that. (Participant 24)

Since a large majority of members move into the chapter house their freshman year, they have never experienced living on their own. As all chapters have leadership council that help enforce rules and regulations of the chapter and the national fraternity, members do not get a chance to be in charge of their own lives, live by their own rules. They have spent the majority of their college years sharing a space with the rest of the members in the house, they need personal space to call their own.

I just needed my own space. Also at the same time I think it was something I hadn't experienced before and I think it was that new

experience, my own room, and not going to have to share it with anyone. I hadn't done that before and wanted to see what it was like to be able to have a house do my own thing. (Participant 20)

Although everyone has their own space in the chapter house, having a larger personal space in a smaller house (a live out) is much more desirable for the members who want to move out.

Motivation to Move out of the Chapter – Sense of Completion

The second subset of members moving out of the house is caused by a sense of completion. This is one of the most common reasons participant gave for moving out of the chapter house. Almost every participant mentioned the idea of “time.”

Ya know it was just my time. I had spent the first three years of college in the house, I had served my time there, holding a few positions and I wanted to experience new things. (Participant 16)

Participants often referred to their time being over, it being time to move out, they had put in their time etc. In the fraternity, there are many options for leadership roles and officer positions to take on. Some of these positions like recruitment chair, president, treasurer, warden, and other executive council positions require so much involvement these officers can get burnt out and look forward to when they no longer have to serve in that capacity. Once a member has completed their duties, they feel that they have put so much in they have nothing left to give or to gain from living in the chapter house, so they move out. This completion of duties is also related to members fulfilling live in requirements. Each chapter has its own rules depending on chapter size and financial system that requires a certain amount of terms for members to live in the chapter house to still be in good standing once they move out.

I ultimately decided to move out because it was time. I lived in the required three years or nine terms whatever it was. I had a great experience and wouldn't change it, but my time was done living in the house. (Participant 2)

After members have completed this “live-in requirement” they can move out of the chapter house, so many do.

Motivation to Move out of the Chapter – Preparing for the Future

While everyone comes to college for different reasons, just about everyone wants to get a job once they are done with school. Fraternity members who move out of the chapter house are no exception to that. By living in the chapter house, bills, food, and general upkeep of the property are all managed by the chapter officers. This has clear benefits to it, but also subtle disadvantage in that any member who has not held a leadership position that handles those issues, never gets to experience managing their own bills, cooking for themselves, and figuring out house maintenance. As these exiting members start thinking about the future, they want to practice taking care of things on their own before they are outside of the college world.

I was ready to move out. I was ready to live on my own, cook for myself, pay my own bills. That something I wanted to do before I graduated but still had the college bubble ya know. (Participant 12)

Along with managing their non-school related lives, they also need to manage their school lives. “I needed space and senior year is the hardest for me in school. So there were less distractions at my place when I moved out” (Participant 19). Focusing on their careers in the form of participating for internships and especially focusing on academics was a common theme among participants. Being able to have their own quiet space to

study motivated some members to move out in able to better work on their grades and prepare for graduation.

Motivation to Move out of the Chapter – Chapter Environment

As most would expect, fraternity houses are not a conducive environment for some people to live in for their entire college career. Some have problems with the physical plan of the house, having to sleep in sleeping porches (basically large rooms with bunk beds), bad food, bad roommates and bad rooms in general.

I was tired of living in a house with 60 dudes, tired of having no personal space, tired of having to do dishes all the times, not cooking for myself, sleeping in the porch, it was just time for me to move on. Needed my space, needed a refresher. (Participant 1)

These factors mixed with changes in chapter culture are enough for many members to move out of their chapter house. Over the course of four years, an organization can change very much depending on the new members that are brought in.

The people moving into the house were younger and my friends were moving out so I just wanted to follow them and not be stuck in a house w/ people I didn't know very well. (Participant 13)

The organizational change from the time someone joins to the time they are getting ready to graduate can be night and day. As this change may not be negative for the chapter, it may be perceived as negative for the exiting member, which can drive them to move out of the chapter house. Some members who are on the fence about living in or living out their last year think about the culture of the chapter.

I was getting older, I had friends still living in, I am year older than my class, and taking harder classes...there were more parties and not a quiet environment anymore. It was just overwhelming at the end and I had to get things done. I can't be at the library, I need to be in my own room. (Participant 18)

They think about how they will be perceived as a senior member, the old guy, living in the chapter house. This deters a lot of older members from living in their whole time in college.

Motivation to Move out of the Chapter – Other people/Activities

The final reason members move out is because of the influence other people or other activities have on them. During members' college years parents still play a very active role in many lives, financially and otherwise. Parents can threaten to no longer pay for room and board and/or tuition if they stay in the house. Other people have a great influence on members in the chapter, especially significant others, being able to have their partners over without having to share their space with so many other people. Other outside activities can also get involved in lives of fraternity members. This can be a sports team, ROTC, or other clubs on campus. The time commitment that these activities require, very much conflicts with the time commitment that is needed when living in the chapter house.

I had an issue with the ROTC, nothing on paper, my commanding officer at the time was super against Greek life and the threat it imposed upon guys like me. It wasn't an official thing, which is why I could have gone against it, but I didn't. Then my girlfriend at the time was moving away and we were going to be on a long distance relationship and when she came and visited Corvallis or something having a legit place for her to stay and it just so happened that my brother was transferring to OSU and my cousin had just started renting a place. And needed rooms to fill so kind of all of these events that fell into place together ultimately caused me to move out. (Participant 11)

Other circumstances also come up, mainly situations where they find out someone is moving out of their room in their live out. This can provide a push for members who are on the fence about living out. Since the opportunity may not come up again, they are

forced to make a decision that would normally take a month or two, to be made in less than a week.

The exit process is generally organized by detailing events that lead up to the exit, actual exit, and events that happen post exit.

Lead up to Exit

Most members go into their 3rd year knowing they are going to move out especially if they hold a position that is ending that year, some even know by their second year in the chapter. They have also viewed the members who lived out when they first joined the organization and want to have that same experience of living out your last year before you graduate. For those who do not plan on living out their last year but do end up living out, it is because of a special circumstance. Participant 2 had this comment about his situation.

Once my friend approached me and said there was a spot, I knew I would take it up. Same thing happened the previous year with the last president. I had seen the mold, it was an easy transition. (Participant 2)

The exiting members discuss their plans to move out with parents, older members that have gone through a similar process, and with people they are going to room with next year. Participant 6 provides his experience of whom he talked to before he moved out.

I had talked to a few of the older guys. I mostly talked with people that were or had been in similar pressure situations. For example, people who wanted to go to graduate school and understood the requirements, so I picked their brain about having taking similar classes with living in the fraternity. (Participant 6)

Most of these people they seek out do not encourage the exiting member to stay or to leave, they tell them do what you need to do. They anticipate the transition to be difficult

because of how many memories they have made in the chapter house, and because they will never live the same lifestyle again, but are also excited to be moving on in their lives.

Actual Exit

Members exit the fraternity because of other people or activities that are going on, a poor chapter environment, preparing for their future, they have completed their duties, want to be an individual, or a combination of all of these. All exit that results in a member still being in good standing is allowed to happen either by completion of live-in requirements or granted special exception by the chapter. The actual exit process is usually not an awkward or trying time for most chapters because everyone moves out at the end of the year to go back home. This provides a time to let go of the stresses of school and all of the social drama that is associated with it. It also allows people to let grudges or annoyances go and get “recharged” for the following fall term. All of this leads up to an easier transition when all of the members move back into the house because people are excited and happy to be back; it is just the exited members who do not return to the chapter house. In this sense, organizational exit is a relatively anticlimactic event. There are no events/parties/ceremonies held for the exiting members.

Once the members had made their decisions, they went through different emotions like excitement, relief or remembrance in anticipation of moving out.

Participant 14 offered his thoughts of remembrance before he moved out.

I felt kind of sad about moving out. You have all these memories in the house and living in the past 3 years and you are growing up. This is the next step and I mean when you have 3 years in one spot it's an emotional step to move into a new area. Basically leaving those memories behind.
(Participant 14)

Participant 21 tells about his excitement to move out.

I was pretty excited to move out. I mean, having lived so long in the chapter I was ready for a change. It was all I knew at the time, I had friends who weren't in Greek life that have moved every year, I had never really done that. I was excited for a new environment and my pledge brothers were in that townhouse so I was excited to be back with the guys who I lived with the past 3 years. (Participant 21)

Participant 23 had a special circumstance where he decided not to move back over the summer. So he was expected to come back but over the summer realized he wanted to move out.

I was pretty scared. I did not know if I was going to get kicked out or what would happen. I was also pretty anxious that the chapter house wouldn't feel like home anymore and I wouldn't know how to handle that. A lot of things were up in the air and uncertain. (Participant 23)

After these anticipatory emotions ran their course, each member was happy about their new living situations outside of the chapter house and enjoyed their post exit phase.

Post Exit

Once members complete their exit of the chapter house, all of the chapter related stresses and struggles are gone. Members have their privacy, quiet time when they need it, their own space, cooking for themselves etc. This leads to two types of post exit interaction. Either the members are very active in giving back and participating in chapter events, or they feel so much better living elsewhere they do not feel the need to contribute back as much. Participant 5 talked about his steady decline in participation after he moved out.

I initially came over for meals and chapter, and to hang out. As time went on though, it kind of dropped off more and more. I didn't feel as connected with the house, and changed my focus to school and trying to graduate and get a job. I think I kind of grew out of the fraternity. (Participant 5)

Participant 3 had a much different kind of participation.

I was pretty involved for most of the year. I think because we were so close to the house, which was the nice part. We were close enough that we could just walk across the street and we were there. I think at the time what kept us in there was with one of the guys in our live out, his brother, not being initiated yet and having him live there I think kind of got us over there more because he went over there. I think if you keep involved with younger guys then you want to stay because you have more invested in the chapter. (Participant 3)

Generally, members who move out of the chapter on neutral or good terms, come back not only to participate and help out when needed but to maintain friendships in the chapter. Participant 7 contributed a mix of both.

I came over after I moved out to help out the house, and see a few of the guys that I don't get to see a whole lot. I came over to give my 2 cents every once and a while when I heard something was going on that I didn't agree with. So everyone knows my side of the story. I know it's tough hearing the old peoples opinion, but I think that's what keeps the chapter going, that outside influence. (Participant 7)

Surprisingly, members who did not make their own decision to move out and wanted to stay in contributed more than others once they moved out. Participant 9 was forced to move out for financial reasons.

I was going over for lunch every day and chapter every week. Then I really wanted to keep the connections with guys in the house because I know I moved out on kind of crappy terms. So I wanted to make sure people knew that I wasn't just giving up on the house. I wanted to contribute; I just couldn't afford to stay in. (Participant 9)

Participant 10 had a unique experience of initially distancing himself from the chapter but eventually wanted to give back.

When I moved out the house was going to crap. I was out of the hostile environment once I moved out. The house was not a fun place to be anymore. Once I came back from studying abroad, I realized what the chapter meant to me so I was over a lot move, made connections with some of the guys I didn't know that well. It was a really great turn around for me. (Participant 10)

While exiting members have their own reasons for leaving the chapter, the chapters have their own view about the people who move out before they graduate. The final research question, how does the chapter view the exiting member is answered here. The view of the chapter on each person who moves out depends on multiple factors. The chapters' perception of the person who moves out early is generally negative or neutral.

Chapter Member Perceptions: Negative

Chapter members view members who moved out in a negative light for multiple reasons. Negative perceptions develop if members are not involved once they move out, do not come over, or when they do come over it is a negative contribution. Members who move out early are also viewed to have less personal pride in the house. Depending on how the members exit the fraternity, the membership won't believe the exiting members' reasons for moving out. When asked, "why do you think members move out?" This was the response of the 2nd focus group respondent.

Do you want the real reason? Or what they actually tell us? The biggest reason is money from what I have heard. It's not really accurate, money or grades, but money is never the actual reason because it's probably cheaper to live in here. If someone's worth it you find the money too. They say their parents aren't willing to pay anymore. Parents get blamed a lot, it's always 'my parents weren't in Greek life they don't understand/they don't like it.' (Respondent 2)

The 1st focus group respondent also commented on the lack of respect from multiple live out members.

It really makes me mad when live-outs come over and take stuff, like get your own things; we are all adults and can take care of ourselves. You don't need to come over and take two gallons of milk or a crate of eggs. But this also wouldn't as much of a problem if they were more involved, like if they gave a lot to the house and still contribute I wouldn't mind. The sad part is, it's usually the guys who don't contribute that take even more from the chapter. (Respondent 1)

If given the option to have someone live in or live out, the unanimous answer was for members to live in. Live in upperclassmen can be a great resource for chapter members. The most involved live in members are usually people who had served in leadership roles with the chapter. They also prefer members to live in because they are just fun to have around. Having older members in the house to be able to go to for advice, share stories with, and just be there when needed.

Chapter Member Perceptions: Neutral

When members move out when they are allowed to, and still in good standing with the chapter, the chapter view of them is neutral. They would prefer if they lived in the house, but cannot hold a grudge against them or view them in a bad light because they have completed their requirements. The 4th focus group respondent said “You are here as long as you were supposed to be and moved out, I can't be mad at you for that.”

(Respondent 4)

The chapter also knows that when people do not want to live in the chapter, they can pull morale down in the chapter and be a negative contributor. The 6th respondent had this to say,

If people were living in that want to live out it would be negative because they would just mess up everything and bring down the attitude in the house. We have had that happen before where people were detrimental to the house, like a cancer almost. They would start bringing other people into their group of friends and just be really negative about the house. That's when we really want people to move out. (Respondent 6)

Respondent 1 also saw live outs as a neutral group.

I think it's nice to have live outs as another place to go and hangout. You need a break the constant go go go within the chapter. That being said though, I would much rather have them live in the house because then we

can all be together and have that much better of an experience while we are all here. (Respondent 1)

If this were the case, live in members would rather have them live somewhere else. They do not believe that when older members move it out creates a leadership gap. They believe that the people who want to contribute to the house and be leaders will stay in the chapter.

CHAPTER V: DISCUSSION

Although the research that has been conducted on exit processes (Ebaugh, 1988; Jablin, 2001; Kramer 2010) has provided a foundation for organizational exit in work organizations, and researchers (Kramer 2011, Davis & Myers 2012) have gone further into the study of volunteer organizational exit, this is the first study to examine the exiting process of fraternity members. This is important because it may lead to the study of other organizations that are traditionally not thought of as meaningful to study. It is also important because it provides positive insight into an organization that is generally portrayed as negative. The goal of this study was to determine why members of fraternities move out a year before they graduate as well as to explore the difference between traditional organizational exit and that of the fraternity. The research also explores the perceptions that the chapter members have on the exited members. This section will first discuss the findings of the motivation to move out of the chapter house, the process in which they do that, the chapters' view of the exited members, and end with limitations and future research possibilities.

Since there has been no research done on the fraternity exit process, the motivation of members moving out provides new insight into the Greek system. In Davis & Myers' (2012) study, they found that a focus on the future was a start to the exiting process, which was also used as a motivation to move out of the chapter house in the current study. The other motivations to move out include: other people/activities, chapter environment, sense of completion, and individuality. It is important to note that these are similar to motivations to leave a job, which may indicate that there are more similarities between work and volunteer organizations than previously assumed. Jablin (2001) found

that people leave their jobs for many reasons. In some situations people are forced to quit their jobs because their spouse has found a job in a new location (other people/activities), work conditions and culture (chapter environment), retirement (sense of completion), and personal reasons (individuality).

The research done by Jablin (1987, 2001) is largely thought of as the foundation of organizational socialization. This is evident through his other bodies of work as well as the amount of times his research is used by scholars in similar fields. Jablin describes the process of organizational exit through a three-phase model; Pre-exit/Preannouncement, announcement and actual exit, and post exit. Ebaugh (1988) has also done extensive research into the exit process and has been cited by the article on which the current research was inspired by (Davis & Myers 2012). Ebaugh found that there is a four-phase model instead of a three-phase model. Her findings suggest the process of: first doubts, seeking alternatives, turning point, and creating an ex-role. Both of the models from Jablin (2001) and Ebaugh (1988) can be used together, they are not seen as exclusive to each other. I found both of these processes to be true in the fraternity exit process, therefore creating a type of hybrid theory between the two.

The fraternity exit process that I propose is defined by Jablin's (2001) three-phase exit model, but incorporates aspects of Ebaugh's (1988) process. As I define the fraternity exit process to be *lead up to exit, exit, and post-exit*, Jablin's (2001) contribution is clear, while my model also incorporates Ebaugh's phases of first doubts and the turning point.

The first phase of fraternity exit is the lead up to exit. This phase is initiated by first doubts. These first doubts are the result of an experience in the organization. While

these events are often negative (change of organizational culture, dispute with another member, theft, burnt out, etc) they do not have to be. These first doubts can be brought up by positive events in the fraternity as well, such as the completion of a position in the chapter, possibilities of a job that requires them to move out, or a group of people start talking about what it would be like to live on their own. First doubts represent an increase in uncertainty levels because change is forthcoming once the member starts thinking about the possibility of moving out. Once the thought is in the mind of the member, they will attempt to reduce uncertainty. This is evident from participant 1's interview. He stated that he was growing tired of the lack of personal space and disinterest in the chapter environment. While traditional URT is used to examine the uncertainty in the initial interactions between strangers, URT can also be applied to the exit process. When members prepare to exit they can experience similar amounts of uncertainty. The exiting member does not know if they should move out, who they could live with, or where they will live. Since they have not experienced the kind of uncertainty that exiting the organization creates, they have a high motivation to reduce the uncertainty (Kramer 1999). If the members had experienced the same kind of uncertainty when exiting an organization they would not be as motivated to reduce the uncertainty. Since most members have not experienced this uncertainty before, they will ask older members for advice on what to do, start to figure out who they will live with and where, while also seeking out approval from others. As they seek out the opinions of others, the person that is sought out does not try and sway the exiting members decision one way or another. This is evident from participant 9's interview where he said that he had asked the older members in the house what to do about moving out. They told him how they went about

their situation. The older members never told him what to do, but supported whatever decision he made. This process is similar to the process from Jablin (2001) “The target may not specifically state an opinion (stay/leave) but reverts the issue back to the person seeking feedback” (p. 787). Once this information seeking process is complete and their decision to move out is made, the final step to exit is enacted. Each member reflects on and thinks about their experience in the fraternity and may even start to question their decision to move out. This process is also in Ebaugh’s (1988) turning point phase called the vacuum experience where exiting members are stuck in an organizational limbo, not entirely in their new spot, but no longer in their old one.

After the lead up to the exit phase is complete, the members actually exit the fraternity. The difference between the actual exit in the fraternity and research by Jablin (2001) is that there is no event held at the time of exit or formal celebration when they leave. The actual exit is a unique experience in the fraternity because typically one exits at the end of the school year, along with everyone else that goes on summer vacation. The difference is that they just do not come back to live in the chapter house. Because of this series of events, the actual exit is very anticlimactic compared to someone leaving a work organization that has a retirement party or someone that creates a dramatic scene when they choose to leave.

The final phase of the exit process, post-exit, is the phase that has the largest contrasts between fraternity and traditional work organization exit. In the post exit phase, fraternity members generally take two paths, the path of the traditional exit is to exit and not contribute back to the organization that you left. This path is consistent with the findings of Jablin (2001) and Ebaugh (1988). The other path that is taken is to contribute

back to the organization. Members keep themselves involved in the working of the fraternity because they realize how much they miss it and want to give back or they want to reserve the experience they had there so they remain an influence to make sure that happens. The surprising finding in this exiting process is that if the member did not leave on their own terms, meaning there was an outside influence that made them move out, the members contribute the same, if not more than members who leave on their own accord. This is surprising because one would think that if you are forced out of the organization because of someone else you would distance yourself from the organization. Although if someone is told what to do by their parents or similar figure, people usually don't do it. For example, in this case many participants did not want to move out of the fraternity, but their parents said if they continued to live in, that they would no longer pay for their schooling. As much as the fraternity member wants to live in, he ultimately sides with his parents. Then however, they want to come back and contribute more after they move out.

It may be called into question that if these members come back and contribute so much, is the process of moving out of the chapter house actually an organizational exit? I argue that it is because even after members graduate and become alumni, what some consider the "real" exit, you are a member for life. In this sense there is no traditional organizational exit until you are dead. As fraternities are such a unique organization, the fraternity experience really starts when one moves in to the fraternity house, and there is something particularly unique to the live-in experience. I present that the organizational exit of a fraternity member at the University in the current study occurs when a members moves out of the chapter house because the act of physically leaving the house represents a notable change in the membership and contribution to the organization.

Since the fraternity is such a unique organization, I also argue that instead of looking at the fraternity just as an organization, it can be looked at as a community. In this community, there is such a strong in-group that once a member of the in-group leaves, they do not regain the same level of in-group status as before. If a member moves out the fraternity, they become part of the out-group.

Jablin's (2001) assimilation process is a four-phase process of anticipatory socialization, organizational entry, metamorphosis and exit. To compare this to the fraternity process, anticipatory socialization occurs during recruitment. As each fraternity wants to keep their chapter full of members, finding new members over the year is important but the primary focus of recruitment is in the summer and early fall term once everyone is back on campus. The actual organizational entry happens once the recruited individual joins the chapter. The metamorphosis stage happens quickly due to a strong socialization process and the individuals who joined the fraternity are generally initiated by the end of their first year in the fraternity and are official members.

In Kramer's (2011) study of a volunteer community choir, he found that while members had left the choir or were inactive members, some still wanted to participate and others wanted nothing to do with the organization any longer. Kramer also concluded that exit of the choir was different than work organization exit because the exit is so ambiguous.

"Volunteers could leave MCC for any reason, but they almost always left due to schedule conflicts with other life activities...Despite taking leaves, the nonactive members valued MCC for the same reasons as current members: the music, the camaraderie, and the director. Conflicts with other work and family activities prevented them from continuing to experience those benefits" (Kramer, 2011, p. 67-68).

