From: Joiner, Adam
To: [redacted]
Cc: Saberre, Kevin; [redacted]
Subject: Lunch with Dr. Fitch - 11:30am in SSA 12.471
Date: Wednesday, September 24, 2025 3:44:17 PM
Attachments: Outlook-ztcaddba.png

Good afternoon, [redacted]

Thank you so much for stepping up to come to the lunch tomorrow!

Here are some talking points for the lunch:

- Go over the Recruitment Numbers:
    i. Recruitment by the numbers
        1. Registered: 174
        2. Eligible: 167
        3. Ineligible: 7
        4. PNMs with Multiple Bids: 7
        5. No Show on Bid Day (who received bids): 44
        6. Bids Accepted: 123
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- Talk about the change to bid day from the Plinth to the Multipurpose Fields - Changed it to more of a tailgating atmosphere
- Go over Dyeislife event and how that went
- Elected a new IFC executive board member
- Going to start planning 2026 IFC Recruitment
- Currently looking at the constitution and bylaw changes

I have CC'd Kevin to see if I missed anything.

Lunch will be in SSA 12.471 at 11:30am!

Best,

Adam

Adam Joiner
Fraternity & Sorority Life - Assistant Director
The University of Texas at Dallas
(972) 883-6367
Schedule Meeting: Book time with Joiner, Adam
Office: Student Union 1.610A | Mailstop: SU 22
Student Affairs: You Belong Here.

From: Saberre, Kevin
To: Joiner, Adam
Subject: Fwd: Box-A-Thon
Date: Wednesday, September 24, 2025 1:47:16 PM
Attachments: image001.png

Sent from my iPhone

Begin forwarded message:

> **From:** "Saberre, Kevin" <Kevin.Saberre@utdallas.edu>
> **Date:** September 24, 2025 at 12:53:54 PM CDT
> **To:** [redacted]
> **Subject: Fwd: Box-A-Thon**
>
> Fill this out today.
>
> Sent from my iPhone
>
> Begin forwarded message:
>
> > **From:** "Saberre, Kevin" </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=9AEADA01265A4845BF543FCAB4039D7C-1000490519>
> > **Date:** July 30, 2025 at 10:29:00 AM CDT
> > **Subject: RE: Box-A-Thon**
> >
> > Hey [redacted]
> >
> > For Box-a-thon you have to remember that per university regulations from the Dean of Students office you won't be able to hold the event with 24-hour access and an interior structure (a box you can stay inside of), as it doesn't align with the university's policy on general exhibits and expression. However, the event can still happen—there are a few options for adapting it to fit within the guidelines.
> >
> > Here are a few possibilities for you to consider:
> >
> > 1. **Off-campus Option:** You can inquire with Northside (or another off-campus location) to see if they would allow you to hold the event there however you want to do it. You could then place A-Frame posters and board signs around the area with event details and donation info, which would allow you to run the event as you've traditionally done.
> > 2. **SU Plinth & Mall Option:** You can hold the event on the SU Plinth & Mall by reserving the Mall & Plinth on the Unions reservation website (here), but the structure would need to be adjusted. You'd need to make it a canopy structure (no interior space for gathering and no door). You would also need to end the event at 11pm (with approval), and then either leave the structure overnight or take it down and set it up again the next morning.
> > 3. **Indoor Option:** If you're interested in holding the event indoors, you could request permission from an academic building to keep the structure up 24/7.
> >
> > Once you decide which option works best for your team, please submit the general exhibit request form for approval. You can find the form [here]. If you have any questions along the way, feel free to reach out!
> >
> > Additionally, if you choose to go with the option of building a structure that is sealed (so no one can enter) and leaving it free-standing, please be sure to include the following in the "question" section of the form:
> >
> > - A description of the sealed box structure (12ft x 12ft x 8ft), made of wood, craft paper, and stretch wrap, with no entrance/exit.
> > - Acknowledgment that the structure will be left unattended overnight and that the chapter is responsible for any issues that arise during the overnight hours.
> > - A note that the area will be vacated by midnight, and the event will not start again until 8am the next morning.
> > - If the structure is left overnight, UTD will not be responsible for it, or alternatively, the chapter will take the structure down each night and bring it back in the morning.
> >
> > Once you submit the reservation & the dean of students general exhibit form it will be reviewed for approval. Please don't hesitate to reach out if you need any clarification or have further questions.
> >
> > Best,

Kevin Saberre Jr.
Fraternity & Sorority Life - Director
The University of Texas at Dallas
(972) 883-6173| Schedule



Meeting: Book time with Saberre, Kevin

Office: Student Union 1.610 | Mailstop: SU 22

Student Affairs: You Belong Here.

From: [redacted]
Sent: Tuesday, July 22, 2025 4:47 PM
To: Saberre, Kevin <Kevin.Saberre@utdallas.edu>
Subject: Box-A-Thon

I was talking to the brothers and they mentioned there being a lot of paperwork for Box-A-Thon. I just wanted to get started early on that work so we're ready when the semester rolls around. What information should I know about the plinth event before I make a booking?
Thanks for your time again Kevin!

From: University of Texas at Dallas Student Union
To: Saberre, Kevin; Joiner, Adam; Perales, Johana Marie
Subject: Your Approval Is Needed For Event: aKDPhi Pinkfest
Date: Wednesday, September 24, 2025 4:55:38 AM

Your approval is needed for the following event.

Approval: FSL Review
Notes:

Event Name: aKDPhi Pinkfest
Organization: Alpha Kappa Delta Phi
Contact: [redacted]

Event Number: B5728

Date/Time	Location	Status
Oct 23, 2025 10:00 AM - 2:00 PM	Outdoors SU Mall, SU Plinth	Pending

To approve visit Mazévo and click "My Approvals"

You are receiving this email because your organization uses Mazévo to schedule and manage events.

Powered by Mazévo

From: Joiner, Adam
To: [redacted]
Cc: Saberre, Kevin; [redacted]
Bcc: Joiner, Adam
Subject: Lunch with Dr. Fitch - 11:30am in SSA 12.471
Date: Wednesday, September 24, 2025 3:44:15 PM
Attachments: Outlook-ztcaddba.png

Good afternoon, [redacted]

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- Going to start planning 2026 IFC Recruitment
- Currently looking at the constitution and bylaw changes

I have CC'd Kevin to see if I missed anything.

Lunch will be in SSA 12.471 at 11:30am!

Best,

Adam

Adam Joiner
Fraternity & Sorority Life - Assistant Director
The University of Texas at Dallas
(972) 883-6367
Schedule Meeting: Book time with Joiner, Adam
Office: Student Union 1.610A | Mailstop: SU 22
Student Affairs: You Belong Here.

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Cc: Saberre, Kevin; [redacted]
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Date: Wednesday, September 24, 2025 3:44:17 PM
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Lunch will be in SSA 12.471 at 11:30am!

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Adam

Adam Joiner
Fraternity & Sorority Life - Assistant Director
The University of Texas at Dallas
(972) 883-6367
Schedule Meeting: Book time with Joiner, Adam
Office: Student Union 1.610A | Mailstop: SU 22
Student Affairs: You Belong Here.

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/23/2025 1:34 PM

Can you send me Kappa Sig's bid list

Joiner, Adam Adam Joiner@UTDallas edu +like 9/23/2025 1:34 PM

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/23/2025 1:34 PM

There's a hazing allegation

Joiner, Adam <Adam.Joiner@UTDallas.edu> +like 9/23/2025 1:34 PM

"Joiner, Adam" <Adam.Joiner@UTDallas.edu> 9/23/2025 1:35 PM

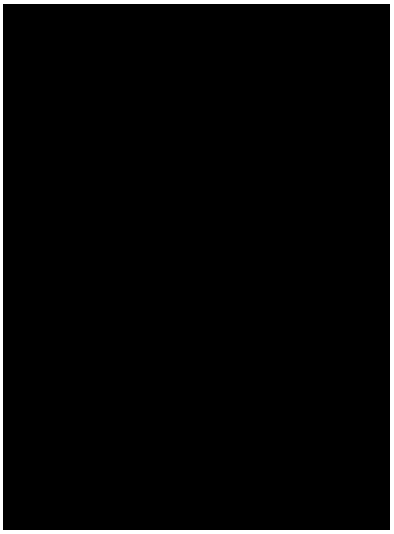
You got it. Just a heads up that he did not give me last names for a few and I'm still looking Net ID#'s

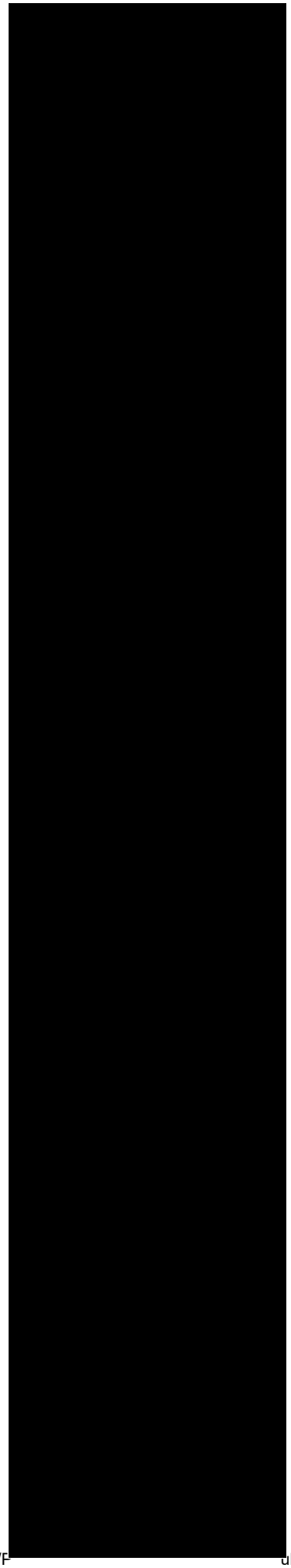
"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/23/2025 1:35 PM

Just send me what you got

Joiner, Adam Adam Joiner@UTDallas edu +like 9/23/2025 1:35 PM

"Joiner, Adam" <Adam.Joiner@UTDallas.edu> 9/23/2025 1:36 PM





[redacted]

This is what [redacted] sent me

"Joiner, Adam" <Adam.Joiner@UTDallas.edu> 9/23/2025 1:36 PM

Also, just an FYI [redacted] was found ineligible due to grades

Saberre, Kevin <Kevin.Saberre@utdallas.edu> +yes-tone3 9/23/2025 1:36 PM

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/23/2025 1:44 PM

[redacted]

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/23/2025 1:44 PM

[redacted]

"Joiner, Adam" <Adam.Joiner@UTDallas.edu> 9/23/2025 1:45 PM

[redacted]

"Joiner, Adam" <Adam.Joiner@UTDallas.edu> 9/23/2025 1:45 PM

[redacted]

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/23/2025 1:46 PM

[redacted]

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/23/2025 1:47 PM

[redacted]

"Joiner, Adam" <Adam.Joiner@UTDallas.edu> 9/23/2025 1:47 PM

[redacted]

"Joiner, Adam" <Adam.Joiner@UTDallas.edu> 9/23/2025 1:47 PM

[redacted]

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/23/2025 1:50 PM

[redacted]

"Joiner, Adam" <Adam.Joiner@UTDallas.edu> 9/23/2025 1:51 PM

[redacted]

"Joiner, Adam" <Adam.Joiner@UTDallas.edu> 9/23/2025 1:51 PM

I have seen a lot more new members on tik tok doing dances and rapping to lan

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/23/2025 1:58 PM

Ian?

"Joiner, Adam" <Adam.Joiner@UTDallas.edu> 9/23/2025 1:59 PM

Yup. Hold please

"Joiner, Adam" <Adam.Joiner@UTDallas.edu> 9/23/2025 1:59 PM

[redacted]

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/23/2025 5:18 PM

Not an expectations for you to check... but if you want ot know what events are happening look them up on Mazevo & Astra

Mazevo [redacted]

Astra- https://www.aaiscloud.com/utxdallas/calendars/dailygridcalendar.aspx

Joiner, Adam <Adam.Joiner@UTDallas.edu> +like 9/23/2025 5:18 PM

"Joiner, Adam" <Adam.Joiner@UTDallas.edu> 9/23/2025 5:19 PM

Thanks for sharing the links. Yeah even though its not an expectation I probably should check it on occasion

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/23/2025 5:19 PM

Or just walk the Plinth... that's how I found out lol

Joiner, Adam <Adam.Joiner@UTDallas.edu> +laugh 9/23/2025 5:19 PM

"Joiner, Adam" <Adam.Joiner@UTDallas.edu> 9/23/2025 5:20 PM

Haha got it! That works too!

"Joiner, Adam" <Adam.Joiner@UTDallas.edu> 9/23/2025 7:51 PM

Here is the interest form for my dissertation: https://docs.google.com/forms/d/e/1FAIpQLSf8A_7b8HoU_v48V7jvf5Zt7cJRYn7UMnXOYo2kLrB_j5xM2g/viewform... Looking into the lived experiences of FSL professionals of color advising historically white organizations. I believe I brought this up last week and wanted to follow up

Saberre, Kevin <Kevin.Saberre@utdallas.edu> +yes-tone3 9/23/2025 7:52 PM

"Joiner, Adam" <Adam.Joiner@UTDallas.edu> 9/23/2025 7:57 PM

About to hop on the sports call with URec

Saberre, Kevin <Kevin.Saberre@utdallas.edu> +yes-tone3 9/23/2025 7:57 PM

From: Olivares Gutierrez, Gregorio
Sent: Thursday, September 25, 2025 1:58 PM
To: Smith, Amanda; Winkler, Kimberly
Cc: Morales, Katherine; Magelssen, Brittany Hoover
Subject: Re: Statement Request regarding Kappa Sigma Box-A-Thon

Hello,

We wanted to provide an update to our coverage of yesterday's removal of the Box-A-Thon now that it has returned.

We would appreciate a statement sometime before the end of day today about the steps that were taken to get the box back up and what rules students should be aware of when it comes to such events.

Best,
Gregorio Olivares G.

From: Olivares Gutierrez, Gregorio <Gregorio.OlivaresGutierrez@UTDallas.edu>
Sent: Wednesday, September 24, 2025 3:33 PM
To: Smith, Amanda <amanda.smith@utdallas.edu>; Winkler, Kimberly <kwinkler@utdallas.edu>
Cc: Morales, Katherine <kmorales@utdallas.edu>; Magelssen, Brittany Hoover <bth130230@utdallas.edu>
Subject: Re: Statement Request regarding Kappa Sigma Box-A-Thon

Hello,

One of our reporters visited the Dean of Students office earlier today and spoke to the front desk attendant.

They were told the following statement:

"Students can fill out our general exhibit form to set up things like the Box-A-Thon. Nothing is allowed to be left at the Plinth overnight, unless our office specifically approves of it."

We plan on publishing a brief today regarding the Box-A-Thon. Please let us know if there are any changes we should make to the statement provided to us in person or if there are any other official details UTD would like to express.

Best,

Gregorio

From: Smith, Amanda <amanda.smith@utdallas.edu>
Sent: Wednesday, September 24, 2025 12:39 PM
To: Olivares Gutierrez, Gregorio <Gregorio.OlivaresGutierrez@UTDallas.edu>; Winkler, Kimberly <kwinkler@utdallas.edu>
Cc: Morales, Katherine <kmorales@utdallas.edu>; Magelssen, Brittany Hoover <bth130230@utdallas.edu>
Subject: Re: Statement Request regarding Kappa Sigma Box-A-Thon

Hello,

Thank you for bringing this to our attention. We will investigate this matter and take corrective action as necessary.

Sincerely,
Dean Smith

Dr. Amanda L. Smith
Dean of Students
and Associate Vice President
The University of Texas at Dallas
(972) 883-6391
Student Affairs, You Belong Here.

From: Olivares Gutierrez, Gregorio <Gregorio.OlivaresGutierrez@UTDallas.edu>
Date: Wednesday, September 24, 2025 at 11:18 AM
To: Smith, Amanda <amanda.smith@utdallas.edu>, Winkler, Kimberly <kwinkler@utdallas.edu>
Cc: Morales, Katherine <kmorales@utdallas.edu>, Magelssen, Brittany Hoover <bth130230@utdallas.edu>
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Hello,

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Thon and the extended expressive activity and creation of a temporary living accommodation in the Plinth.

Kappa Sigma has the space reserved from 8:00 a.m. to 8:00 p.m; however, it seems that the box was there for the entire night with fraternity members there until around 11:00 p.m.

We would appreciate a statement as soon as possible, preferabley before the end of day on Friday regarding how this event fits within university policy and state law.

We would also like to know what the requirements are for student groups to set up things like a box with expressive statements on it in the center of campus for an entire week.

Best regards,
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Reporter*, Dallas Observer*

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Best regards,
Gregorio Olivares G.
Editor-in-Chief, *The Retrograde*
Reporter*, Dallas Observer*

From: [redacted]
Sent: Tuesday, September 23, 2025 11:39 PM
To: Smith, Amanda
Cc: Kappa Theta Pi UTD
Subject: Request for white tent for fundrasing

Hello,
My name is [redacted] and I am the [redacted], a [redacted] on campus. We have a fundraiser scheduled for October 8th at the Plinth, and seeing as it will still be quite hot, we are wondering if we could request a white canopy/tent from 12pm to 5 p.m. Please let me know if you need more information from me.

Thank you!
[redacted]

From: Maxient System <notifications@maxient.com>
Sent: Tuesday, September 23, 2025 8:31 PM
To: Smith, Amanda
Subject: [Maxient] IR #00021765 Hazing - Andromeda Hall - 09/22/2025
Attachments: IR00021765.pdf

#00021765
Secondary recipient (you were copied)

Reporting Form for Hazing Violations

Background Information

Hazing
Urgency of this report
Normal
Date of incident
2025-09-22
Time of incident

Location of incident
Andromeda Hall

Involved Parties

Kappa Sigma ()

Questions

Please provide a detailed description of the incident/concern using specific concise, objective language.
Public humiliation hazing shown in video.

Was anyone injured?
Don't Know

Did anyone have to go to the doctor or hospital?
Don't Know

Was alcohol involved?
Don't Know

Were organization advisors/coaches present?
Yes

Were any organization leaders present?
Don't Know

We're there any witnesses? (list in the box below)
Tik tok posted publicly.

Did you witness the hazing?
Yes

Supporting Documentation

[redacted]

For added security, these links will expire in 10 days. The attachments will remain accessible when viewing the report within Maxient.

