On February 4, 2015, Dr. William Watkins, Vice President for Student Affairs and Dean of Students, established the New Member Intake Review Committee. This committee was charged with the goal of establishing a concrete set of recommendations to California State University, Northridge (CSUN) that would articulate a shared set of guidelines for all fraternity and sorority organizations to adhere to in order to reduce the potential for hazing and improve the overall quality of the new member recruitment and intake process.

The establishment of this committee follows an unprecedented and challenging time for fraternity and sorority organizations here at CSUN. As student leaders, we came to the realization that there needs to be a culture shift among our peers and within the fraternity and sorority community in order to affect lasting change and end hazing behaviors. To do this, we need a return to our fundamental tenets within the Greek community, as some individuals within our community have drifted from their organization’s core values. Core values such as respect, dignity, leadership and service to our communities; values that should never be associated with behaviors that potentially harm or humiliate another person under the guise of belonging, ritual or tradition.

In essence, we believe that the root of the issue lies in an outdated view of what it means to be a fraternity or sorority member. It is our belief that if all organizations return to the core values upon which they were founded, and continually challenge one another to question any behavior that may appear to be hazing, we can affect a tremendous and positive change within the Greek culture here at CSUN. As such, the fundamental goal of our work has been to produce a set of recommendations that will help all fraternity and sorority organizations to remain values based and to continually foster a values-driven Greek community culture.

At the core of these recommendations you will find an emphasis on personal accountability. We need to empower ourselves and our fellow brothers and sisters to make the right decisions throughout their fraternity and sorority experience. Clearly articulating expectations and guidelines while providing multiple pathways to access information and resources have and continue to be important steps in this process. Similarly, our continuing efforts must focus on facilitating a culture of transparency, fostering multiple opportunities for open and honest dialogue and reflection, and equipping members with the tools that will empower them to challenge and bring light to concerning behaviors so that true change can occur within our community. Our recommendations also emphasize organizational accountability, with a focus on chapter programs and activities related to new member educational activities, as well as increased transparency related to both achievements and infractions among our fraternities and sororities.

Our Process:

The CSUN New Member Intake Review Committee is comprised of fraternity and sorority student leaders, alumni, advisors, university staff and national fraternity and sorority organization representatives. To accomplish our goals, the committee began by reviewing several ideas and suggested areas of focus developed by fraternity and sorority community leaders at the 2015 Greek Retreat. Over the following 12 weeks, the committee met to further research, share and discuss best practices in order to identify an initial set of recommendations that accomplish the charge given to us. On March 26, 2015, the committee hosted a Town Hall Meeting that was open to all members of CSUN’s fraternity and sorority community. An estimated 200 students were in attendance and actively provided their reactions, comments and suggested modifications to
these recommendations. Information shared at the Town Hall was also provided to all fraternity and sorority chapter presidents, along with their organization advisors, for further comment and feedback.

Taking into consideration our research, discussion and reflection, and feedback provided by our peers within the fraternity and sorority community, the committee finalized a set of recommendations as described herein. A subset of committee members then further vetted the partnerships, processes, programs and activities embedded within these recommendations as compared to a nationally recognized model for hazing prevention as articulated by the Novak Institute for Hazing Prevention, a signature program of HazingPrevention.Org. They found that our process and recommendations are in strong alignment with the Institute’s core principles and prevention framework.

Our Recommendations:

The committee now formally recommends the attached set of guidelines that we feel will advance the CSUN fraternity and sorority community and empower students to help eradicate the potential for hazing at CSUN. It is our profound hope and expectation that this set of recommendations will enable and empower CSUN students to live their fraternity and sorority organizational values and achieve the high standards of Greek life of which we know they are capable. The committee would also like to express appreciation to Dr. Shelley Ruelas-Bischoff, Associate Vice President for Student Life, and Mr. Patrick Bailey, Director for the Office of Student Involvement and Development, for their support and assistance in drafting the committee’s final recommendations.