As noted in the previous section, fraternity member left for many reasons: wanting to prepare for the future, help themselves, other people influencing them etc. While some members moved out and did not stay involved, many did as a result of the connection they felt with the fraternity. As found in Kramer's (2011) study and in the current study, members can exit the organization while still being connected to it. This residual membership happens every time someone exits an organization voluntarily, the exception being if the person leaves on a negative note and burns all bridges with the employees of the organization. A fraternity is such a unique organization in that they conduct all of the business of the organization where they live - they live, sleep, and eat with the other members of the organization. This creates such a tight knit in-group that once someone moves out they do not move back in because they immediately become part of the out-group. A member who moves out is even labeled as such, they are no longer a regular member of the fraternity, they are a "live-out" member.

Davis & Myers (2012) found that as members prepare to graduate and reduce their role in the sorority, they increase their focus in the future. I assumed that this would happen once the members moved out of the chapter house but never thought of it as a motivation to exit the chapter. This provides additional support for actual exit occurring when the member moves out of the fraternity house. According to Davis & Myers (2012) the exit process for a sorority member contains three stages: a focus on the future, focus on the present, and a focus on the past and future. In the one-on-one interviews, many participants stated a focus on the future for moving out of the chapter house. Once that decision had been made, the participants had to focus on the present. They had to find out who they were going to live with and where, while also finishing their duties as an officer

if they held a position and completing the academic term. Finally, multiple participants felt very sentimental about moving out. They said once they had made the decision and were thinking about how living out of the chapter would be, and started thinking back on how they got where they were and the memories they had made. They ultimately knew they were making the best decision for themselves and were excited to be a live out but took time to remember where they had come from. Next, is an explanation of organizational exit occurring when a member moves out from the current members point of view.

During the focus group, the reactions to members living out were of no surprise. The reactions were either negative or neutral, the focus group saw no real benefit to the chapter to having live outs. The one unexpected finding was that the focus group did not feel there was a gap in leadership or culture in the house because of seniors living out. This is an indication that exit has in fact occurred. From the focus group, it is clear the members have prepared for most seniors to live out and not contribute in the capacity that they have previously. If the fraternity had not viewed the live out members as already exited, they would have been a discontinuity and uncertainty in the organizational culture when members moved out early.

While the current members view live out members as a negative or neutral and not positive, it is not to say they are angry with people who do move out early. The focus group understood that people have to do things for themselves sometimes but did not view people moving out as a positive because they would rather have people live in the chapter house than somewhere else.

Through my previous experiences in Greek life I had expected certain results. I expected members to want to move out of the chapter house because of personal space, their sense of completion, chapter environment and outside influences because I had witnessed these reasons first hand and have helped members' transition out of the chapter house when dealing with these ideas.

There were two findings that I did not anticipate, the preparation for the future, and members not moving out because the organization did not meet the expectations that were set when they joined. I had not thought about preparation for the future as a possible reason for members to move out. After researching Magolda's (2001) self-authorship theory, focus on the future as a reason for exit makes sense. Through the stages of self-authorship (*following external formulas, the crossroads, becoming an author of one's own life and internal foundation*) the individual comes to realize what they need for themselves and to not depend on others for guidance or answers. The third stage, *becoming and author of one's own life*, is where the individual first realizes they no longer need the structure or help from others. The members who decide to leave to prepare for the future realize that they no longer need the fraternity to provide structure, or need to have people watch over them. This is also evidence of a change in narrative. If this is viewed as a narrative, as Fisher (1987) argues that everything can be looked at as such, then the member's personal narrative has changed, while the chapter narrative has stayed the same. Interview participants claimed that they did not join the fraternity knowing they would leave after their junior year in school. As time went by though, they were able to see the older members who were living out of the chapter house and saw what their experience could be outside the chapter. As more and more stories are passed

down from live out members about how being a live out member is beneficial and fun, the fidelity and probability of the narrative changes and the members who live in the fraternity want to have those same experiences.

The strength of these narratives is a tribute to how much influence the fraternity has over some; whether that influence is good or bad, is up to the individual. Either way, the structure is there in the organization for people to grow. The structure of most fraternities is when you join you are matched up with an older member, what is known as the big brother/little brother program. Big brothers serve as a mentor to the new member and assist in their adjustment to college life. There are also chapter positions that younger members can hold like intramural sports chair, secretary, kitchen steward and SING chair that have low responsibility. These positions set the foundation for involvement and leadership in the fraternity and progress to positions as upperclassmen with the most responsibility like president, vice president, treasurer and house manager. This is one of the reasons why members come back to contribute, they want to make sure the same structure and experience they had can be preserved for others in the future. Narratives hold the structure and the experiences together over time.

The other unexpected finding was that the lack of fulfillment of expectations going into the fraternity experience had little to do with motivation to move out. Most members stated that the expectations going into the fraternity experience were either met or greatly exceeded. The members with whom expectations were not met said that it had no effect on their decision to move out. The meeting of expectations actually had a direct connection with wanting to move out. As the fraternity had met their expectations, the members' thought that there was nothing left to achieve in the organization, so they had

accomplished what they had set out to do and wanted to move on. With the results having been discussed, the study will be concluded.

CHAPTER VI: CONCLUSION

In the end, when fraternity members start their college experience, coming to a new place, joining a new organization, their goals and what they value are set a certain way. New members have goals such as wanting to get to know people, socialize, and focus on friendship making and developing connections with others that are like them. As the years progress, friendships are made, connections are made and the focus shifts from wanting to get to know people to school and self. The narrative changes and a sense of self-authorship is developed as fraternity members realize that the fraternity chapter house no longer fits their needs, so they move out of the chapter house. This exit is accounted for and expected from the current members so there is little effect on the chapter. Eventually each member will exit the fraternity chapter house. Whenever that may be and however it is done, my hope is that this research can bring clarity to the exit process not only for the members who move out, but for the chapter as well.

Limitations and Future Research

This research will add to the growing number of studies in organizational communication involving organizational exit processes, specifically with volunteer organizations. Participants will have the opportunity to reflect on their fraternity experience and realize what the fraternity has meant to them, which may provide personal clarity regarding their own experience in the fraternity as well as their decision to voluntarily exit the organization during their last year. The Interfraternity council will greatly benefit from the results of this research by gaining valuable information about why members choose to live out of house during their final year, and how that decision

affects current in-house members. By understanding the reasons for exit, fraternity members can work to provide what exiting members need and in turn, encourage more members to remain living in-house. Therefore, participants and other societal members will benefit from understanding the exit process and how it can affect its members.

In order to alleviate the issue of members moving out early, I recommend the following to the fraternity community: more programs, no sleeping porches, more individual rooms, larger committees with more responsibilities. By incorporating more programs in the fraternity, members will have access to the skills that they had previously received as a live out member. These programs include professional development seminars, alumni career fairs, post college financial management, and cooking classes. These programs also do not have to be run by the fraternity but encouraged by the chapter. The fraternity should incentivize or require its members to be a part of an on campus club or council. Getting rid of sleeping porches and increasing the amount of individual rooms will increase the member's sense of individualism and privacy. The implementation of more committees that have more responsibility in the chapter will generate the practical experience that members looked for when preparing for the future.

Although this study provided an initial look into the exit process of volunteer organization and fraternities, it is important to note the limitations on the study. Limitations of this study provide opportunities for studies in the future. The interviews were done with a small number of fraternities on one college campus, so the findings in this study may not be transferable to other Greek life organizations and other campuses. The researcher is also an alumnus of the college and one of the fraternities that was studied. There is an inherent power difference between the researcher and the participants

since the researcher was president of the fraternity when some of the participants were still active members living in the fraternity. The time between exit and when the interviews were conducted may have allowed for different responses to the interview questions because the interview was not conducted right after their exit.

Due to time limitations, this study focused primarily on the organizational communication aspects of the research. The views of the narrative paradigm and self-authorship theory were not incorporated to their full extent.

Future research should expand on the number of interviews and the number of universities that are studied. These interviews were conducted after the members had completed their degree and were no longer undergraduate students. Future research should aim to close this gap, and possibly even interview during the exiting process. This research also only focused on fraternities as a volunteer organization. Future research can also expand on volunteer organizations such as student government, university program councils and other clubs. This will provide insight as to why and how upperclassmen may leave their organizations. Finally, I suggest that future research look at the relationship between exited members as they create their own in-group of exited members as well as the friendship maintenance that occurs between the exited member and a current member of the organization.

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APPENDICES

APPENDIX A

Interview Protocol

Establish consent & answers any questions about the upcoming interview.

Begin recording.

Ice-breaker questions to establish rapport:

How is your day going so far? What are you looking forward to in the spring?

After establishing rapport, ask participant to think back on their fraternity experiences.

1. How involved were you in the chapter before you moved out (philanthropies, positions held etc.)
 - a. Did you enjoy being involved?
 - b. Why or Why not?
2. Did you feel like you had a voice in the chapter?
 - a. Can you give an example?
3. What was communication like in the chapter?
 - a. Why did you feel that way?
4. What was your biggest influence in the fraternity?
 - a. Why?
5. Who did you relate to the most in the chapter?
 - a. What did you learn from them?
6. What were your expectations when you joined the fraternity/why did you join?
 - a. Were those expectations met?
 - b. How did that impact your decision to move out?
7. What kinds of expectations were put on you when you joined?
 - a. What about when you moved out?
8. In your last year living in the fraternity, what were some of the positive and/or negative events that happened?
 - a. Can you give an example?

9. Why did you ultimately decide to move out?
10. Tell me about moving out of the fraternity.
 - a. How long was your decision making process?
 - b. Was there a significant event that caused you to move out?
 - c. If yes, what was that event?
 - d. If no, what cause you to move out?
11. Who did you talk to about your decision to move out?
 - a. Did they try to convince you one way or another?
12. How did you feel about becoming a live-out?
 - a. Did you face any animosity from the chapter?
 - b. How so?
13. How did you feel when you left/moved into the live-out?
 - a. Why do you think you felt that way?
14. When you moved out, what kind of contact did you maintain with your fraternity?
 - a. Was that more because you were friends with the members?
 - b. Or more because you wanted to contribute to the house
15. Thank you so much for your time – your feedback is very valuable to the Thesis Research!
16. Is there anything else you would like to add?
17. Stop recording after they finish talking and depart.

APENDIX B

Focus Group Protocol

Establish consent & answers any questions about the upcoming interview.

Begin recording.

Ice-breaker questions to establish rapport:

How is everyone's day going so far? What are you all looking forward to in the spring?

After establishing rapport, ask participant to think about their fraternity experiences.

1. Why do members move out?
2. How do you feel when members move out of the chapter?
 - a. Why?
3. Are live-outs more beneficial to the chapter or would rather have them live in?
 - a. Why or why not?
4. Does it create a gap in leadership?
 - a. How so?
5. Is there a negative connotation to people who move out?
 - a. How so? Are they treated differently?
6. If moving out is seen as a problem, how might we work to solve it?
 - a. What solutions can you think of?
 - b. How easy or hard would they be to implement?
 - c. Are any of these solutions realistic?
 - d. Why or why not?

APENDIX C

Code Book

Why do members move out of the house?

| Code | Description |
|-------------------------|---|
| Other people/activities | Person with direct influence on the member: Girlfriend, Parents, , Military, Sports, other members moving out, room opened up in another house. |
| Chapter Environment | Sleeping porch, change in chapter culture, bad roommates, loud at night, lack of respect/appreciation, bad food, burnt out, stigma of being older member living in, distractions. |
| Prep for Future | Try to be a grown up, paying bills, cook for themselves, practice for real world, focus on career/internship, academics |
| Sense of Completion | My time, Officer/position done, done my piece, nothing left to gain, fulfilled requirements, give control to younger class |
| Individuality | Haven't been on own before, Focus on me, Do my own thing, more control, personal space, need something new/refreshers, Never lived on their own |

How does the chapter view the exiting member?

| | |
|----------|--|
| Neutral | <p>If they fulfilled their requirements.</p> <p>If they don't want to live in it is better for them to live out because it is detrimental to the chapter</p> <p>No leadership gap cause by people who move out, people who are going to be leaders are going to live in.</p> |
| Negative | <p>If live out members are not involved</p> <p>When they do come over they do not positively contribute,</p> <p>If you move out you have less pride in the house.</p> |

Fraternity Exit Process

| | |
|----------|--|
| Pre exit | <p>Go into their 3rd year knowing they are going to move out.</p> <p>Especially if they hold a position that is ending that year</p> <p>Some even know by their second year in the chapter.</p> <p>View the members who lived out when they first joined the organization and want to have that same experience of living out your last year before you graduate.</p> |
|----------|--|

| | |
|-----------|---|
| | <p>For those who do not plan on living out their last year but do end up living in, it is because of a special circumstance (parents forced them or a room opened up at a live out).</p> <p>Discuss plans to move out with parents, older members that have gone through a similar process, and with people they are going to room with next year.</p> <p>Most of these people they seek out do not encourage the exiting member to stay or to leave.</p> <p>Anticipate the transition to be difficult</p> |
| Exit | <p>Members exit the fraternity because of other people or activities that are going on,</p> <p>Poor chapter environment, preparing for their future, they have completed their duties, want to be an individual, or a combination of all of these.</p> <p>All exit that results in a member still being in good standing is allowed to happen either by completion of live-in requirements or granted special exception by the chapter.</p> <p>The actual exit process is usually not an awkward or trying time for most chapters because everyone moves out at the end of the year to back home,</p> <p>Exited members who do not to the chapter house.</p> <p>Anticlimactic</p> <p>There are no events/parties/ceremonies held for the exiting members.</p> |
| Post exit | <p>All chapter related stresses and struggles are gone.</p> <p>Members have their privacy</p> <p>Quiet time when they need it their own space, cooking for themselves etc.</p> <p>Two types of post exit interaction.</p> <p>Either the members are very active in giving back and participating in chapter events.</p> <p>Feel so much better living elsewhere they do not feel the need to contribute back as much.</p> |

APENDIX D

Interview Transcriptions

W Do you have any questions before we get started?

S No you answered them already

W How's your day going so far?

S fine, I worked, and took a sales call

W What are looking forward to in the spring?

S Good weather, new job, fully healed ankle

W So think back on your fraternity experience. How involved were you with the chapter before you moved out?

S I was the philanthropy chair, and then I was the warden, I wasn't as super involved, but I think I was more of a older type fo figure, idk I spke with you about matter for instance, so iw asnt directly involved I was more an indirect influence. I wouldn't fuck around, I didn't do overly positive thing, I didn't go out of my way to be involved.

W did you enjoy being involved at that level?

S yeah I thought it was perfect for me, um, I was not a time in my life where iw anted to take the 100 percent leaderhsip role in the fraternity but at the same time I have always been kind of a counseling person. So I think that's how I portrayed myself. I didn't hold super high positions in the house but I saw myself as more fo a mentor. I would take some of the younger kids aside, like ben romanaggi when he ahd his whole thing so I ya know I sat him down numerous times. Simple things like that, not even like fraternity based necessarily, but more of an individual well being focus

W and you like playing devils advocate too

S haha yeah, I enjoy that, someone has to do it

W did you feel you had a voice in the chapter?

S yep, I think when I spoke people would actually listen to me and respect my opinions.

W can you think of an example?

S When Dan and SHaneinitially moved out, people were gung-ho about kicking them out and I was on standards board for that matter and I stepped up and said I don't think its fair to kick them out, they made their decisions to do what they want to do, yet they are still good people and they still do more help to the chapter than harm, so that's an example of where I kinda stepped up and put my foot down and I think people followed that.

W how do you think communication was like in the chapter?

S shitty, I think a lot of opinionated people were there and I think no one really took time to understand what other people thought. And I think especially some people that were in positions they shouldn't have been and certain times, and in doing that it pushed certain people away. And made them almost rebellious either away from the good of the fraternity or also rebellious in the directions completely for the fraternity. So much so that there wasn't really a middle ground. A lot of the argument throughout the time were should we party more or are we strictly fraternity, I always wanted a happy medium. We

heard stories of the krandas and the stices in their days and they actually had more of a medium, and I think we had this façade going into it that made us all gung ho in that medium, so it pulled people apart and moved them in those directions.

W what or who was your biggest influence in the house?

S tyler bradstreet

W why?

S I respected him. Very smart, hard working person, really stood up for what he believed in. whether it was with the fraternity or against the fraternity. He had a very strong opinion on what he liked and at the same time he didn't push those views on other people. He had a strong opinion and people respected his onpion too. When he did want to participate in initiation, no one every made him, that a big factor. Because other people would not participate and others would try and make them participate and call them out. When he did, there was no animosity from other people. He would show up to events when he felt it was proper and wouldn't when eh didn't. I thought that was very respectable.

W like the required stuff

S yeah he would show up to all of that. And did in a very respectable way. I roomed with him and still talk to him once or twice a month. Really good dude, I respect him a lot.

W would you say, aside from people, that influenced you? Like the structure in the house or anything?

S I think coming in it really influenced me socially, I think it gives you initial social comfort, I think that s a positive thing bc you come into a whole new environment and some people aren't as socially inept as others, so I think coming into an environment where you basically have the social aspect brought to you and you are meeting people with similar desires, like meeting new people, hooking up, drinking, etc. I thought that's a really good starting point. Study tables is a good idea, not really enforced officially.

W everyone always had an excuse to miss it

S excuses or you would be there and no one would get anything done.

W didn't help having 42 people in our class either

S I thinkt he big bro thing is kind of a joke, I mean it works out for some people, but I don't think there is enough influence put on it to really make a connection

W and people aren't matched up base don much

S appropriately yeah, and making them spend time together, but then again its ahrd to force people to do things they don't wanna do.

W what were your expectations when you joined?

S gosh, meet people, be part of an organization, a recognized one, I really did not have any, I kind of was just go with the flow. I really didn't search that many houses so I didn't have that much comparison so I think in doing that it actually limited my ability to develop expectations bc I didn't get to see multiple fraernitiees so I wasn't able to compare them and see how maybe the general fraternity was run.

W did your dad have any influence on you?

S no, not really, said it would be cool for you to join this one. Which I think was kind of just one of those things where it was like "hey my dad was in it, why cant I do that?"

W so is that why you joined? Or bc you knew people?

S I knew shane and kranda, I knew people in it.

W would you say those minial expectations you had were met?

S yeah I'd say it was fine. I think expectations coming out of high school are not real ones, at all, bc I think you develop so much as and idv. In college that it is not just to take any expectations in prior to college. And really put to much towards them. I think apriations develop as you progress through the fraternity and theough college. And youa spire to achieve certain things. And maybe you expect certain outcomes bc you are aspiring to these goals. So I think that's more relevant than expectations.

W did those expectaiotns/aspirations impact your decsion to move out?

S ya know, I think I had it pretty set in my mind that I was going to move out. Um I wanted that experience as well. That goes back to my aspirations coming in bc I saw guys who were living out and they were living a different lfie and I wanted to aspire to do that, I talked with some of those guys and moving out was big for me bc it was sort of a transition into the real world, bc the fraternity is a sheltered structured system, you move out and it breaks ur buble, start a new fresh eperience. So I think for me, it was a very healthy decision. I cooked for myself, did my own grocery shoping , paying my own bills, managing my own life. Progressing through normal life stuff.

W do you think any expectaiotns were put on you when you joined?

S not that were formally told to me, I had the drunk jeff Whitman talk, you are gonna be great, but nothing I ever took seriously.

W do you think people put exp[ectaitons on you when you moved out?

S I think they were fluffed, they just said come to this and this and this, come around the house often, but it was just say. Idk I feel like I did a decent job coming around, but I wasn't there all the times, I came when I needed to. I don't think people put them on me, and if they did it wasn't in a bad way. But I feel like they felt like they ahd control in the house again and so it was like ok, now that these guys are gone. I didn't want to interfere.

W in your last year living in, what were some fo the positive or engative big events that happened?

S yikes. I got nothing. Drawing a blank.

W why did you decide to move out?

S it was my time, I was tired of living in a house with 60 dudes, tired of having no personal space, tired of having to dishes all the times, eating all that shitty food, sleeping in the porch, idk it was just time for me to move on. Needed my space, needed a refresher.

W what was your process like moving out? How long was your decision making process?

S 2 seconds. Probably from sophomore year I knew it was gonna happen. Realistically I knew I was going to do my time. I am an indivual that if I commit to 3 years ill stick to my commitment and ill respect that but once im done, then It should be expected that I move out as well.

W was there a significant event that caused you to move out?

S nope, just time.

W who did you talk to about your decision to move out? Or did you?

S I ran for warden, and I ade the stipulation that ill do it, but I made it clear I wasn't going to be living there fall term, ill still do it, but I wont live here. I made intentions known there.

W how did you feel when you became a live-out?

S got my bubble bursted, kind of like a new life experience, new side of things, new freedom, new people, similar to freshman year. Had my space, more in control of my environment, more focus, able to study better, more in control.

W do you think you face any animosity from the chapter?

S no, not at all

W when you moved out what kind of contact did you maintain with the fraternity?

S I came over once or twice a week, say hi, keep my face around

W was that more bc you were friends with everyone? Or contribute to the house?

S more friends with people, but still attended chapter to make a presence known. I'd come by when I had a break in-between classes.

W is there anything else you wanna add?

S nope.

Time: 18:33

W thinking back on your fraternity experience, how involved were you with the fraternity before you moved out?

K I'd like to say pretty involved, help a lot of positions and activities, uh yeah.

Recruitment chair, other chairs,

W basically philanthropy chair haha

K it was, I'll tell you what man, it feels like so far away that fraternity experience.

W Did you enjoy being involved?

K of course, I thrived on that stuff. Just staying busy, the competition aspect of it, and just getting everyone involved and I just wanted everyone to have the same experience that we had

W did you feel like you had a voice in the chapter?

K yeah, I did, think about the fraternity is that there are a lot of other voices. So it's just tough..

W can you give an example?

K um, when I had a voice, when it came to stuff like getting shit together for anchor splash or any kind of thing like that, I feel like that's when people listened to me when I stepped up in a leadership role.

W how do you think communication was like in the chapter?

K I mean it's tough bc you have a lot of the same kind of personality of guys, I mean we are all leaders, and all want to be doing good stuff so you are going to have some clashing I feel like that sometimes can be hard to manage and also hard to manage when people are goofing off and stuff. Other than that I mean we got what we needed to say

W got good enough

K we got everyone done by the time we needed it to be done, but definitely had some struggles

W since everyone has such an opinion, people can't see where others are coming from.