Submitted By

Your full name
prefer to remain anonymous
Your position/title

Your email address

Your phone number

Your physical address

[UNAUTHENTICATED]

Routing Information

Primary recipient:
Amanda Smith (Associate Vice President for Student Affairs and Dean of Students)
Copied recipients:

- Gene Fitch
- als072000@utdallas.edu
- shaquelle.massey@utdallas.edu
- Daeshawn Lyles
- sean.payne@utdallas.edu
- lxs230022@utdallas.edu

Text msg recipients: None
Originating IP address: 172.58.181.196
Submitted through IR layout #3
Processed by routing rule #12. Routed to Amanda Smith, Associate Vice President for Student Affairs and Dean of Students.

Message sent by Maxient
The reporter did not provide an email address. REPLIES WILL NOT REACH ANYONE.

University of Texas at Dallas
Reporting Form for Hazing Violations

Submitted on September 23, 2025 at 8:30:41 pm CDT

Nature	**Hazing**
Urgency	**Normal**
Incident Date and Time	**2025-09-22**
Incident Location	**Andromeda Hall**

Reported by

Name:	**prefer to remain anonymous**
Title:	
Email:	
Phone	
Address:	

[UNAUTHENTICATED]

Involved Parties

Kappa Sigma ()

Questions

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Did anyone have to go to the doctor or hospital?
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Was alcohol involved?
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Yes

Were any organization leaders present?
Don't Know

We're there any witnesses? (list in the box below)
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Yes

Attachments

[redacted]

Pending IR #00021765
Submitted from 172.58.181.196. Processed by routing rule #12. Routed to Amanda Smith, Associate Vice President for Student Affairs and Dean of Students.
Copies to: gene.fitch@utdallas.edu,als072000@utdallas.edu,shaquelle.massey@utdallas.edu,daeshawn.lyles@utdallas.edu,sean.payne@utdallas

.edu,lxs230022@utdallas.edu,

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Sent: Tuesday, September 23, 2025 8:31 PM
To: Smith, Amanda
Subject: [Maxient] IR #00021765 Hazing - Andromeda Hall - 09/22/2025
Attachments: IR00021765.pdf

#00021765
Primary recipient (awaiting your action in Maxient)

Reporting Form for Hazing Violations

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Hazing
Urgency of this report
Normal
Date of incident
2025-09-22
Time of incident

Location of incident
Andromeda Hall

Involved Parties

Kappa Sigma ()

Questions

Please provide a detailed description of the incident/concern using specific concise, objective language.
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Was anyone injured?
Don't Know

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Were organization advisors/coaches present?
Yes

Were any organization leaders present?
Don't Know

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Tik tok posted publicly.

Did you witness the hazing?
Yes

Supporting Documentation

[redacted]

For added security, these links will expire in 10 days. The attachments will remain accessible when viewing the report within Maxient.

Submitted By

Your full name
prefer to remain anonymous
Your position/title

Your email address

Your phone number

Your physical address

[UNAUTHENTICATED]

Routing Information

Primary recipient:
Amanda Smith (Associate Vice President for Student Affairs and Dean of Students)
Copied recipients:

- Gene Fitch
- als072000@utdallas.edu
- shaquelle.massey@utdallas.edu
- Daeshawn Lyles
- sean.payne@utdallas.edu
- lxs230022@utdallas.edu

Text msg recipients: None
Originating IP address: 172.58.181.196
Submitted through IR layout #3
Processed by routing rule #12. Routed to Amanda Smith, Associate Vice President for Student Affairs and Dean of Students.

Message sent by Maxient
The reporter did not provide an email address. REPLIES WILL NOT REACH ANYONE.

University of Texas at Dallas
Reporting Form for Hazing Violations

Submitted on September 23, 2025 at 8:30:41 pm CDT

Nature	**Hazing**
Urgency	**Normal**
Incident Date and Time	**2025-09-22**
Incident Location	**Andromeda Hall**

Reported by

Name:	**prefer to remain anonymous**
Title:	
Email:	
Phone	
Address:	

[UNAUTHENTICATED]

Involved Parties

Kappa Sigma ()

Questions

Please provide a detailed description of the incident/concern using specific concise, objective language.
Public humiliation hazing shown in video.

Was anyone injured?
Don't Know

Did anyone have to go to the doctor or hospital?
Don't Know

Was alcohol involved?
Don't Know

Were organization advisors/coaches present?
Yes

Were any organization leaders present?
Don't Know

We're there any witnesses? (list in the box below)
Tik tok posted publicly.

Did you witness the hazing?
Yes

Attachments

[redacted]

Pending IR #00021765
Submitted from 172.58.181.196. Processed by routing rule #12. Routed to Amanda Smith, Associate Vice President for Student Affairs and Dean of Students.
Copies to: gene.fitch@utdallas.edu,als072000@utdallas.edu,shaquelle.massey@utdallas.edu,daeshawn.lyles@utdallas.edu,sean.payne@utdallas

.edu,lxs230022@utdallas.edu,

From: Maxient System <notifications@maxient.com>
Sent: Tuesday, September 23, 2025 8:21 AM
To: Smith, Amanda
Subject: [Maxient] IR #00021756 Hazing - Sirius Hall - 09/17/2025
Attachments: IR00021756.pdf

#00021756
Secondary recipient (you were copied)

Reporting Form for Hazing Violations

Background Information

Hazing
Urgency of this report
Critical
Date of incident
2025-09-17
Time of incident

Location of incident
Sirius Hall

Involved Parties

Kappa Sigma ()

Questions

Please provide a detailed description of the incident/concern using specific concise, objective language.
I came across a deeply disturbing video on TikTok called Kappa Sigma pledge. The video shows a series of people who I know to be Kappa Sigma pledges knocking on doors of female students living in the dorms and asking if they would like to "kiss or slap" and it shows the pledges being slapped, some extremely hard. This will eventually escalate into more aggressive violence as well as the fact that is taking place on campus means it is imperative for UTD to stop this

Was anyone injured?
Yes

Did anyone have to go to the doctor or hospital?
Don't Know

Was alcohol involved?
Don't Know

Were organization advisors/coaches present?
No

Were any organization leaders present?
Don't Know

We're there any witnesses? (list in the box below)
They are shown in the video. I do not know their names.

Did you witness the hazing?
Don't Know

Supporting Documentation

[redacted]

For added security, these links will expire in 10 days. The attachments will remain accessible when viewing the report within Maxient.

Submitted By

Your full name

Your position/title

Your email address

Your phone number

Your physical address

[UNAUTHENTICATED]

Routing Information

Primary recipient:
Amanda Smith (Associate Vice President for Student Affairs and Dean of Students)
Copied recipients:

- Gene Fitch
- als072000@utdallas.edu
- shaquelle.massey@utdallas.edu
- Daeshawn Lyles
- sean.payne@utdallas.edu
- lxs230022@utdallas.edu

Text msg recipients: None
Originating IP address: 76.187.192.77
Submitted through IR layout #3
Processed by routing rule #12. Routed to Amanda Smith, Associate Vice President for Student Affairs and Dean of Students.

Message sent by Maxient
The reporter did not provide an email address. REPLIES WILL NOT REACH ANYONE.

University of Texas at Dallas
Reporting Form for Hazing Violations

Submitted on September 23, 2025 at 8:20:42 am CDT

Nature	**Hazing**
Urgency	**Critical**
Incident Date and Time	**2025-09-17**
Incident Location	**Sirius Hall**

Reported by
Name:
Title:
Email:
Phone
Address:

[UNAUTHENTICATED]

Involved Parties
Kappa Sigma ()

Questions
Please provide a detailed description of the incident/concern using specific concise, objective language.
I came across a deeply disturbing video on TikTok called Kappa Sigma pledge. The video shows a series of people who I know to be Kappa Sigma pledges knocking on doors of female students living in the dorms and asking if they would like to "kiss or slap" and it shows the pledges being slapped, some extremely hard. This will eventually escalate into more aggressive violence as well as the fact that is taking place on campus means it is imperative for UTD to stop this

Was anyone injured?
Yes

Did anyone have to go to the doctor or hospital?
Don't Know

Was alcohol involved?
Don't Know

Were organization advisors/coaches present?
No

Were any organization leaders present?
Don't Know

We're there any witnesses? (list in the box below)
They are shown in the video. I do not know their names.

Did you witness the hazing?
Don't Know

Attachments
[redacted]

Submitted from 76.187.192.77. Processed by routing rule #12. Routed to Amanda Smith, Associate Vice President for Student Affairs and Dean of Students.
Copies to: gene.fitch@utdallas.edu,als072000@utdallas.edu,shaquelle.massey@utdallas.edu,daeshawn.lyles@utdallas.edu,sean.payne@utdallas.edu,lxs230022@utdallas.edu,

From: Maxient System <notifications@maxient.com>
Sent: Tuesday, September 23, 2025 8:21 AM
To: Smith, Amanda
Subject: [Maxient] IR #00021756 Hazing - Sirius Hall - 09/17/2025
Attachments: IR00021756.pdf

#00021756
Primary recipient (awaiting your action in Maxient)

Reporting Form for Hazing Violations

Background Information

Hazing
Urgency of this report
Critical
Date of incident
2025-09-17
Time of incident

Location of incident
Sirius Hall

Involved Parties

Kappa Sigma ()

Questions

Please provide a detailed description of the incident/concern using specific concise, objective language.
I came across a deeply disturbing video on TikTok called Kappa Sigma pledge. The video shows a series of people who I know to be Kappa Sigma pledges knocking on doors of female students living in the dorms and asking if they would like to "kiss or slap" and it shows the pledges being slapped, some extremely hard. This will eventually escalate into more aggressive violence as well as the fact that is taking place on campus means it is imperative for UTD to stop this

Was anyone injured?
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Was alcohol involved?
Don't Know

Were organization advisors/coaches present?
No

Were any organization leaders present?
Don't Know

We're there any witnesses? (list in the box below)
They are shown in the video. I do not know their names.

Did you witness the hazing?
Don't Know

Supporting Documentation

[redacted]

For added security, these links will expire in 10 days. The attachments will remain accessible when viewing the report within Maxient.

Submitted By

Your full name

Your position/title

Your email address

Your phone number

Your physical address

[UNAUTHENTICATED]

Routing Information

Primary recipient:
Amanda Smith (Associate Vice President for Student Affairs and Dean of Students)
Copied recipients:

- Gene Fitch
- als072000@utdallas.edu
- shaquelle.massey@utdallas.edu
- Daeshawn Lyles
- sean.payne@utdallas.edu
- lxs230022@utdallas.edu

Text msg recipients: None
Originating IP address: 76.187.192.77
Submitted through IR layout #3
Processed by routing rule #12. Routed to Amanda Smith, Associate Vice President for Student Affairs and Dean of Students.

Message sent by Maxient
The reporter did not provide an email address. REPLIES WILL NOT REACH ANYONE.

University of Texas at Dallas
Reporting Form for Hazing Violations

Submitted on September 23, 2025 at 8:20:42 am CDT

Nature	**Hazing**
Urgency	**Critical**
Incident Date and Time	**2025-09-17**
Incident Location	**Sirius Hall**

Reported by
Name:
Title:
Email:
Phone
Address:

[UNAUTHENTICATED]

Involved Parties
Kappa Sigma ()

Questions
Please provide a detailed description of the incident/concern using specific concise, objective language.
I came across a deeply disturbing video on TikTok called Kappa Sigma pledge. The video shows a series of people who I know to be Kappa Sigma pledges knocking on doors of female students living in the dorms and asking if they would like to "kiss or slap" and it shows the pledges being slapped, some extremely hard. This will eventually escalate into more aggressive violence as well as the fact that is taking place on campus means it is imperative for UTD to stop this

Was anyone injured?
Yes

Did anyone have to go to the doctor or hospital?
Don't Know

Was alcohol involved?
Don't Know

Were organization advisors/coaches present?
No

Were any organization leaders present?
Don't Know

We're there any witnesses? (list in the box below)
They are shown in the video. I do not know their names.

Did you witness the hazing?
Don't Know

Attachments
[redacted]

Submitted from 76.187.192.77. Processed by routing rule #12. Routed to Amanda Smith, Associate Vice President for Student Affairs and Dean of Students.
Copies to: gene.fitch@utdallas.edu,als072000@utdallas.edu,shaquelle.massey@utdallas.edu,daeshawn.lyles@utdallas.edu,sean.payne@utdallas.edu,lxs230022@utdallas.edu,

From: Davis, Leiane
Sent: Monday, September 22, 2025 9:58 AM
To: Everette, Brooke; Grief, Matthew; Huffenberger, Jenni; Ramirez, Elizabeth; Smith, Amanda; Thomas, Chad; Johnson, Relius
Cc: Fitch, Gene
Subject: VPSA Executive Leadership Team Meeting Minutes_9.16.2025
Attachments: Minutes 9.16.2025_Final.pdf

Good morning,

Please find attached the VPSA Executive Leadership Team Meeting minutes from September 16, 2025.

Many thanks,

Leiane Davis
Office of the VPSA – Administrative Coordinator
The University of Texas at Dallas
(972) 883-6851
Office: SSA 14.120M | Mailstop: SSA18
Student Affairs: You Belong Here.

VPSA EXECUTIVE LEADERSHIP TEAM
MEETING MINUTES
Tuesday, September 16, 2025
(*Conducted in-person*)

Staff present: Matt Grief, Amanda Smith, Jenni Huffenberger, Liz Ramirez, Brooke Everette, Chad Thomas, Janette Maldonado, Relius 'Ray' Johnson, and Leiane Davis

Dr. Fitch began the meeting at 3:01 PM

Dr. Gene Fitch, VPSA

[redacted]

- **Comet Card Program**
  - A new program and cards are being rolled out to the university.
  - Faculty and staff will need to wear Comet Card badges when on campus. This is likely effective January 1, 2026.

[redacted]

From: Smith, Amanda
Sent: Wednesday, September 24, 2025 12:40 PM
To: Olivares Gutierrez, Gregorio; Winkler, Kimberly
Cc: Morales, Katherine; Magelssen, Brittany Hoover
Subject: Re: Statement Request regarding Kappa Sigma Box-A-Thon

Follow Up Flag: Follow up
Flag Status: Completed

Hello,

Thank you for bringing this to our attention. We will investigate this matter and take corrective action as necessary.

Sincerely,
Dean Smith

Dr. Amanda L. Smith
Dean of Students
and Associate Vice President
The University of Texas at Dallas
(972) 883-6391
Student Affairs, You Belong Here.

From: Olivares Gutierrez, Gregorio <Gregorio.OlivaresGutierrez@UTDallas.edu>
Date: Wednesday, September 24, 2025 at 11:18 AM
To: Smith, Amanda <amanda.smith@utdallas.edu>, Winkler, Kimberly <kwinkler@utdallas.edu>
Cc: Morales, Katherine <kmorales@utdallas.edu>, Magelssen, Brittany Hoover <bth130230@utdallas.edu>
Subject: Statement Request regarding Kappa Sigma Box-A-Thon

Hello,

This is Gregorio Olivares, the Editor-in-Chief of *The Retrograde* and a freelance reporter in the Dallas area. I am currently working on a piece covering the Kappa Sigma Box-A-Thon and the extended expressive activity and creation of a temporary living

accommodation in the Plinth.

Kappa Sigma has the space reserved from 8:00 a.m. to 8:00 p.m; however, it seems that the box was there for the entire night with fraternity members there until around 11:00 p.m.

We would appreciate a statement as soon as possible, preferabley before the end of day on Friday regarding how this event fits within university policy and state law.

We would also like to know what the requirements are for student groups to set up things like a box with expressive statements on it in the center of campus for an entire week.

Best regards,
Gregorio Olivares G.
Editor-in-Chief, *The Retrograde*
Reporter*, Dallas Observer*

From: Smith, Amanda
Sent: Tuesday, September 23, 2025 9:28 AM
To: Harwood, Kathryn
Subject: FW: [Maxient] IR #00021756 Hazing - Sirius Hall - 09/17/2025
Attachments: IR00021756.pdf

Follow Up Flag: Follow up
Flag Status: Completed

From: Maxient System <notifications@maxient.com>
Date: Tuesday, September 23, 2025 at 8:21 AM
To: Smith, Amanda <amanda.smith@utdallas.edu>
Subject: [Maxient] IR #00021756 Hazing - Sirius Hall - 09/17/2025

#00021756
Secondary recipient (you were copied)

Reporting Form for Hazing Violations

Background Information

Hazing
Urgency of this report
Critical
Date of incident
2025-09-17
Time of incident

Location of incident
Sirius Hall

Involved Parties

Kappa Sigma ()

Questions

Please provide a detailed description of the incident/concern using specific concise, objective language.
I came across a deeply disturbing video on TikTok called Kappa Sigma pledge. The video shows a series of people who I know to be Kappa Sigma pledges knocking on doors of female students living in the dorms and asking if they would like to "kiss or slap" and it shows the pledges being slapped, some extremely hard. This will eventually escalate into more aggressive violence as well as the fact that is taking place on campus means it is imperative for UTD to stop this

Was anyone injured?
Yes

Did anyone have to go to the doctor or hospital?
Don't Know

Was alcohol involved?
Don't Know

Were organization advisors/coaches present?
No

Were any organization leaders present?
Don't Know

We're there any witnesses? (list in the box below)
They are shown in the video. I do not know their names.

Did you witness the hazing?
Don't Know

Supporting Documentation

[redacted]

For added security, these links will expire in 10 days. The attachments will remain accessible when viewing the report within Maxient.

Submitted By

Your full name

Your position/title

Your email address

Your phone number

Your physical address

[UNAUTHENTICATED]

Routing Information

Primary recipient:
Amanda Smith (Associate Vice President for Student Affairs and Dean of Students)
Copied recipients:

- Gene Fitch
- als072000@utdallas.edu

- shaquelle.massey@utdallas.edu
- Daeshawn Lyles
- sean.payne@utdallas.edu
- lxs230022@utdallas.edu

Text msg recipients: None
Originating IP address: 76.187.192.77
Submitted through IR layout #3
Processed by routing rule #12. Routed to Amanda Smith, Associate Vice President for Student Affairs and Dean of Students.

University of Texas at Dallas
Reporting Form for Hazing Violations

Submitted on September 23, 2025 at 8:20:42 am CDT

Nature	**Hazing**
Urgency	**Critical**
Incident Date and Time	**2025-09-17**
Incident Location	**Sirius Hall**

Reported by
Name:
Title:
Email:
Phone
Address:

[UNAUTHENTICATED]

Involved Parties
Kappa Sigma ()

Questions
Please provide a detailed description of the incident/concern using specific concise, objective language.
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Did anyone have to go to the doctor or hospital?
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Was alcohol involved?
Don't Know

Were organization advisors/coaches present?
No

Were any organization leaders present?
Don't Know

We're there any witnesses? (list in the box below)
They are shown in the video. I do not know their names.