Sincerely,

Joshua Stepakoff,
Interfraternity Council President
Committee Co-Chair

Date

Ashley Mendez,
Panhellenic President
Committee Co-Chair

Date

Committee Members:

Nicole Kucera, Alpha Xi Delta Sorority President
Eric Selph, Sigma Alpha Epsilon Fraternity President
Brandon Osmak, Tau Omega Rho Fraternity President
Audrey Ponce, United Sorority & Fraternity Council President
Susan Dickman, Delta Delta Delta Sorority University Advisor
Lionel Lawrence, National Pan-Hellenic Council Co-Advisor
Jordan Wu, Sigma Nu Fraternity Vice Regent (National Board Member)
Dr. Jamison Keller, Fraternity and Sorority Coordinator, Ex-Officio
Vicki Allen, Assistant Director, Matador Involvement Center, Ex-Officio
Patrick Bailey, Director, Office of Student Involvement & Development, Ex-Officio
Dr. Shelley Ruelas-Bischoff, Associate Vice President, Student Life, Ex-Officio
**New Member Intake Recommendations and Guidelines for Fraternity and Sorority Organizations**

**Executive Summary**

_July 2015_

<table>
<thead>
<tr>
<th>Recommendation</th>
<th>Key elements</th>
<th>Change / Improvement</th>
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<tbody>
<tr>
<td><strong>1. Establish Potential Member Orientation:</strong> Improve students’ knowledge of fraternity and sorority organizational values, campus resources, and university expectations by requiring participation in an orientation event for any student wishing to participate in recruitment.</td>
<td>Orientation will take place prior to the start of Fall recruitment period. Content will include overview of Greek community structure, hazing prevention education, additional prevention resources, Pre-Recruitment Education Program (PREP) overview.</td>
<td>Provides in-person opportunity to inform students of recruitment process and emphasize the values based foundation of fraternity and sorority life.</td>
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<td><strong>2. Require Potential Member Registration &amp; Revise Invite/Bid Process:</strong> Require all students who are interested in participating in recruitment activities to pre-register and coordinate invite/bid process with the Matador Involvement Center (MIC). All potential members will be identified in advance of recruitment and/or intake to ensure completion of PREP program training and other orientation processes. The MIC will also be directly involved with invitation and bid processes.</td>
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<td>This pre-registration and bid coordination process, currently only utilized by chapters affiliated with 2 specific councils, will be expanded to and required of all fraternities and sororities.</td>
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<td><strong>3. Revise Greek 101:</strong> Revise curriculum content and modify timeframe to enhance existing mandatory program for all new incoming members.</td>
<td>Curriculum will have added emphasis on bystander intervention; timeframe will require attendance 1-2 weeks following invitation for membership.</td>
<td>Expands existing Greek 101 Program.</td>
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<td><strong>4. Revise Recruitment Timeframes &amp; Educational Program Guidelines:</strong> Improve accountability and transparency of new member education/intake activities by requiring specific timeframe.</td>
<td>All recruitment activities and new member or “pledge” education programs will culminate within 12 weeks of recruitment and all activities must be completed before finals. No new member educational activities will be allowed between 12am and 5am.</td>
<td>Currently organizations are encouraged to hold such activities within semester but are not required to do so within these stated parameters.</td>
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<td><strong>5. Revise Retreat Guidelines &amp; Recruitment Procedures:</strong> Facilitate healthy environments by requiring new prohibitions, reviews and completion of detailed registration forms.</td>
<td>All retreats will be registered with detailed location, emergency/safety resources and pre-approved alumni participation. “Big Brother/Big Sister Reveals” will be prohibited.</td>
<td>Expands and improves upon “Recruitment Procedures” established in Fall 2014.</td>
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<td><strong>6. Create Greek 102:</strong> Create second mandatory program for all active members within the fraternity and sorority community that serves as a “continuing education” requirement for all actives.</td>
<td>Core curriculum will include hazing prevention and value driven leadership training. A 90% chapter participation rate will be required for organization to participate in next recruitment cycle.</td>
<td>Establishes new program.</td>
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<td><strong>7. Create New Member Handbook / Matador Handbook:</strong> Underscore ways in which students can live their fraternity and sorority organizational values and stand against hazing behaviors with a resource handbook that can be referenced throughout the year.</td>
<td>The Matador Handbook will provide resources on how to combat bystander behavior while also underscoring/highlighting prevention resources. It will be worked into the undergraduate Greek experience via Greek 101 / Greek 102.</td>
<td>Provides students with tangible references and materials that include compelling examples and models of behavior that they can refer to and utilize when faced with a confusing or challenging situation.</td>
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<td><strong>Require Council Affiliation:</strong> Provide mechanism for greater university connection / access to resources by requiring “local” fraternities and sororities to affiliate with newly established council.</td>
<td>Will be required for any fraternity/sorority that is not affiliated with the Panhellenic Council, Intra-Fraternity Council, National Pan-Hellenic Council or the United Fraternity and Sorority Council.</td>
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<td>8.</td>
<td><strong>Increase Visibility/Web Presence:</strong> Facilitate increased transparency and access to new member resources for students, advisors, parents and others involved with the fraternity and sorority community.</td>
<td>Web-based information will publicize all pre-initiation/recruitment activities; posted content will also include new member intake/education plans as well as posting of organizational conduct sanctions within last 5 years.</td>
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<td>9.</td>
<td><strong>Establish Chapter Standards System:</strong> Foster an environment that recognizes “values based” achievements of organizations by requiring participation in Standards.</td>
<td>All chapters will submit annual report to demonstrate accomplishments; results will be posted on-line to recognize those in good standing.</td>
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<td>10.</td>
<td><strong>Establish Hazing Prevention Committee:</strong> Establish campus-wide hazing prevention committee that will create opportunities for innovative hazing prevention initiatives and trainings.</td>
<td>Committee goals: foster cross-campus discussions and facilitate student-led initiatives that publicize expectations and resources. Advisor trainings will be key focus for AY 15-16.</td>
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New Member Intake Recommendations and Guidelines for Fraternity and Sorority Organizations
July 2015