What was your biggest influence in the house?

K the biggest influence for me was, uh, some of this is going to lead to like connections and networking, so I really want to do my best to like go out and meet as many people,

do as many things, but then it also influenced me bc it was fun, I enjoyed doing it so idk, I felt grateful that we had the chance to had that experience in college while other people didn't.

W who did you relate to the most in the chapter?

K honestly sadly to say, it was Gular, like even though as many people hated that guy and almost towards the end of it I did too but hes the one that got me into it and showed me what it could be.

W sow hat do you think you learned from him?

K from adam?

W yeah

K uh, I learned, see a lot of people told me how you gotta give what you can to the house, but also don't let it take you over,

W what were your expectations when you joined the house?

K uh, I was one of those never gonna join guys, fuck this, this is gay, I had no idea what it was gonna be like. I thought it was gonna be, obviously I knew it would be fun, lots of drinking, parties, but I didn't think it was going to turn out the way it did so.

W and you had an interesting way into it bc you were friends with adam and the taco guys before, and lived with them before you joined. You kind of had the experience before you started

K its crazy man, I still see thos guys, we all went to sun river for the weekend and its just nuts, just the same. They are still like 28/29 crazy.

W do you think those expectations were met?

K oh absolutle, and exceeded by my wildest dreams.

W did meeting those expectations impact how you decided to move out?

K um, I think those expectations made me want to help recruit and participate and then once all those jobs were done, I was kind of like, ok ive done my piece, I need to start focusing on me and what I want to do.

W So like you have completed you job and now you need to move on?

K yeah exactly, I got what I could get without overwhelming myself.

W what kind of expectations were put on you when you joined

K it was tough, bc all the older guys expected a lot out of me and I knew that. Um but and also knew I came in under special circumstances so some of my class was kinda like who the fuck is this kid so I just kind of had to gracefully work my way through that and to not be little super pledge, but I also wanted to be and get my stuff done.

W what kind of expectations were put on you when you moved out?

K just to stay involved, and be the same. A lot of people expected me to do the same things that I was doing before. It was kind of a process to make it clear that I wasn't going to be that guys anymore.

W in you last year living in, what were some fo the positive/negative events that happened?

K positive, I mean there was a lot of stuff, just living in the house was enough stories to last a lifetime. Negative was like when people tried to set rules and stuff on each other, a know we are living here for a reason, to have fun, not to be each others moms.

W so why did you ultimately decide to move out?

K some if it was financial, one the recruitment stipend ran out, I realized I cant afford this. And then also time to just do me and my own thing.

W goup in house vs indiv on your own

K exactly

W so what was your moving out process like?

K um, so I talked it over with ym aprents, just to be like hey can I even afford this anymore? And ok my parents had an interesting relationship with it. At first they hated the idea of the house. But then they went on saw that's its not all bad, he does good things. So that was part of it, talking with them. And also it was one of those situations where it worked out at the right tim where someones room opened and I was like if I don't make this move its gonna close. I feel like ive leanred from that and did that a lot lately, the right time and right place. I think people judge me for that but its just me. Like this last year, ive worked 5 different places. And like some people are still on their first job, and for em that's ok. We are young lets go try other stuff, you don't like something go find something you do like. So I think for me if there is something that will make me happier im going to do it.

W might as well while we are young

K yeah, its not a selfish thing, its just like in this life you can only do so much for others, but you cant forget yourself.

W how long do you think your process was?

K pretty quick, I had it in the back of my mind for a few weeks. But in the real scheme of things. It was like a couple days where I had to pull the trigger and make a decision on what I was gonna do.

W was there any significant event that caused you to move out?

K um, yeah, when I ran for president, it was either I win and im gonna stay or if I don't then I would move out. That's the one event that did it.

W and then if you won you get that board bill deducation? And could afford it?

K not even that, if I was going to continue my service and duty to the fraternity, it wasn't finicance at the point. It was if I was gonna keep a postion

W and so you just talked to your parents?

K yeah parents and talked to the other guys just to be like that. And I remembered talking to people in my class and being like hey, this is what im gonna do. I tried to reach out to as many as I could

W did they try to convince you one way or another?

K ummm, I think people understood and wanted me to stay in house longer but they understood and respected ym decision. There wasn't anyone who was super against it.

W how did you feel when you became a full on live out?

K um it was different, it was good, for me I had that interesting experience where I lived out before and on my own, so I knew what it was like, it just kinda nice to go back to that. But I mean it was a little like, aw man the fraternity experience is over. Not gonna ever do that again.

W do you think you face any animosity from the chapter?

K not as mucha s others, I think there were some that were a little sour but I think that, and I hope that, people understood that I had done my service to the house and so yeah.

W when you move out, that kind of contact did you maintain with the house?

K I was still there a lot, I had all the guys in my class, little bros and stuff. Chapter and stuff. Like I said its very easy once you are out to not want to be part of it.

W do you think you stuck around more bc you were friend with the guys, or to contribute more?

K more the friends, some of the events were like yeah, I'm not missing that, but I think more of the reason was bc there was still guys in the house that i wanted to hang with. It was different bc I was closer to a lot of people, bc I recruited the younger guys and so I knew a bunch of people in there.

W I never understood why guys never came back for the little stuff, then I moved out and understood haha. Anything else to ad?

K um, I mean, whats the deal with living in and stuff, like the requirements now? I feel like that's changed a lot, whatever it is now is going to change this process. Living is as freshman etc.

W idk what the house has done but I know next year all the freshman have to live on campus unless there are a few exemptions. Family, and stuff. It's a grace period now. But I heard that you can buy them out for 200/ person to pull them out. Up to like 5,000 dollars or something like that.

K okay okay, see I was both ways on that, I think the freshman down experience is great, I think everyone should have it, but I also think that the fraternity freshman experience is pretty awesome too. Its just I mean, yeah it tough. I loved the dorms I thought it was great but.

W I like it too, you get a different group of friends and separate group. Idk maybe requiring a term or 2 terms to be there. Btu thene everyone would leave and move out

K that would just screw themselves

W I think what they might do is instead of having the live in expereince be what it is now with being fresh soph jr , movoing that to soph to senior.

K I think that better , be on their own before they go do all this stuff and get crazy. Learn how to do college then come be in a fraternity. College isn't a joke, well it is but haha.

W I think there should be some kind of deffered recruitment.

K get some of those guys that shouldn't be there to not be there.

W get some of the partier guys out. I talked to stormburg and he said that they all joined just to party but then contributed to the house. It's a weird balance, bc there are guys who join just for the social and then learnt eh fraternity part. But its ahrd to see the ones whoa re gonna do that.

K yeah that's 50/50

W I think it would work, but its just more change. Co-ops will be done too.

20:32

W so think back on your fraternity experiences and how involved were you in the chapter before you moved out?

T pretty involved, I was on exec from the end of my freshman year through the end of fall term my senior year. And then just trying to take part in as many house activities that

I could. Lots of leadership opportunities. Like leadership school. Trying to be there and be active and do as much as I could for the house.

W Did you enjoy being that involved?

T I would like to see it from the other side, if that makes sense, to see and then be able to decide just because ei think I could have a lot a more personal fun. Sounds selfish but ya know, taking advantage of the system.

W wish you could have been partying instead of watching the door kind of thing?

T not that I didn't party, don't get me wrong, I think it ya know being there not as involved on the exec side is ya know kinda ill be IM chair, hardest job is singing people up for the sports. Idk I think everyone contributes in their won way. But uh id like to see it from the other side to know which I would enjoy more. I think its ya know, looking at my freshman eyar before I was involved it was a lot of fun.

W did you feel like you had a voice in the chapter?

T yeah,

W example?

T uh, I think just ebing able to talk during chapter. I wish I would have doen it differently. Instead of trying to be a hard ass because I don't think that's the way you get respect in that situation and it clearly wasn't. um ya know, you get people that are very good public speakers that are able to just speak and they get everything they want to say across. Idk those people like nick ahrt was great at it bc he was able to stand up and say something and ti had value and meaing and it wasn't like f this f that and that's something where people drop f bombs, looking back on it that's not the way to get your voice out there.

W how do you think communication was like in the chapter?

T um, I think there were times of brilliance and times of just absolute chaos. I thin I tdepended on the situation and the issue at hand. Cas ein point when the alumni had told us tha there could be no girls sleeping over, and that was ya know, you bring that up and it was chaos, but when it came to ya know initiation, there were times of good and bad. When it came time to vote people thru there was some good discussions. It was fun watching those go on. People being passionate w/o a lot fo cause. Blind passion. It would have been better if we didn't close our eyes when we voted on things. Bc I think that you hide behind it. And that promotes the chaos, you couldn't figure out who did it " what the fuck whos that's one fucking guys that's voting!" that's the worng way to look at it, everyone is entitled to their opinion and vote and it jsu tbc someone said that it shouldn't lead to a witch hunt. Of whos the asshole. And then you re-vote and people either stick up for their vote and own it, or crumble under the pressure. But then people find a by-law loophole to get the person thru.

W I think that's the good and the bad with it. There is complete annonyminty but who knows if there is just one or 2 people that do it, and then the president gets to see who ti was. I think if we still did that but wrote down our vote and then went through it , even the president doesn't know. I think with having open eyes too that would shut down more people bc they didn't want to be accountable for their vote.

T yeah, ur right. Shouldn't have to worry about that. If that's what the fraternity preaches is that it's a brotherhood

W what was your biggest influence in the fraternity?

T I think the older guys, when I was a freshman, seeing what they did for the house. In that they took the time to give to it so we could as freshman take part in the experience,

W so you think everyone tries to create the same experience they had from their eyes?

T that's the idea. To continue the legacy and the tradition. Be able to watch them have as much fun as you had. Giving is better than receiving.

W who did you relate to the most?

T idk, Mitchell haha, just kidding, id like to say todd and tice but idk, maybe mcclanehan, I would have loved to be him. He was the coolest guy ever.

W what did learn from them?

T I think the thing you learn from them is that the fraternity does come first, and that it was the ritual over the parties. And that was what I respected the most out of them is that it was, idk, the house came first, and ppl even if they didn't agree, it was the house's decision and that's the way it was, bc they voted and majority as a whole passed it that way. That's the situation you went with bc, and im not saying they gave in, but they bought in to the house concept.

W what were your expectations when you joined?

T uh friendship, meeting people, opportunity to be involved and do something better. Looking back on it I would do it again, knowing how other people had fun in other houses but I really think that the group of guys that we joined with, it was a special class. We all still see each other, even if we didn't see eye to eye on things in the house, I would still say we are friends, and the past is the past.

W I think it's different in the heat of the moment living with each other.

T I think we had a good class of guys. I don't think I would consider going anywhere else. You talk to alums and you show this is where I live, and it's cool to be able to do that rather than just some apartment or house.

W do you think those expectations were met?

T yeah,

W did that impact your decision to move out at all?

T yeah I did bc the guys I was best friends with were living out too. It was hard not seeing those guys everyday. It was nice living with them for a final year before grown ups.

W what kind of expectations were put on you when you joined?

T I think when you first join, the expectations are to see what the person does that joins. They can recruit you and bring you in but I think it's ultimately up to the person that joins to want to do more. Ppl help you along the way, and succeed but people drop off. People that join just to party, not caring about the house. The expectation is for you to make the decisions to be part of it or not. If you weren't then it was obvious.

W any expectations when you moved out?

T yeah, they want you to come back and be involved, ya know, just like the older guys we would ask them to come back and speak at chapter. I think after so long of being involved at chapter, I wish we had more of routine at chapter, make it an actual meeting and not an open forum. Serve more of a purpose. Hard to go back bc you didn't want to deal with the bullshit anymore and the younger guys didn't want to listen to you. Idk we tried to get involved, at the end of the day, whoever was the leader at the time, they took charge. It was fun to watch the decisions they made.

W so in your last year living in the house what were any big positive or negative events that really stand out?

T uh, negative was patty Murphy, if I had been on exec and that would have happened when I was on exec I would have been furious. Yeah no you had every right in the world to be. That goes back to the oh, it doesn't matter to me bc it didn't happen to me. That is kind of the mentality that drove me away from the house. As long as it doesn't negatively impact me personally I don't care, that's the attitude. So that's the thing that made me want to move out. That attitude. Its funny to watch people when they act the way that if its not the best for them, then it sucks and they don't want anything to do with it. But if its good, then it does

W if its not the best for them, its not worth their time

T exactly. And that's what I thought the older guys did well when I started, even though it wasn't the best for them they still did it for the house.

W what about positive

T um I would just say, its nice being around everyone and that's something that I did miss living out when you go home and there was no one there and ur just like well shit, no one is here to hang out with. Its nice being able to walk room to room and see people and hang out.

W so why did you ultimately decide to move out?

T cuz I just needed my own space. Also at the same time I think it was something I hadn't experienced before and I think it was that new experience, my own room, and not going to have to share it with anyone. I hadn't done that before and wanted to see what it was like to be able to have a house and take care of bills, and do my own thing. Having all the freshman girls and guys running around the house that weren't a part of the house, trashing everything, I hate it. You see all the people destroying where you live and its just all fucked up and you're just like this is where I live. I would always talk to people I saw doing that and say well I live here, what of it? Why you gotta be like that? You could tell that something was kind of turning in their head about it but they were too drunk to care. W so about the process of moving out, how long was your decision making process for that?

T pretty damn quick. It was just to say yeah it was time, didn't think much about it. Just bc yeah it probably would have been cheaper to live in as a 5th year, but at the same time none of your friends are there and you don't wanna be that guy. Don't want to live with a stigma of being the 5th year guy. If the house needed it and everyone else did, I would for sure do it. Or even just a few of us. But its hard to just not have your own space. You see your buddies with their own space and when they go home, and want to go to bed, they can go to bed and don't have to listen to noise and everything. Don't have to deal with that. Its something I wanted to experience.

W was there a significant event, or just felt like it was time?

T it was time, the parties were fun as younger, but bars were way more fun. Bars were great. The house parties were fun, but that's bc you didn't have anywhere else to go.

W who did you talk to about your decision to move out? Or was it just kind of do it.

T the guys I was gonna live with, and ym dad, he wanted me to live in. I said no I am not living in my 5th year and he said I don't care that ur gonna be that guy, its just cheaper. Its

like yeah it is but its not, not gonna be happy. I don't give a shit about your happiness, oh ok haha.

W do you think you faced any animosity from the chapter when you moved out?

T no,

W and you think that just because your 5th year

T yeah and I think ya know, you can say you put in your time, I didn't put in as much as other guys, I didn't live in my freshman year, I felt worse that I was saying oh I did my time, its like oh no the guys who did their time are the ones who lived in all 4 years.

Fortunately they got to live out on their own too but.

W so how did you feel when you moved out of the house and that whole transition process into the live out

T well at first it was crappy, bc we didn't get the place we had, so that was scary, we thought we were gonna have to live in the house again. Uh idk it was fun, looking for places and finding a place and I think we got lucky bc we moved into a place that awesome, but would have been better if it wasn't next to a deans house bc we could had more fun but idk it was a lot fo fun going through that proves and moving

W do you think you felt that way bc it was new and exciting?

T yeah like oh, we can this and thi, but then you realize oh I only got 9 months here, not like im gonna be here forever. yea

W so when you moved out, what kind of contact did you maintain with the chapter?

T I was pretty involved for a while, we were so close, that was the nice part. We were close enough that we could just walk across the street and we were there. Um and I think at the time what kept us in there was with brandons broher not being initiated yet and having him live there I think kind of put us over there more bc he went over there. So that was kind of those knowing younger people and yeah. I think if you keep inloved with younger guys then you want to stay involved more

W more involved bc of maintaining friendships or contributing to the house?

T both, but more contribute and help out. It did suck when you asked the older guys to come over and they didn't come. It was the class after you guys when they went over to the pink taco and the taco said well don't listen to whatever they said as exec. When you have that negative involvement its like, oh that's great.

W anything else you want to add?

T I would do it again, it was fun. It would be nice to be able to do ti again and maybe try and make different decisions.

W what would you change

T like I said id like to try it w/o being super involved on exec, it would be nice to party.

W do you think you would have been more inclined to move out if you didn't have those leadership roles?

T yeah probably. That was the thing keeping me there. During voting, they say if you are on the exec council you have to live in your sr year. And that's what kept people from running. They didn't want to live in the house another year.

W so you think ppl would have ran for those positions if they didn't have to live in?

T I think you would see more of it, but that's also, I don't think you can live out and be in certain positions. You have to be there to be prez, you cant live out. Didn't jeff do that?

W yeah but he was there most of the time. I think that was just for the fall term too.

Adam lived out too

T see that fucked us, jeff still did a good job. I was yeah, I was on the adam train for a while.

W cool.

30:52

W Hows your day going?

B Just kinda chill at this point

W what are you looking forward to in the spring?

B um, activity, everything slows down winter term. Seems to know what they are doing in the spring

W So think back to fraternity experiences and how involved were you in your chapter before you moved out?

B very involved,

W how so

B I mean, either in operations and positions, or in talking to ppl about the future and how we want to change things or just um individuals in their lives and whats going on, the drama

W yeah, greek drama haha

B yep

W did you enjoy being involved?

B yeah I did.

W why/how so?

B it was just a lot of fun, being able to talk to closely or open up a door. Being that easily involved in something, it was just interesting. Fascinating. Living where you are working where you are trying to operate out of. Its just a good learning experience.

W you moved out after your jr year?

B yeah

W did you feel like you had a voice in the chapter?

B yeah for sure,

W example?

B well I was president, vp, one of the founding people. Everyone listened when I talked, kind of, or a I made them do it haha.

W what was communication like in the chapter?

B um, I mean it was different. each group gets kind of clicky about things and had that kind of feel, even in the house. People would want to room with certain people. Became kind of like queens.

W how about if you all were trying to get chapter business done, did that flow easily?

B it depended what we were talking about and who was leading the chapter at the time. Trying to find many ways to have good communicationg with everyone. And it seems like at time it worked well and other did. It just depended on who was running it.

W what was your biggest influence in the fraternity?

B being able to come and create something critically and move an organization forward. One of the biggest impacts on me was having to figure everything out and set the traditions, nothing to base things off of. Not having the steps already set for how to make the chapter our own.

W who did you relate to the most in the chapter?

B probably the person who was president the first year we started, even though we were all at the same level. We had a good working relationship and always helped each other out. And so he is the one who has had the biggest impact at the local level.

W what were your expectations when you joined? And why did you join?

B it was going to be a group of people that I got along well with that havd similar values as me, wanted to do things, hang out, have fun, stereotypical things of course haha.

W social aspect?

B haha yeah.

W why did you join?

B I looked at some of the other houses at the same time. Didn't get the same feel as I did with alpha sig. I think the issue was that the house I joined, was all new people. Like there is one national staff member was holding events where there would be 20 people going through recruitment, all at the same level. Every other event I went to was very fake, like staged and is still a problem now. And so it wasn't comfortable for me.

W do you think those expectations when you joined were met?

B yeah, they are on their way, they kind of evolved. Being an expectation of getting everything I wanted out of it, and now we have to create something that can stay around for the future generations.

W did that impact your decision to move out?

B um, yeah to an extent. With my expectations shifting and evolving, I just aged out of needing that environment or being in that environment anymore?

W what kind of expectations were put on you when you joined?

B um, a lot. I mean we all went right into officer positions so really dealing with the issues that officers in other groups have to deal with. Also trying to build and organization while trying to make everyone friends with each other and getting to know everyone. And also recruiting at the same time, needing to increase numbers.

W what about expectations when you moved out?

B no, kind of the old man.

W why do you think there aren't expectations?

B I think bc I put in all the work at the beginning. They still ask me for advice and things, I try to come around as much as possible. Also with being on IFC for my second year, they just don't see me a lot.

W in your last year living in what were some of the positive or negative events in the chapter?

B positive would be recruitment, and the people that we got. Very much positive being able to see them and provide all the things we do for them. Negative would be the drama that comes around with recruitment.

W why did you decide to move out?

B I just needed to. For everything, academics, all of it. Focusing on myself. Need to live alone, not in such a crowded environment. At first it was a stretch moving into the

fraternity, outside of my comfort zone. After that time, I just needed to go be OCD again haha.

W so In the whole moving out process, how long was your decision making process.

B I knew that year, it was always planned, I never do anything really spur of the moment so I knew for over 6 months.

W was there a significant event that caused it?

B just the timing, in line with my plan.

W did you talk to anyone about moving out?

B yeah, parents, some of the guys trying to find a place together, or next to.

W did they try to convince you one way or another?

B no, not really.

W how did you feel about becoming a live out? Before you actually did move out?

B I was pretty excited for something new. But then also kind of sad that I wouldn't be there for everything. Reminiscing a little there.

W do you think you faced any animosity from the chapter?

B no

W how did you feel once you became a live out?

B felt weird for a while. It was definitely different having a place that was quiet, sleeping on an actual bed, singular shower, things that are clean, a little surreal

W when you moved out what kind of contact did you maintain w/ the chapter?

B a lot, but it was over summer, everyone was kind of gone. But now still a lot, dinner, to hang out.

W is that more based off of friends w. the members or wanting to contribute back to it?

B I think both, bc I am friends w. all of them. Im not as involved as I was, when you are not living there, people can't force you to do something. Involvement goes down.

W anything else you want to add?

B moving is a bitch.

W did you feel any like separation anxiety?

B no, cuz I also saw it as giving room for it to grow. Being there and influencing it, hovering over it, I was coming to realize getting soon to graduation, if this is based off of one person who is making things work, then it will die when those people leave. So we need to have that gradual exit so others can come and take charge bc right now if there is no reason for anyone to come and do more if everything is already done.

16:28

W Hows your day going so far

D good ish, boring, editing video

W what are you looking forward to in the spring?

D nicer weather, no rain, start biking again

W so thinking back on your fraternity experiences, how involved were you in the chapter before you moved out?

D uh, fairly, right after initiation, and steadily fell off after that for about a year

W did you enjoy being that involved?

D sometimes, sometimes it was good to be on exec just cuz you could help enforce rules or make rules and help influence the chapter, but it's a double edged sword as a warden. I was ridiculed for giving fines and getting people in trouble. That part sucked, you were never the good guy

W do you think that's why you stopped being so involved?