Did you witness the hazing?
Don't Know

Attachments
[redacted]

Submitted from 76.187.192.77. Processed by routing rule #12. Routed to Amanda Smith, Associate Vice President for Student Affairs and Dean of Students.
Copies to: gene.fitch@utdallas.edu,als072000@utdallas.edu,shaquelle.massey@utdallas.edu,daeshawn.lyles@utdallas.edu,sean.payne@utdallas.edu,lxs230022@utdallas.edu,

From: Smith, Amanda
Sent: Tuesday, September 23, 2025 8:38 AM
To: Saberre, Kevin
Subject: FW: [Maxient] IR #00021756 Hazing - Sirius Hall - 09/17/2025
Attachments: IR00021756.pdf

Follow Up Flag: Follow up
Flag Status: Completed

From: Maxient System <notifications@maxient.com>
Date: Tuesday, September 23, 2025 at 8:21 AM
To: Smith, Amanda <amanda.smith@utdallas.edu>
Subject: [Maxient] IR #00021756 Hazing - Sirius Hall - 09/17/2025

#00021756
Primary recipient (awaiting your action in Maxient)

Reporting Form for Hazing Violations

Background Information

Hazing
Urgency of this report
Critical
Date of incident
2025-09-17
Time of incident

Location of incident
Sirius Hall

Involved Parties

Kappa Sigma ()

Questions

Please provide a detailed description of the incident/concern using specific concise, objective language.
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Was anyone injured?
Yes

Did anyone have to go to the doctor or hospital?
Don't Know

Was alcohol involved?
Don't Know

Were organization advisors/coaches present?
No

Were any organization leaders present?
Don't Know

We're there any witnesses? (list in the box below)
They are shown in the video. I do not know their names.

Did you witness the hazing?
Don't Know

Supporting Documentation

[redacted]

For added security, these links will expire in 10 days. The attachments will remain accessible when viewing the report within Maxient.

Submitted By

Your full name

Your position/title

Your email address

Your phone number

Your physical address

[UNAUTHENTICATED]

Routing Information

Primary recipient:
Amanda Smith (Associate Vice President for Student Affairs and Dean of Students)
Copied recipients:

- Gene Fitch
- als072000@utdallas.edu

- shaquelle.massey@utdallas.edu
- Daeshawn Lyles
- sean.payne@utdallas.edu
- lxs230022@utdallas.edu

Text msg recipients: None
Originating IP address: 76.187.192.77
Submitted through IR layout #3
Processed by routing rule #12. Routed to Amanda Smith, Associate Vice President for Student Affairs and Dean of Students.

University of Texas at Dallas
Reporting Form for Hazing Violations

Submitted on September 23, 2025 at 8:20:42 am CDT

Nature	**Hazing**
Urgency	**Critical**
Incident Date and Time	**2025-09-17**
Incident Location	**Sirius Hall**

Reported by
Name:
Title:
Email:
Phone
Address:

[UNAUTHENTICATED]

Involved Parties
Kappa Sigma ()

Questions
Please provide a detailed description of the incident/concern using specific concise, objective language.
I came across a deeply disturbing video on TikTok called Kappa Sigma pledge. The video shows a series of people who I know to be Kappa Sigma pledges knocking on doors of female students living in the dorms and asking if they would like to "kiss or slap" and it shows the pledges being slapped, some extremely hard. This will eventually escalate into more aggressive violence as well as the fact that is taking place on campus means it is imperative for UTD to stop this

Was anyone injured?
Yes

Did anyone have to go to the doctor or hospital?
Don't Know

Was alcohol involved?
Don't Know

Were organization advisors/coaches present?
No

Were any organization leaders present?
Don't Know

We're there any witnesses? (list in the box below)
They are shown in the video. I do not know their names.

Did you witness the hazing?
Don't Know

Attachments
[redacted]

Submitted from 76.187.192.77. Processed by routing rule #12. Routed to Amanda Smith, Associate Vice President for Student Affairs and Dean of Students.
Copies to: gene.fitch@utdallas.edu,als072000@utdallas.edu,shaquelle.massey@utdallas.edu,daeshawn.lyles@utdallas.edu,sean.payne@utdallas.edu,lxs230022@utdallas.edu,

System Event 9/24/2025 10:00 PM

New member added and shared all chat history.

Message edited: "Claiborne, Asiah" <Asiah.Claiborne@UTDallas.edu> 9/24/2025 10:01 PM

Good afternoon! Sorry for calling, I have Kappa here inquiring about leaving their items on the Plinth. They mentioned a free speech form?

"Claiborne, Asiah" <Asiah.Claiborne@UTDallas.edu> 9/24/2025 10:01 PM

They just wanted to make sure they were good to go. They took down a box? They were just told to connect with Student Affairs

"Goodwin, Dan" <Dan.Goodwin@utdallas.edu> 9/24/2025 10:01 PM

Hey Asiah. I'll take care of it through Kevin!

"Claiborne, Asiah" <Asiah.Claiborne@UTDallas.edu> 9/24/2025 10:02 PM

He has left for the day so the student ended up in SSA inquiring

"Claiborne, Asiah" <Asiah.Claiborne@UTDallas.edu> 9/24/2025 10:02 PM

Should I let him know he should be good to go for today?

"Goodwin, Dan" <Dan.Goodwin@utdallas.edu> 9/24/2025 10:03 PM

Sorry I missed your call.. yes, Kevin knows I'll be chatting with him about it in a few.

For those students you can tell them we will be reaching out to them asap

"Goodwin, Dan" <Dan.Goodwin@utdallas.edu> 9/24/2025 10:03 PM

They can head back to their spot. Someone will be coming out to check in

"Claiborne, Asiah" <Asiah.Claiborne@UTDallas.edu> 9/24/2025 10:05 PM

Perfect! Thank you! They were anxious because because they are leaving campus and didn't want to get in trouble if they did it wrong

[redacted] is heading back to the plinth!

"Claiborne, Asiah" <Asiah.Claiborne@UTDallas.edu> 9/24/2025 10:05 PM

I appreciate you. Sorry for the calls!

"Goodwin, Dan" <Dan.Goodwin@utdallas.edu> 9/24/2025 10:06 PM

Awesome. Thanks for being in the right spot !

"Smith, Amanda" <amanda.smith@utdallas.edu> 9/23/2025 1:24 PM

I need to see both of you asap

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/23/2025 1:24 PM

on my way

"Massey, Shaq" <Shaq.Massey@utdallas.edu> 9/23/2025 1:25 PM

Ok! I've been stuck on George Bush for 20min now. Pretty bad accident and we aren't moving.

"Smith, Amanda" <amanda.smith@utdallas.edu> 9/23/2025 1:42 PM

Shall I call Daeshawn up?

"Massey, Shaq" <Shaq.Massey@utdallas.edu> 9/23/2025 1:43 PM

I just parked. I'll be up shortly.

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/23/2025 5:08 PM

Kappa Sigma is doing their big philanthropy box a thon this week too. So there's a bunch of KS hanging out on the Plith everyday this week.

Massey, Shaq Shaq Massey@utdallas edu +like 9/23/2025 5:42 PM

Smith, Amanda <amanda.smith@utdallas.edu> +womanfacepalming 9/23/2025 7:53 PM

From: University of Texas at Dallas Student Union
To: Saberre, Kevin; Joiner, Adam; Perales, Johana Marie
Subject: Your Approval Is Needed For Event: aKDPhi Pinkfest
Date: Wednesday, September 24, 2025 4:55:38 AM

Your approval is needed for the following event.

Approval: FSL Review
Notes:

Event Name: aKDPhi Pinkfest
Organization: Alpha Kappa Delta Phi
Contact: [redacted]

Event Number: B5728

Date/Time	Location	Status
Oct 23, 2025 10:00 AM - 2:00 PM	Outdoors SU Mall, SU Plinth	Pending

To approve visit Mazévo and click "My Approvals"

You are receiving this email because your organization uses Mazévo to schedule and manage events.

Powered by Mazévo

From: Joiner, Adam
Sent: Wednesday, September 24, 2025 3:44 PM
To: [redacted]
Cc: Saberre, Kevin; [redacted]
Subject: Lunch with Dr. Fitch - 11:30am in SSA 12.471

Follow Up Flag: Follow up
Flag Status: Completed

Good afternoon, [redacted]

Thank you so much for stepping up to come to the lunch tomorrow!

Here are some talking points for the lunch:

- Go over the Recruitment Numbers:
    i. Recruitment by the numbers
        1. Registered: 174
        2. Eligible: 167
        3. Ineligible: 7
        4. PNMs with Multiple Bids: 7
        5. No Show on Bid Day (who received bids): 44
        6. Bids Accepted: 123
        7. No Bid-on-Bid Day: 50
- Talk about the change to bid day from the Plinth to the Multipurpose Fields - Changed it to more of a tailgating atmosphere
- Go over Dyeislife event and how that went
- Elected a new IFC executive board member
- Going to start planning 2026 IFC Recruitment
- Currently looking at the constitution and bylaw changes

I have CC'd Kevin to see if I missed anything.

Lunch will be in SSA 12.471 at 11:30am!

Best,

Adam

Adam Joiner
Fraternity & Sorority Life - Assistant Director
The University of Texas at Dallas
(972) 883-6367
Schedule Meeting: Book time with Joiner, Adam
Office: Student Union 1.610A | Mailstop: SU 22
Student Affairs: You Belong Here.

From: Saberre, Kevin
Sent: Wednesday, September 24, 2025 1:47 PM
To: Joiner, Adam
Subject: Fwd: Box-A-Thon

Follow Up Flag: Follow up
Flag Status: Completed

Sent from my iPhone

Begin forwarded message:

From: "Saberre, Kevin" <Kevin.Saberre@utdallas.edu>
Date: September 24, 2025 at 12:53:54 PM CDT
To: [redacted]
Subject: Fwd: Box-A-Thon

Fill this out today.

Sent from my iPhone

Begin forwarded message:

From: "Saberre, Kevin" </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=9AEADA01265A4845BF543FCAB4039D7C-1000490519>
Date: July 30, 2025 at 10:29:00 AM CDT
Subject: RE: Box-A-Thon

Hey [redacted]

For Box-a-thon you have to remember that per university regulations from the Dean of Students office you won't be able to hold the event with 24-hour access and an interior structure (a box you can stay inside of), as it doesn't align with the university's policy on general exhibits and expression. However, the event can still happen—there are a few options for adapting it to fit within the guidelines.

Here are a few possibilities for you to consider:

1. **Off-campus Option:** You can inquire with Northside (or another off-campus location) to see if they would allow you to hold the event there however you want to do it. You could then place A-Frame posters and board signs around the area with event details and donation info, which would allow you to run the event as you've traditionally done.

2. **SU Plinth & Mall Option:** You can hold the event on the SU Plinth & Mall by reserving the Mall & Plinth on the Unions reservation website (here), but the structure would need to be adjusted. You'd need to make it a canopy structure (no interior space for gathering and no door). You would also need to end the event at 11pm (with approval), and then either leave the structure overnight or take it down and set it up again the next morning.

3. **Indoor Option:** If you're interested in holding the event indoors, you could request permission from an academic building to keep the structure up 24/7.

Once you decide which option works best for your team, please submit the general exhibit request form for approval. You can find the form [here]. If you have any questions along the way, feel free to reach out!

Additionally, if you choose to go with the option of building a structure that is sealed (so no one can enter) and leaving it free-standing, please be sure to include the following in the "question" section of the form:

1. A description of the sealed box structure (12ft x 12ft x 8ft), made of wood, craft paper, and stretch wrap, with no entrance/exit.
2. Acknowledgment that the structure will be left unattended overnight and that the chapter is responsible for any issues that arise during the overnight hours.
3. A note that the area will be vacated by midnight, and the event will not start again until 8am the next morning.
4. If the structure is left overnight, UTD will not be responsible for it, or alternatively, the chapter will take the structure down each night and bring it back in the morning.

Once you submit the reservation & the dean of students general exhibit form it will be reviewed for approval. Please don't hesitate to reach out if you need any clarification or have further questions.

Best,

Kevin Saberre Jr.
Fraternity & Sorority Life - Director
The University of Texas at Dallas
(972) 883-6173|
Schedule Meeting: Book time with Saberre, Kevin

Office: Student Union 1.610 | Mailstop: SU 22
Student Affairs: You Belong Here.

From: [redacted]
Sent: Tuesday, July 22, 2025 4:47 PM
To: Saberre, Kevin <Kevin.Saberre@utdallas.edu>
Subject: Box-A-Thon

I was talking to the brothers and they mentioned there being a lot of paperwork for Box-A-Thon. I just wanted to get started early on that work so we're ready when the semester rolls around. What information should I know about the plinth event before I make a booking?
Thanks for your time again Kevin!

From: Saberre, Kevin
Sent: Wednesday, September 24, 2025 12:54 PM
To: [redacted]
Subject: Fwd: Box-A-Thon

Follow Up Flag: Follow up
Flag Status: Completed

Fill this out today.

Sent from my iPhone

Begin forwarded message:

From: "Saberre, Kevin" </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=9AEADA01265A4845BF543FCAB4039D7C-1000490519>
Date: July 30, 2025 at 10:29:00 AM CDT
Subject: RE: Box-A-Thon

Hey [redacted]

For Box-a-thon you have to remember that per university regulations from the Dean of Students office you won't be able to hold the event with 24-hour access and an interior structure (a box you can stay inside of), as it doesn't align with the university's policy on general exhibits and expression. However, the event can still happen—there are a few options for adapting it to fit within the guidelines.

Here are a few possibilities for you to consider:

1. **Off-campus Option:** You can inquire with Northside (or another off-campus location) to see if they would allow you to hold the event there however you want to do it. You could then place A-Frame posters and board signs around the area with event details and donation info, which would allow you to run the event as you've traditionally done.

2. **SU Plinth & Mall Option:** You can hold the event on the SU Plinth & Mall by reserving the Mall & Plinth on the Unions reservation website (here), but the structure would need to be adjusted. You'd need to make it a canopy structure (no interior space for gathering and no door). You would also need to end the event at 11pm (with approval), and then either leave the structure overnight or take it down and set it up again the next morning.

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Office: Student Union 1.610 | Mailstop: SU 22
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To: Saberre, Kevin <Kevin.Saberre@utdallas.edu>
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Thanks for your time again Kevin!

From: University of Texas at Dallas Student Union <notifications@mymazevo.com>
Sent: Wednesday, September 24, 2025 4:56 AM
To: Saberre, Kevin; Joiner, Adam; Perales, Johana Marie
Subject: Your Approval Is Needed For Event: aKDPhi Pinkfest

Follow Up Flag: Follow up
Flag Status: Completed

Your approval is needed for the following event.

Approval: FSL Review
Notes:

Event Name: aKDPhi Pinkfest
Organization: Alpha Kappa Delta Phi
Contact: [redacted]

Event Number: B5728

Date/Time	Location	Status
Oct 23, 2025 10:00 AM - 2:00 PM	Outdoors SU Mall, SU Plinth	Pending

To approve visit Mazévo and click "My Approvals"

You are receiving this email because your organization uses Mazévo to schedule and manage events.

Powered by Mazévo

From: Saberre, Kevin
Sent: Tuesday, September 23, 2025 4:48 PM
To: sblack35@utk.edu
Subject: FW: Officer Transition Docs
Attachments: Outgoing Officer Transition Guide- IFC.docx; Incoming Officer Transition - IFC.docx; 2018 transition workshop packet for council retreat..docx; Transition Retreat guide.pdf; Transitioning Old and New Officers.docx; 5-dysfunctions-of-a-team.ppt; Chatachini.doc; GOAL SETTING v 2.0.docx

Follow Up Flag: Follow up
Flag Status: Completed

Hey friend

I was about to clock out too so I looked up your email on UT website… lol

Here is stuff I found on my OneDrive and personal drive… If you need more I can search out department drive or my external hard drive. I have a few things on my hard drive from other school I met people from or interacted with, just let me know. I apologize if some stuff is similar… I sometimes do a poor job naming items lol

Best,

Kevin Saberre Jr.
Fraternity & Sorority Life - Director
The University of Texas at Dallas
(972) 883-6173|
Schedule Meeting: Book time with Saberre, Kevin

Office: Student Union 1.610 | Mailstop: SU 22
Student Affairs: You Belong Here.

One-on-One Officer Transition Guide 2025

Officer:

Elaborate and define what your position's responsibilities include per bylaws.

-

What do you consider to be the responsibility of your office outside of bylaws?

-

List tasks that must be completed weekly, monthly, and annually in your position. This can also include goals that should be met by a certain time.

Weekly	Monthly	Annually
•	•	•

Describe what a typical week, month, year looks like.

Typical week	Typical Month	Year
•	•	•

What were three of your incoming goals/ visions for your position and did you complete them?

1.

2.

3.

Now that you've completed a year in office, what are three goals/visions you hope this position fulfills in the next year? List any unfinished business that a new officer will encounter when taking office.

1.

2.

3.

List suggestions for future events, training, etc and some tips to aid the incoming officer.

1.

2.

3.

How did you work with other officers?

1 .

2.

3.

What problems or areas will require attention within the next year? What obstacles did you encounter?

1 .

2.

3.

What should be done immediately by the incoming officer in the next 30 days?

1 .

2.

3..

List the top 3 things you wish you would have known before taking office.

1 .

2.

3.

List 3 important pieces of advice and encouragement for the incoming officer.

1 .

2.

3.

What key relationships need to be built and why? List their contact information below.

Name	Position	Phone Number	Email	Why this person is an important relationship

Incoming Officer Transition Guide 2025

Name: _____ Position: _____

What do you think the purpose of Interfraternity Council is and more specifically what role do you play on the executive council?

What 3 unique qualities do you bring to the Interfraternity Council Executive Board?

1.

2.

3.

What are three goals for the upcoming year? List tangible ways you can meet those goals.

1.

2.

3.



What are some questions you have for the outgoing officer currently holding your position?

What are some concerns or fears you have for the upcoming year?

How do you plan to work through potential conflict between yourself and other executive members?