Recommendations to Enhance New Member Recruitment and Intake Processes

1. Provided Orientation Program for Potential New Members

Discussion: Students who express interest in fraternity and sorority life should be able to receive comprehensive and accurate information about the unique culture and framework of Greek life at CSUN. It is important that potential new members are provided with multiple opportunities to think critically about what it means to live by fraternity and sorority organizational values, how membership can support students’ academic success and personal development, and our commitment to the prevention of hazing, alcohol abuse, sexual assault, or any other behavior that violate the oaths made within these organizations. The Orientation Program for potential new members will be the first of several such opportunities for students to learn about CSUN fraternity and sorority life through the experiences of current members. It will define what it means to be an active member of the Greek Community by highlighting how potential new members can expect to better themselves and their communities through their involvement, a focus on academics, friendship and serving as a contributing member of society.

Recommendation: All students who are interested in attending any fraternity or sorority recruitment event will have the opportunity to attend an on-campus Orientation Program that provides an overview of the CSUN fraternity and sorority community.

- The orientation will cover topics such as: fraternity and sorority organization structures, what to expect during recruitment week, shared values within the fraternity and sorority community at CSUN, council affiliations and structures, and the differences between recruitment processes within various councils.
- An overview of campus culture, hazing laws, Title IX and sexual assault, alcohol and other drugs will also be provided.
- The orientation will be coordinated by the university in collaboration with fraternity and sorority leadership.
- This orientation would take place one week before “Meet the Clubs” and prior to the start of recruitment events and activities.
- The orientation will supplement existing mandatory trainings and programs (Greek 101, on-line Pre Recruitment Education Program) and will provide one of several avenues in which to inform students of these requirements.