D no, classes took up the majority of involvement and the position I wanted was filled by a better candidate.

W do you feel like you had a voice in the chapter?

D depending on the issue. Not all the time, but you could make your voice heard.

W example?

D when we wanted to get new speakers and stuff like that, everyone listened to what I had to say bc I knew about what I was talking about. I wasn't heard when I had an unpopular opinion. It got squashed pretty quickly.

W what was communication like in the chapter?

D pretty open, hard to keep anything too far under wraps. Eventually people would find out if you were talking behind someones back, it would come out. During chapter it was open communication, sometimes unguided but a lot of times pretty respectful.

W what influenced you the most in the house?

D the older members. Some did a good job of mentoring. House dad was a great father figure to have there. Always the highest level of advice you could go to seek.

W is that who you related to the most?

D probably baker, him or brad. Im still in contact w. them the most.

W what did you learn from them?

D brad more social stuff, outgoing social person, from zach I learned a lot of time management and work task, we had a lot of classes and hw together.

W what were your expectations when you joined/why did you join?

D one of the main reasons was bc I didn't want to live in the dorms. I didn't know what to expect. I had never had any desire to join greek life when I came to college. It was just kind of presented to me, and I was just like I guess. It sounded like a better option than the dorms. And if I don't like it I can always leave.

W do you think those expectations were met?

D yeah, didn't have any haha.

W did that impact your decision to move out at all?

D not really.

W what kind of expectations were put on you when you joined?

D to fill all the requirements of grades, house duties, chapter duties, learning about the chapter, rook work, pledgeship stuff

W what about when you moved out?

D nothing really aside from show up for chapter, meals participate in initiation, parties,

W you moved out after ur jr year right?

D yea

W did you live in at the start of freshman year?

D yea

W in your last year living in, what were some of the positive and negative events that happened?

D positive were house dance building, good class bonding. Negative were a lot of stuff was stolen from me, dvds, clothes, biggest thing was tools.

W why did you decide to move out?

D my parents said they wouldn't pay bc I had so much stuff stolen from me. Also aside from my parents I wanted to too bc I never felt my possessions were safe anymore.

W so with moving out, how long was your process?

D probably thought about it for the whole year, but it was within a couple months of my toolbag being taken outside w/o my permission and then that was just kind of it, I had it.

W so that was the event that caused you to move out

D yea

W who else did you talk to about moving out?

D roommates, thorton and birdsey, stro, gudger and brad

W did they try to convince you one way or another?

D no

W how did you feel about becoming a liveout?

D pretty good

W when you became a live out do you think you faced any animosity from the chapter?

D oh, probably behind closed doors, never faced any face to face.

W why do you think behind closed doors?

D just cuz that's the nature of the beast, I don't have any evidence but just from seeing others move out, people start forming opinions

W how did you feel when you became a live out?

D relieved, after living in for 3 years it was nice to have personal space, but also disconnected from the house which was good and bad. Good bc I was fed up and over the house at that point, but bad bc I had a lot of friends that I got away from.

W when you moved out what kind of contact did you maintain w/ the house

D initially came over for meals and chapter, and to hang out. Later on it kind of dropped off more and more.

W do you that was bc you wanted to contribute back to the hosue or hang out w/ the guys?

D more freindships

W anything else you want to add?

D I think another contributing factor would have been after you go through initiation and stuff like that and the veil is lifted I was kind of disappointed to see that there was a lot of what the fraternity was teaching us through I and pledgship was kind of taken as a joke, I took initiation to heart and once you get through it and guide others through it its not as serious as you think it is. Some of that could have been due to my own personality but I kind fo felt let down afterwords.

W if you can go back and do it again would you do it the same way?

D I wouldn't take it as seriously. Deep down I thought chapter was more serious that it was. I just wouldn't have invested as much emotionally into it.

W would have done the same process as joining as a freshman and leaving as a jr?

D totally.

11:55

W Hows your day going so far?

K long day, up at 430 studying. Long one, ready to go home.

W what are you looking forward to in the spring?

K um, warm weather, not 37 and foggy

W think back to your fraternity experiences and how in involved were you in the chapter before you moved out?

K uh, I was relatively involved. Bc my first eyar I transferred here until my soph year when I was actually initiated. Then held a few positions, ran for another, didn't go so well.

W what positions did you hold?

K alumni chair, chronicler, that's it alumni for 2 years, I moved out fall of my jr year. So I only lived in for winter and spring, and all of my sophomore year.

W did you enjoy ebing that involved?

K oh yeah, it was good. I wish I could have been more involved but I was trying to condense 3 years of classes into 7 terms. So I didn't feel like I had that much fo a choice to be more involved than what I was. And then I tried to be and I didn't get elected.

W did you feel like you ahd a voice in the chapter?

K some, I feel like if you treated people well and had a logical opinion then you ahd a voice.

W can you give an example?

K all the dyas where people would be yelling if someone should get punishment for one thing and the 2 sides are that one person is a friend and the other doesn't like the person and they are going back and forth and just like ok, here is the situation, take the person out of it, heres what they did, lets figure it out.

W what was communication like in the chapter

K depended who was running it. There were days when it was good, and some when it was not so good. Also depended how stressed everyone was with school and stuff like that, if there was a football and bball game on, something else they wanted to go do. They would try and rush chapter.

W Who was your biggest influence in the fraternity?

K probably gudger, just cuz he was prez when I joined and he seemed to let everyone think about the direction that things were going and kinda of guided it the way everyone wanted to. Instead of saying this is what we are doing, idc what anyone says. Which was good.

W what do you think was the biggest influence? Like structure wise.

K I don't know, my experience was so much different bc I was informal, so different than joining the events and everything, it was more relaxed and go with the flow. Which was a good thing bc there was less pressure. Didn't have to deal with all the crazyness of fallt erm f reshman year like everyone else. Getting used to college w/o worrying about everything else. There would have been no way I would have stayed if I joined first term first year, too much stuff going on.

W what were your expectations when you joined?

K none, when I transferred, I didn't want to hang out w/ ppl from Redmond, people had already formes relationships bc it was the middle of the year, and I wanted a new group

of friends so I wanted to meet new people. I had no idea what I was getting myself into, which I think is true for a lot of ppl

W is that why you joined?

K yeah for sure.

W were those expectations met?

K yeah, met ppl, talked w/ ppl

W did that impact your decision to move out?

K no, purely academic, needed to get into pharm school, good grades, needed space to do my own thing. I think that most of the freshman my jr year thought I lived in bc I was over there so much 1st half of the year.

W what kind of expectations were put on you when you joined?

K good grades, be a good person, contribute, have fun, be personable

W what about when you moved out?

K bc of how I moved out, being the first one to break the seal of moving out early, I felt I had to set a precedent to come back over a lot. I think I did a good job of that, but people didn't follow that as carefully later on. But I think bc I was the first it was important to be over as much as possible. To set a good example. Realistically, it was going to happen again and I felt bad about it but I felt like I needed to do what I could to minimize that shift.

W in your last year living in the house what were some of the positive and negative events that happened?

K positive, social, hanging out, random beach trips, football games painting up. Negative stuff was just random bickering about things that didn't matter. Drama, giving opinions about things that people don't want to hear about, just to hear themselves talk.

W why did you decide to move out?

K school.

W in your whole process of moving out, how long was the process?

K probably 2 or 3 weeks, I didn't think it was an option and then I kind of talked to ppl about it, then I thought I should talk to everyone about it, then I did and had a person to live w/ the next day and it just kind of all happened at once.

W Was there a significant event that caused you to move out?

K no, just hard to find places to study, and I had to have silence to study, which is nearly impossible in the house. 4 ppl in a room, to not get distracted you have to go to the lib

W and even then that's loud too

K exactly, cluster

W who did you talk to about moving out?

K talked to a few older guys, mostly ppl that were in similar pressure situations like ppl who wanted to go to grad school and understood the requirements and picked their brain about having taking similar classes w/ living in etc

W did they try to convince you one way or another?

K no, it was more about are you going to take that many classes vs the house I think. Dealt more w/ are you taking those 5 classes together instead of are you really going to move out. Which I appreciated

W do you think guys in the house pressured one way or another?

K no, they understood, it was kind of unexpected. I thought there would be more animosity and opinions than there actually were.

W how did you feel about becoming a live out?

K my sr year was a more true live out experience, my first year I lived w/ one other guy and lived a ways away from the house. Just us. The second year was more like the anticipated live out. People came over before or after class which was fun and good.

W when you became a live out, did you face any animosity from the chapter?

K yeah,

W how so?

K not as much my first year, a little bc I was the guy who started the trend, and then after I lost the race for prez ppl were pissed at me bc I thought I could have done a better job than the winner could have done, and I said that a few times and some of the ppl that were close w/ that person were not happy that I said that. The second year I lived out I got more bc I was traveling w/ the basketball team, never really in Corvallis much. So I got some flak from ppl saying I need to be over more but I just wasn't around.

W how did you feel when you moved out?

K thought it was the right decision given the circumstances. There were times I missed it, but that showed by how often I was over, especially since the guys in my class were still living in.

W when you moved out what kind of contact did you maintain w/ the chapter?

K jr year was a lot, once sr year came around, the groups that had formed in the house became much more the groups you talked to, instead of class, you talked to the groups. The ppl you talk to now, are the people you lived w/. Looking at brains wedding, all of the groomsmen were the guys that lived w/ him. So it's just interesting how it developed.

W do you think the contact maintained was to keep in contact or to give back?

K both, that's why I ran for office even after I moved out, I felt I could do a good job in that role. But then towards the end it was... just hanging out with your friends and having a good time is the goal of the fraternity. So to some extent you are setting an example for everyone else just by being around and showing the relationships you build.

W anything else you wanna add?

K nope

15:13

W How's your day going so far?

J It's going pretty good, just woke up and uh wanted to play some NCAA but Calder's remote wasn't working

W What are you looking forward to in the spring?

J Golf, haven't played since I broke my leg, my injury. So can't wait to get back out there.

W How did you break your leg?

J Went to Lake Shasta and fell and broke my leg

W Holy shit

J Yeah, I'm surprised you didn't know about that, I broke my fibula and tore a ligament, out for about a year bc I walked on it when I wasn't supposed to and re-broke everything

W Classic

J Classic

W SO think back to your fraternity experiences and how involved were you in the chapter before you moved out?

J I was pretty involved I was the pledge educator for two years, and that was really the only positions I did, um just the day to day activities on the exec board always having exec meetings, discussing what we should do next, and um making sure that the pledges got done with their pledge education and I was in charge of making sure they done with it.

W Did you enjoy being involved?

J You know I did, I liked having input on where the chapter was headed um sometimes it was stressful because no one was listening but uh it was good overall and I enjoyed it,

W Off that, do you think that you had a voice in the chapter?

J Um I think I did a little bit, I just think in general towards the end I realized that um in order to have a voice you had to older, I don't know why but everyone respected you more I guess with that.

W Can you think of an example?

J Not specific one.

W What was communication like in the chapter? Like good, bad etc.

J Meh, I think there is a lot of room for improvement, towards the end there was bad communication I thought with just the live outs and especially my senior year bc I lived in and trying to get them over and communicate what we wanted to do and people arguing all the time for nonsense reasons

W Why do you think you feel that way

J Um, I think because people wanted to do their own thing and not want to listen to what exec had to say or thought they knew what was best for the house and so they didn't care to listen to what, I guess, what we thought was best for the house. And maybe we needed to explain it better as well, um and getting them more involved instead of making the final decisions for everyone when maybe its not what they wanted.

W What was your biggest influence in the fraternity?

J Um, pledge education was the biggest influence because I spent the most time doing that, focusing on how we could educate the pledges better with the house, with focusing on their grades, making sure that they accomplish the requirements to become members I guess.

W So who did you relate to most in the chapter?

J I guess when I first joined it was Adam Aguilar, don't know why, but I just thought when I first joined he was the person I looked up to a lot, we just had a lot in common. Towards the end, mostly the people in my pledge class really. And Andrew stice, he was big influence and who I looked up to of the older guys.

W What did you learn from all those people?

J uh, knowledge about the house and how it should be run and about um studying, time management, good grades, taking ownership for what you do and that kind of stuff.

W What were your expectations when you joined the house?

J I didn't really care to join when I first got to OSU, my parents kind of pressured me to do it and im glad I did it overall, it was a great experience. I expected the house to help me by pushing me to be a better person and meet a lot of people, have fun, and build long relationships with friends.

W Why did you join

J I thought I would give it a shot and once I gave it a shot and I moved in that when I really enjoyed ya know living there and people that I met were great so I thought I would stay.

W So were those expectations going into the house met?

J I think they exceeded them,

W can you elaborate?

J ya know just because of what I was thinking of a fraternity, I did it because my parents wanted me to so once I joined it I just was glad they (the fraternity) didn't push me into it and knowing that every is there and everyone will help you out and uh help you in a time of need and stuff like that um. Stuff goes on with your personal life ya know you have brothers that are there to help you out so um it was just good for that reason as well. And how much they really cared about you, I felt like that was pretty cool. I didn't think about that with a fraternity when I joined

W do you think the expectations impacted your decision to move out? Like was it easier to leave because the fraternity had exceeded your expectations?

J yeah um I guess it was easier for me to leave, it was also my 5th year going into the college so I just wanted to have my own space and getting tired of some of the things in the house because I had lived there for 4 years and that's why I wanted to move out basically, I didn't want to deal with sharing everything, more of my own space, didn't want to be put on a time schedule anymore for my last year of school. Cleaning up after everyone

W what kind of expectations do you think were put on you when you joined?

J ya know get good grades, be part of the house, meet everyone, be the person who you are, don't try and force anything, just be yourself basically.

W What kind of expectations were put on you when you moved out?

J show up to chapter, show up for stuff that the house needed like events that we do, ritual, whatever was necessary to show up to, and yeah

W so in your last year living in the house what were some positive or negative events that happened

J bad ones when I was on exec it was more difficult communicating to the chapter we needed to have happen and getting everyone on board. It was really hard. We had people in our own class always coming over and bitching about everything, and they just came over just to argue with other people, and just were not productive. Good things were, its sad I cant think of any good things ha-ha, uh I guess the good thing was that the good things we got to do was teach the underclassmen what's worked and hasn't worked and hopefully influenced them on making better decisions than what we did.

W so why did you decide to move out?

J it was just time, I need my own space; I was getting tired of the whole thing after 4 years. I felt like people also weren't appreciating what kind of effort that we put into the house anymore. And I was just tired of it all, and wanted to move on.

W so, when you moved out, how long did it take for you to decide?

J I guess the reason why I wanted to stay in my sr year was bc I wanted to make a difference, and so after 4 years, im done now and want my own space and so it wasn't that difficult for me to determine that I wanted to move out. I put in my time and the

younger people want to have their time too contribute as well. I didn't want to be over bearing on the new leadership.

W there wasn't a significant event that caused you to move out?

J no, at the end of your years you are just kind of tired of it, in my mind.

W just the 4 years caused you to move out?

J yea, and talking with the Sr's that lived in when I was a freshman, I wanted to emulate that and make sure that there was a strong presence with my class.

W did you talk to anyone during your decision to move out?

J no, just kind of did my own thing. I guess me and birdsey talked a lot, we were thinking about even moving out earlier at one point bc we were roommates and um but yeah.

W did he try and convince you one way or another?

J we kind of convinced ourselves to stay, thinking it over and stuff like that.

W How did you feel about becoming a live out, did you think it was going to be good or bad...?

J I liked it, just because I could get away from the house and didn't have to be there 24/7, could do my own schedule. Obviously there are people in the house that you don't get along with and um it was nice you didn't have to ways be around those people. But um

W do you think you faced any animosity from the chapter?

J no, thought I left on good terms

W so how did you feel when you actually left? Regrets?

J when I felt I didn't want to do a lot more with the house bc I was there for so long and just wanted my own space, so I didn't come over a whole lot, didn't do a lot of the things basically so

W kind of over it?

J yep.

W that's one thing that I never understood as president, like why isn't everyone here?

And then once I was done being president I was like oh yeah , im not gonna do this anymore.

J and I know you guys needed us to be there, I was just overwhelmed from it all. From the 4 years of living in, maybe if I would have moved out with the other guys from m my class, maybe it would have been different

W when you moved out what kind of contact did you maintain with the chapter?

J yeah I would come voer for chapter, initiation, come to the more important events, and not so much the day to day stuff.

W do you think you came more bc you were friends with the guys in the house or wanted to contribute more the house?

J um, to help out the house, and see a few of the guys that I don't get to see a whole lot. Came over to give my 2 cents every once and a while when I heard something was going on that I didn't agree with. So everyone knows my side of the story.

W anything else you want to add about your experience?

J I had a great experience, wouldn't change it and um I would do it again

W would you do it the same way? Living in for all 4 years?

J um, it depends, when we first joined the house; it was completely different than when we left. So I don't know if I would do I the same way, I would definitely stay in the first

three years and then think about my decision more. I wouldn't do pledge ed for a second year, I would run for a different position. But still an exec spot

W if you could go back to the beginning would you live out ur 4th year

J probably, don't know, depends on if I got another position in the house for my sr year and what that was.

W anything else you want to add?

J nope, that's about it. Hopefully you got some good stuff

Time: 17:40

Tyler West

W Hows your day going so far?

T typical wed. no class, working all day.

W what are you looking forward to in the spring

T Hoping to finish thesis in may, and backpacking w/ my dad.

W thinking back on your fraternity experiences, how involved were you with your chapter before you moved out?

T very, held 2 years worth of positions in the house. Then I held an IFC position during my 3rd year in the house through the beginning of my sr year. But I moved out my sr year. I was always involved in some sort of position, contributing in a leadership role.

W did you enjoy being involved at that level?

T yeah I did, I felt it really added to my education and to just the experience of the fraternity, really gave a better perspective of the org and just living in the house

W did you feel like you had a voice in the chapter?

T yeah, I did. I had a voice, it switched a little though, when I was in a leadership role in the chapter I had a direct voice to the chapter, directly influence leadership and what not and then after I wasn't running the chapter it was more kind of mentoring, advising type, rather than speaking out at chapter.

W how was communication in the chapter?

T bad or worse, not that we didn't communicate, its just the process. It was different every year, different with every person, ya know whoever ran chapter their process was different than most other people in that room. I mean we didn't spend a lot of time upfront to get on the same page in terms of a process so that made things frustrating.

W what was your biggest influence in the chapter?

T I think the democratic system influenced me a lot. You really have to listen to people, and learn to listen. Cant have your way all the time. That whole system of having to work w/ demo system but having to report outside of the fraternity when you are a leader and get everyone on the same page or transmit the info was really challenging. I thought that really influenced the way I communicate more now. A lot of learning that happened there

W who did you relate to the most in the chapter?

T president before me influenced me a lot. He was just kind of trying to dig us out of a hole. Didn't get a lot done in terms of progress forward but he got us even. Helpful to draw on his experience and talk to him about things. Also prez after me was vp when I was

prez um, we were always on the same page in terms of where we wanted to go and what we wanted to happen but different leadership styles. It was helpful to bounce ideas off of him and really kind of getting on the same page but using different ways of getting there.

W what were your expectations when you joined?

T um, everyone was there to better the house. Ya know I joined bc I liked the team atmosphere, I liked the guys that were joining w/ me and I was having fun. I didn't think about the frat values or anything . but I always assumed that everyone was there to better the chapter

W were those xpectations met?

T by some, not all. I was surprised at how many people didn't. my leadership experiences leading up to that had been in sports and everyone was there to win. For the most part the V level. Goals are different in the house

W did that impact your decision to move out?

T yeah, well ill put it this way, if everyone there had the same goals as me I wouldn't have moved out. It was more just, there wasn't anything more for me to accomplish by living in when I got to that point.

W did you move out going into your sr year?

T yeah.

W do you think any expectations were put on you when you joined?

T I think there was an expectation that you were gonna stick around, be loyal to the house, contribute, ya know that's generally the expectation people have. There was no expectation that you were gonna get a 3.5 and be employed after, the bar was set really low. When I joined it was you were expected to stick around and hopefully pay your bills.

W what about when you moved out?

T yeah me personally. They expected me to still be there for support. Help recruit. And I mean yeah, to come to things and be around. That's not generally the expectation when people choose to move out is that ppl expect them to be live outs. Expect them to slack off.

W do you think they still had the same expectations they had on you when you were living in as when you were living out?

T yeah, but that's bc I gave them a reason to expect. Ppl set expectations for themselves and then everyone else xpects that.

W thinking back, would you have done it differently?

T no, if I didn't like it I wouldn't have done it.

W in your last eyar living in, what were the positive or negative events that happened.

T posistive was winning the most inporved chapter of the year, hard work paid off and we got recognized so that was a big thing. My last year living in there wasn't any huge negative things. The yea rbefore definitely, individuals that some chose and some were forced to move away from the house. That was the first time ppl had really seen that.

That was at thend of my soph year. Jr year was pretty good

W why did you decide to move out?

T I decided for personal reasons. I didn't think that there was anything more for me to gain in terms of where I was going at that point. I shifted directions toward my career and thos kinds of things. Rather than the fraternity. Had to let go a bit.

W so how was the process like? How long?

T actual decision was made in the moment. It was more just wanted to live in wanted to live in and then thought about next year. It was just that time.

W so any event?

T no, just my time and desire.

W did you talk to anyone about your decision?

T no, I don't think so, noone tried to sway me to move in again, again that expectation that I was still gonna be the same leader. I would have lived by myself if I had to, not a group thing. I just needed that space.

W how did you feel about becoming a live out?

T I felt good about it. Kind of making that independent transition, almost and alumnae, older, younger guys are going to view you differently. The distance was nice.

W did you face any animosity from the chapter when you moved out?

T not me personally, but for others yes.

W how did you feel once you moved in?

T awesome new experience, lived w/ a few guys from the house and some other guys would always come over from the house. At least the ones we liked. I mean it was exciting, sr year something different. less stress more space.

W when you moved out what kind of contact did you maintain w/ the fraternity?

T both for the guys and to contribute. Different in every circumstance, sometimes I would make contact for chapter related things like advising etc. but then it was just friendship, go over to hang out. Let things go and not worrying.

W anything else you want to add?

T my process was easy for me and easy for the chapter bc of how involved I was and bc of the things I contributed. And will continue to contribute even after I moved out.