FSL Council Leadership Retreat

"*Capitalize on your time*"

January 7th 2019

FSL Ritual Room



Schedule

- 1:00pm-1:30pm
  - Check-In & Lunch
- 1:30pm-2:30pm
  - FSL Office Time
- 2:30pm-4:00pm
  - Council Time
- 4:00pm-5:30pm
  - Council Speed Dating
- 5:30pm-6:00pm
  - Wrap Up
- 7:00pm
  - Mavericks Game

FSL Officer Transition Workshop Planning Help

Goal Setting

Specific

Measurable

Attainable

Relevant

Timely

Date:

Organization Mission:

Officer/Organization Vision:

Date:

Organization/Officer Goals:

1.

2.

3.

Goal 1:

Action Step	Who	Deadline	What will success look like?

Goal 2:

Action Step	Who	Deadline	What will success look like?

Goal 3:

Action Step	Who	Deadline	What will success look like?

Council Monthly Activities/Task

Jan tasks/Activities:

Progress on tasks:

Feb tasks/Activities:

Progress on tasks:

March tasks/Activities:

Progress on tasks:

Apr tasks/Activities:

Progress on tasks:

Council Summer & Fall Goals

May/Summer goal:

Progress on Goals:

Fall 2019 goal:

Progress on Goals:



UT Dallas FSL Expectations

Simply stated, expectations are performance standards that allow us to make informed decisions. When explained in a clear and concise manner, such as a written list, expectations help build accountability and create a teamwork ethic. These expectations are essential to the success of this year. As a framework, they were created not to impose rules upon us, but to help guide us and answer questions that may arise throughout out terms. They are, by no means, exhaustive or set-in-stone.

We set high expectations of you this year, and we challenge you to set high expectations of us as well. We do not ask anything of you we would not ask of ourselves. Please review these expectations. If you have any questions/concerns, please don't hesitate to chat with us as soon as possible.

1. **Utilize your resources at all times.** Just because we are not in the office does not give you an excuse to not do your work. Anyone in the office may be able to help you. Just ask!

2. **Do your job as a council officer, chapter officer or just chapter member**. Enforce policies and procedures consistently. You represent the entire Greek community at ALL times. Don't do something that could jeopardize your credibility or leadership ability. Be aware of your responsibilities as explained in your respective constitution and bylaws.

3. **Punctuality**. We all have many things to do and our schedules are full. Please be respectful by being on time for all scheduled meetings – executive committee meetings, general body meetings, Presidents' Meetings, and meetings with your advisor. THERE IS NO GREEK TIME-- ALL MEETINGS WILL BEGIN ON TIME.

4. **Communication is key.** Check your mailbox/email/voicemail at LEAST twice daily in case we have important information to relay to you. We shall do the same to ensure prompt/easy communication. Contact us for all emergency (and high crisis) situations.

5. **Build community.** Be ambassadors for FSL at UTD. Always include ALL UTD chapters in council sponsored events. YOU SHOULD BE KNOWLEDGEABLE AND ARTICULATE ABOUT ALL COUNCILS AND THEIR CHAPTERS.

6. **Include your advisor(s).** Advisors should always be in the know about all matters of the council. As a rule of thumb, if you think it is something we should know, we should know about it.

7. **Positive Relationships**: We want to establish positive relationships with all of you. We want you to be able to have as much fun as possible with your position—building a strong team and trusting in the relationships you will form is one of the best ways to accomplish this. We understand and do not expect all of you to be friends, but it is critical you maintain a professional and respectful working relationship. That may mean leaving personal matters at the door during meetings.

8. **Share ideas and provide critical feedback.** A way for our FSL community to advance is providing and allowing space for new ideas and perspectives to be embraced. Honestly provide your perspective even if it goes against the status quo or popular opinion. Agree to disagree sometimes. Also, please keep us informed of your needs, be open to feedback, and let us know how we can help you. Please give continuous feedback so that we can grow in our positions. Remember that we cannot work on a problem if we do not know it exists!

9. **Eliminate gossip within our community.** This is not only hurtful to the individuals, but can be destructive to our relations/rapport as well.

10. **Be present, visible, and engage yourself.** All council officers should schedule time to work in their respective offices. All chapter officers should feel free to utilize council workspaces as well. Some of the best ideas come and some of the most surprising relationships form when you are just hanging out in the FSL suite.

11. **Share your class and work schedule with your team.** We should know where/when/how to reach each other. Share this schedule at an initial one-on-one meeting with your advisor.

12. **Take advantage of all resources/opportunities on campus.** Throughout your FSL journey, you will be asked/required to attend various retreats, conferences, and meetings. These will help you in your leadership growth and network you with people outside of our community.

13. **Manners.** When meeting as an exec or at General meetings, respect all opinions. Take your time and be an active listener. Be courteous when others are speaking. Avoid interruptions, be polite. Treat others as you would like to be treated.

14. **Confidentiality.** Respect the fact that you may be seeing sensitive information or talking about personal situations. Maintain confidentiality.

15. **Maintain balance in your life.** Don't make excuses for not completing tasks. Be honest. Enjoy everything in moderation.

16. **Remember we are here primarily for our education.** We must role model the way for our community. Do your part in upholding the scholastic value of your chapter and council.

17. **Appearance.** Because you are representing the entire Greek Community in your position, please remember that your appearance is important. Looking respectable during meetings can go a long way toward your credibility as outstanding members of the UT Dallas community.

18. **Teamwork.** We are all working for the same goal – a stronger FSL community. Work together and ask for help when needed. Seek out cooperative efforts between chapters and councils.

19. **Know the office.** Get to know the staff members in FSL and be sure they know who you are and your position. Know the officers of the other councils and the others areas of SUAAB/Leadership/SG/PA's & UTD staff.

20. **Respect your FSL Suite access.** Each council officer is allowed access to the FSL Office Suite to work on council business only whenever the Union is open. After FSL business hours, you may enter the office using the main door. Because the office is a secured area after hours, you should not be in the office unless you are conducting a meeting.

21. **Be neat**. Be sure to clean up after yourself and keep the office in a clean condition. Especially DO NOT leave confidential documents laying out for others to view. Do not leave food out in the office overnight. Place food that you do not want in the kitchen area for others to take.

22. **Use appropriate & inclusive language (both oral and written).** This includes pronouns such as "we" and "our". Also, please use "men" and "women" instead of boys and girls when referring to members in our chapters. We do not appreciate language that is oppressive in nature. It is not that we try to put our beliefs on you, it is that we want you to think about some of the language we use and find acceptable.

23. **Have fun**. Take your position and the responsibility seriously, but have fun while doing it. Maintain a sense of humor. Don't let the pressure overwhelm you to the point of being ineffective. We are all under stress, but we can all have a good time if we help each other out.

24. **Additional expectations.** YOU WILL SET EXPECTATIONS OF US. There may be additional expectations that arise from time to time. These will be communicated by your advisor and will be agreed upon by all members.

FSL Office Staff

FSL Director	Kevin Saberre Jr.	972-883-6173	kevin.saberre@utdallas.edu
FSL Assistant Director	Daniel Hernandez	972-883-4324	daniel.hernandez2@utdallas.edu
FSL Administrative Assistant	Jackie Reynolds	972-883-6523	jacqueline.reynolds@utdallas.edu

Stuff to Know

Room Reservation

Reservations made through the EMS system **https://reserve.utdallas.edu/VirtualEMS/**

- **Things to take into account when booking rooms through EMS:**
  1. Do you need media?
  2. Will there be food?
  3. What type of set up are you looking for?
  4. Is this a meeting or an event?
- **When to submit requests?**
  1. Student Union and Student Services Addition Meeting Rooms, SU Mall Areas, and Booths: **FIVE (5) days** in advance of the booking date.
  2. SSA Auditorium: **FOURTEEN (14) days** in advance of the booking date. (Student Groups are required to have an RUO: Responsible University Official - present for the entire event.
  3. Rooms outside the Student Union without media: **SEVEN (7) days** in advance of the booking date.
  4. Rooms outside of the Student Union with media: **TWELVE (12) days** in advance of the booking date.
     - Processing a request can take anywhere from 5-10 days
- **Who can request rooms?**
  1. You must have an account to place reservations
  2. Each semester, student groups submit three official room schedulers to the SOC Office when they re-register their organization. Only these three people from a student organization may have EMS accounts.
- Please visit this link for more information: http://www.utdallas.edu/union/faq/

Ritual Room reservations made through Presence

- Go to FSL page: utdallas.edu/gogreek/resources
- Select Ritual Room request form
- Visit this link for Ritual Room form: https://utdallas.presence.io/form/ritual-room-request

FSL Office

1. Use your council office! These offices are for **YOU!**
2. You can use the printer. Ask Jackie office for assistance!
3. You can also print posters in the office. Ask Jackie for assistance.
4. **Free Coffee!** K-cups are in the drawers by the Keurig, use whichever flavor you want!
5. Place your chapter and or council events on the whiteboard calendar!
6. The office has tables, tents, flood lights, and a cash box. See Jackie to check any of these items out.
7. Free Scantrons, Blue books and pencils for testing

Event Planning

1. Define the event's purpose. Having a sentence or two in your head will help you lead the event in the right direction. Are you planning it to educate your community? Raise funds or organize donations? Organize a recruitment event? Get as narrow as possible. Whatever you're doing (be it educating, persuading, celebrating, etc.), why are you doing it?
    - Think of it as your mission statement. Your framework for success. When you know exactly what you want to do, it's a lot easier to do it!

2. Set goals. What exactly do you want to accomplish? Not how many people do you want to show up, not the actual fact that the event is even happening -- what do you want to come out of this? 5 people to walk away a new part of your organization? $1,000 raised? Minds changed? People excited?
    - Think of the top three things you wish would happen as a result of this event and concentrate on them becoming a reality. Maybe one goal is financial, one is social, and one is personal. It's up to you!

3. Gather members. Good team members with different skills are a necessity. They can help with everything from preparation, to making invites and posters, to welcoming in guests and doing the dirty work of cleaning up afterward. In other words, they can help you get things done.
    - Make sure to keep members and council exec "up to speed" with your plans. Collaboration can make your job easier. When you ask them to help, be as complete as possible from the get-go about the expectations for them and their level of involvement.

4. Prepare a budget. All possible expenses and contingent expenses should be included. If you don't budget, you'll end up with a wad of receipts, an empty pocketbook, and no idea what the heck just happened. Be realistic from day one so no surprises are seen the day of! Find ways to keep costs low.

5. Decide on a time and place. This is the most important thing when it comes to your event. What time and what place will make people say, "Yeah, I'll go to that!"? You want a time when everyone will be free and a place that's a convenient location.
    - Check your community's calendar and consider your audience.
    - Reserve the place you're thinking about using as soon as possible. They may be busier than you are!

6. Think about logistics. Logistics for everything. What can you do with the size of your space? What equipment will you need? What extra items (drinking water for speakers, badges, brochures) will you need that will be extra expenses? How many people are needed to truly make it run smoothly?
        - It's important to sit down for a minute with yourself (and with your team) and consider all sides of the story. Is there any obstacle that can be foreseen and prevented? Any special guests that need to be accommodated? Any exceptions that need to be made?

7. Think about marketing and advertising. While you're on the roll, prepare a draft flyer. It should include the tentative date, time, venue, name of the event, and a theme for the event. Since it's so early, you can take your time on this -- but it's best to whip up a preliminary version now to see how it's all coming together!
    - Think about other ways to get the word out, too. Add your event to the FSL calendar so it can be included in the Fun Friday emails. Social media? What do you need before the event to get people there and what do you need at the event to keep them?

8. Organize yourself. Prepare a draft schedule of the activities in the event. Make a few spreadsheets to organize your thoughts.
    - Prepare a time line (with deadlines) for each activity. Write down everyone's names and where they're needed. That way you can organize yourself and field any future questions from others.

24 Hours Before the Event

1. Do one last check-in with your team. Make sure you communicate and organize time to reach venue. The last thing you want is your entire team calling you at once the day of the event wondering where the heck the back door is.
    - Even if no one is asking you questions in meetings, do your best to gauge their behavior. Does everyone seem okay with their job description? Are people getting along? If not, talk to them and see if you can work out the kinks.

2. Make a running sheet. This is a list of all the necessary information sorted by time and/or room. Prepare a minute-to-minute agenda for important activities. The format for this is up to you. Just try to keep the amount of information on it to a minimum so it's easy to read.
    - If you're really type A and super diligent, you may find it useful to make different types of running sheets. Your crew may just want a list of equipment, times, and clean-up protocol. If you have the time, this may be useful.

3. Make a checklist of the things to be taken to the venue. How terrible would it be if you got there, everything's there, everyone is there, and you realize the only thing that's not are the 12000 cups you forgot at your house? So make your checklist, check it twice, and bring everything that needs to be brought!
    - If things are half a dozen places, assign people to each specific duty. That way, the day of, you're not spending 8 hours running around collecting everything and freaking out.

The Day Of

1. Arrive early to the venue with your team members and volunteers. Check that everyone is there and all electronic equipment is in working order. Any last minute questions?

2. Set everything up. Inside and outside. Have signs, put on some music!

3. Clean up the place! Remove the signs, tables, etc. You want to leave the place as good as when you found it. They may charge fees that could otherwise be avoided. Divvy up the jobs so it all goes as quick and painlessly as possible.
    - Take care of the trash to the best of your ability. Maintenance will take care of everything from there.

4. Take care of all the post-event duties. Depending on your event, this could range from absolutely nothing to a long-list of thank you and receipts. Here are some ideas to get you started:
    - Thank the all team members!
    - Deliver the receipts to the treasurer.
    - Post the photos in your social media.

Campus Contacts

I WANT TO…	OFFICE NAME	WHERE	CONTACT
Reserve Space on Campus	Student Union Scheduling & Reservations Office	Student Union Building SU 2.422	972-883-2945 https://reserve.utdallas.edu/virtualems/
Order food for Events	Chartwells	Mail Stop SU23	972-883-2269 https://utddining.catertrax.com/
Promote Safety and Security on Campus	UTD Police	PD Building	972-883-2222 http://www.utdallas.edu/police/services.html
Schedule an academic workshop	Student Success Center	McDermott Library MC 1.302	972-883-6707
Report a concern of mental health/behavior to someone that can help	Student Counseling Center	Student Services Building SSB 4.600	After Business Hours: 972-883-8255 For Sexual Assault: 972-641-7273
Schedule a risk management workshop	Student Wellness Center	Student Services Building SSB 4.500	972-883-4275
When you don't know who to ask	Fraternity & Sorority Life	Student Union Building SU 1.610	Jackie Reynolds 972-883-6523 fsl@utdallas.edu
Post advertising material on campus	Student Affairs Marketing	Student Services Building SSB 4.113	Julie Spanos 972-883-4290 Julie.spanos@utdallas.edu

UT Dallas FSL Community

NPHC:

- Council's Mission:
  - **Statement of Purpose:** The National Pan-Hellenic Council (NPHC) was established on May 10, 1930, on the campus of Howard University in Washington, D. C., with the purpose and mission of the organization being "unanimity of thought and action as far as possible in the conduct of Greek-letter collegiate fraternities and sororities, and to consider problems of mutual interest to its affiliate organizations." Early in 1937, the organization was incorporated under the laws of the State of Illinois and became known as the "National Pan-Hellenic Council, Incorporated."

- Chapters within the council:
  - **Alpha Kappa Alpha Sorority, Inc.:**
    - National Founding Date: January 15th, 1908
    - Local Founding Date: December 8, 2001
    - Social: Alpha Kappa Alpha (Facebook: @SigmaKappaAKAs)
    - Philanthropy: Breast Cancer Awareness
    - Crest:



  - **Alpha Phi Alpha Fraternity, Inc.:**
    - National Founding Date: December 4th, 1906
    - Local Founding Date:
    - Social: Alpha Phi Alpha (Facebook: @TauXiAlphas)
    - Philanthropy: Alpha Phi Alpha Education Foundation
    - Crest:



- **Delta Sigma Theta Sorority, Inc.:**
  - National Founding Date: January 13th, 1913
  - Local Founding Date: March 29th, 1996
  - Social: Delta Sigma Theta (Facebook: @utdallas.deltas)
  - Philanthropy: Five Point Programmatic Thrust
  - Crest:



- **Sigma Gamma Rho Sorority, Inc.:**
  - National Founding Date: November 12th, 1922
  - Local Founding Date: Spring 2017
  - Social: Sigma Gamma Rho (Facebook: SGRhoUTD)
  - Philanthropy: USA Swimming
  - Crest:



- National Umbrellas associated with your council (Ex. NIC, NAPA, NALFO, NPC, etc…)
    - The National Pan-Hellenic Council, Incorporated (NPHC) is currently composed of nine (9) International Greek letter Sororities and Fraternities: Alpha Kappa Alpha Sorority, Inc. Alpha Phi Alpha Fraternity, Inc., Delta Sigma Theta Sorority, Inc., Zeta Phi Beta Sorority, Inc., Iota Phi Theta Fraternity, Inc., Kappa Alpha Psi Fraternity, Inc., Sigma Gamma Rho Sorority, Inc. Phi Beta Sigma Fraternity, Inc. and Omega Psi Phi Fraternity, Inc. NPHC promotes interaction through forums, meetings and other mediums for the exchange of information and engages in cooperative programming and initiatives through various activities and functions.
- Council Breakdown
    - **Average GPA:** 2.79
    - **Average Chapter Size:** 6
- Explanation of recruitment process:
    - NPHC fraternities and sororities recruit throughout the year and membership requirements and programs vary by organization. The process referred to as “intake” is highly regulated by each national organization.
    - Each organization has different requirements for their membership intake process. Each group will host an interest meeting either in the fall or spring semester where a student can officially express their interest and receive details about what is required to attain membership with their group.
    - At the beginning of each semester, NPHC will sponsor “Showcase,” a program to inform prospective members about each individual organization. During this program, students receive a brief overview of NPHC and each of its member groups and have the opportunity to interact with the different members.
    - Feel free to add/change things about this explanation as you see fit.

MGC:

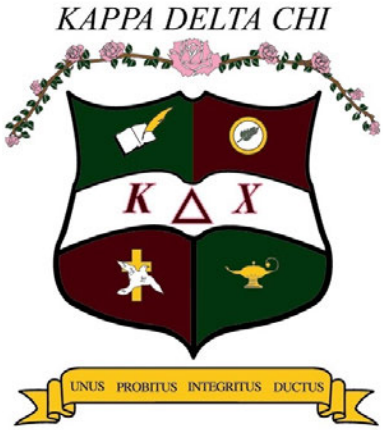
- Council’s Mission:
    - The Multicultural Greek Council (MGC) affirms multicultural necessity within the Greek community, so members of all cultures can promote diversity while displaying their own identity. MGC unites to publicize diversity within the university and advance the ideas of fraternal values within the council.

