



**BETA THETA PI**  
— MEN OF PRINCIPLE —

## **Beta Brotherhood Assessment** *Definitions of Assessment Measures*

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### *Dimensions of Brotherhood*

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- **Brotherhood Based on Solidarity** - This type of brotherhood emphasizes loyalty to each other beyond anything. Unity and allegiance to brothers is very important and is the top priority for new member education and pledging.
  - **Too High** – Members are loyal to one another, almost to a fault. Members may “protect” the chapter through secrets, as well as work hard to ensure others are as loyal as them.
  - **Ideal** – Members see themselves as bonded and committed to one another but balance this feeling with knowing there are limits to loyalty.
  - **Too Low** - Members don’t feel supported by their brothers or feel they’re loyal. Members do not believe brothers will be there when they need them.
- **Brotherhood based on Shared Social** - This type of brotherhood revolves around friendship. Some men emphasize the social aspects of brotherhood, while others describe it as friendship going above and beyond outside the context of fraternity.
  - **Too High** – Members feel a bond that is purely social and put too much importance on the social experience. They place being social over anything else.
  - **Ideal** – Members like each other and have developed deep friendships. You’re doing well but remember to stay focused on building strong friendships.
  - **Too Low** - Members don’t feel a bond of friendship that is unique to Beta.
- **Brotherhood based on Belonging** - This sense of brotherhood transcends friendships and social interactions. Men who think of brotherhood this way feel connected to Beta and describe it as “home away from home.”
  - **Ideal** - Members feel they belong. Beta provides a sense of safety and security. They feel they can be themselves and will still be loved.
  - **Too Low** - Members feel like outsiders. They may hide feelings or feel they can’t be themselves. They don’t feel connected or comfortable.
- **Brotherhood based on Accountability** - This type of brotherhood goes beyond friendship or belonging and represents a mutual commitment to make one another better through systems of accountability.
  - **Ideal** - Members believe accountability is important and all members should be held to high standards.
  - **Too Low** - Members don’t feel strongly about meeting expectations and probably won’t respond well to being held accountable to them.

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### *Risk and Social Culture Measures*

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- **Hazing Tolerance** - This measure asks students to indicate the most severe form of hazing they would be willing to accept as a new member of their organization before leaving or quitting. Participants respond to a hypothetical list of 14 hazing activities that increase in severity. This measure illustrates a single individual's hypothetical disposition to experiencing hazing activities and does not predict hazing behavior or indicate that the respondent was hazed. This data is not an indication of hazing culture or activity.
- **Member Education Rationale** – these measures indicate the attitudes of toward how new members are brought into the organization. These attitudes can manifest in new member education and official and unofficial activities for new members. They also can be displayed in the attitude that officers and upper-class members have toward new members. For all measures, a low score is better.
  - **Solidarity** - New member programs built on solidarity place undue emphasis on “pledge class bonding” as the primary purpose of the pledge experience.
  - **Loyalty and Commitment** - New member programs built on loyalty and commitment require new members to put Beta first among all of their priorities.
  - **Social Dominance** - Attitudes of social dominance place new members “below” or “less than” initiated members of the chapter. The purpose of the new member period is to show pledges that they are the “lowest” members of the chapter.
  - **Instrumental Education** - Instrumental education is a focus on educating new members. This rationale can manifest itself in an unhealthy way, such as when members are punished for not memorizing information.
- **Sexual Assault Mindset** - Sexual assault mindset is a general measure of rape myth acceptance within the fraternity context and the extent to which an individual would support or blame a friend who reported a sexual assault. Questions also attempt to identify healthy or unhealthy levels of loyalty and solidarity within the fraternity.
  - **Solidarity** – This measures the tendency to place “loyalty to brothers at all costs” over the needs of possible victims of sexual assault. You want this score to be low.
  - **Victim Support** – This measures tendencies to blame victims of sexual assault. High scores indicate that members believe that a victim’s behavior, outfits, or drinking can lead to sexual assault. You want this score to be low.
  - **Minimization** – This measures whether members recognize sexual assault as a real and important issue in the community. High scores indicate a belief that campus sexual assault is “overblown” or “no big deal.” You want this score to be low.
  - **Survivor Support** - This measures how supportive a brother would be if a friend reported being sexually assaulted. High scores indicate a strong level of support for survivors. You want this score to be high.

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### Affinity Measures

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- **Engagement** - Engagement measures the pride and satisfaction your members feel from doing work for the fraternity, plus their desire to perform at their best and improve their work
  - **Ideal** – Your members are proud of their association with Beta Theta Pi and this pride results in a stronger desire to do good work and represent the chapter well. Your members feel fulfilled because of their association with Beta and seek out ways to further their involvement.
  - **Too Low** – Members struggle to see value in the work they do or in their association with Beta. They do not have pride in the work they completed and may display apathy toward responsibilities and tasks associated with the fraternity.
- **Satisfaction** - This measure points to how happy members are with their experience. It will often influence how members talk about Beta or if they will stay involved after college.
  - **Ideal** - Members are happy with their experience and are probably great “promoters” of Beta to others. The chapter is their home and it meets their needs and expectations.
  - **Too Low** - Members feel that Beta isn’t meeting their expectations. They may not speak positively about their experience or stay involved or in touch after graduation.
- **Net Promoter Score** – “Net promoter” is a more sophisticated measure of overall member affinity and satisfaction. Anything above 40 indicates strong affinity and lots of enthusiasm for Beta Theta Pi.

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### Values Measures

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- **Loyalty** - This measure examines how reliable members are to promises made and commitments undertaken. This indicates level of loyalty as a friend and how likely they will “do what they say they will do.”
  - **Ideal** - Brothers take pride in being loyal. They stick up for fellow brothers and hold themselves accountable to commitments. They are there when you need them.
  - **Too Low** - Members do not have a strong sense of loyalty to other members or even to Beta. The value of mutual assistance is not always upheld in their actions.
- **Responsibility** - This indicates members’ tendency to be accountable for their actions and decisions, taking ownership for their behavior and the behavior of Brothers, and showing initiative.
  - **Ideal** – Members feel a sense of personal responsibility for their actions. They’re team players and “do what they say they’ll do.”
  - **Too Low** - You may not be able to rely on your Brothers. Members don’t have a sense of ownership for behavior and may lack drive.
- **Life Long Learning** - This examines how likely members are to embrace opportunities to gain knowledge and experience. This also displays members’ ability to apply new learning to familiar circumstances.
  - **Ideal** – Members enjoy learning and take every opportunity to challenge their minds. They can connect dots and look for how new information fits into their existing world view.
  - **Too Low** - Members do not find enjoyment in challenging their viewpoints. They may be stubborn and prone to doing things because “that is how we have always done it.”