W so you think that other guys faced animosity bc they didn't contribute then left?

T yeah, some ppl didn't contribute, wanted to leave but still have the benefit of the house. That creates animosity, people leaving early, making excuses. If you didn't serve your time the chapter got pissed. I've seen it every year, for health reasons or for money, they are just excuses. I have never seen anyone come to chapter and say I've run the calculations, living out will be cheaper. I've lived out, and it's not cheaper. Most of them fizzle out, but we stick on em for bills, and if they don't pay, we tell em to drop. At chapter it's always a big deal to move out, then no one cared that they dropped out after.

21:09

W Think back on your fraternity experiences and how involved were you with the chapter before you moved out?

J um, for the first 2 years I was pretty involved with the fraternity, I did pledge ed and was on exec. I didn't do as much my freshman year but I did all the required stuff and as I got older I did a little bit more.

W did you enjoy being that involved?

J Yeah, I did

W why

J um, it was nice being a part of an organization that you can help run. Something that you actually kind of have somewhat control of. At a young age it's all older businesses

and like stuff you don't get to take the reigns with. Being able to be a part, it was nice. Actually have input on decisions.

W did you feel like you had a voice in the chapter?

J yes and no. I would say sometimes yeah when I was younger and then other times I didn't say much. Just kept quiet. That's just how I felt about it. I didn't have an opinion on it. i could go either way

W do you think that there is a reason why you didn't speak up?

J I think some people that don't like to speak up, it doesn't matter to them, and to some they don't care at all, they are just like there. Im gonna do what I wanna do and keep quiet. Some others that are quiet sometimes and other times I wouldn't be, went both way. And then other people that would talk over everyone. There would be a handful of guys that would do most of the talking. And that's like that in every chapter.

W how do you think communication was like in the chapter?

J good, the only part that bothered me was when other people would claim there isn't enough communication and the fault of that is them not putting the time or effort in. they just assume someone else will do it. You can only go so far w. communicating by posting stuff on fb or email or hallways and chapter. That bugged me. Anything I ever needed to do I would check the boards in the hallways. Info is there, you have to go get it.

W what influenced you the most in the chapter?

J branching out, ive been very quiet, didn't branch out much with a group of ppl. And then it was my time to do that and find out who I am as a person. And then that helped me open my eyes. And the best part was rook work. Ever since that time I've been the biggest morning person. Getting stuff done early, out of the way and I have the rest of the day to do what I want. I like doing that, working early rather than late. Get it done, ur done for the day. I was more on target with things throughout the day. Having a routine to stick to. I would take early classes to get them out of the way. That was one of the biggest things that impacted me

W who did you relate to the most?

J john waters, you, sean thornton, tyler birdsey,

W with those people, what did you learn from them?

J from you just like being vocal and stepping up and taking charge, you were always involved from the get go and it was just nice to see you take control of your own destiny. I got to see that and it was awesome. Not many people even do that out of hs. Mitch was the same way. You wanted to be a part of it and help the organization. Which I admired bc I saw it first hand. Id say Sean bc of holding his HM position well. S helping to fix stuff etc. supply the house and manage things really well.

W What were your expectations when you joined?

J honestly I didn't have any, i thought I was going to meet a lot of people, and network and develop friendships w/ people that ive never met before in my life. That's what I thought the entire time. I didn't know what to expect. If I was jus tlike ok im gonna do this. I decided a week and a half before.

W why did you join?

J I joined bc of waters and jeff Whitman. Bc of john from golf team, he was someone I looked up to being an older guy in hs. Finally before school started I called john and he told me everything about it and showed me the house and met people and went to social

event. Jeff was there to help me and had more insight, I didn't connect w. adam, mostly just jeff. I feel like john got me there and jeff sold the final thing on me.

W were those expectations met?

J yeah I think so.

W did that impact your decision to move out at all?

J no, not at all.

W what kind of expectations were put on you when you joined?

J be a part of the house, do your part, not a sit back and let everyone else do it kind of thing. I know in every house there are the sit back people, that's what I didn't want to do, I wanted to be doing something for the house or around the house.

W what about expectations when you moved out?

J coming over a lot, being there. The biggest transition is being around everybody all the time to holy shit you don't live or sleep there, a complete 180 of what the daily routine is. The way I saw it was like you wake up the next morning and holy shit, you only live with the same 2 or 3 other ppl and they are in class already, and its quiet. Had to show up a lot more and interested as a live out. I felt like I did better than others who lived out but other people can say the same thing about me. But I tried to do my best. As we get older the other responsibilities go up. Jus being there was the biggest thing

W in your last year living in, were there any big positives or negatives event that happened?

J positive was watching out class develop and starting to take positions. Watchin you take the next step, I was like woah, its cool to watch. Negative was the people that didn't really care anymore, those guys were fun to party with but like on a house aspect, getting stuff done, they just didn't care. just tried to screw up the org.

W why did you decide to move out?

J money. That a big part, trying to save money. I knew since I was paying my own way for rent there and the more it went up, I couldn't up my hours at work, so that made it hard to mad ends meet. Didn't want more loans.

W with your whole process of moving out, how long did it take to make the decision?

J probably 2-3 months. It wasn't just a rash decision, I had to think about the numbers. Long term vs short term. Why, and why the money will come from.

W was there a significant event?

J no

W who did you talk to about your decision to move out

J parents mostly.

W did they try to convince you one way or another?

J yeah, people want you to stay, but others will understand. Like you cant always be the giving person. Have to do stuff for yourself. Guys from the house ya know saw it both ways. Ppl would tell me you have to do what you have to do.

W before you moved out, how did you feel about becoming a live out? Like the anticipatory phase.

J kind weird. All I knew was the fraternity.

W do you think faced any animosity from the chapter?

J uh yeah, it was just certain groups of ppl. From my view, there were people that were stronger on my side vs against me. But it wasn't a lot, they were just voicing their opinion. Wasn't hostile at all

W how did you feel when you left and became an actual live out?

J weird still. Weird not waking up in the porch with everyone. Everyone is there, when I woke up in my place I was kind of like oh, super quiet. Just a one person thing. So weird. The first couple week I had to figure out what to do.

W when you moved out what kind of contact did you maintain with the chapter?

J going over for lunch and chapter, and then the connections I wanted to really keep were with you and mitch and Jeremy and a few others. Those were the main.

W do you think that when you came back it was more to hang out w. the friends or bc givng back to the chapter?

J um, kind of both, contribute and see everyone. I didn't want to up and leave.

W anything else you want to add?

J no, im glad I did it, I wouldn't change it for the world. I look back on it and I don't now what I would have done. I don't know where I would be right now.

20:48

W So thinking back on your fraternity experiences, how involved were you in the chapter before you moved out?

J Not as much as I would like to be. Not very much. I was community service chair for 2 terms.

W did you enjoy being that involved?

J yeah, I did, but I didn't get to serve as a member on exec which I would have like to have done before graduating.

W why is that?

J well its definitely getting out what you put in. in hinds sight I would have been able to give more to the chapter at the time the chapter was going throug a rough time and I was fed up with it but if I had persued a position on exec I would have been able to give more back and steer it in the direction that I believed it could have gone. And could have fixed the problems that I saw.

W you moved out when?

J after sophomore year.

W do you feel like you had a voice in the chapter?

J yeah, just like any member should be, I felt like I was respected by the chapter. I felt like before I moved out I had a position and had a lot of good relationships with everyone in the chapter. Even though there were some that I didn't like, I tried to be as tactful as possible.

W what was communication like in the chapter?

J it was difficult. Especially with the cliques being built, kind of line between exec and a large part of the jr members, a line starting to grow between the traditional bylaws that the chapter had and the new age of philosophy or culture was coming about.

W who did you relate to the most in the chapter?

J beaver john, you, jeff Whitman, tyler birdsey, wayne.

W what did you learn from them?

J I learned they were guys who knew how to have a good time without compromising the chapter. I saw that they were able to build good relationships with everyone that they crossed paths with. But they weren't buzzkills at the same time. They knew how to get work done sacrificing their weekend nights begin sober when they had to during finals, doing what they had to do, going to the lib at this time so they could volunteer later on and do whatever their job required so just bc something got in the saw of them going to the bars on a Friday, the chapter came first. They held to their word on their job.

Sometimes it sucked they didn't just find an excuse to get out of it. To find a way to go to sanchos.

W aside from people, what was your biggest influence in the fraternity

J id say the creed, the tg. I kind of based a lot of stuff I did off of that. Even if there were times that I wasn't holding a position, after I wasn't living in I wasn't holding a positions, I tried to fall back on ya know people are always going to see me, 70% of the ppl I knew on campus was the first thing they saw on me was oh "SAE". So I mean that's how I recognized everyone else so pretty much im gonna be a TG so when they see me they think SAE. Im gonna try and be as upholding as I can be. Its easier than you would think not to be a douchbag

W what were your expectations when you joined the house?

J I wanted to join a brotherhood that wasn't like any other. I kind of grew up playing sports and wanted to be a part of a tight knit group and I definitely saw sae as something that could do that for me in college and the rest of my life. From the moment I started rushing that's what I saw. A group of guys I could trust for a long time and build some really great friendships. Also as I got more involved I realized what It could be. Making that possible for guys that were gonna be in college after you.

W do you think those expectations were met?

J yes

W did that impact your decision to move out at all?

J it did, it was difficult, very hard decision. A big part of it too was the military, and my relationship status at the time was an issue. Which looking back I regret it. There would have been a way for me to go around it. I kind of did a bitch move at the time and I regret it. So it definitely influenced my decision

W what kind of expectations were put on you when you joined?

J to live in there at least through my jr year and to hold positions in the house and to leave it better than it was when I got there.

W what about when you moved out?

J expected to come to my classes house cleans, getting a text or call whenever we were doing it. To come to all chapter meetings, certain number of house events and to still pay live out dues. Essentially was still to remain an active member. Its easy once you live out to fall out of the loop. I didn't see it that way at all, I found myself there was more than probably 80 percent of the live outs.

W in your last year living in the house, are there any positive or negative events that stand out?

J positive were I really enjoyed the leadership and organizational skills I learned being community service chair. I learned some logistical skills that I didn't see coming when I volunteered for that. I felt like I got a lot out of it that way. I was able to connect with a lot of the alums and that was cool. Being able to benefit different orgs and to please the community essentially with sae and to be in public with our name. and to know I was behind that felt cool to say. I still have it on my resume and I am really proud about that. Extremely thankful for that opportunity that I got. It hurts knowing that I could have gone farther with a different position on exec.

W what about negative?

J there were some, when we were sophomores and the jr class was convinced that exec was talking away fun the fraternity, he got skittish with a lot of house partying and the way I saw it is that jeff had stuff on the line, you know it more than anyone, when ur president you put your ass on the line. If a bunch of MIPs go down its your ass. So jeff had a lot on the line and I felt like it was really easy for kranda and granger and greenwood to just sit there and say ur taking all the fun away and when its not their call to make. Its not their ass at risk. It was that that made me mad, jeff I thought was really good at seeing al aspects but that was a crappy part. Seeing older members just go against each other like that.

W what lead to you deciding to move out?

J I had an issue with the marine corp they did not, nothing on paper, my commanding officer at the time was super against greek life and the threat it imposed upon guys like me. It wasn't an official thing, which is why I could have gone against it. But I didn't. and then my girlfriend at the time was moving away and we were gonna be on a long distance relationship and when she came and visited Corvallis or something having a legit place for her to stay and it just so happened that my brother was transferring to osu and my cousin had just started renting a place. And needed rooms to fill so kind o all of these events that fell into place together ultimately caused me to move out. At that time was when the whole like friday mornings I had a lot fo stuff going on and the sophomore porch across from room 5, i really disliked granger and kranda but we are fine now, at that time I hated them.

W with your decision making process to move out, how long did it take?

J at least over the course of a term. I moved out after sophomore year and I had been thinking about it since the previous spring term. It was on my mind. But it didn't become final until that summer, august.

W was there an event that caused you to move out?

J no not really. I mean there were numerous nights that pissed me off. I remember coming out of the porch and confronting granger about quieting down and him just telling me to calm down and stuff, that was an issue. i also had a final on a Thursday and him and storm had engaged in the whole we are done with finals fuck everyone else process. I remember telling them like could they move it to the party floor. Remember that whole time when we started everyone partied on the party floor and then apparently that wasn't cool anymore. So it was a bunch of times I was being reasonable polite and sober and I was like can you move it somewhere else and they didn't . it was kind of like im being serious here and it was a big fuck you kind of.

W did you talk to anyone about your decision to move out?

J um, no, not really. I had mentioned it to errico and to birsdey and they were kind of talking about their houses for the next year and when they moved into the hideout and so they were in the were done mode but they didn't oppose my idea, I never told anyone its for sure. I didn't sit down in my room and decide this is what im doing. I told them yeah this shit really makes me want to move out and stuff like this and pretty much they said they wouldn't blame me. Thos eguys didn't care for granger and kranda either so they kind of saw where I was coming from but I didn't really mention it to anyone but them.

W how did you feel about becoming a live out?

J I felt like a pawn, I felt horrible about it. I really felt bad, I felt like I bailed on family.

W do you think you faced any animosity from the chapter?

J yeah, I mean it was one of those things where like when I got permission to move out, it was like yeah let him move out, he has to, which was nice, they trusted me and it stilled sucked though bc I know I took heat like I wasn't putting in my time, its kind of like yeah it sucks but face the problem don't run away from t. and I felt like I was running away from it

W how did you fee when you finally became an actual live out?

J there was benefits to it. But things got better. It had its ups and downs, but I felt I definitely for my jr year, sr year wasn't so bad bc most of my class was moved out. But jr year every time I would go over to the house I loved being over there. It hurt though, seeing my whole class in there and me not being in there and I feel like some of my class moved out early too but I feel like that wasn't supposed to be me. That's not how I live my life, I try not to run away from problems like that

W so when you moved out what kind of contact did you maintain with the house?

J I thought I maintained great contact, I told everyone at the house, id say ross was my closest contact bc we were in the marines together, and he would let me know everything that was going on and stuff and I was over for lunch and dinner most every day. I went to every single chapter still. Tried to make house events and functions. And just over there everyday not just for the parties. Id say I was over there a lot.

W do you think were over bc you were friends with guys in the house or that you wanted to contribute back to it?

J id say both, I loved not even being over there during an event. Going over into someone's room and laying on the day bed and shoot the shit. I wanted to still be part of everyone's deal in the house. Know what was going on in the house if someone needed to vent about someone just be there to hear it. Its stuff like that that still made me feel like a member. Not just a party. Going to the awards dinners was fun, I enjoyed popping in on a Tuesday afternoon and eat lunch and kick it for 2 or 3 hours, play some video games and just seeing whats up. I was there for both reasons.

W anything else you want to add? Anything different you would do?

J just like uh, if I had any recommendations for anyone thinking of moving out, there is going to be plenty of time in your life after college to live on your own, you will have plenty of time to do that, if there is anyway you can tough it out and build relationships a little longer id say its worth it. Moving out sr year is fine bc it's a senior year thing but if I could have put in another year living in. I still felt I built great relationships in sae but I think they would be stronger if I would have put in that other year. I feel like I could have really helped the chapter a lot more. If I could talk to someone that was about to move

out I would try to talk it out of them. And also, in the future chapter meetings in the years following me moving out, when we voted to let someone stay in or move out, I was a hypocrite if I said they couldn't move out, so it gave me no leverage to give anyone any kind of advice, id say I guess you can move out too, I did it. In terms of setting that example idk if that's the best move to make.

25:18

W Thinking back on your fraternity experiences, how involved were in the chapter before you moved out?

S before I moved out, Id say very involved, kind of funny story for me. When I came to osu I had no intention of joining a fraternity. I thought I would od rush and meet these guys and make some friends and could go voer there and hang out with them. No intentions to join. The day of jump I woke up randomly at 7 am and thought about it and said im gonna do this, there is no point not to try it out so I did. I guess I didn't plan to hold a position, just did whatever with it, not let it take over my life. A couple eyars later I was president, and had a few positions before that and now its funny bc I work for the national office as a traveling consultant. Id say very involved living in, holding positions, when you live in you kind of are involved in things. Bc of a committee or your at the house and someone drags you into something

W when did you move out?

S after my sr year, and took a 5th year. Soph jr sr year.

W did you enjoying being that involved?

S I think so, like I said I thought I was gonna coast, keep involved enough, stay under the radar but then it turns out ire ally enjoyed doing everything id di. Got my first experience on a committee as a freshman helping with different things, next fall I was philanthropy chair, had no clue what is was, got our name around to the other houses, won greek week, placed in the top 3 of other philanthrpies, that's where it all started for me with a change personally about what the fraternity can do for me but also a greater meaning of the power in numbers and the idea of if the guys put your mind to it you can accomplish a lot. Lots of orgs could do that if they tried. Something I really latched onto was that.

W do you feel like you had a voice in the chapter?

S id say so, it took a while, the first 6 chapters I was a part of, I didn't get to speak a single word I don't think but it was bc I was scared and didn't know what was going on and once you hold a position you are forced to speak every chapter. In terms of everything else it just kind of builds, in a chapter with 40 guys you have to earn your place and you learn that as the years go along. I think you get it heard once you get some respect.

W what was communication like in the chapter?

S id say pretty good, we can improve a lot tho. We send out group texts, in terms of speed to get people somewhere was really good, facebook group and an email list, the emails kind fo sucked, the texts worked really well.

W who did you relate to the most in the chapter?

S first would be the new member educator at the time, main reason as bc the new member ed period is where you can really help form the potential brothers and kind fo lay out

what is the standards (SOCIALIZATION) it was taken very seriously by my class, he was a 4th year sr who double majored in mech eng and elect eng and was going to be chapter prez and ifc prez. He had his crap together. Seeing someone who had his life put together and really cared about the fraternity. As a freshman you think you know a lot, and you figure out you don't. to see someone who did know it all was cool to look up to. I looked up to the older guys and presidents before me. Older stuff together, been around the block, experienced goods and bads.

W aside from ppl, is there anything in the fraternity that influenced you a lot?

S I think just kind of realizing that for exec everyone gets voted in, that means the chapter has faith in your decisions and I think in terms of that, realizing that its important for exec to look at every angle in a conflict and hash out the different details. And present that to the rest of the chapter. That structure in terms of behind the doors small unit and presenting to the general population

W what kind of expectations did you have when you joined?

S id say they were to uphold values and beliefs of the chapter and org, promote everything. School, social, golden rule, held to a higher standard – under a microscope with the culture around greeks, something you have to think about with every action you take.

W were those expectations met?

S yeah, one thing we did well some years and not so much others is to check in on everyone and see if they upholding expectations. When you have checks and balances it helps on that. Meeting study requirments other stuff etc.

W did those expectations impact your decision to move out?

S I don't think so, maybe minorly, I feel like I had accomplished what I wanted to before graduating. I think there were bigger things in the place that pushed me to move out

W what kind if expectations were put on you when you moved out?

S kind of funny with our chapter, you are expected to still come around and pay your dues, Monday night dinner, chapter, mandatory events. We used to never see the older guys that moved out would never come around. When you move out you need to stay involved bc its so easy to avoid.

W in your last year living in were ther any big positive or neg events that stick out?

S always had issues with neighbors around our place, a double noise complaint, but that was more eventually sorted out bc I couldn't get a second ding on my record or it would be an expensive thing. Nothing big besides that.

W why did you decide to move out?

S 5 year sr, I was ready to move out. I was ready to live on my own, cook for myself, pay my own bills. That something I wanted to do before I graduated but still ahd the college bubble ya know. Still a learning period, I wanted some experience bfore I graduated. Being prez I had had enough, I was 21, and living with a lot of 18 and 19 year olds the priorities are different. it was time for me to move out. Lived in three years already and I had filled the requiremnts, wanted my own space growing up before I moved out to the real world.

W do you think if you had moved in as a freshman you would have moved out ur jr year?

S im not sure, it depends, a lot of guys did that, even late sophomore year, maybe they jumped the gun and got overwhelmed. I lived in the dorms my freshman year, should

have that dorm experience, different group that living in at the fraternity your first few years. I would probably have moved out after jr year. I loved living in the dorms – 3 years in the house – 1 year living out

W how long was your process?

S pretty quick, I was done with president midway through the school year, all my duties were fulfilled and iw as gonna transition my next prez on exec for spring. I think it took me the 15 minutes after I was invited to live in a place.

W no significant event?

S no, just my time, made sense, met my requiremnts and positions and duties as a member. I needed to pass the torch instead of sticking around

W did you talkt o anyone over your decision?

S my girlfriend, other friends about housing options, I talked to the other srs, I more was just letting people know after my decision what was going on.

W did they try and convince you one way or another?

S chapter guys did, but it was all kind of joking, I thought about it for a sec, but I was ready to move along.

W what was the anticipatory phase like?

S I was excited, I think at that point I was ready to move out, figure out cooking, rent, my own space, no porch, excited for privacy and humble abode.

W how did you feel once you got in there?

S I was satisfied, got the basement, still hangin with my gf best friends, really satisfied living out, idk if I could have stayed dint eh chapter house another year. I could have grinded it out, but it would have sucked

W animosity from chapter?

S not personally, more of a general, chapter needed more numbers, alums had conversations of filling up the house, people knew I was finding my own thing, more upset at other people who moved out

W when you did move out what kind of contact did you maintain with the fraternity

S good, it helped bc my gf lived down the street. I wanted to set a good example, ritual, ceremony, social, philanthropies. Wanted to set the good example.

W more friends with the guys or contribute back to the chapter?

S both, glad I made connections with the younger guys, and I also felt obligated to contribute back. wanted to be the older live out guy

W anything else you want to add?

S guys used to live in all 4 years, but not people live in a year or a year and half. I think its bc people move in too early. Living in the dorms was the best thing I did. The structure of the fraternity makes the most sense. Then they live in the sophomore jr and senior. Keeps people from getting burnt out living in as a freshman. People are more mature to hold exec positions. Even freshman dorms, soph and jr in the house and maybe even sr year living out.

32:01

W So thinking back on your fraternity experiences, how involved were in the chapter before you moved out?