- MGC was formed at UT Dallas in fall 2002 for fraternities and sororities who wished to participate in the Greek community but were not members of the one of the other national councils. MGC promotes community service events, leadership development and scholarship.

- Chapters within the council:
  - **Beta Chi Theta:**
    - National Founding Date: June 2nd, 1999
    - Local Founding Date: May 2010
    - Social: Beta Chi Theta (Facebook: @dallas.betachi)
    - Philanthropy: American Heart Association
    - Crest:



  - **Kappa Delta Chi:**
    - National Founding Date: April 6th, 1987
    - Local Founding Date: June 20th, 2014
    - Social: Kappa Delta Chi (Facebook: @utdkdchi)
    - Philanthropy: American Cancer Society
    - Crest:



- **Sigma Lambda Gamma:**
  - National Founding Date: April 9th, 1990
  - Local Founding Date: February 16th, 2013
  - Social: Sigma Lambda Gamma (Facebook: @UTDGammas)
  - Philanthropy: Breast Cancer Awareness
  - Crest:



- **Delta Epsilon Psi:**
  - National Founding Date: October 1st, 1998
  - Local Founding Date: August 6th, 2000
  - Social: Delta Epsilon Psi (Facebook: @DEPsiBeta)
  - Philanthropy: JDRF
  - Crest:



- **Omega Delta Phi:**
  - National Founding Date: November 25th, 1987
  - Local Founding Date: April 7th, 2005
  - Social: Omega Delta Phi (Facebook: @utdodphi)
  - Philanthropy: CASA
  - Crest:



- **Lambda Theta Phi:**
  - National Founding Date: 1949
  - Local Founding Date: December 8th, 2013
  - Social: Lambda Theta Phi (Instagram: @utd_lambdas)
  - Philanthropy: Congressional Hispanic Caucus Institute
  - Crest:



- **Delta Kappa Delta:**
  - National Founding Date: October 1st, 1999
  - Local Founding Date: December 12th, 2015
  - Social: Delta Kappa Delta (Instagram: @dallasdkd)
  - Philanthropy: Bubbles for Omran
  - Crest:



- **Sigma Lambda Alpha:**
  - National Founding Date: October 20th, 1992
  - Local Founding Date: April 8th, 2006
  - Social: Sigma Lambda Alpha (Facebook: @utd.sla)
  - Philanthropy: Boys & Girls Club of America
  - Crest:



- **Sigma Sigma Rho:**
  - National Founding Date: December 10th, 1998
  - Local Founding Date: Need info
  - Social: Sigma Sigma Rho (Facebook: @utd.sigsigrho)
  - Philanthropy: Domestic Violence Awareness and Prevention
  - Crest:



- National Umbrellas associated with your council (Ex. NIC, **NAPA, NALFO**, NPC, etc…)
  - NAPA is a collective group of leaders within the Asian Pacific Islander Desi American community who work together to advocate, collaborate, and educate our members and constituency for the greater good. We represent our member organizations within the fraternal and university communities. By setting the highest standards of membership, university administrations know that they have a partner in the success of our member organizations' chapters. When issues arise affecting our community, we are able to mobilize and advocate as one strong, unified voice
  - The National Association of Latino Fraternal Organizations, Inc., (NALFO) is an "umbrella" coalition established in 1998 to promote and foster positive interfraternal

relations, communication, and development of all Latino fraternal organizations through mutual respect, leadership, honesty, professionalism and education.

- Council Breakdown
  - **Average GPA:** 2.85
  - **Average Chapter Size:** 16
- Explanation of recruitment process:
  - MGC does not hold structured/formal recruitment events together. Each organization conducts recruitment or membership intake on their own. Those interested in joining a MGC organization should contact the president of the individual organization or Fraternity and Sorority Life.
  - Feel free to add/change things about this explanation as you see fit.

CPC:

- Council's Mission:
  - The object of the College Panhellenic Council (CPC) is to develop and maintain fraternity life and Interfraternity relations at a high level of accomplishment, and in so doing:
    - Consider the goals and ideals of member chapters as continually applicable to campus and personal life.
    - Promote superior scholarship as basic to intellectual achievement.
    - Cooperate with member fraternities and the university administration in concern for and maintenance of high social and moral standards.
    - Act in accordance with the National Panhellenic Conference unanimous agreements and policies.
    - Act in accordance with such rules established by the CPC as do not violate the sovereignty, rights and privileges of member fraternities.
- Chapters within the council:
  - **Alpha Gamma Delta:**
    - National Founding Date: May 30th, 1904
    - Local Founding Date: April 3rd, 1992
    - Social: Alpha Gamma Delta (Facebook: @utdalphagammadelta)
    - Philanthropy: Fighting Hunger
    - Crest:



  - **Delta Zeta:**
    - National Founding Date: October 24th, 1902
    - Local Founding Date: December 7th, 2014
    - Social: Delta Zeta (Facebook: @UTDDeltaZeta)

- Philanthropy: Starkey Hearing Foundation
- Crest:



- **Delta Delta Delta:**
  - National Founding Date: November 27th, 1888
  - Local Founding Date: November 10th, 2007
  - Philanthropy: St. Jude Children's Research Hospital
  - Social: Delta Delta Delta (Facebook: @DeltaDeltaDeltaAtUtDallas)
  - Crest:



- **Kappa Alpha Theta:**
  - National Founding Date: January 27th, 1870
  - Local Founding Date: March 9th, 1996
  - Social: Kappa Alpha Theta (Facebook: @utdtheta)
  - Philanthropy: CASA
  - Crest:



- National Umbrellas associated with your council:
  - The National Panhellenic Conference (NPC) is the umbrella organization for the 26 international women's fraternities and sororities. NPC provides support and guidance for its members and serves as the national voice on contemporary issues of sorority life.
  - Founded in 1909, the **North American Interfraternity Conference**, Inc. (NIC) is the trade association representing 66 inter/national men's fraternities. The NIC serves to advocate the needs of its member fraternities through enrichment of the fraternity experience; advancement and growth of the fraternity community; and enhancement of the educational mission of the host institutions. Our core areas of focus in guiding the fraternity community include advocacy, education, standards and insight.
- Council Breakdown
  - **Average GPA:** 3.3
  - **Average Chapter Size:** 85
- Explanation of recruitment process:
  - Formal recruitment is a mutual selection process. While all potential members will visit every sorority in CPC during the first round, the remaining rounds are by invitation only. As the sororities are narrowing down the number of women attending each round of events, potential new members may only accept a certain number of invitations to each round. The Panhellenic executive council and Rho Gammas will explain this process in detail throughout the week.
  - Feel free to add/change things about this explanation as you see fit.

IFC:

- Council's Mission:
  - The Interfraternity Council (IFC) is the student-run governing and programming body for fraternities within IFC. The purpose of the IFC shall be to:
    - Provide a sovereign governance structure for its member fraternities
    - Promote the interests of its member fraternities
    - Promote the interests of men's fraternities in general
    - Discuss questions of mutual interest and present to its member fraternities such recommendations as the IFC deems appropriate
    - Effectively program and implement activities that aid in the development of all member organizations
    - Promote the interests of The University of Texas at Dallas.
    - Promote mutual cooperation between its Member Fraternities
    - Promote mutual cooperation between the IFC, fellow governing councils, and student organizations at The University of Texas at Dallas
    - Promote mutual cooperation between the IFC and The University of Texas at Dallas, it's students, faculty, staff, and local community
- Chapters within the council:

  - **Alpha Lambda Mu:**
    - National Founding Date: February 12th, 2013
    - Local Founding Date: February 12th, 2013
    - Social: Alpha Lambda Mu (Facebook: @ALMUTDallas)
    - Philanthropy: Refugee Services of Texas
    - Crest:



- **Chi Phi:**
  - National Founding Date: December 24th, 1824
  - Local Founding Date: December 4th, 1998
  - Social: Chi Phi (Facebook: @ChiPhiUTD)
  - Philanthropy: Boys & Girls Club
  - Crest:



- **Delta Tau Delta:**
  - National Founding Date: January 1st, 1858
  - Local Founding Date: September 6th, 2014
  - Social: Delta Tau Delta (Facebook: @UTDallasDeltaTauDelta)
  - Philanthropy: JDRF
  - Crest:



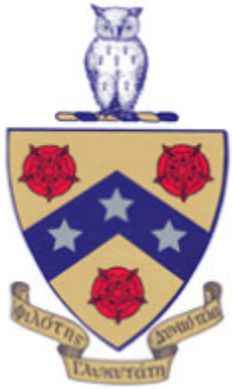
- **Kappa Sigma:**
  - National Founding Date: December 10th, 1869
  - Local Founding Date: March 28th, 1992
  - Social: Kappa Sigma (Facebook: @UTDallasKappaSigma)
  - Philanthropy: Military Heroes Campaign
  - Crest:



- **Phi Delta Theta:**
  - National Founding Date: December 26th, 1848
  - Local Founding Date: March 4th, 2017
  - Social: Phi Delta Theta (Facebook: @UTDPhiDelt)
  - Philanthropy: LiveLikeLou Foundation
  - Crest:



- **Phi Gamma Delta (FIJI):**
  - National Founding Date: May 1st, 1848
  - Local Founding Date: March 24th, 2012
  - Social: Phi Gamma Delta (Facebook: @utdfiji)
  - Philanthropy: Charter for Compassion
  - Crest:



- **Pi Kappa Phi:**
  - National Founding Date: December 10th, 1904
  - Local Founding Date: November 10th, 2012
  - Social: Pi Kappa Phi (Facebook: @UTDPiKappaPhi)
  - Philanthropy: The Ability Experience
  - Crest:



- **Sigma Alpha Epsilon:**
  - National Founding Date: March 9th, 1856
  - Local Founding Date: February 22nd, 2003
  - Social: Sigma Alpha Epsilon (Facebook: @SigmaAlphaEpsilonTexasChi)
  - Philanthropy:
  - Crest:



- National Umbrellas associated with your council (Ex. NIC, NAPA, NALFO, NPC, etc…)
  - The Interfraternity Council (IFC) is the student-run governing and programming body for fraternities within IFC
- Council Breakdown
  - **Average GPA:** 2.97
  - **Average Chapter Size:** 49
- Explanation of recruitment process:
  - Men interested in joining an IFC fraternity should meet as many fraternity members during both the fall and spring semesters to learn about the various activities sponsored by each chapter.

FSL Community Contact list

College Panhellenic Council (CPC)

Organization	Name	Email
Alpha Gamma Delta	[redacted]	[redacted]
Delta Delta Delta		dddpresident.utd@gmail.com
Delta Zeta		president@utddeltazeta.net
Kappa Alpha Theta		zytheta.ceo@gmail.com
College Panhellenic Council President		utdpanhellenic.president@gmail.com
CPC VP of Judicial Affairs		utdpanhellenic.vicepresident@gmail.com
CPC VP of Recruitment		utdpanhellenic.recruitment@gmail.com
CPC VP of Public Relations		utdpanhellenic.publicrelations@gmail.com
CPC VP of Finance		utdpanhellenic.treasurer@gmail.com
CPC VP of Administration		utdpanhellenic.secretary@gmail.com

Multicultural Greek Council (MGC)

Organization	Name	Email
Beta Chi Theta	[redacted]	upsilon.president@betachitheta.com
Delta Epsilon Psi		[redacted]
Delta Kappa Delta		dkdutd.president@gmail.com
Kappa Delta Chi		betazeta.president@kappadeltachi.org
Lambda Theta Phi		[redacted]
Sigma Lambda Alpha		sla.utd@gmail.com
Sigma Lambda Gamma		president.utdgammas@gmail.com
Sigma Sigma Rho		[redacted]
Omega Delta Phi		President.alphaomicron@omegadeltaphi.org
MGC President		[redacted]
Director of Member Development		
Director of Programming		
Director of Finance		
Director of Communication		
Director of Academic Success		

Interfraternity Council (IFC)

Organization	Name	Email
Delta Tau Delta	[redacted]	[redacted]
Pi Kappa Phi		
Kappa Sigma		
FIJI		utdfiji.president@gmail.com
Sigma Alpha Epsilon		[redacted]
Phi Delta Theta		
Chi Phi		
Alpha Lambda Mu		utdallas@alphalambdamu.org
IFC President		president.utdifc@gmail.com
VP of Administration		vp.utdifc@gmail.com
VP of Recruitment		recruitment.utdifc@gmail.com
VP of Finance		finance.utdifc@gmail.com
VP of Community Relations		pr.utdifc@gmail.com
VP of Judicial		judicial.utdifc@gmail.com
VP of Member Development		risk.utdifc@gmail.com

National Pan-Hellenic Council (NPHC)

Organization	Name	Email
Alpha Kappa Alpha Sorority, Inc.	[redacted]	[redacted]
Delta Sigma Theta Sorority, Inc.		sigmamudeltas@gmail.com
Alpha Phi Alpha Fraternity, Inc.		[redacted]
Sigma Gamma Rho Sorority, Inc.		utd@sgrhoplano.org
NPHCl President		utd.nphc.president@gmail.com
NPHC VP		utd.nphc.vicepresident@gmail.com
NPHC Secretary		utd.nphc.secretary@gmail.com
NPHC Treasurer		[redacted]
NPHC Chaplain		
NPHC Liaison		
NPHC Parliamentarian		



Council Speed Dating Questionnaire

1. **Do you know all the Chapters in this council?**

_____

2. **What can you gain/learn from this council?**

_____

3. **What can our council "teach"/help this council with?**

_____

4. **How can we get more info about what this council & its chapters are doing?**

_____

5. **How can we best share what our council/chapters are doing with your council?**

_____

6. **What is one thing we can do to be better community partners/improve relations?**

_____

7. **What is our biggest strength as a council?**

_____

8. **What is our best lesson/best practice for our strengths?**

_____

9. **What is our biggest challenge as a council?**

_____

10. **What would your council do to overcome this challenge/how can you help us?**

_____

11. **How can we have more fun together?**

_____



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5. **How can we best share what our council/chapters are doing with your council?**

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6. **What is one thing we can do to be better community partners/improve relations?**

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8. **What is our best lesson/best practice for our strengths?**

_____

9. **What is our biggest challenge as a council?**

_____

10. **What would your council do to overcome this challenge/how can you help us?**

_____

11. **How can we have more fun together?**

_____

Spring 2019 Calendar*

January 9	FSL Council Exec Leadership Retreat (12pm-6pm – Ritual Room)
January 14	**Classes Begin**
January 21	**No Classes/Office Closed- MLK Holiday**
January 24	FOUNDERS DAY (1pm – Ritual Room)
January 29	All Presidents' Meeting (6-7pm – Ritual Room)
January 29	Advisors' Dinner (7:30-9pm – Ritual Room)
January 31	NPHC/ MGC Showcase (7-9pm – SSA Auditorium)
February 1	Roster Update deadline #1
February 2	IFC Bid Day (11am – SU Plinth)
February 7-10	**AFLV Central Leadership Conference** (Indianapolis) (council officers & staff out)
February 15	Deadline for New Member Paperwork packet
February 21	FOUNDERS DAY (1pm – Ritual Room)
February 26	All Presidents Meeting (6pm – Ritual Room)
March 12	Comet Sing (7pm – SSA Auditorium)
March 14	FOUNDERS DAY **(**1pm – Ritual Room)
March 18-24	**No Classes- SPRING BREAK**
March 26	All Presidents Meeting (6-7pm – Ritual Room)
March 31	Deadline for New members to complete FSL 101 online
April 1-6	**GREEK WEEK**
April 6	GREEK AWARDS (3pm – Galaxy Rooms)
April 11	"It's on Us" spring event (11am- Galaxy Rooms)
April 18	FOUNDERS DAY **(**1pm – Ritual Room)
April 23	All Presidents Meeting and Advisor Dinner (7pm –Ritual Room)
April 30	FSL Chapter Transition training**- For new chapter officers (**6pm-9pm – Ritual Room)
May 2	Deadline for all New Member Presentations/Probates
May 3	**Last day of Classes**- All Philanthropy $ and Service Hour Totals are due to Daniel.hernandez2@utdallas.edu
May 6-11	**Finals**

2019 Freshman Summer Orientations:

Thursday, May 30 – Friday, May 31
Thursday, June 6 – Friday, June 7
Monday, June 10 – Tuesday, June 11
Thursday, June 13 – Friday, June 14
Thursday, June 20 – Friday, June 21
Monday, June 24 – Tuesday, June 25
Thursday, June 27 – Friday, June 28
Thursday, August 8 – Friday, August 9

Notes

Notes

Notes

Notes

Notes

Officer Transition Retreat Guide

Successful chapters have successful officer transitions. Great transitions ensure shorter learning curves and better chapter performance. In addition to winning practices of fraternity/sorority leadership, these retreats should build team cohesion among the executive committee members and define the future desired state of being. This effort will allow the executive committee to develop an action plan, identify responsibilities for execution, and provide a guide to follow-through to achieving the vision. The following illustrates steps to an effective officer transition.

Planning the Retreat

Who should plan the retreat?

- Retreats are often more effective when a person who is not a member of the undergraduate chapter runs the retreat. A volunteer, faculty member, Headquarter staff, or member of the university staff may be better suited to facilitate than an undergraduate. Whoever is selected, it should be clear that there is one facilitator controlling the agenda and presiding over the business of the retreat.
- The outgoing president should be responsible for logistics and making sure everyone attends

Who should attend?

- All new and outgoing executive board members should attend as a basic expectation of the office
- Volunteers should be encouraged to attend
    - This is a great opportunity for volunteers to mentor undergraduates
- Invite the university Greek Advisor for a portion of the retreat. (The best chapters have good relations with the university)

Where the retreat should be held?

- Retreats should to be held at a location that is free from distractions so the sole focus is the retreat
    - Outside the chapter house is ideal (on campus or at the volunteer's home)
    - *Checking email, text messaging and phone calls should be prohibited*

When should the retreat be held?