S starting since my freshman year I had a position after I got initiated. I picked up scholarship chair my freshman year and then I always had one of two positions, and recruitment chairs was time consuming and that was the biggest one in the house. I was pretty involved with philanthropy and stuff. I was more internally productive and supportive. And being ifc president.

W did you enjoy being that involved?

S yeah I did, up until after recruitment chair. It really just drains you. Idk if you saw that with nick or not. I was really involved but once I was done with that and my jr year hit I was stacked with classes especially with pro school loaded up. Idk it was difficult, I got to the point where I was burned out and I had done soe much since I had just started out it just got to me.

W do you feel like you had a voice in the chapter?

S yeah for sure, I think I may have lost it sr year bc I wasn't around as much but definitely my sophomore and jr year especially when rhakan and I and JP and all those guys were leading the house.

W what was communication like in the chapter?

S it was pretty good. Exec would be held before chapter on Sunday, communication out the chapter in terms of leadership was pretty good. Everyone really aware what was going inside and outside the house. There was a few times where people had big argument and confrontational things, but other than that it communication was pretty good. Everything was close and talked.

W who did your elate to the most in the chapter?

S rhakan, he still helps me out with a lot of stuff. In terms of not only leadership how to deal with things, but friendship and scholarship everthing.

W apart from people, what influenced you the most?

S recruietment chair played a big role. Being a freshman is demanding but you get a good sense of respect for the hosue base don how we run things. Morning work and pledgeship in general, its not an easy process. Made you think more about the house. The people around you just certain things like candle pass where as a pledge class you sit down at your pledge meeting and go around and let people know how ur doing, it really opens everything up. I wouldn't be who I am today without all that stuff. Structure it really brings out the best and worst in people and you realize whats going on.

W what were your expectations when you joined?

S to rage haha, idk I mean during recruitment it was a balst, once you get through jump its not really a party anymore. I was told I was going to have really work at things and pledgeship wasn't as easy I thought. I thought it was gonna be hard and worth it.

Especially with the quality of guys living in the house at the time. The relationships we had with each other I thought those were gonna grow. New ideas and a change

W why did end up joining?

S ultimately came down to steve joining, I guess the group of guys ya know, quality group I could get to know and it looked like a lot of fun. I wanted to be a part of it.

W were those expectations met?

S yeah for sure, exceeded even. Idk I couldn't have asked for a better experience without the guys I joined with.

W did that impact your decision to move out?

S not really, the house was changing and people my age and older were already out of the house. Leadership was changing and membership was changing, it was a different group of guys. Younger group, it became time where I was burned out in general, always being around partying in a dirty house, idk just constant badgering from people was tough.

W do you think if you stayed in the dorms freshman year and then moved in your sophomore year you would have been able to stay through ur sr year?

S if I was in the dorms freshman year I would have still moved after jr year bc the rest of my class was. I could have stayed in and would have bonded with the younger guys but I wanted to live with my class. I would say its more based on what your class is doing.

W what kind of expectations were put on you when you joined?

S high expectations, clean the house, or respectful to the brothers bc you weren't one yet, having a good time, getting things done but also having a blast.

W what about when you moved out?

S id say very little. Id say none, we didn't have to show up if we didn't want to. But that tells you what kind of expectations we had. Show up for pledging and for pledge nights, the bigger things. Philanthropies etc. nothing big like when you were living in

W in your last year living in were there any pos or neg events?

S one of the biggest negative was the quality of the guys went down. There was big shift in the house. The house was packed then. Almost 65 guys. Positive events, I was so busy it was kind of a blur

W why did you decide to move out?

S burned out, my pledge class was moved out, those were biggest two.

W were they already moved out? Or were you going together?

S no, we were all in jr year but then all moved out. We had all lived in since freshman year too. The house was small early on and we had been running it for so long. Got the point where you have given so much ur just tired.

W how long was your process?

S not long at all, pretty fast, more of a culture thing that sr's lived out. Unless they had leadership roles.

W knew since jr or end of sophomore year?

S sophomore year definitely. Kind of realized what goes on with your career and stuff like that. It interesting at looking at the pace which college changes. I can pinpoint things as being freshman sophomore year everyone listened to rock rap or a lot of country and everyone drank, not a lot of drugs, I never thought I would get as bad as it is now (SR year) with drugs and techno, the pace at which it changed it so rapid that you could snap your fingers and first term of jr year everyone was doing it and it was an interesting change, it might just be a culture change.

W significant event?

S yeah it was just my time, nothing that forced me, good or bad. Cultural thing

W who did you talk to about your decision?

S rakhan, steve and brian the guys I was gonna live with.

W did they try to convince you one way or another?

S no, I didn't need any. I was set

W anticipatory phase-

S idk I felt good about it, I had other thing son my mind at that point, Chicago for an internship, the biggest thing was how much the guys in the house didn't really respect a lot fo the srs that lived out. They acted like they were higher than the ones who were living out. Kind of shit on us. Took eveyrthing we did for the house for granted. I think that played into house they felt about us. It was obvious that they were shit heads haha.

W the current live ins?

S yeah, and maybe it was us not caring too, but we did our own thing, but a lot of us were just out for the most part. It goes both ways. It felt like they were in power and held that over us. They would come over to our place and trash it and act they owned it. We had been there longer and they were just arrogant

W did you have any animosity?

S no, but it was just a lack of respect. It changed once we lived out

W what kind of contact did you maintain?

S guys that we liked would come over, we would go over the main events. I was just tuned out, didn't go over as much.

W do you think your involvment was more friendship or contribution?

S more friends.

W if you could change anything would you?

S I would have lived in freshman year, no everything worked out great.

W anything else to add?

S main thing was burnt out, since freshman year it 100% go all the time, drink go to school philanthropies, just so busy for so long. Need a year to chill out.

25:05

W Thinking back on your fraternity experiences, how involved were you in the chapter before you moved out?

J Before I moved out I was really involved, I was philanthropy chair, treasurer and then the normal chapter stuff and you are forced to be involved because you are always around it like Monday night dinners, chapter,

W did you enjoy being that involved?

J I did, it gave me a connection to people who I liked to hang out with. I made a better connection, even more so than people who didn't participate in the house. It was hectic with school and stuff but in the end I figured out how to balance everything a lot better. It's a good example for real life, how to prioritize things.

W do you feel like you had a voice in the chapter?

J yeah, people respected my opinion and alos asked for it

W what was communication like in the chapter?

J um, it was open. We were always talking about how to do our jobs better, if someone needed help or wasn't do their job right, we would all talk about it and asses why it wasn't working and how we could fix it. There was still groups that were segregated, formed clicks, but I think a lot of that had to do with class and then each class had certain things in common I guess.

W who did you relate to the most in the chapter?

J Rakhan, he showed me how to balance school and personal life and party life. Able to have fun while getting a lot of stuff done. He had such a positive attitude, he would always take time to talk to you and hang out.

W besides people, was there anything organizational wise that influenced you?

J the responsibility you had in the chapter, especially when you held a high up position. If you didn't fulfill your responsibility then you fail yourself and the chapter, and the chapter could be in big trouble, depending on your job. People are depending on you.

W what were your expectations when you joined?

J I was looking for a group of guys I could get along with that had the same goals and background as me. Athletic, a diverse group. I wanted to be in a group I could connect with.

W why did you ultimately end up joining?

J I was in too deep to back out? Haha, I knew I could make life long friends, help me out when I graduated and I knew that I could learn a lot from the house that I could use alter on in life.

W do you think the expectations were met?

J yes, I think that there were idk, simple expectations. It definetley got me where I wanted to be. Looking back at freshman year I didn't know what I wanted to do and the house gave me the option of developing life skills I could use. I didn't know what I was good at, but then the positions I held made me realize what I was good at. And those connections to a real job

W did that impact your decision to move out?

J no, it was just my friends were moving out, and a lot more guys moving in. it was mainly the people that were coming in that I didn't connect with because they were so much younger and I didn't think it was worth making those connections. Closest with the people you went through pledgeship with, I wanted to move out with them and have that common experience still. Moving out together. That's what pushed me the most

W what kind of expectations were put on you when you joined?

J fulfill positions, but when you are joining you are still getting the feel for everything. But obviously being a good person, don't make the house seem like a "fucking retard fest" don't embarrass the house. Not only are you representing yourself but you are representing a group of people by the way you act.

W what about when you moved out?

J I didn't go to chapter once after I moved out. I didn't want to waste my time in going and I knew that there were other people going so I thought they could hand it. I did my part for 2.5 years and it was time for me to move on and for others to step up.

W do you think the current members wanted you over/expected it?

J yeah, I would say so, its nice to have that older opinion and have the experience in that problem that hey are facing, but then again there were other older guys that filled that. I didn't think it was worth my time.

W in your last year living in, any big + or -?

J negative I would say drinking too much, and the effects of that on the chapter. Everyone suffers the consequence of one irresponsible person on one individual night. Its hard to control that with 40-50 guys but it effects the entire house. People go dry for a whole term bc someone drinks to much one night and goes to the hospital. That's the biggest

neg. positive is when people in philanthropies rep the house really well in a sporting event or a talent show something like that. It shows the real personality of the house.

Gives off a good persona of the type of people we have

W why did you decide to move out?

J people moving in that were younger and my friends were moving out so I just wanted to follow them and not be stuck in a house w/ people I didn't know very well and the new ppl coming in.

W how long was your process?

J always knew it, not a decision, just like ok its natural for me to look for a house bc its my sr year. I had no thought about staying in another year.

W when did you know this was going to happen

J soph. year. You see people leaving and want to do that too

W sig event?

J no, just time to go

W who did you talk to about your decision to move out?

J my buddy chris, in the same boat, got an offer from billy and blake and them, didn't want to live with my best friend.

W did the people you talked to convinen you one way or another?

J not, not seriously, just kind of joking you should stay

W anticipatory phase feelings

J kinda sad, you have all these memories in the house and living in the apst 3 years and you are growing up and this is the next step and I mean when you have 3 years in one spot its an emotional step to move into a new area. Basically leaving those memories behind.

W how about actual move in?

J after I got all moved in it was a new home, felt more comfortable.

W animosity from the chapter?

J no, not even approached about it. Ppl knew my opinion and stance, if they had a concern they could bring it up. But it never happened.

W what contact did you maintain with the chapter?

J over for breakfast Friday mornings, functions a few times, philanthropies, basically talking to the guys 1 year below me and seeing how they were doing and how they were doing in school. I could relate bc I had taken those classes already.

W more friends or contribute back?

J more friends, touching base w. ppl I cared about, making sure they were on the right path. Seeing if they needed help bc I knew it was hard to ask for help in that position.

Making sure that ppl are fulfilling their positions.

W do again the same way?

J no doubt

W anything else to add?

J I would suggest the fraternity for anyone, find the right one, the maturing process that happens within 3 years of living in is a lot more than in the dorm or an apt. so yeah.

W do you think living in all freshman eyar you would have stayed your sr year?

J no, probably not. Idk you get to a certain point where you are tired of the music, 11pm on a wed night drives you crazy. Idk when I reached that point but you have to live w/

different ppl. You are able to understand and get along with different people and that really gets you ready for the workforce. It's a good training tool for that.

23:38

W Thinking back on your fraternity experiences, how involved were in the chapter before you moved out?

M I'd say heavily involved. Held several positions, 2 after I was initiated in December. Social chair, alumni relations, recruitment, VP, philanthropy chair and then prez. A lot going on there

W Did you enjoy being that involved?

M For sure, something I was very passionate about and if I didn't believe in it, I would have signed up for it. I believe in what Greek life in general does for people, networking, social skills and just as a learning experience in general I think it really um, if taken advantage of, gives people the tools for success.

W Do you feel like you had a voice in the chapter?

M Yeah, my opinion was weighed heavily, a lot of it had to do w/ my involvement and positions in the house and also the fact that I always tried to be as open and objective as possible. It lent itself later on bc there was less bias or people had an open understanding of what was going on.

W How was communication like in the chapter?

M I'd say when I started we were a very young house. Bottom heavy. The older leadership were on its way out and a lot smaller. Communication was a big hurdle that we had to get over those first 2 years. Young men out of their parents house experiencing college for the first time and trying to better and navigate their way through a historical organization I think that we really learned on the fly through trial and error. I know a few times where there were problems based on lack of comm. Or a comm. Breakdown. I think we really benefited from learning from those. My final 2 years, comm. Was a key component to our chapter's success. We most improved chapter internationally and at OSU. I attribute that to an open and better forum for communication. Ideas could be expressed and opinions need to be heard and you can't get that done if things don't get said or assumptions are being made w/ no real clarification.

W Who was your biggest influence?

M I think Tyler West, he was my same age and grade, prez before me influenced bc I respected his opinions on things, the way he did things, I learned a lot from him making mistakes and used those when I was prez. He was never the best communicator, and took that to heart. That was a key. A lot of older guys I learned from, how the initial culture was.

W Anything organization wise that influenced you.

M I joined the house bc of the culture and people. My influence for joining was bc I thought I fit best there. And I rushed a lot of different houses, like them and the guys but identified with the culture of DU. General culture was the big influence on joining and to cultivate and improve upon.

W Expectations joining?

M I realized what I was getting into. I had bids from bigger better established houses, I had a good problem of having choices. My impact in those houses would have been less. I wanted to leave a mark on something. I didn't want to join the biggest or best. I saw my house could be a project. Leaving it better than I found it. We really accomplished that in the 4 years. I had the mental image of being the underdog, a role I have always envied. I compared it to OSU. Upward mobility, I valued that. Wanted to see that improvement.

W met?

M yeah

W impact decision to move out?

M no, I lived in for 3 years total, fall term in dorms, winter spring in, and sophomore and jr year, then fall term sr year. My reason for moving out was that we needed to get some young guys in the leadership roles and step away no longer be in the drivers seat for the house. Honestly the other thing when you live with 50/60 guys it wears on ya, fraternities aren't the most conducive to good nights rest or privacy. As when I was young being loud and rowdy, but by my sr year I was ready to settle into a quieter atmosphere, I wouldn't trade my live in experience for the world but I think I left at the right time

W expectations when you joined?

M I made it clear to recruitment chairs what I wanted to do. They knew I was going to seek leadership roles early on and often there. Those were expectations of me. In fact there was an expectations that ppl wanted me to be prez sophomore year. It was a lot I put on myself and then the older guys expected more out me as well. They knew I had the ability to do it.

W expectations when you moved out?

M everyone understood it was my time to step away and be in an outside role. I was philanthropy chair after prez, which was important to me, see up do well again in that sense. That paid off really well again. More of an advisory role, someone who exec could come to and ask advice on things. Attended chapter regularly, fairly involved in that sense. A role model and advisor to the younger guys.

W last year living in + or -?

M I saw the culmination of work. Most improved chapter, internationally raised money, hit a lot of our three year goals. We did the right things to get where we were.

W decide to move out?

M it was time. Personal space, had a place with some buddies from eh house and some not. Needed a change of pace and scenery. No love lost, but it was just time.

W how long?

M I knew my jr year that after prez, my last term living in would be after I was president.

W no event?

M well being done being prez

W talk to?

M on my own, everyone knew it was coming. Very status quo that SRs live out and the house I comprised of sophomores and jrs and a few freshmen and srs, didn't talk to a whole of people bc I didn't have to. Everyone was well aware ya know.

W no convincing otherwise?

M not seriously.

W anticipatory phase

M I think that was an area of focus towards the end. We wanted to implement a sr transition program so to speak. Protocol of what happens when guys leave and become live outs. What does it look like, expectations, and then eventual alumni, what does that look like how does that work what do we do from there. So I know that at the end of my sr year that was being worked on,

W officially moved out?

M liverated, it was good, they were always welcome over to our place as long as they were respectful and reciprocal to the fraternity but they wanted us around a lot. We were around a lot, several times a week.

W animosity from the chapter?

M none

W other people less involved?

M different circumstances qualified them from some animosity, some guys who left before their sr year for one reason or another was seen as bull shit, guys who were a number. Their existence is paying a bill, it happens. Nothing unwarranted but never anything hostile.

W contact maintained?

M both, my relationships are what drew me to that place and what has kept me there, at the end of the day relationships are the key to the whole experience. I grew up in a greek family, relationships are key, I wanted to contribute back and be involved but it was driven by the people.

W anything else?

M nope

W thinking back on your fraternity experiences, how involved were you in the chapter before you moved out?

J I would say that I was moderate to higher involved. I know that I definitely was not the most involved person but I did hold positions and did go to chapter every week and attended most voluntary events while still doing what I needed to with school and work.

W you moved out after jr year right?

J yes

W did you enjoy being that involved?

J I did, there were times where I felt like I wanted to do more but just bc I was in school and working also I didn't feel like I had the time to commit to a vp or prez role. Work was putting me through school so those came before everything else.

W do you feel like you had a voice in the chapter?

J I do, I think that I didn't ruffle too many feathers and was kind of a in between person between the groups and the clicks or whatever. Everyone looked at me as maybe a stable presence. I know that people had respect for me bc I had a presence and everything. I wasn't just showing up and trying to bs my way into something.

W what was communication like in the chapter?

J I think the general flow of comm. Was pretty good, I knew when things were but I was the type of person that was looking for things. If I heard something like we are doing something on thursday, then come wed or early Thursday I would double check when it was going on. Whereas other people, might have only been presented to them once and

sometimes it wasn't followed up on idk. Chapter was run pretty well and communicated well there. But there were arguments now and then but that's not really a matter of comm. Flow.

W who did you look up to the most?

J I would say gudger, got perspective from him being president, and I knew jeff before hand so I always looked up to him, I just listened to what the president had to say and things that they were thinking and that lead to me the point where I was going to try and do like prez or vp but the time conflicts came up but I mean in general I looked up to the people above me and what they were thinking and try to understand what they thought of in terms of the house. What would be best for us as a group. How to manage the entire fraternity. In the bigger scope than just what's happening this week

W aside from people, anything with the organization that influenced you?

J I think the biggest thing is the structure of the house. Having so many people in a small place bc it really forced us all to make close friends but you still had to interact with all of these different people on a daily basis so you couldn't like be a shit head or else you weren't going to have a good time. Being able to manage relationships with people and get along even if you didn't like them you still had to make sure that you could get along.

W when you joined, what were your expectations?

J my biggest expectation was the chance to meet new people. Coming from a small school and not knowing that many people when I came to osu, once it dawned on me that there was this huge network of people that I would be able to make new friends and meet girls and rather than relying on a couple people that I knew I was given the opportunity to leverage a huge group of people. And that's what I was interested in. I didn't want to go to a small school bc I wanted to meet a bunch of new people

W why did you end up joining?

J I was on the fence going through rush, I only rushed because of time, I remember there was this one time at the annex and what he said to me was "so look around at all these people and think about if these are the people that you would like to spend the majority of your time with for the next 4 years." And that went back to me wanting to meet new people and I thought about all these guys are really cool and I'm having a great time with them so I should do this.

W expectations met?

J yes,

W impact decision to move out?

J idk, no, I didn't move out based on the fact I met those expectations

W expectations when you joined?

J I think that in a general sense I was expected to do room work and duties and stuff but I mean I do think that some of the older guys and jeff being the recruitment chair and living with gudger and being recorder on exec I think that some people had some expectations that I would go on and take a leadership role, bigger leader in the class. I felt like people wanted to push me into those roles

W moved out?

J I think that the people in my class expected me to come back and have a presence at the house so that the freshman and younger guys would be able to see me and know if they saw me that they would know I was a member of the house and wasn't just some random

guy. To kind of lead by example. If you aren't there all the time putting your best foot forward and make sure that they knew that I was still a member for the chapter

W good or bad events

J no I can't think of anything

W why did you decide to move out?

J it was just bc I wanted personal space going into my sr year. I knew I was going to have a lot of things going on and I wanted to be able to finish strong and graduate on time and I can't say that I wouldn't have been able to do that if I stayed in but ya know just bc there is no rooms that are single rooms. Always going to have someone else living in your room. Wanted to be able to come home and have my own space and if I needed to do hw I could have a quiet room and not have to worry about people coming in and going.

Things like that

W in your process, how long?

J id say it was pretty short, I knew after finishing my 3rd year I was able to move out and I wasn't required to live in any more and I had decided I would like to live on my own and since I could I was going to.

W no sig event?

J not required to live in. I feel like it was the right time. The last year was the point where I didn't need to be around all the hustle and bustle of house life.

W who did you talk to?

J John and Sam and we all were moving out and we wanted to find a place together.

W one way or another?

J general consensus

W anticipatory phase

J excited but also knew I was going to miss it. I lived in room 2 with Jake spring term and we had a blast in that room. I wasn't antsy for that moment to get out, I was enjoying the time that I was still living in until the summer when everyone left and it was just kind of it.

W actual live out?

J excited, I mean we had our own place to furnish and do what we wanted with and have people over and a place to call our own.

W animosity?

J no, I think we took the right approach to it and made sure everyone knew that we were going to move out and what our intentions were

W contact maintained?

J chapter most of the time and I would go over on occasion to see people and then for functions and events like that, any house events I always went to

W friends or contribute?

J both, I was going over to see people, but not out of necessity.

W if you could go back and do it again, any different?

J no, I definitely grew as a person bc of it and met people that are still friends with now and had one of the best experiences of my life while in college and stuff. As an overall I wouldn't change anything

W anything else to add?

J nope

W thinking back on your fraternity experiences, how involved were in the chapter before you moved out?

C um, I wasn't the most involved, I think with ym time requirements I was involved enough, I wouldn't say highly involved

W when did you live in?

C freshman summer, out for fall term, back in next winter spring and summer and fall, back out winter term. I was there 5 terms total.

W did you enjoy being that involved?

C yeah, but I wish I was more involved, could have ran for some kind of exec, or bigger chairs. I think I would have been able to get more out of it but I had to make the best decision for me and focus on football, not other requirements.

W do you feel like you had a voice?

C yeah, I haven't come around the house enough, but for a good time I did, everyone was great about understanding what I was doing, after when the younger guys come in it fades fairly quick.

W communication like?

C it was pretty good but there were people who aren't as involved or invested in it they wouldn't really contribute that much and you would have exec and the older guys living in when they are the main sources and voices and ideas and you see that's much stronger than the bottom tier.

W relate to the most?

C the older guys who are living in, they are your favorite, you get the closest with them and you see them as cool bc you are a freshman and they are the recruiters and you become their friend. And also your pledge class bc you go through different things and you are the same age. Everyone I have lived with and seanye ahah

W what did you learn?

C really how to do it, how to last this long in the house. Talk to them about school, classes, teachers, borrowing books, classroom side of things, you go have fun go out and get drunk together you have parties at the house. You learn how to control yourself from good and bad examples, what not to do and how to take care of each other, you learn when you need to stand up to someone as a group, fights or different things and im lucky
W org influence?

C once if the coolest thing about the house is it limits your risk. It lets boys in college mess up big and you have the supporting cast right there with you looking out for you, doing dumb things helping you fix it after. It allows you to grow up and that learning phase of college, family death and there are people right there with you that understand and see you are down and vice versa. So many things like that, im gonna help out people in need. Just the whole experience of chapter and the formalities and seeing the structure of it. Whether that's helping organize events even if you aren't holding positions you are able to get involved and those go along way for teaching you things. You can really sue that to further job opportunities and stuff like that.

W expectations joining?

C I didn't know, I waited fall term, had a few bids, waited til spring, my roommate dustin joined in the fall so I was around them the most and to be honest I had no idea, make good friends and go out and party. You don't expect to make as good of friends as you do,

don't expect the details that go on with the operations for the fraternity, bills, clean the kitchen etc.

W why did you end up joining

C that's there I was hangin out the most, for em chi phi was somewhere where everyone was different, not too fratty, different backgrounds and everyone accepted that and I really liked that

W met?

C yeah, exceeded.

W impact decision to move out?

C no. for me I think I was staying focused on football and ride that out. It was tough, such crazy schedules.

W expectatitns when you joined?

C it was cool before I joined, they told me whatever you need to do, even if you don't live in, we want you as a part of the house that was the coolest thing for me, no expectations.

W moved out?

C to be honest, I was good for the first year or so. Typical attending chapters, come to event dances chapter, philanthropies.

W in your last year living in, any pos or neg?

C no, no neg, there was a group of people that moved out early which hurt the house. Idk if its fair for me to say bc I moved out early. I could have managed staying probably. It set a precedent that people could move out and it took the house away from their goals. Positice was the whole experience, no specific thing other than being there with your boys.

W decide to move out?

C focus more on football

W how long?

C I knew I couldn't be in there forever if I was going to progress with football, the opportunity just kind of came up and people asked me to move in.

W sig event?

C spot opening up

W who did you talk to?

C the guys in the castle, guys on exec and maybe event other guys in positions.

W convince you one way or another?

C no everyone understood, they were bummed, they wanted me there but the guys in the live out were saying I should come bc its way better etc. it helped bc it was a live out with guys in the house.

W anticipatory phase-

C I was bummed, thinking about all the experiences you have and its really a once in a lifetime opportunity to live in the house and what goes on, the crazy things, everything is going on all hours, it kinda sucked, and I thought I was going to miss this but also I knew I needed to get ready for football.

W actual move in

C I love it, it still felt like part of the house, everyone was still involved, I missed the overall experience but I knew in the long run that's what I needed to do.

W animosity?

C no, I don't think so. But as a whole live outs had animosity against that big group that moved out. People might have from people who didn't know my situation.

W contact maintained

C still voer for a lot, more hanging out with the guys, it was easy bc I was with guys who were still involved and good friends there.

W if you could change anything?

C id do a lot different haha, I think im my circumstances I probably would have went hard with football, knowing what i know now, I would have joined fall term but I would have moved in then I made some good dorm friends and I ahd fun but I would have moved in that spring or summer right away and stayed there straight. Football aside I would have wanted to be there the first couple years and then move out.

W anything else?

C you are more inclined to stay longer if you have a single or if you have a better room. When your friends move out, you want to move out too. When others moved out, you feel less tied down to the house.

W So thinking back on your fraternity experiences, how involved were you in the chapter before you moved out?

R Id say decently, I wasn't too involved when I was a freshman or soph in the house. Just bc I joined a year, almost 2 years later. I pledged winter term of my sophomore year in school. So I was already kind of deep into engineering courses that took up a lot of my time and then I went into pro school. Once I got settled in that, I wanted to run for a position and ended up being house manager. It was a good fit for me, that's where most of my involvement came in besides helping out guys w/ hw here and there or different thigns around the house.

W you moved out when?

R winter term after hm was up.

W did you enjoy being that involved?

R I did, I enjoyed every aspect of it. I like being involved in everything that I do.

W voice?

R not fully. Just bc I joined later on and im not the most outspoken person, sometimes wasn't always recognized, but enough where some of the guys who would take the time to listen to me would validate my thoughts and opinions, but not on my own.

W who was your biggest influence?

R tyler birdsey, I kne what he was going through with his major, also being on exec at the same time too. I learned time management, studied together, how much time he needed to allocate to his position.

W most influence from chapter?

R I knew for the most part what HM was going to be like. I knew what to expect, I enjoyed pledgship, it was a good tiem tog et to know everyone, you get to know wveryone a lot more during pledgship than just once you become a member. I really liked how much I got to know guys during pledgship. I liked the morning cleans, it was

a good bonding time, my class was small but through the cleans we bonded. Learn everyone's strengths and weaknesses.

W expectations joining?

R just to meet a bunch of good guys I get along with and develop friendships with and connect with on a personal level and down the road with my career etc.

W why did you join?

R when I was a freshman I went through recruitment, I declined my first year. I met Nick Piazza at a house dance and we clicked and he told me he was in a house and he wanted me to come over one day so I did and met people and just took it from there. Went out to dinner one night with some guys and liked everyone I met.

W met?

R yeah, surpassed, I developed relationships with guys that are not my best friends.

W impact move out?

R it made it harder, I knew they would be in conv. But after that I missed living in a little more.

W expectations when you joined?

R getting to know everyone and duties, respect everyone and their property, respect the traditions, uphold the foundations

W expect. When you moved out?

R the same things, the only difference was that my personal belongings weren't there anymore, nothing else changed for me

W last year any + or - events

R neg were some of the classes developed clicks more than in the past. Idk why but that's about it. Problems start to happen when people among your class don't get along with other guys.

W positive?

R community service, highway cleanups, public image is a fun thing to keep up.

W why did you move out?

R I was getting older, I had friends still living in, I am year older than my class, and taking harder classes and seemed as the years went by and the older guys moved out expectations and how people went about their lives changed in the house. Some of the adolescent behavior became a problem, more parties and not a quiet environment. It was just overwhelming at the end and I had to get things done. I can't be at the lib, need to be in my room. So I got a half mealplan and wanted to still be a part of the house but w. the classes and projects I had I needed a big table or be able to walk away from it and I couldn't do that in the house.

W how long?

R probably 5 months. Started to think about it during the summer when I was hm, I knew I didn't want to leave while I still had my position, took it over early fall term before. About halfway through fall term I looked around and found a place close by.

W significant event?

R no. just grew up past the freshman and sophomore mind set. If there was a spot at a liveout I would have taken that.

W who did you talk to?

R nick boring the most, I talked to my parents and stuff but he was the first. He was pretty bummed, I explained my situation and he understood

W one way or another?

R yeah, but they knew I was already going, and would be close by so they understood.

W anticipatory phase

R I wasn't looking forward to it, maybe bc I had to move my stuff but I had gotten accustom to living with these guys and eating with them and the place I moved into I was all on my own so I was reading that a bit. But I was also looking forward to coming home to quiet place especially bc I had night classes. Its nice on a Thursday night to be able to come home and work on hw and not have a party going on downstairs.

W actual move in feelings

R content, I was fine, I missed living in the house and be close with everyone, but at the same time it was nice to be able to come back to however I left my place. A feeling of security

W animosity?

R no,

W contact maintained?

R didn't change at all, I came over all the time, no relationships changed

W friends or contribute back?

R hang out with the guys. The house is a house, the relationships matter more to me

W do anything differently?

R I would have run for a position sooner, and worked harder with ym grades. Joining the house later in school you get the experience but its not as long. I wish I could have had more influence on the house through a position.

W Thinking back on your fraternity experiences, how involved were you in the chapter before you moved out?

J id say I was pretty involved, sing chair sophomore year, always exceeded requirements for community service and interviews and thigns like that. Went to every chapter, every formal dinner, always there for tapping and anything group inovled I tried to be there. School came first for me but ya know anything after that was the fraternity. I started in the dorms for about a month and then moved intot he house so I was always doing rook work, and ever since I moved in I always went out of my way to hi to everyone and tried not to fall intoa click. Expand my social horizons. If I lived downstairs I would try to go upstairs a lot and talk. Little stuff like that tha tive been thinking about since you got a hold of me. Tried to be as social as I could, especially when older alumni were there I would introduce myself and talkt o them. Little things like that I did. I only held one position but I tried to make the mostof what I could do given my studies.

W did you enjoy being tha tinvolvled?

J I did, in hids sight no one would sya iw as too involved or I worked to hard at trying to be involved, It always I wish I could have done more. In fact I believe I could have done more.

W voice in the chapter?

J yeah, the olde ri got the more experience and the more people look up to you. Naturally people should get more of a voice. I thought I did bc I pulled my own weight.

W communication in the chapter?

J id say different people had idk, over the 4 years there were ups and downs. You could tell when different people were in different positions in the hosue some people are just better communicators than others and its pretty obvious when the prez is a good leader and knows how to talk and communicate. Makes things go a lot smoother and its easier to agree with what they are trying to do. But we had ups and downs.

W relate to the most?

J tyler bradstreet, we has similar focus, goals and aspirations, lifestyles, mindset of workhard and study hard and play hard. He being a year older than me set the pace and goals I wanted to follow. I decided I needed to do that and thought I should hang out with him more and learn.

W in house influence?

J it taught me to be organized with the amount of space I was given. I know if I ever move to nyc and get 200 sq feet I know what to do with it.

W expecataitons joining?

J make friends, meet and party with ladies, get that full stereotypical college experience. I wanted to be a cliché, I wanted to do the frat thing and my dad and brother were in a house, I just wanted the college experience.

W why join?

J my brother was in it. He was telling me all these stories about it and I knew where I was gonna go.

W met?

J I didn't really know what to expect, still in the shadows if I would like it, for the amount of expectations I had I feel like it exceeded them bc I just got along with everyone and fell in love with the scene.

W epectations when you joined?

J good grades, be nice, respect ladies, participate, be fun

W moved out?

J same thing, be nice and respectfull, participate is the main one there, cuz I know its really easy not to once you are out. Emphasis and on participation, the main thing when ppl move out

W last year in, + or – events?

J + was I got to live in room 2 when Jeremy, points nad grades and hard work got me to move up in the room world. That was cool and the fact that 3 years with the same people I felt close with everyone, over 3 years I got close with everyone. Jr year I fetl super close to everyone in our class living in. – I was ready to move on, and I was just ready to move out, distracting how ready we all were to move out. We would always talk about our plans and whatnot, cant wait to get ou of this place.

W why move out?

J it was time, I needed space and sr year is the hardest for me in school and just less distractions, needed space and a change I guess.

W timeline

J took me a long time, factors involved like are we going to be able to move out, are we allowed to move out, once we got the go ahead to move out, were are we going to live and who with etc. planning involved but it didn't take me too long to figure out I wanted to move out. Once I knew I was eligible, it didn't take me too long to figure out that I wanted to. I didn't think about moving out until the end of my jr year, going to do things different next year. I didn't go into thinking that im gonna do three years and plan on it from the beginning. Jr year spring term was when I decided and I knew

W significant event?

J no. standard procedure.

W who did you talk to?

J mainly the people I would live with. Matt mike shane and same Kaz, my closest friends, and roommates at the time. Asking them what their plans were.

W convince you one way or another?

J not really, just saying its up to you.

W anticipatory phase,

J I wanted to make the most of my time before I moved out, the last month, the last couple weeks living in the house. Really took time to realize that this was going to be my last harrah essentially. The last time in gonna live in this place so I will enjoy the moment and enjoy what im doing.

W once you moved in?

J relieved, I was excited for the change and difference. Took some time but it has ups and downs. It was not a much going on. w/in the first couple days living in there I was like wow there is nothing going on, what do I do, just sit here and watch tv? No one is running around wasted right now? Different life style.

W animosity from the chapter?

J no, bc I moved out when I was supposed to.

W contact maintained?

J every chapter, lots of dinners, over there at least once a day for meals at least.

W friends or wanted to give back?

J both, my friends were still there but I also wanted to make sure that the younger gusy knew what we were doing when we came over there. Set s precedent for how liveouts should act. Don't think that liveouts don't come over. Idk I just wanted to set the example for pople moving out the next year.

W do it again the same way?

J yes I would

W anything else to add?

J not really, I think we covered everything.

W Thinking back on your fraternity experiences, how involved were you before you moved out of the chapter?

N pretty involved, I held a few positions, risk manager and community service chair. It was just kind of time to move on. I attended community service events, social events, kind fo got tough bc I started working rght before I moved out so I could stay in Oregon over the summer so that kind of took away from being a part of the house as much as I

wanted. At the end of the day it was a better choice for me bc I got closer with guys in the house

W enjoy it?

N yeah, it was good, it helped me develop who I am today, and with community service chair tryint o coordinate 60 guys to get to a certain event and seeing what would work for everyone. Im glad I did as much as I did, I wish I could have done more.

W voice in the chapter?

N a small voice. I didn't speak up as much as I should have

W why?

N just to not create more of conflict then there was. Not create separation of the chapter, its more about the greater good of the group rather than one guys opinion.

W communication like?

N there was communication, but there are little groups that happen everywhere, overall it was pretty good

W influenced by the most?

N matt spathas, influenced me getting into it. The class aboved me influenced me the most, I looked up to them bc they were gonna help me get through everything. I think the guys above me were the ones I connected with the most.

W influence in house?

N the family structure. Especially for me ya know I couldn't just go home really quick. We were all there for others, and shared a bond and connection. That's what brought us closer as a house, we had our differences and similarities, but everyone was still friends bc they were part fo the house. To me you cant find that everyday. Overall bond and connection being a part of something larger than yourself. After going to leadership school its not just in our chapter, but all over the country.

W joining expectations

N went into it with an open mind, didn't want o be labed as a frat guy, didn't want that stereotype. If you have too many expectaiotns they might not get met. Open myself up to everything new. Part of the reason I joined was bc of the size of the house. There was a wide personality pool of guys in our house.

W expectations met?

N yeah for sure, being as big of a house we had, you could do anything, basketball, homework, gym etc. there are guys that pushed you or helped when you needed it. Really a family atmosphere. I didn't have family close by then, and those guys helped me with family problems

W impact move out?

N eveyrhing kind fo goes in waces, the reason I moved out was bc I wanted a change to something different. for me I didn't have to share space as a kid, I moved out more bc I started getting really picky and little things were annoying me, once I moved out I wasn't like that as much. It was time for me to go

W positive or negative experiences.

N – trust issues with other guys in the house. People going through other peoples things, shouldn't have to worry about locking up your stuff in house with that many people. + big events, house dance build, learn work ethic and stuff

W why move out?

N I wasn't feelin it anymore. I liked being part of the house, having that many people around but I was ready for something new, ready to have my own space. I reached the point where iw as ready to move on, and I was getting more serious about school, after my jr I needed to figure out where I was at and stay on top of graduation time.

W timeline?

N about 6 months, talking with the older guys, not sure where they were gonna live, and gave me a little bit of an offer as joke at first but hen I realized that it could work out pretty well and it was a thought for 6 months but all came together in that last month

W sig event?

N no

W who did you talk to?

N the guys I ended up living with, they went through the same thing, they were ready to move out and they said to me I wish I would have moved out before my sr year. That pushed me that way a little bit.

W anticipatory phase-

N totally ok with it. For me it wasn't ike I moved out in the middle of the year, I moved out at the end of the year, it was a good transition period, I got to experience living on m own over the summer, I missed living in with a bunch of guys but then once the school year started I wanted to be as much a part as possible. I would go to as many activities as I could.

W how did you feel once you were a live out

N I like it, sometimes people distance themselves, but I was over as much as possible, didn't negatively effect me. It was my decision to move out.

W animosity?

N no, I don't think so.

W contact did you maintain?

N almost everyday, either lunch or dinner or to hang out. I was there al the time hanging with people in the weekend

W more for friends or contribute?

N both, since I was a late joiner in the spring, I was close with the class below me and it was good to hang out and catch up with them. As I became older it was nice to give input on the problems that they were experiences bc they were the same ones I had trouble with. That's how I gave back in an individual way.

W anything else you want to add?

N I think try t stick in the house as long as you can, maybe the chapter is 20, maybe 80, enjoy it while you can bc once its gone, its gone. The random Tuesday and Wednesday nights after homework hanging out building forts or hallway bowling or a random activity, you don't experience those activities.

W Thinking back on your fraternity experiences, how involved were you before oyu moved out?

K I would say very, held a positions the whole time I was there.

W positions?

K scholarship chair, ritual assistant, derby days chair, president

W anjoy being that involved?

K yeah, gave me another dynamic of the house, its fun hanging out but it gives you something to do behind the scenes.

W Voice?

K yeah, even before I was prez. Just having a position gave me a platform to speak from. Even people without positions did, but it was easier to talk when you had a position

W relate to the most?

K have to start with Rakan, I followed a lot fo his footsteps with positions I held and shared the same goals of medical field and it was easy to relate to

W other influence?

K emphasis on putting study time aside. We make sure that everyone has a 3 hour study session at least twice a week. It wasn't a lot bu it gets you thinking about setting school time aside and it translates into doing it yourself later on.

W expectations when you joined

K Didn't know a whole lot, heard about lifelong friends, meeting alums, lifelong connections but I ended up getting a lot more, leading, part of team, exec committee.

W why did you join?

K family influence, my uncle was a SX, I thought it would be cool to share something with him. It came down to making connections, had a lot of similarities with guys in sigma chi and figured it would be a good fit for me.

W expectations met?

K definitely, I ended up gaining more than expected. Have made friends both in my house and others that I can see having that friendship for a long time.

W expectaiotns impact move out?

K not really, I knew freidnships would be strong if I lived in or out

W expectaiotns put on you when you joined

K mostly be a upstanding good citizen. Like every greek chpapter, your actions reflect you and your chapter. You never want to shine a poor light on yourself, but you also carry a tag of your organization.

W expectaionts when you moved out?

K not too drastic, our house is attending chapter meetings, which is optional for srs, I felt that being the outgoing prez I wanted to be there. There wasn't too much expected of us as a live out. But you are still a member, so conduct yourself properly

W + or – events?

K hosting charge wasn't the greatest thing, but it helps reiterate that there were guys there to help me out and remind me that we are all a team. We had to work as a team to overcome it. +, really fun year in the house, good mix of people, open doors everyone hanging out.

W why move out?

K I had only spent one term in the dorms, I was in the house 10 straight terms, I enjoyed my time there, but it worked out that as soon as I was done being prez there was a spot open. I figured I could live on omy own there

W timeline?

K pretty instant. Once my friend approached me and said there was a spot, I knew I would take it up. Same thing happened the previous year with the last president. I had seen the mold, it was an easy transition.

W sig event?

K the guy had an open room, done with prez. Nothing that forced me out.

W who did you talk to?

K other roommates, chapter, didn't need approval I just gave a common courtesy saying I wasn't going to live in.

W convince you one way or another?

K not seriously.

W anticipatory phase.

K pretty excited, having lived so long in the chapter iw as ready for a change. It was all I knew at the time, I had friends who weren't in greek life that have moved every year, I had never really done that. I was excited for a new environment and my pledge bros were in that townhouse so I was excited to be back with the guys who I lived with the past 3 years.

W actual move in?

K different, I realized how much I ragged on the liveouts who didn't show up but I saw how easy it is not to come over. You get stuck in your day, cooking and cleaning. Stuff happens but I tried as hard I could to be over. I developed more sympathy for guys who didn't make it over as often.

W animosity?

K not at all, very understanding.

W why?

K they understood that it wasn't a selfish decision, I was the only senior left obligated to live in. I was still around a lot and they trusted me when I said I would still be around, not bailing out.

W contact maintained?

K easy for me, little bro was the incoming prez so I stayed in contact with him and made sure he got his feet under him, he was my liaison into the house and the exec.

W more friends or contribute?

K mostly both, they came over to the live out a lot, wasn't missing time with them, but it was more trying to still be present at the house. I made an effort to walkthrough and check on people whenever I went over

W do it again, change?

K I think I would have spent more time in the dorms. As I got older I had a lot of friends who had a lot of good experiences and friends from the dorms and I spent most of my time at the house when I lived in the dorm anyway, I don't think I would have felt like I needed to move out so badly if I had another term or 2 in the dorms. Just because I had a not so great experience in the dorms, I wanted to be on my own again.

W anything else?

K I encourage everyone to do it, to move out on your own for a trial period, happy I did it.

W thinking back, how involved were you?

J I was the most involved members since we rechartered in 2008, idk about the people before that but I was the longest serving exec member, since then there had been 1 person who served longer. Getting involved was the reason I joined in the first place. I knew at the beginning I was joining a dysfunctional organization and that was one of the things that drew me to it. Being in politics and govt getting into a leadership role and change the face of the org and being able to leave your print on something that will be there after you are gone is meaningful to me

W positions?

J member educator, secretary, prez, risk advisor, not working with housing corp.

W enjoy being that involved?

J I wouldn't have stayed if I didn't, that was the reason why I joined and stayed in, when you are with a young organization for me what kept me there was getting to keep it there.

W when move out?

J December 2011, after first term sr year.

W voice in chapter?

J yes, if there was a personal conflict or fraternity at large there was never a question that people would come to me for answers

W communication like?

J really good, we spent a lot of time and money working on that. If we needed to get a message out we used text, fb, email, blackboard, all that stuff.

W who did you look up to?

J big bro, showed me what not to do, and didn't want to become. Other was prez before me who tried to get the house going in the right direction, but couldn't find the balance between fun and work. Served as another reminder for me to be able to do both

W influence in chapter?

J for me it was keeping the house. My first term as prez our nationals wanted to take our house away. We have the largest all wooden fraternity house in the country, and our nationals wanted to have it be theirs bc it was so valuable.

W expectations joining

J none, skeptical in the first place, was going to give it a term and if it didn't work for me I would leave. And after that first term is when I had the option of being a member or on exec and I chose a position.