- Plan two executive officer retreats annually
    - Transition Retreat - Held immediately after elections. Set the date prior to elections and require as a condition for taking office
    - Mid-Term Retreat – Held midway through the executive board's term, ideally right before the beginning of the new semester. Review goals and amend budgets and calendar

Supplies

- Pen & paper
- Markers, flip chart and easel (better than white/chalk board for record keeping)
- Masking tape
- University calendar and Leadership Continuum dates (EDGE and CLA)
- Past goal documents (chapter and individual)
- Recruitment and development Plans
- Frisbee, football, or similar recreational activity
- Copies of chapter budget and calendar

Handouts (Appendix)

- Appendix A – Pre-Retreat incoming questionnaire
- Appendix B – Pre-Retreat outgoing questionnaire
- Appendix C – SMART Goals
- Appendix D – Chapter goals handout
- Appendix E – Individual goals handout

The Retreat

Sample Schedule

10 - 30 min. **Introductions** *(This is important if volunteers or guests are present)*

10 - 30 min. **Ice Breaker & Team Builder**

- Use one that requires participants to move around and talk to one another

10 - 20 min. **Identify Retreat Outcomes**

- Create a list of action items the group needs to accomplish during the retreat

15 - 30 min. **"State of the Chapter"**

- Have everyone, undergrads and volunteers alike, answer the following questions.
  - "List three things the chapter does well"
  - "List three areas where the chapter could improve"
  - "List three obstacles the chapter needs to overcome to reach it's goals"

1 - 3 hr. **Old & New Officer Transition *(Volunteer/mentor included if present)***

- Outgoing officers should hand over all notebooks, supplies, and resources
- Complete or review the Pre-Retreat Questionnaires (*Appendix A & B*)
- Review job description and expectations documents

1 hr. **Working Lunch (Continue Officer One-on-One)**

- Excuse outgoing officers after lunch

15 – 45 min. **University Expectations**

- Review University Policies
  - Development requirements, risk management procedures… etc.
  - Ask the Greek Advisor to come speak on these issues

1 - 2 hr. **Executive Position Goals**

- Each executive position should set three to five SMART goals for the upcoming year
  - Provide SMART goals handout (*Appendix C*)
  - Handout individual goals worksheet (Appendix E)

1 -2 hr. **Chapter Goal Setting**

- Set three to five chapter SMART goals.
  - Provide SMART goals handout (*Appendix C*)
  - Handout chapter goals worksheet (Appendix D)
- Use the "State of the Chapter" exercise as a reference for goal setting

1 -2 hr. **Recruitment Plan**

- Update Recruitment Plan (should have yearly plan)

1 -2 hr. **Review Semester Budget and Calendar**

15 -30 min. **Review Retreat Outcomes and Takeaways**

1-2 hr. **Group Dinner or BBQ**

Retreat Follow-Up

Hold an All-Chapter Retreat (volunteer attendance is important)

- Gain buy-in for chapter goals (They must become the chapter's goals)
    - Post the goals around the chapter facility
- Host a recruitment workshop
- Review the chapter budget
- Distribute the chapter calendar
- Follow the chapter retreat with a brotherhood event
    - Go to the lake or beach, have a BBQ, go camping, paintball, Frisbee, golf…etc.

Executive Committee Follow up

- The chapter president should schedule weekly follow up meetings with each officer to review individual goals and progress
- Review chapter goals at each executive board meeting
- Setup a review retreat six months after the initial retreat. Schedule it before the semester/trimester begins.
    - Evaluate goals, update the budget, prepare calendar and update the recruitment plan

Appendix A

Incoming Officer Pre-Retreat Questionnaire

Bring this completed form to the officer transition retreat.

Name_____Office_____

What are you looking forward to most about your new position?

What are you looking forward to least about your new position?

What did you like about the job your predecessor did?

How do you see yourself improving the position?

What skills will you need to be a successful leader and officer?

What obstacles will you have to overcome to be successful?

*****Prepare a list of questions for the outgoing officer that he can answer at the transition retreat.***

Outgoing Officer Pre-Retreat Questionnaire

Bring this completed form to the officer transition retreat

Name_____Office_____

What do you wish you had known before taking this position?

What were you successful at this year?

Where could you have improved?

What recommendation do you have for the next officer?

What did you want to achieve in this position but were unable accomplish?

What was the best part about holding this office?

*****Prepare any resources that need to be passed onto the incoming officer BEFORE the transition retreat.***

Creating SMART Goals

From Paul J. Meyer's "Attitude Is Everything"

http://www.topachievement.com/smart.html

Specific — A specific goal has a much greater chance of being accomplished than a general goal. To set a specific goal, you must answer the six "W" questions:

Who?	Who is involved
What?	What do I want to accomplish
Where?	Identify a location
When?	Establish a time frame
Which?	Identify requirements and constraints
Why?	Specific reasons, purpose of benefits of accomplishing the goal

Measurable — Establish concrete criteria for measuring progress toward the attainment of each goal you set. When you measure your progress, you stay on track, reach your target dates, and experience the exhilaration of achievement that spurs you on to continued effort required to reach your goal.

To determine if your goal is measurable, ask questions such as: How much? How many? How will I know when it is accomplished?

Attainable — When you identify goals that are most important to you, you begin to figure out ways you can make them come true. You develop the attitudes, abilities, skills, and financial capacity to reach them. You begin seeing previously overlooked opportunities to bring yourself closer to the achievement of your goals.

You can attain most any goal you set when you plan your steps wisely and establish a time frame that allows you to carry out those steps. Goals that may have seemed far away and out of reach eventually move closer and become attainable, not because your goals shrink, but because you grow and expand to match them. When you list your goals you build your self-image. You see yourself as worthy of these goals, and develop the traits and personality that allow you to possess them.

Realistic — To be realistic, a goal must represent an objective toward which you are both *willing* and *able* to work. A goal can be both high and realistic. You are the only one who can decide just how high your goal should be, but be sure that every goal represents substantial progress. A high goal is frequently easier to reach than a low one because a low goal exerts low motivational force. Some of the hardest jobs you ever accomplished actually seem easy simply because they were a labor of love.

Your goal is probably realistic if you truly *believe* that it can be accomplished. Additional ways to know if your goal is realistic is to determine if you have accomplished anything similar in the past, or ask yourself what conditions would have to exist to accomplish this goal.

Tangible — A goal is tangible when you can experience it with one of the senses, that is, taste, touch, smell, sight or hearing. When your goal is tangible, or when you tie a tangible goal to an intangible goal, you have a better chance of making it specific and measurable and thus attainable.

Intangible goals are your goals for the internal changes required to reach more tangible goals. They are the personality characteristics and the behavior patterns you must develop to pave the way to success in your career or for reaching some other long-term goal. Since intangible goals are vital for improving your effectiveness, give close attention to *tangible* ways for measuring them.

Good Example: The chapter will reach the Phi Beta Kappa Wheelhouse this spring with a 3.15 GPA by raising its minimum GPA standard to 2.8 at the January retreat and recruiting a Faculty Fellow to assist new members with their academics.

Poor Example: The chapter will improve its GPA.

Chapter "SMART" Goals

Appendix D

As an executive board, develop goals that the chapter will rally around. Focus on creating three main goals. This will allow the chapter to concentrate on execution.

Goals	
Goal One	
Goal Two	
Goal Three	
Long-Term Goal	

Use the questions below to expand on each of the goals above.	
What does the chapter want to accomplish?	
Who will be involved?	
Where will this take place?	
When will the goal be accomplished?	
How will the chapter measure progress and success?	
What are some requirements needed to achieve this goal?	
What are some potential obstacles that could stand in the way?	
Why is this goal important to the chapter?	
What benefits will the chapter receive by accomplishing this goal?	

Executive Position "SMART" Goals

Appendix E

Each executive board member should develop three goals that relate to their executive position or cabinet. Limit yourself to three main goals. This will allow you to concentrate on executing these goals.

Goals	
Goal One	
Goal Two	
Goal Three	

Use the questions below to expand on each of the goals above.	
What do you want to accomplish?	
Who will be involved?	
Where will this take place?	
When will your goal be accomplished?	
How will you measure your progress and success?	
What are some requirements needed to achieve this goal?	
What are some potential obstacles that could stand in your way?	
Why are you aimed at this specific goal?	
What benefits will you receive by accomplishing this goal?	

Transitioning Old and New Officers

Here is a simple list of items that should be in every officer's manual/packet:

Transition Packet

Must Haves

- Organization constitution and by-laws, policies, procedures, Officer Job Descriptions
- Current mission statement – the purpose of the organization
- How to work/communicate with the campus fraternity/sorority advisor
- How to work/communicate with volunteers and headquarters staff
- Pertinent Financial information
- Robert's Rules of Order

Office Specific Information

- "Words of Wisdom" to be passed from leader(s) or committee(s) to the next leader(s) or committee(s)
- Historical files
- Necessary supplies
- Required paperwork with sample forms
- Notes on Specific Events/Functions
- Communication expectations

Office Vision Statement, Goals, and SMART Objectives
Visions, Goals, and Objectives created by the officer and his/her committee consistent with the organization's goals. SMART Objectives (Specific, Measurable, Attainable, Realistic, and Timely) to help new officers understand the status of goals as well.

Calendar of Key Events (based on the academic calendar)

- Critical institution dates
- Organizational dates
- Holidays
- Special events
- Past leadership team's calendar of events
- Predecessor's projected calendar for the coming year

Key Contact Lists (a "cheat sheet" of local and campus contacts by name, office, phone number and reason for contacting them)

- Direct alumni advisor(s)
- Campus and community resources
- Prior office holders
- Other people needed to support the officer
- Leadership Roster
- Membership Roster

Transition Process

Some leadership teams plan a full retreat with the old and new teams together; and then the outgoing officers leave for the new team to create their goals and plans for the year. Others structure or encourage one-on- one discussions between old and new officers. Some teams simply have informal conversations or a question/answer session around transition topics such as:

- What was your transition like when you took office? What did you wish was covered?
- How could you have been better prepared?
- If I could give one piece of advice to the new team, it would be_
- If I could do my year all over again I would ___

Incoming Officer Retreat Questionnaire

Bring this completed form to the officer transition retreat.

Name_____Position_____

What are you looking forward to most about your new position?

What are you looking forward to least about your new position?

What did you like about the job your predecessor did?

How do you see yourself improving the position?

What skills will you need to be a successful leader and officer?

What obstacles will you have to overcome to be successful?

Outgoing Officer Pre-Retreat Questionnaire

Bring this completed form to the officer transition retreat

Name_____Position_____

What do you wish you had known before taking this position?

What were you successful at this year?

Where could you have improved?

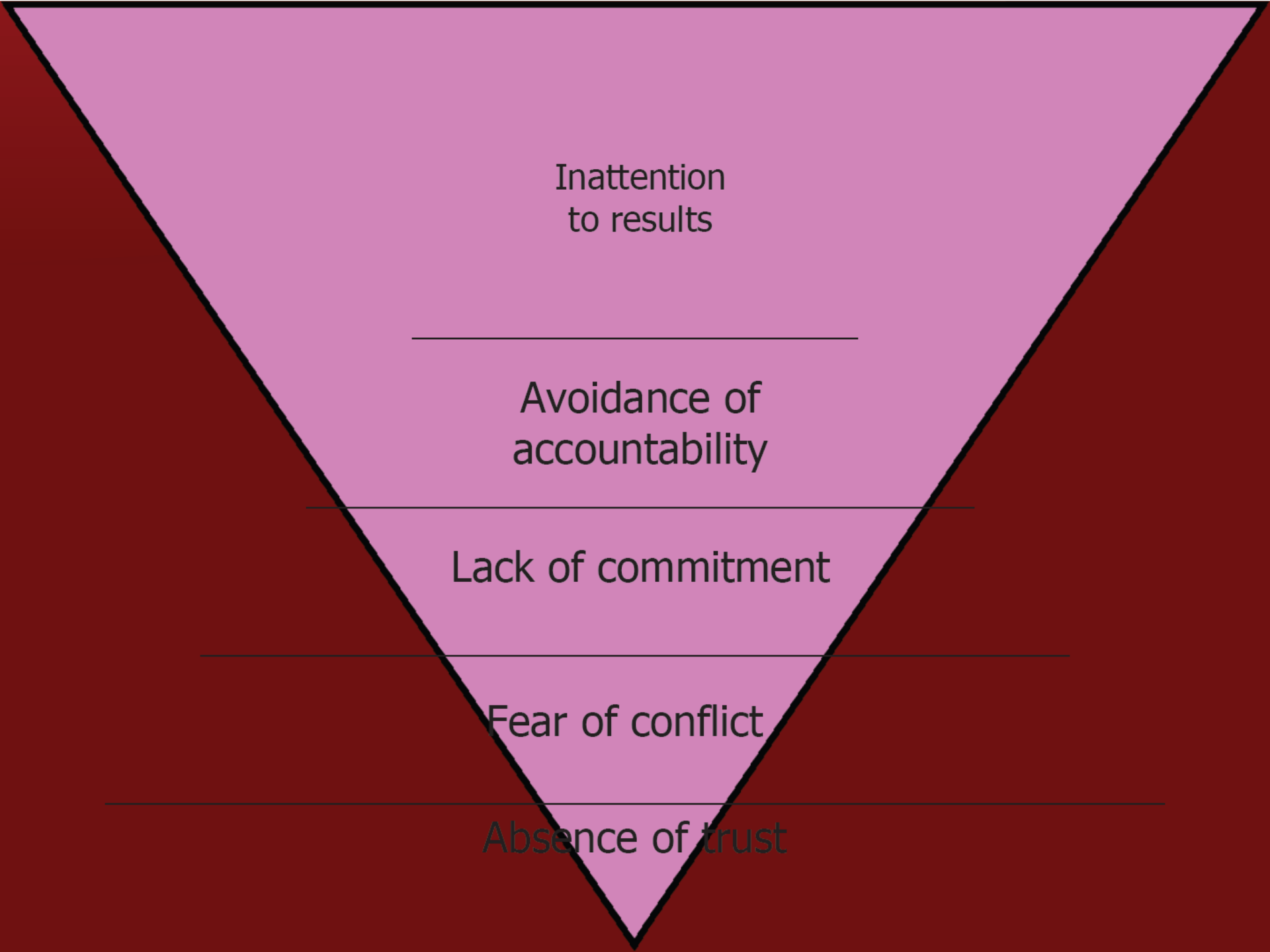
What recommendation do you have for the next officer?

What did you want to achieve in this position but were unable accomplish?

What was the best part about holding this office?

The Five Dysfunctions of a Team

What do I need to do and to avoid in order to get the most out of my team?


Inattention
to results
Avoidance of
accountability
Lack of commitment
Fear of conflict
Absence of trust

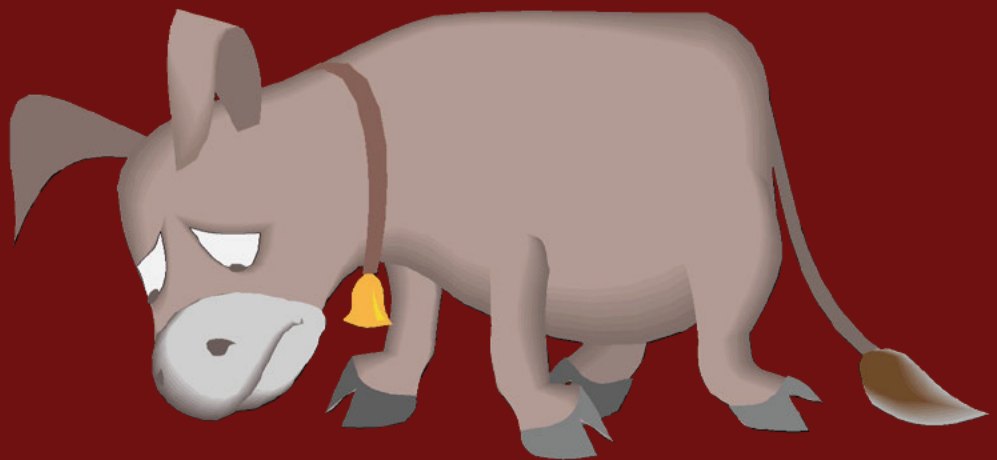
Absence of Trust

- We want to be invulnerable
- Therefore, we do not expose our weaknesses
- Thus, we are not honest

- It is impossible to build trust without honesty
- In many cases, we are almost conditioned to "keep our guard up"
- In our society exposing weakness is frowned upon

What happens when there is an absence of trust?

Low Morale



How do we go about building trust in a team setting?

- Personal histories exercise
- Team effectiveness exercise
  - Single most important contribution
  - One area they must change or eliminate for the good of the team
- Personality and behavioral preference profiles
  - Who are we?
  - Why do we do what we do?
- 360 Degree Feedback
- Experiential team exercises



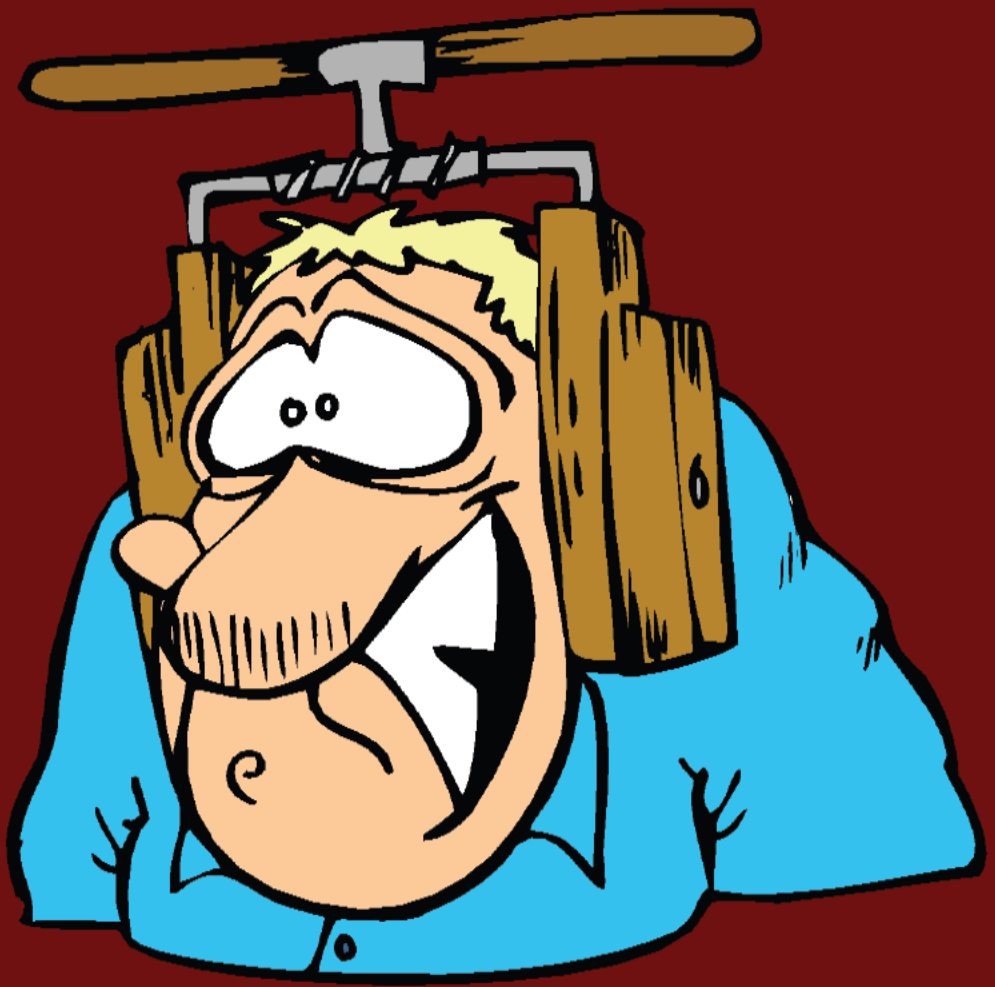
What must a leader do in this situation?

Display vulnerability first and make sure it is genuine.

Fear of Conflict

- If trust is not present, people will not engage one another
  - Artificial harmony
  - Important decisions will not be made
  - People become angry
- Conflict can be good
  - If it is ideologically based
  - If it avoids personality-focused, mean-spirited attacks
  - Teams generally avoid this to spare one another's feelings

This leads to increased tension!



How do we create good conflict?

- Mining
  - Extract buried disagreements and shed light on them
  - Call out sensitive issues and force team to work through them
- Real-time permission
  - When people appear to be uncomfortable, let them know that what they are doing is good



What must a leader do in this situation?

A leader must allow conflict to take place. A leader should model appropriate conflict behavior and allow resolution to occur naturally.

Lack of Commitment

- People become ambiguous
- People will not buy-in if they do not have an opportunity to weigh-in
- Failure to achieve buy-in from the "first team" filters down
- The two greatest causes are:
  - Desire for consensus
  - The need for certainty

Desire for consensus

- Complete agreement is often not possible, but buy-in is always possible
- Reasonable people do not need to "get their way" in order to support a decision, but they do need to have their opinion or option considered
- You must consider all opinions
- If your group is at an impasse, the leader makes the call

The need for certainty

- A decision is better than no decision
- Waffling is worse than making a bold decision that later proves to be wrong
- You can always change course
- Delaying decisions leads to paralysis and loss of confidence

How do we go about getting people to commit?

- Cascading messaging
  - Review key decisions
  - Agree on what needs to be communicated
- Deadlines
  - Ensures that misalignment is identified and addressed
- Contingency and worse-case scenario analysis
  - Reduces fears
  - Illustrates that bad decisions are "survivable"
- Low risk exposure therapy
  - Force your team to make decisions



What must a leader do in this situation?

A leader must be comfortable making a decision that turns out to be wrong. A leader must push the group for closure around issues and adherence to schedule.

Avoidance of Accountability

- People do this to avoid uncomfortable situations
- This is really difficult in peer-to-peer situations
- No buy-in, no accountability
- You need team members willing to call their peers on performance or behaviors that might hurt the team
- The closer the team members, the greater the danger

How do we foster accountability?

- Publicize your goals and standards
  - Provides clarity about what is expected
  - Eliminates ambiguity
- Simple and regular progress reviews
  - Are we on the right track?
  - Allows people to get back on track
- Team rewards
  - This assists in creating a culture of accountability
  - Team members are more likely to speak up



What must a leader do in this situation?

A leader must encourage and allow the team to be the first and primary accountability mechanism. However, a leader must be willing to serve as the ultimate arbiter of discipline when the team fails.

Inattention to Results

- Ego and status get in the way
  - Doing "our job" is not enough
  - Being part of the team is not enough
- Goals are not common
- Negative language
  - Use we and us instead of you and I
- Politics
  - Foster an environment where people can say what they think
- Lack of focus
  - A laser-like focus on the objectives and outcomes is required or people revert to individual status or a "just happy to be here" attitude

How do we get our team's focus on results?

- Public declaration of results
  - Sometimes saying we will do our best is preparing for failure
  - What do we intend to do?
- Results-based rewards
  - No credit for trying hard



What must a leader do in this situation?

A leader must set the tone for a focus on results. If the team senses that the leader values anything other than results, they will do the same.

CHAT-A-TINI ORG icebreaker

If you were given $200 and a day to yourself what would you do?
Describe your ideal vacation.
What's your favorite thing to do with your kids?
What's the hardest part of your day?
Describe one of your favorite things about your house.
If you won two free plane tickets where would you go and who would you take?
Describe something your husband does that drives you crazy.
Describe a time when you felt very successful.
Describe a habit you have that you've tried to break more than 5 times.
Describe something you admire about your mother.
Did you ever sneak out or cut class as a teenager? Describe.
If you could change one thing about your daily life, what would it be?
What's your favorite meal?
When you've had one of those days, what's your favorite way to relax?
How did your husband propose?
Describe your prom dress.
If you were on Fear Factor, what wouldn't you do for $50,000?

Describe your favorite outfit.
What course do you wish you'd taken in college?
What celebrity annoys you the most?
What's your favorite romantic movie scene from your teenage years?
What has surprised you about motherhood?
If you could spend a weekend in a Bed & Breakfast on the beach or in a fabulous hotel in Times Square which would you choose?
Are there any TV shows or movies that you're embarrassed to admit you watch?
Describe something your parents did that you won't do with your kids.
What skill do you hope to learn in the next two years?
Describe one of your favorite childhood memories.
Describe one of your husband's best traits.
What movie have you watched more than 5 times?
Do you have a song that always brings back a certain memory? Describe.
If you could inherit any talent, what would it be?
If you were in a Doctor's office and had your choice between Newsweek, In Style, Parenting, O, or Family Fun, which would you choose?
What skill do you posses that you hope your kids inherit?

If you had to choose between going through labor again or two months of pregnancy, which would you choose?
What's your ideal Valentine's gift from your husband?
If you could have a $500 gift card to any store, which would you choose?
Describe one of your most awkward moments.
What's the best part of your day?
If you won a makeover in a contest and got to choose one person to be made-over with, who would you choose?
If you could be a contestant on a reality show, which would it be and why?
What's your favorite way to spend your free time?
What habits do you have that annoy your spouse?
Describe yourself 10 years from now.
Describe a moment when you felt like your kids really loved you.
If your 12 year-old self saw you now, what would she be surprised at?
Describe one of your weird fears or paranoia's.
Describe your first kiss.
Were you ever grounded as a teenager? If so, what happened? If not, what did you get away with that would have merited a grounding?
If you could spend a whole, kid-free day with your friend, your spouse, or your Mom, which would you pick?
What scared you the most about getting married?

CHAT-A-TINI ORG icebreaker

What's your favorite junk food indulgence?

GOAL SETTING WORKSHEET

Core Area

_____

Goal or Action

_____

Strategy

_____

Resources/Needed

_____

Date Due

_____

Why this goal?

_____

From: Smith, Amanda
Sent: Tuesday, September 23, 2025 8:38 AM
To: Saberre, Kevin
Subject: FW: [Maxient] IR #00021756 Hazing - Sirius Hall - 09/17/2025
Attachments: IR00021756.pdf

Follow Up Flag: Follow up
Flag Status: Completed

From: Maxient System <notifications@maxient.com>
Date: Tuesday, September 23, 2025 at 8:21 AM
To: Smith, Amanda <amanda.smith@utdallas.edu>
Subject: [Maxient] IR #00021756 Hazing - Sirius Hall - 09/17/2025

#00021756
Primary recipient (awaiting your action in Maxient)

Reporting Form for Hazing Violations

Background Information

Hazing
Urgency of this report
Critical
Date of incident
2025-09-17
Time of incident

Location of incident
Sirius Hall

Involved Parties

Kappa Sigma ()

Questions

Please provide a detailed description of the incident/concern using specific concise, objective language.
I came across a deeply disturbing video on TikTok called Kappa Sigma pledge. The video shows a series of people who I know to be Kappa Sigma pledges knocking on doors of female students living in the dorms and asking if they would like to "kiss or slap" and it shows the pledges being slapped, some extremely hard. This will eventually escalate into more aggressive violence as well as the fact that is taking place on campus means it is imperative for UTD to stop this

Was anyone injured?
Yes

Did anyone have to go to the doctor or hospital?
Don't Know

Was alcohol involved?
Don't Know

Were organization advisors/coaches present?
No

Were any organization leaders present?
Don't Know

We're there any witnesses? (list in the box below)
They are shown in the video. I do not know their names.

Did you witness the hazing?
Don't Know

Supporting Documentation

[redacted]

For added security, these links will expire in 10 days. The attachments will remain accessible when viewing the report within Maxient.

Submitted By

Your full name

Your position/title

Your email address

Your phone number

Your physical address

[UNAUTHENTICATED]

Routing Information

Primary recipient:
Amanda Smith (Associate Vice President for Student Affairs and Dean of Students)
Copied recipients:

- Gene Fitch
- als072000@utdallas.edu

- shaquelle.massey@utdallas.edu
- Daeshawn Lyles
- sean.payne@utdallas.edu
- lxs230022@utdallas.edu

Text msg recipients: None
Originating IP address: 76.187.192.77
Submitted through IR layout #3
Processed by routing rule #12. Routed to Amanda Smith, Associate Vice President for Student Affairs and Dean of Students.

University of Texas at Dallas
Reporting Form for Hazing Violations

Submitted on September 23, 2025 at 8:20:42 am CDT

Nature	**Hazing**
Urgency	**Critical**
Incident Date and Time	**2025-09-17**
Incident Location	**Sirius Hall**

Reported by
Name:
Title:
Email:
Phone
Address:

[UNAUTHENTICATED]

Involved Parties
Kappa Sigma ()

Questions
Please provide a detailed description of the incident/concern using specific concise, objective language.
I came across a deeply disturbing video on TikTok called Kappa Sigma pledge. The video shows a series of people who I know to be Kappa Sigma pledges knocking on doors of female students living in the dorms and asking if they would like to "kiss or slap" and it shows the pledges being slapped, some extremely hard. This will eventually escalate into more aggressive violence as well as the fact that is taking place on campus means it is imperative for UTD to stop this

Was anyone injured?
Yes

Did anyone have to go to the doctor or hospital?
Don't Know

Was alcohol involved?
Don't Know

Were organization advisors/coaches present?
No

Were any organization leaders present?
Don't Know

We're there any witnesses? (list in the box below)
They are shown in the video. I do not know their names.

Did you witness the hazing?
Don't Know

Attachments
[redacted]

Submitted from 76.187.192.77. Processed by routing rule #12. Routed to Amanda Smith, Associate Vice President for Student Affairs and Dean of Students.
Copies to: gene.fitch@utdallas.edu,als072000@utdallas.edu,shaquelle.massey@utdallas.edu,daeshawn.lyles@utdallas.edu,sean.payne@utdallas.edu,lxs230022@utdallas.edu,

From: Saberre, Kevin
Sent: Thursday, September 25, 2025 10:04 AM
To: Erika A McMillan; Glynnis E Swan; Erika McMillan; Sigma Mu
Subject: RE: RUSH FLYER
Attachments: FSL Interest Form(4).xlsx

Follow Up Flag: Follow up
Flag Status: Completed

Good morning

Attached is the interest form submissions as of today.

Best,

Kevin Saberre Jr.
Fraternity & Sorority Life - Director
The University of Texas at Dallas
(972) 883-6173|
Schedule Meeting: Book time with Saberre, Kevin

Office: Student Union 1.610 | Mailstop: SU 22
Student Affairs: You Belong Here.

From: Erika A McMillan <emac24@gmail.com>
Sent: Wednesday, September 24, 2025 11:53 PM
To: Saberre, Kevin <Kevin.Saberre@utdallas.edu>; Glynnis E Swan <glynnis.swan@gmail.com>; Erika McMillan <bgclub24@gmail.com>; Sigma Mu <sigmamudeltasmi@gmail.com>
Subject: RUSH FLYER

Kevin we finally received approval. Will you please print flyers and post EVERYWHERE and place it on the tv media ASAP. If you know of any ladies please make sure they get the information? Thank you in advance for all that you do. See you or Adam Monday for RUSH and again on Tuesday.



Ms. Erika "EMAC" McMillan

From: Saberre, Kevin
Sent: Wednesday, September 24, 2025 1:47 PM
To: Joiner, Adam
Subject: Fwd: Box-A-Thon

Follow Up Flag: Follow up
Flag Status: Completed

Sent from my iPhone

Begin forwarded message:

From: "Saberre, Kevin" <Kevin.Saberre@utdallas.edu>
Date: September 24, 2025 at 12:53:54 PM CDT
To: [redacted]
Subject: Fwd: Box-A-Thon

Fill this out today.

Sent from my iPhone

Begin forwarded message:

From: "Saberre, Kevin" </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=9AEADA01265A4845BF543FCAB4039D7C-1000490519>
Date: July 30, 2025 at 10:29:00 AM CDT
Subject: RE: Box-A-Thon

Hey [redacted]

For Box-a-thon you have to remember that per university regulations from the Dean of Students office you won't be able to hold the event with 24-hour access and an interior structure (a box you can stay inside of), as it doesn't align with the university's policy on general exhibits and expression. However, the event can still happen—there are a few options for adapting it to fit within the guidelines.

Here are a few possibilities for you to consider:

1. **Off-campus Option:** You can inquire with Northside (or another off-campus location) to see if they would allow you to hold the event there however you want to do it. You could then place A-Frame posters and board signs around the area with event details and donation info, which would allow you to run the event as you've traditionally done.

2. **SU Plinth & Mall Option:** You can hold the event on the SU Plinth & Mall by reserving the Mall & Plinth on the Unions reservation website (here), but the structure would need to be adjusted. You'd need to make it a canopy structure (no interior space for gathering and no door). You would also need to end the event at 11pm (with approval), and then either leave the structure overnight or take it down and set it up again the next morning.

3. **Indoor Option:** If you're interested in holding the event indoors, you could request permission from an academic building to keep the structure up 24/7.

Once you decide which option works best for your team, please submit the general exhibit request form for approval. You can find the form [here]. If you have any questions along the way, feel free to reach out!

Additionally, if you choose to go with the option of building a structure that is sealed (so no one can enter) and leaving it free-standing, please be sure to include the following in the "question" section of the form:

1. A description of the sealed box structure (12ft x 12ft x 8ft), made of wood, craft paper, and stretch wrap, with no entrance/exit.
2. Acknowledgment that the structure will be left unattended overnight and that the chapter is responsible for any issues that arise during the overnight hours.
3. A note that the area will be vacated by midnight, and the event will not start again until 8am the next morning.
4. If the structure is left overnight, UTD will not be responsible for it, or alternatively, the chapter will take the structure down each night and bring it back in the morning.

Once you submit the reservation & the dean of students general exhibit form it will be reviewed for approval. Please don't hesitate to reach out if you need any clarification or have further questions.

Best,

Kevin Saberre Jr.
Fraternity & Sorority Life - Director
The University of Texas at Dallas
(972) 883-6173|
Schedule Meeting: Book time with Saberre, Kevin

Office: Student Union 1.610 | Mailstop: SU 22
Student Affairs: You Belong Here.

From: [redacted]
Sent: Tuesday, July 22, 2025 4:47 PM
To: Saberre, Kevin <Kevin.Saberre@utdallas.edu>
Subject: Box-A-Thon

I was talking to the brothers and they mentioned there being a lot of paperwork for Box-A-Thon. I just wanted to get started early on that work so we're ready when the semester rolls around. What information should I know about the plinth event before I make a booking?
Thanks for your time again Kevin!

From: Saberre, Kevin
Sent: Wednesday, September 24, 2025 12:54 PM
To: [redacted]
Subject: Fwd: Box-A-Thon

Follow Up Flag: Follow up
Flag Status: Completed

Fill this out today.

Sent from my iPhone

Begin forwarded message:

From: "Saberre, Kevin" </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=9AEADA01265A4845BF543FCAB4039D7C-1000490519>
Date: July 30, 2025 at 10:29:00 AM CDT
Subject: RE: Box-A-Thon

Hey [redacted]

For Box-a-thon you have to remember that per university regulations from the Dean of Students office you won't be able to hold the event with 24-hour access and an interior structure (a box you can stay inside of), as it doesn't align with the university's policy on general exhibits and expression. However, the event can still happen—there are a few options for adapting it to fit within the guidelines.

Here are a few possibilities for you to consider:

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2. **SU Plinth & Mall Option:** You can hold the event on the SU Plinth & Mall by reserving the Mall & Plinth on the Unions reservation website (here), but the structure would need to be adjusted. You'd need to make it a canopy structure (no interior space for gathering and no door). You would also need to end the event at 11pm (with approval), and then either leave the structure overnight or take it down and set it up again the next morning.

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Once you submit the reservation & the dean of students general exhibit form it will be reviewed for approval. Please don't hesitate to reach out if you need any clarification or have further questions.

Best,

Kevin Saberre Jr.
Fraternity & Sorority Life - Director
The University of Texas at Dallas
(972) 883-6173|
Schedule Meeting: Book time with Saberre, Kevin

Office: Student Union 1.610 | Mailstop: SU 22
Student Affairs: You Belong Here.

From: [redacted]
Sent: Tuesday, July 22, 2025 4:47 PM
To: Saberre, Kevin <Kevin.Saberre@utdallas.edu>
Subject: Box-A-Thon

I was talking to the brothers and they mentioned there being a lot of paperwork for Box-A-Thon. I just wanted to get started early on that work so we're ready when the semester rolls around. What information should I know about the plinth event before I make a booking?
Thanks for your time again Kevin!

From: Joiner, Adam
Sent: Wednesday, September 24, 2025 3:44 PM
To: [redacted]
Cc: Saberre, Kevin; [redacted]
Subject: Lunch with Dr. Fitch - 11:30am in SSA 12.471

Follow Up Flag: Follow up
Flag Status: Completed

Good afternoon, [redacted]

Thank you so much for stepping up to come to the lunch tomorrow!

Here are some talking points for the lunch:

- Go over the Recruitment Numbers:
    i. Recruitment by the numbers
        1. Registered: 174
        2. Eligible: 167
        3. Ineligible: 7
        4. PNMs with Multiple Bids: 7
        5. No Show on Bid Day (who received bids): 44
        6. Bids Accepted: 123
        7. No Bid-on-Bid Day: 50
- Talk about the change to bid day from the Plinth to the Multipurpose Fields - Changed it to more of a tailgating atmosphere
- Go over Dyeislife event and how that went
- Elected a new IFC executive board member
- Going to start planning 2026 IFC Recruitment
- Currently looking at the constitution and bylaw changes

I have CC'd Kevin to see if I missed anything.

Lunch will be in SSA 12.471 at 11:30am!