W expectations met?

J yes, it as good I didn't have high expectations, one bc I didn't know what I was going to be like, and I didn't know what I wanted to get out of it

W impact move out?

J no, my decision was so much going on. Prepping for career, graduation, other priorities, serving on exec.

W expectations moving out

J up in the air, when they moved out people would just leave and not come back. With my class when we moved out we were the first group to set an example of moving out and not leaving.

W last year living in + -

J + was having the biggest rush class I had seen. Started with 8-10 guys but can't plan for the long term, we got 16 that fall, - can't really think about big one.

W why move out?

J needed the new leadership take over, older guys in my class lingered longer than we should have, by the time we left the really young guys were able to take over

W how long?

J took me the entire last term but I needed to for myself and also the house really came down to finding a 6 month lease. The nice thing since my house was a live out, we never felt like we left the chapter.

W sig event?

J no, just my time

W talk to?

J guys in my class I was living with

W convince one way or another?

J I was more the ring leader, others were indifferent. Guys in my class were lingering around but we needed to hand over the reigns to the younger guys.

W anticipatory phase.

J I was ready for it, since I had lived in so long, I was ready. I knew it was coming for a while, when the time came it was just the next step.

W actually in there

J felt free, it was a mix of everything tho, I was done with being president, and I almost didn't know what to do with myself. My sr year I worked 30 hours a week on a campaign, 30 hours at velley, 180 page thesis and took 23 credit terms. And on top of that I was doing fraternity work, so by the time I was out, I had time to focus on the things I need to do.

W animosity from the chapter?

J probably from some, since I was working so much I wasn't able to be around as much as I wanted. But was sure to show my face when I could, and at chapter. But some of the guys 2 classes below me mentioned it but not really angry bc it is was problem.

W contact maintained?

J as much as I could, even now im still living with one of my bros, either on fb text or bar, I still meet up with them. I went over once or twice a week

W more friends or contribute back

J both, another part was probably I had devoted so much time, I wanted to see things were done right and moving forward. Wanted to make sure they have the resources they need

W do it the same?

J not a thing.

W anything else to add?

J nope.

W thinking back on your experiences, how involved?

B kind of, held a few positions, went to philanthropies. Risk manager and correspondent.

W enjoy being that involved?

B yeah, I wish I could have been more involved but that's alright

W why more?

B I feel like the house did a lot for me, so I should do more for the house. Give more back

W voice in the chapter

B yeah, people would sometimes listen to me. Chapter when people didn't want to speak on a topic, I helped people speak up, I helped other a lot.

W what was comm. Like?

B fairly good, sometimes seemed like the louder people had a bigger voice. They had a lot more attentions paid to them, key seniors with more experience and stuff.

W who did you relate to the most?

B probably tobin, you and my little bro robby.

W what did you learn?

B stuff like it was ok to be me, like for a while I needed to be the fraternal man without hiding who I was. As I went on I realized I didn't care anymore, so I opened up more.

W org influence?

B risk manager, just because there are a lot risk in the house, its nice being the sober voice during a party, talking to authorities etc.

W expectations when you joined?

B these guys will be my best friends for life, party hard and that kind of stuff. I didn't know a whole lot going into it but I liked everyone in it.

W why join?

B thought they seemed cool and its better to get out of my shell a little bit.

W expectations met?

B for a while, I tried to fit in too hard, sports beer football and that's not really who I am. So I changed who I was bc I thought I had to be it.

W did that impact your decision to move out?

B kind of, I figured out it wasn't the best place for me to live in.

W moved out end of soph year?

B yeah

W expectations when joined?

B be the best sate I could, live in for a while and just kind of yeah.

W move out?

B be involved, make sure that I was still around, and a functioning member.

W + or - events?

B I wasn't great in my mind, idk. Trying to turn around school, get sober, those were the personal ones. For the house people trying to get back to normal after spring term.

Getting older people would get more of a voice in the house which was a positive for me.

W why move out?

B felt like I couldn't stay sober in that environment, it wasn't healthy for me.

W how long?

B 2 weeks,

W sig event?

B over the summer I realized I didn't want to live in. if I don't live in where will I live, whats going to happen etc.

W who did you talk to?

B Robbie, then talked to Norway and announced to chapter over FB

W convince one way or another

B no, they thought it was a good idea for me, which not everyone gets.

W anticipatory phase

B fear, not know if I was going to get DA, or what would happen if the chapter house didn't feel like home anymore. Thought a lot about the future. Very uncertain

W actual move in

B I felt better, I started hanging out with people in the house and it felt more normal.

W animosity from the chapter?

B not too much, I think once everyone knew why, they thought it was an ok thing to do.

W what kind of contact maintained

B I only lived a block away, I was over often

W friends or contribute

B both, hung out there a lot, it's where my friends were, gave back during ritual and events

W anything else you want to add?

B I was easy for em to move out, but not that way for everyone. Im glad I moved out but I still wish I could add more to the house. And then there was some kind of fear that idk what will happen, I would be DA'd

W do it the same way?

B I would have done more freshman/soph year but still would have moved out.

W how involved were you?

R pretty involved, did all the events, no positions, ran but not elected, stay as involved as I could. Moved out jr year.

W enjoy being that involved?

R yeah, sometimes I wish I had been more involved but at the same time I watched some people like bird and jon and bradstreet get kind screwed up from it. Got to enjoy all the good things and not be too stressed

W voice in the chapter?

R always, anyone could say anything in chapter. Open forum.

W communication like?

R open, usually pretty blunt, things got said and what you needed to do were communicated flatly.

W why?

R most effective way to do it when you have 70 ppl in the same house. There are bound to be frictions made.

W who did you relate to the most?

R probably the jr class my freshman year, kieth, jeff Whitman, keith in particular, eric kranda, wanted to act and behave like them.

W what did you learn?

R had the work hard play hard attitude, something I tried to take to heart. Work really hard have a good time on the weekend

W org influence?

R struture in general, like a business. Realize there are politics involved, and how to work them and understand there are serious sides to everything. Have to realize that your POV isn't the only one. Be open minded

W joining expectations?

R animal house, party a lot, didn't expect to have the brotherhood or friendships at the end of it. Mostly alc centered

W why join?

R my dad was in one down here, here I went through recruitment and knew I wanted to be involved. Pledged during recruitment.

W expectations met?

R blown away. I just didn't expects everything I got from it.

W impact move out?

R no, at that point I had lived in a long time, looking back on it I wish I had stayed, the reason I moved out was bc I ahd a gf at the time. Single its not a bad place ot be.

W what kind of expectations were put on youw hen you joined?

R high expectaiotns I felt like from the older guys. You are the voice and face of the hosue when youa re in there. Behave well and do well in school and everyhting. Be social with guys and girls

W expec move out?

R didn't feel too many, smooth sailing after I moved out

W big + or -?

R Fozz and sam Rudolph getting into it over nothing, it was finals week and that really stands out. Communication issue. + fall and winter house dances were awesome, great time. Had the ropes course brotherhood, beer Olympics, cool brothershoods

W why move out?

R put in my time, people I was friends with were moving out and since we had all met the requirements for living in we wanted to leave. I felt at the time I wanted my own independence and my own space.

W timeline?

R real quick. I knew midway through winter term. Gotta start looking for palces then.

W sig event?

R no just the next step

W talk to anyone?

R figured out who I was going to live with, two different groups I was going to live with.

W convince one way or another?

R Brief moment mike and tyler tried to get me to lvie in, but I was pretty sure I was going to move out

W anticipatory phase

R I was stoked, I was going to live there over the summer.

W why?

R activities outside the house, less rules, privacy of your own place, no rules, set our own things. Allowed to do your own thing. Little things like that. Own bedroom was awesome.

W animosity from chapter?

R no.

W contact maintained?

R over 4-7 days a week

W more bc friends or contribute back?

R more guys in the house, sr presence to hang out and be there. I was also interested to know how things were going at chapter but it was more the youngers guys turn to take it over

W anything else to add?

R I would live in my sr year, being single in the house as a sr, being able to be one of the single guys again would have been fun to do. There was still a good amount of guys in the house from my class.

W how involved were you?

J before I moved out I was pretty involved, I started out as the ritual chair, then moved to chaplain, those were the official positions but I was always involved in other ways. Just a big personal stake in what was going in the house.

W enjoy being that involved?

J you know it. I was involved in a lot of stuff, rugby, outdoorschool, lots of other leadership stuff, so there wasn't a lot of other things that filled my leadership role like the fraternity did. So just knowing that I was helping to guide a ship felt great.

W voice in chapter

J yeah, I developed credibility with the way I acted and just the demeanor I had, people took what I had to say seriously, if I brought something up people considered it and yeah I just felt like a trusted person. People came to me with their issues, a good venting outlet.

W comm. Like in the chapter?

J overall I feel like people were pretty open for the most part. I was still around for the founding fathers, things were a bit clicky, but every house kind of has their groups and not to say clicks, but groups of people that get along better than with others. I felt that the groups in my chapter had free flowing boundaries. You could flow from group to group. Chapter communication was pretty loose and unorganized but I tried to introduce Roberts rules.

W relate to the most?

J president when I first joined, very passionate about the house, David because he was so passionate too, very open, and Matt, obviously bc of the demonstration of how precious life is and what day to life should be about. Those three are packing the power

W org influence

J pledge terms had a big influence on me, I would say that or the pledgship I oversaw for the new guys coming in. It comes down to how those members are introduced to the house. I felt the most pressure and importance during those terms.

W expectations when you joined

J I didn't join freshman year, overtime I figured out I had been slandering an entire group that I didn't know anything about, so I checked it out. I was looking for a chapter that tried to go against the stereotypical grain. I remember I was told by one of my friends that he thought I fit in Pi Kappa pretty well. Went over and expected a place pretty mellow, very open and creative and got shown around.

W expectations met?

J for the most part yes, the only thing that disappointed me after the fact was how loosely organized and structured things were. As far as the guys go and other expectaiotns they were met.

W expectaiotns when you joined ?

J very high of my class and the classes to come. The exec class was so rushed into the process, they wanted the new classes to make the house bigger and better. They didn't expect too much but they expected just enough. Some were unrealistic though.

W move out expectations

J pay your dues, show up to chapter, help out events, when I moved out I was living by SAE and I was living with Jeff, John and Morgan, 3 other pi kapps and phi delt, I kept myself as the most involved out of that group. I think that I responded to the expectations of that rule pretty well

W + or - events

J + I became chaplan, it was the first year were the founding fathers let go their grip of the house, good and bad. Good bc it allowed the house to move on, but also bad because when they go, they really checked out.

W why move out?

J needed a more calm environment, going into the final year to settle down. I needed a place to be more relaxed, a place where I didn't have responsibilities, privacy, final year get better grades.

W timeline?

J it wasn't normal to see SRs living in the chapter house, so after my positions were fulfilled, id say about a month until I took action on it.

W sig event?

J no position

W who did you talk to?

J jeff newgard, we moved out together, I had conversations with dave, it wasn't something I was trying to hide, so it was known that I was going to leave.

W convince one way or another?

J yeah, people wanted me to stay, but they knew I was going out. I was ready to leave after my exec position.

W anticipatory phase

J having been a live out before, I still felt good being able to stay involved, I felt good bc I was passing off the flame to a new group. Giving the new guys control of the house.

Excited to eb the live out voice

W actually became a live out

J it was nice having the fraternity to spend my time and enjoy it, had my own place to come back to. Didn't get as much human interaction at my live out.

W animosity?

J no, I think that there were maybe a few who thought I was selfish, but most people understood I had a few terms left and it makes sense for him to wantt some time elsewhere.

W contact maintained?

J every monday for chapter, social functions, but was over there for ritual and other important committees and stuff like that. As far as what is expected from a live out, I surpassed that.

W more friends with guys in the house or contribute back?

J equal split, still committed to relationships, but also wanted to make sure the ship was sailing the right way. After putting so much work into this project, you have to stay involved at some capacity.

W do it the same?

J I probably would have joined in the spring of my freshman year, I liked being on my own the first part of college, I would have like to join in the spring and live in sophomore year and lived out senior year as expected. I think it would have been a better path. I don't really take anything for granted but I think that would have been a better path

W anything else to add?

J I remember when nationals came in and gave the founding father the tools over 2 weeks on how to run the organization, that primed the experience for those guys for me and really the rest of that house's history at that point. I wanted to make note of how crazy the foundation of our chapter is. I wanted to focus on how to normalize everything. Setting firm boundaries with GPA, what it means to be involved in the chapter and OSU, they were never discussed because the founders wanted to party and be social. So that was what I strived to create, they are leaning more towards that now. If there is one idea that is most important is how our house has come from chaos to whatever it is not on a more standing level. So I was worried for a while that if we would ever be able to sustain our existence, people were scared that the house would get shut down again.

APPENDIX D

Focus Group Transcription

W Why do you all think members move out?

FG the real reason or what they tell us?

W both, what they tell you first

FG biggest one is money from what I have heard. Its not really accurate, money or grades, but money is never the actual reason because its probably cheaper to live in here. If someone's worth it you find the money too. They say their parents aren't willing to pay anymore. Parents get blamed a lot, its always "my parents weren't in greek life they don't understand/they don't like it" its like you should convince them.

W what about real reasons

FG just don't want to live here. Want to smoke, not abide by the rules, cant do things in the house they might want to, privacy, living with 55/70 guys is not something for everyone. Its not easy. I think part of it is that people get sick of getting pranks pulled on them, usually its not a big deal but sometimes people cross the line. That's when people get mad. Class battles in the porches, not a great environment. Its hard for me to blame them on wanting to move out but its like suck it up, its worth it in the end. There are only a few people that do the things that make people want to move out. Its gotten a lot better now tho, we have made porches off limits. Especially since we invested money into the new beds and everything. Also I think people a lot of times when it come to cleaning and doing chores, like hosue cleans, people don't want to do them, they don't like being told what to do. Now, like I remember my freshman year I feel like all of us were at house clean and all the older guys were at house clean even the live outs came over for house clean. Not even just finals week cleans, just in general. It doesn't happen anymore, people think that ok if I live out I don't have to do any of the house stuff. The other thing with guys in my class is that a lot fo the guys that moved out early moved in freshman year. People just get burnt out, by the time you are at the end fo your soph year its 6 terms, but you still havent fulfilled the requirment bc the house isn't full. I think most people who move out don't tend to put a lot into the house. Ya know, most people who move out don't take as much pride in the house. You get out of it what you put into it. No one on exec moves out early. People that just kind of scrape by.

W do you think that if the guys who move out early had moved in their sophomore year, how do you think it would be different?

FG I think a lot fo guys would have stuck it out longer. But there are 2 sides to it too, the leader people want to be in here early, and be here the whole time. The people that are going to be the leaders of the house. But if you are just here to be a member, later if kind of better so you don't get burned out. When frehman don't live in their first year they are not living with the guys they are going live with for a few years. And when they sign up for living in the house no one knows how they are going to like it. And I think that some people that move in, at least in the past, people who move in right away, they are a lot more connected and want to help the hosue more having lived there and its easier to take more pride in the house.

W how do you feel about members who move out of the chapter?

FG I still like them, I was over at one of the guys house who we kicked out and I still love the guys but yeah. We like having live outs. I wouldn't have a problem with people moving out before their sr year as long as they are here more often. Like Joe is a 5th year and here everyday of the week. Compared to other guys who never come over. Unless they show interest in coming over and contributing to the house I don't like them. I just have more of a problem with them. And it goes back to li like them personally, but there is the business aspect where you have to deal with them not being here money wise and house wise. Difference between friendship and fraternity. Boomer and Tommy asked me to move out of here and into their place because they had a room opening up and I was just like I would really like to it would be great, they didn't get it though, I just cant do that to the house. What I put in and I cant go back on what I said, move out in the middle of winter term. Its part of the srs responsibility too to leave the house in a way that they know it will continue to thrive once they leave. It's the goal as a sr, leave it how you want to leave it. It goes back to people who keep coming over once they move out bc they want to make sure everything is going smoothly. Its been nice because we have 7 srs living in now, which has been more than we had my freshman year. I think it benefits having srs live in. I think the srs in the house right now aren't leaders besides the past prez and vp. The others aren't really around. Isn't the point of having srs live in to have leadership? Well you are done with leadership fall term sr year, they probably know the answers you always ask but you never ask it to them. You cant have everyone be a leader bc if the whole class wanted all the leadership it would be terrible. Im fine with people who want to live here and be here bc its fun, just as long as they aren't disruptive. W living in sr year is great bc if you are living abroad fall term you don't have to worry about setting up a house/roommates anything like that.

FG when I was in chile, everyone was freaking out about housing, I knew where I was living and what room I had etc.

W do you think live outs are more beneficial to the chapter or would you rather have them live in?

FG live in, but also we want the right kind of live outs. For me people who stay through their jr year, got everything done and move out. It was nice having the parties at outside houses. But I like srs that live in that we can hang out with everyday. I think the carroll type is a good live out. If people are living in that want to live out it would be negative because they would just mess up everything and bring down the attitude in the house. If the live outs live out it should be an all sae live out. Its weird if its 3 saes and a few random guys and a guy from another house. Its not real live out.

W general consensus, would you rather have srs live in or out?

FG in for sure, live in until the house is full. I would rather give priority to freshman than srs living in. but that wont happen anymore. If the house is full and we have 8 or 9 srs I would rather have most of them live out.

W why live in?

FG just getting a full house. Once we get to 72 ppl it is cheap to live in this place. For me its about the house, before I figure out other stuff.

W do live outs create a leadership gap or hierarchy in the house?

FG I would say no, bc the guys who are going to be leaders anyway are living in. I don't think people would listen to a live out sr over a live in sr. Unless it turns into a battle of live outs, live outs trying to control things in the house when they don't even live there and don't know what is going on. Or people come over and ask what went on during chapter. Its like read the minutes. No excuse not to know what's going on. Its irritating when you don't see any of the live outs until Initiation. Especially for voting members in. came over one day to make a judgment call on someone to get initiated. Live outs think they own the place even when they come back.

W Negative connotation to people who move out?

FG right now there is, with our house. Just because board bills bc we are so under capacity it makes it a financial thing in the house. Spring term might even go up. There is a different meaning associated with someone who moved out when they were supposed to (after jr year) vs early. You are here as long as you were supposed to be and moved out, I cant be mad at you for that. I don't want to get to the point where we have to require srs to live in, bc then they just DA themselves and its not good, you lose them for good.

W do you think they are treated differently when they come over? Either type of live out
FG I feel like people give them crap if you don't see them a lot. "oh good to see you, havent seen you in years" or you can walk up to them and introduce yourself, hey hows it going, are you rushing? If people steal stuff too, mitch davis would always take stuff from the house. Stro caught him stealing TP. Food and cleaning supplies. If they are good live outs they have a good connotation to them, when you see pople everyday it should be what a 5th year does. 20 minutes a day, come to chapter etc. if you are part fo the house, come to chapter. A good way to summarize it is active live outs are great, inactive live outs please don't come by.

W since moving out is a problem, either after requirements or not, how to solve it? Or change to make people not move out?

FG previous people who were DAd influences the classes below them. Putting the foot down getting rid of guys who moved out early was the first step. We just have to make is somewhere people want to live. I have no problem living here but I know some people like certain thigns certain ways but we cant infringe ont hat with everyone and say everyone will lvie like a slob. You have to respect everyones wishes and the way they want to live. Part of that is it would help if people would say it really pisses me off when this happens. Saying I will move out if this keeps happening. No one really says anything and its hard to change thigns if we don't think anything is wrong. We were going to do a suggestion box but never got around to it. No one would take that seriously.

W best way to solve it is to change?

FG we are on the path to solving it. Before I was here and listening to my brother, there was a slippery slop where people would move out and no one said anything. And then it started builing, we can all move out and nothing will happen to us. Last exec stepped up and da'd everyone and know people know they cant do that. Everyone knows that you will be removed from the house if you move out. Lucily with that group the house would not get a lot from them even being live in emmbers so I think when we da'd those people that is idea is one. Im pretty sure ruorke would have moved out. It just needs to be a better place to live. A lot fo stuff that is getting old in the house, overdue for repairs. The desks in room 2 and 8 and awesome. If we can upgrade those rooms like that it would be

great. No paint chips, nice space that is your is different than having a crappy space that's yours.

W how hard would it be to implement those ideas?

FG the solution isn't hard, but it is motivated the people change. It's a simple thing for people to do, I feel like its more laziness than anything. Its not that ahrd to change it its just that no one is on board to do it, no one is going to take the extra time especially if they are happy with the situation. They aren't going to try to make it better for someone else. Everyone has their thing of "that's how we have always done it" we always have house clean twice a week, when we have only done it the past 2 years or something like that. Sometime change is needed. Its like no one can hold people accountable for their actions. If someone skips a clean, there isn't much we can do, what happens if you are not here? Or the what happens to the people who are there every time. Easy to get away with stuff, and no repercussions. People get butt hurt when they bring it up too, oh you missed this, here is a punishment, and they don't understand why they are getting punished. Its like well you missed the house clean. They don't understand tis their consequence. You eat here too you live here too, you shit here too and shower, just twice a week clean. The porches was an easy one, like if you are done with your plate bring it back to the kitchen. Sometimes people wont even bring in their plate from the dining room to the kitchen. The crappy thing about people being lazy, what can you do to prevent that. Especially with live outs, how do you fine them? If being a sr now if I was living out, this place has given me so much more than paying 75 a month in live out fees. If its not worth that to you, you didn't put in enough.

W its hard too if someone gets fined 5\$, its only 5 bucks. It comes down to having prideful live in members.

FG yeah its my hosue im going to take care of it. That's what I was wondering.

W once you are done freshman eyar you don't want anyone telling you what to do. If you have so much force and oversight on people as freshman, and nothing sophomore year, people don't have responsibility sophomore year.

FG I don't think there is enough respect for classes. Between sr-fresh and exec. It came from a class to break rules just to piss people off. Didn't want to told what to do,

W its the culture that really sets everything up, as a jr and sr not doing anything, I wont have to do anything when I get there.

FG we need support from each class, and just more respect. If we show that older people listen to younger and younger to older and across positions it will all work out. People don't realize why we do what we do.