Best,

Adam

Adam Joiner
Fraternity & Sorority Life - Assistant Director
The University of Texas at Dallas
(972) 883-6367
Schedule Meeting: Book time with Joiner, Adam
Office: Student Union 1.610A | Mailstop: SU 22
Student Affairs: You Belong Here.

From: Saberre, Kevin
Sent: Wednesday, September 24, 2025 1:47 PM
To: Joiner, Adam
Subject: Fwd: Box-A-Thon

Follow Up Flag: Follow up
Flag Status: Completed

Sent from my iPhone

Begin forwarded message:

From: "Saberre, Kevin" <Kevin.Saberre@utdallas.edu>
Date: September 24, 2025 at 12:53:54 PM CDT
To: [redacted]
Subject: Fwd: Box-A-Thon

Fill this out today.

Sent from my iPhone

Begin forwarded message:

From: "Saberre, Kevin" </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=9AEADA01265A4845BF543FCAB4039D7C-1000490519>
Date: July 30, 2025 at 10:29:00 AM CDT
Subject: RE: Box-A-Thon

Hey [redacted]

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2. **SU Plinth & Mall Option:** You can hold the event on the SU Plinth & Mall by reserving the Mall & Plinth on the Unions reservation website (here), but the structure would need to be adjusted. You'd need to make it a canopy structure (no interior space for gathering and no door). You would also need to end the event at 11pm (with approval), and then either leave the structure overnight or take it down and set it up again the next morning.

3. **Indoor Option:** If you're interested in holding the event indoors, you could request permission from an academic building to keep the structure up 24/7.

Once you decide which option works best for your team, please submit the general exhibit request form for approval. You can find the form [here]. If you have any questions along the way, feel free to reach out!

Additionally, if you choose to go with the option of building a structure that is sealed (so no one can enter) and leaving it free-standing, please be sure to include the following in the "question" section of the form:

1. A description of the sealed box structure (12ft x 12ft x 8ft), made of wood, craft paper, and stretch wrap, with no entrance/exit.
2. Acknowledgment that the structure will be left unattended overnight and that the chapter is responsible for any issues that arise during the overnight hours.
3. A note that the area will be vacated by midnight, and the event will not start again until 8am the next morning.
4. If the structure is left overnight, UTD will not be responsible for it, or alternatively, the chapter will take the structure down each night and bring it back in the morning.

Once you submit the reservation & the dean of students general exhibit form it will be reviewed for approval. Please don't hesitate to reach out if you need any clarification or have further questions.

Best,

Kevin Saberre Jr.
Fraternity & Sorority Life - Director
The University of Texas at Dallas
(972) 883-6173|
Schedule Meeting: Book time with Saberre, Kevin

Office: Student Union 1.610 | Mailstop: SU 22
Student Affairs: You Belong Here.

From: [redacted]
Sent: Tuesday, July 22, 2025 4:47 PM
To: Saberre, Kevin <Kevin.Saberre@utdallas.edu>
Subject: Box-A-Thon

I was talking to the brothers and they mentioned there being a lot of paperwork for Box-A-Thon. I just wanted to get started early on that work so we're ready when the semester rolls around. What information should I know about the plinth event before I make a booking?
Thanks for your time again Kevin!

From: Saberre, Kevin
Sent: Wednesday, September 24, 2025 12:54 PM
To: [redacted]
Subject: Fwd: Box-A-Thon

Follow Up Flag: Follow up
Flag Status: Completed

Fill this out today.

Sent from my iPhone

Begin forwarded message:

From: "Saberre, Kevin" </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=9AEADA01265A4845BF543FCAB4039D7C-1000490519>
Date: July 30, 2025 at 10:29:00 AM CDT
Subject: RE: Box-A-Thon

Hey [redacted]

For Box-a-thon you have to remember that per university regulations from the Dean of Students office you won't be able to hold the event with 24-hour access and an interior structure (a box you can stay inside of), as it doesn't align with the university's policy on general exhibits and expression. However, the event can still happen—there are a few options for adapting it to fit within the guidelines.

Here are a few possibilities for you to consider:

1. **Off-campus Option:** You can inquire with Northside (or another off-campus location) to see if they would allow you to hold the event there however you want to do it. You could then place A-Frame posters and board signs around the area with event details and donation info, which would allow you to run the event as you've traditionally done.

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Thanks for your time again Kevin!

System Event 9/23/2025 2:43 PM

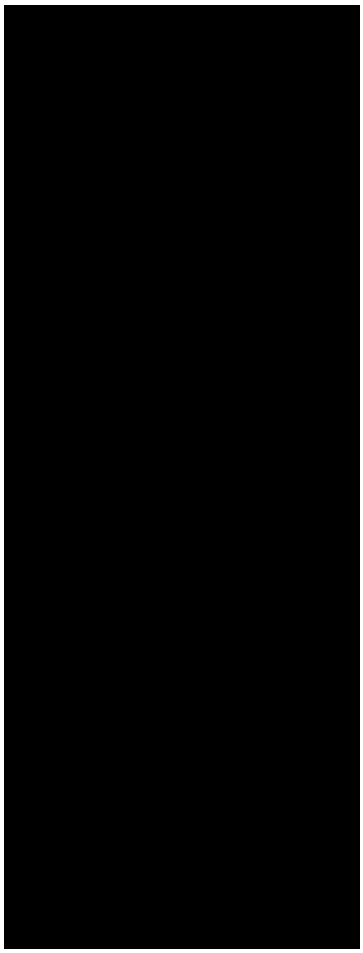
New member added and shared all chat history.

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/23/2025 2:43 PM

Kappa Sigma New Member compliance form, Kappa Sigma Recruitment interest form, Kappa Sigma Roster (Spring 2025)

Attachment: Kappa Sigma roster info. .xlsx
https://cometmail-my.sharepoint.com/personal/kms151030_utdallas_edu/Documents/Microsoft%20Teams%20Chat%20Files/Kappa%20Sigma%20roster%20info.%20.xlsx

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/23/2025 2:44 PM



[redacted]

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/23/2025 2:49 PM

Kappa Sigma Grade report (to compare the roster tab too)

Attachment: KS Grade Report.pdf

https://cometmail my.sharepoint.com/personal/kms151030_utdallas_edu/Documents/Microsoft%20Teams%20Chat%20Files/KS%20Grade%20Report.pdf

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/23/2025 1:34 PM

Can you send me Kappa Sig's bid list

Joiner, Adam Adam Joiner@UTDallas edu +like 9/23/2025 1:34 PM

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/23/2025 1:34 PM

There's a hazing allegation

Joiner, Adam <Adam.Joiner@UTDallas.edu> +like 9/23/2025 1:34 PM

"Joiner, Adam" <Adam.Joiner@UTDallas.edu> 9/23/2025 1:35 PM

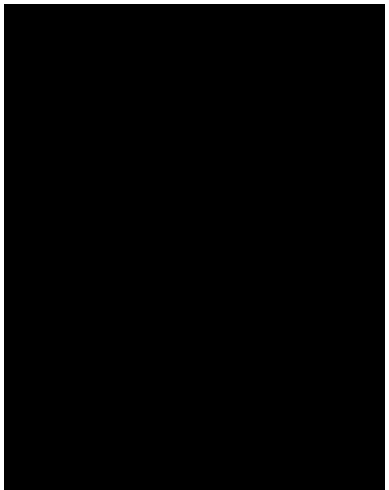
You got it. Just a heads up that he did not give me last names for a few and I'm still looking Net ID#'s

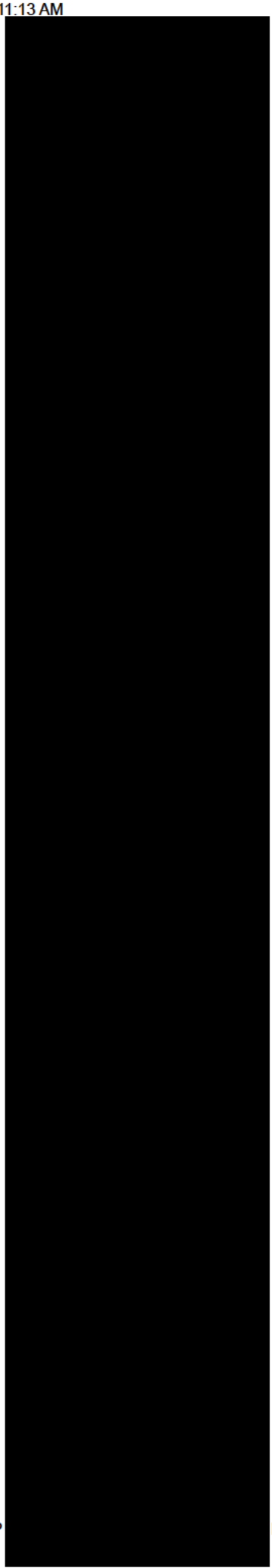
"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/23/2025 1:35 PM

Just send me what you got

Joiner, Adam Adam Joiner@UTDallas edu +like 9/23/2025 1:35 PM

"Joiner, Adam" <Adam.Joiner@UTDallas.edu> 9/23/2025 1:36 PM





[redacted]

This is what [redacted] sent me

"Joiner, Adam" <Adam.Joiner@UTDallas.edu> 9/23/2025 1:36 PM

Also, just an FYI [redacted] was found ineligible due to grades

Saberre, Kevin <Kevin.Saberre@utdallas.edu> +yes-tone3 9/23/2025 1:36 PM

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/23/2025 1:44 PM

Its a stupid pranks....

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/23/2025 1:44 PM

[redacted]

"Joiner, Adam" <Adam.Joiner@UTDallas.edu> 9/23/2025 1:45 PM

Thats hella dumb!

"Joiner, Adam" <Adam.Joiner@UTDallas.edu> 9/23/2025 1:45 PM

I don't understand this generation

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/23/2025 1:46 PM

but is it hazing??

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/23/2025 1:47 PM

Signs point to yes

"Joiner, Adam" <Adam.Joiner@UTDallas.edu> 9/23/2025 1:47 PM

I would agree. [redacted]

"Joiner, Adam" <Adam.Joiner@UTDallas.edu> 9/23/2025 1:47 PM

Actives arent doing it

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/23/2025 1:50 PM

that's my thought too

"Joiner, Adam" <Adam.Joiner@UTDallas.edu> 9/23/2025 1:51 PM

Yeah its a stupid way to get in trouble. Especially since they posted it on social media.

"Joiner, Adam" <Adam.Joiner@UTDallas.edu> 9/23/2025 1:51 PM

I have seen a lot more new members on tik tok doing dances and rapping to Ian

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/23/2025 1:58 PM

Ian?

"Joiner, Adam" <Adam.Joiner@UTDallas.edu> 9/23/2025 1:59 PM

Yup. Hold please

"Joiner, Adam" <Adam.Joiner@UTDallas.edu> 9/23/2025 1:59 PM

[redacted]

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/23/2025 5:18 PM

Not an expectations for you to check... but if you want ot know what events are happening look them up on Mazevo & Astra

Mazevo https://east.mymazevo.com/eventcalendar

Astra- https://www.aaiscloud.com/utxdallas/calendars/dailygridcalendar.aspx

Joiner, Adam <Adam.Joiner@UTDallas.edu> +like 9/23/2025 5:18 PM

"Joiner, Adam" <Adam.Joiner@UTDallas.edu> 9/23/2025 5:19 PM

Thanks for sharing the links. Yeah even though its not an expectation I probably should check it on occasion

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/23/2025 5:19 PM

Or just walk the Plinth... that's how I found out lol

Joiner, Adam <Adam.Joiner@UTDallas.edu> +laugh 9/23/2025 5:19 PM

"Joiner, Adam" <Adam.Joiner@UTDallas.edu> 9/23/2025 5:20 PM

Haha got it! That works too!

"Joiner, Adam" <Adam.Joiner@UTDallas.edu> 9/23/2025 7:51 PM

Here is the interest form for my dissertation: https://docs.google.com/forms/d/e/1FAIpQLSf8A_7b8HoU_v48V7jvf5Zt7cJRYn7UMnXOYo2kLrB_j5xM2g/viewform... Looking into the lived experiences of FSL professionals of color advising historically white organizations. I believe I brought this up last week and wanted to follow up

Saberre, Kevin <Kevin.Saberre@utdallas.edu> +yes-tone3 9/23/2025 7:52 PM

"Joiner, Adam" <Adam.Joiner@UTDallas.edu> 9/23/2025 7:57 PM

About to hop on the sports call with URec

Saberre, Kevin <Kevin.Saberre@utdallas.edu> +yes-tone3 9/23/2025 7:57 PM

"Smith, Amanda" <amanda.smith@utdallas.edu> 9/23/2025 1:24 PM

I need to see both of you asap

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/23/2025 1:24 PM

on my way

"Massey, Shaq" <Shaq.Massey@utdallas.edu> 9/23/2025 1:25 PM

Ok! I've been stuck on George Bush for 20min now. Pretty bad accident and we aren't moving.

"Smith, Amanda" <amanda.smith@utdallas.edu> 9/23/2025 1:42 PM

Shall I call Daeshawn up?

"Massey, Shaq" <Shaq.Massey@utdallas.edu> 9/23/2025 1:43 PM

I just parked. I'll be up shortly.

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/23/2025 5:08 PM

Kappa Sigma is doing their big philanthropy box a thon this week too. So there's a bunch of KS hanging out on the Plith everyday this week.

Massey, Shaq Shaq Massey@utdallas edu +like 9/23/2025 5:42 PM

Smith, Amanda <amanda.smith@utdallas.edu> +womanfacepalming 9/23/2025 7:53 PM

"Massey, Shaq" <Shaq.Massey@utdallas.edu> 9/24/2025 1:22 PM

Is Beta Chi's President still [redacted]

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/24/2025 1:28 PM

No. [redacted] I believe.

[redacted]

What they do?

"Massey, Shaq" <Shaq.Massey@utdallas.edu> 9/24/2025 1:29 PM

Cool. I am about to place them on an interim suspension. They have not completed their sanction requirement after I offered them an extension back in Feb.

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/24/2025 1:29 PM

It was setting up a wellness training right?

"Massey, Shaq" <Shaq.Massey@utdallas.edu> 9/24/2025 1:30 PM

Alcohol Awareness w/ Mckenzie

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/24/2025 1:30 PM

Bro. Saw ya boy number 2 slapped from KSig this morning walking in

Massey, Shaq Shaq Massey@utdallas edu +laugh 9/24/2025 1:31 PM

"Massey, Shaq" <Shaq.Massey@utdallas.edu> 9/24/2025 1:31 PM

I meet w/ the president this afternoon LOL

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/24/2025 1:44 PM

He was carrying the cooler for Box-a-thon. Definitely pledge

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/24/2025 5:23 PM

> **Massey, Shaq**
>
> I meet w/ the president this afternoon LOL

What time?

"Massey, Shaq" <Shaq.Massey@utdallas.edu> 9/24/2025 5:40 PM

3pm. He hasn’t opened the letter last I checked.

"Massey, Shaq" <Shaq.Massey@utdallas.edu> 9/24/2025 5:41 PM

I thought I messaged you and messaged Amanda lol.

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/24/2025 6:21 PM

Well they are gonna be pissed cause we had to shut down box-a-thon cause they forgot the expressive activity form

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/24/2025 6:21 PM

So he’s gonna be in a mood

"Massey, Shaq" <Shaq.Massey@utdallas.edu> 9/24/2025 6:21 PM

LMAO welp...

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/24/2025 6:22 PM

They were heated!!

Massey, Shaq <Shaq.Massey@utdallas.edu> +laugh 9/24/2025 6:23 PM

"Massey, Shaq" <Shaq.Massey@utdallas.edu> 9/24/2025 6:27 PM

He still has not opened the letter.

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/24/2025 6:29 PM

Welp lol. Did you reach out to the women?

"Massey, Shaq" <Shaq.Massey@utdallas.edu> 9/24/2025 6:29 PM

No I didn't. Once we figured out who the boys were, I decided to bring in the President first.

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/24/2025 6:31 PM

Okay. I still think they (women) are good to find out who in KS made the boys do it

Massey, Shaq Shaq Massey@utdallas edu +like 9/24/2025 6:39 PM

"Massey, Shaq" <Shaq.Massey@utdallas.edu> 9/24/2025 8:01 PM

Do you know who serves in a similar role to an ombudsman for staff on campus? Got someone asking me and I have no idea.

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/24/2025 8:02 PM

SHIT... i dunno lol... Tricia

Massey, Shaq <Shaq.Massey@utdallas.edu> +laugh 9/24/2025 8:02 PM

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/24/2025 8:02 PM

heck some days it might be you

Massey, Shaq Shaq Massey@utdallas edu +laugh 9/24/2025 8:02 PM

"Massey, Shaq" <Shaq.Massey@utdallas.edu> 9/24/2025 8:02 PM

That was my thought, but this person is staff in JSOM.

"Massey, Shaq" <Shaq.Massey@utdallas.edu> 9/24/2025 8:02 PM

They might just want to hit HR lowkey lol

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/24/2025 8:03 PM

hmmm... Daniel Hernandez lol

"Massey, Shaq" <Shaq.Massey@utdallas.edu> 9/24/2025 8:03 PM

Who is that? LOL

"Massey, Shaq" <Shaq.Massey@utdallas.edu> 9/24/2025 8:04 PM

Name sounds familiar

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/24/2025 8:04 PM

some guy I used to know

Massey, Shaq <Shaq.Massey@utdallas.edu> +laugh 9/24/2025 8:04 PM

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/24/2025 8:56 PM

Can Beta Chi have New Member meetings? they took 3 pledges

"Massey, Shaq" <Shaq.Massey@utdallas.edu> 9/24/2025 8:58 PM

My immediate response is no, they've had almost a year to satisfy their sanction requirement. But would that mean the 3 pledges would be dropped?

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/24/2025 8:59 PM

nah... just everything is delayed

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/24/2025 8:59 PM

I didnt read the letter... if they get the wellness thing done then they are good right?

Massey, Shaq <Shaq.Massey@utdallas.edu> +like 9/24/2025 8:59 PM

"Massey, Shaq" <Shaq.Massey@utdallas.edu> 9/24/2025 8:59 PM

Correct

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/24/2025 8:59 PM

then okay... full ban on everything

"Massey, Shaq" <Shaq.Massey@utdallas.edu> 9/24/2025 9:00 PM

Yessssir! Full ban on everything. Aint no New Member Meeting

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/24/2025 9:00 PM

Bet

"Saberre, Kevin" <Kevin.Saberre@utdallas.edu> 9/23/2025 2:22 PM

[redacted]

Payne, Sean Kelly Sean Payne@UTDallas edu +like 9/23/2025 2:24 PM