2. Require Potential Member Recruitment Registration via PREP and Centralize all Bid or Invitation Distribution Processes through the Matador Involvement Center

Discussion: Currently, potential new members are required to complete PREP (Pre-Recruitment Education Program) prior to attending any fraternity/sorority recruitment event. The PREP program is
a comprehensive on-line educational program that includes information on hazing laws, Title IX and sexual assault, alcohol and other drugs, and the benefits of fraternity and sorority involvement. While all students interested in joining a fraternity or sorority are currently required to complete PREP prior to participating in any fraternity/sorority recruitment event, these potential new members are not currently required to pre-register their intent to participate in recruitment events within a centralized system. This additional step in the PREP process will help manage the recruitment process by identifying all potential members well in advance of all recruitment and/or intake activities, increasing transparency and facilitating follow-up on the completion of on-going educational requirements. It will also more quickly provide a complete membership roster for each organization once bids or invitations for membership have been extended. Centralizing the bid/invitation distribution process at this same time will also help increase accountability by ensuring that all students have registered through the Matador Involvement Center as well as successfully completed the online PREP program.

**Recommendation:** All students interested in participating in the recruitment process will be required to pre-register on the Interactive Collegiate Solutions system (ICS) for recruitment through a link that each individual will receive upon their completion of the existing PREP on-line education program.

- All students will register on ICS, an online roster management tool for fraternities and sororities, or they will not be allowed to attend recruitment programs nor accept a bid or invitation of membership. Matador Involvement Center Staff will administer the ICS system.
- Recruiting organizations will be required to verify that all potential new members are registered on the ICS prior to allowing their attendance at a recruitment activity.
- Recruiting organizations will also be required to confirm that new member invitations/bids are only given to students registered on ICS, ensuring that they have been through the PREP process.
- Recruiting organizations will be required to distribute all bids or invitations to membership through a centralized process in collaboration with the Matador Involvement Center.

3. Revise Greek 101

**Discussion:** The purpose of Greek 101 is to educate new members about their fraternity and sorority organizational values and to provide prevention education, teamwork, leadership skills and values-based community building experiences. It welcomes all new members of the fraternity and sorority community, provides insight and information on all major aspects of Greek life, and outlines expectations for new member education and initiation processes. The training also includes prevention education that focuses on the prevention of hazing and other risky and unacceptable behaviors (alcohol and other drug use, sexual assault). Active members of all fraternity and sorority organizations serve as leaders, giving their own insight and life experiences to new members.

Currently, hazing prevention education and teamwork are key elements within the Greek 101 curriculum that help new members recognize what hazing is as well as how to report it. New members will further benefit from expanded discussion as to how to handle questionable, uncomfortable or concerning behaviors when they arise. A modified delivery timeframe, in which students can participate in Greek 101 soon after they have been invited to become new members, will help to ensure that students are provided with an opportunity to reflect once again on their fraternity and sorority organizational values and the prevention of unacceptable behaviors as they enter into the initiation and new member education time period.
Recommendation: We endorse the existing requirement for all new members to attend Greek 101 and recommend the following enhancements to the existing program:

- Greek 101 will occur 1-2 weeks following a centralized “bid day” or the day on which new members receive an invitation for membership into a fraternity or sorority.
- Organizations will continue to be required to have all newly recruited members participate.
- For those organizations whose invitation processes are centralized through their national offices, chapter leaders will be required to inform MIC staff when new members have been identified. Additional Greek 101 trainings will then be coordinated as needed to ensure that new members receive program information within a timely manner that is prior to any intake activities.
- Greater emphasis on bystander behavior and intervention strategies will be added, with a strong focus on bystander courage and the importance of taking action when needed.
- Greek 101 will incorporate use of the “Matador Handbook” (recommendation 7)
- Greek 101 will be co-developed and lead by the Matador Involvement staff and student leadership.

4. Revise Recruitment Timeframes and New Member Education Program Guidelines

Discussion: New member intake or “pledge” education programs should only take place during the Fall and Spring semesters in order to ensure student access to university resources that serve to support and strengthen recruitment practices and new member education program planning processes. Winter and summer timeframes are challenging times to provide advisement given scheduling limitations and limited availability. Examination periods as well as early morning hours are also not appropriate times for recruitment practices.

Recommendation: All recruitment activities, and all new member intake or “pledge” education programs/activities, must take place during the Fall and Spring semesters within the following parameters:

- All new member education or “pledge” programs must culminate within 12 weeks of offering a bid or an invitation to membership; this conclusion must occur before finals week.
- No new member/intake/pledge education activities may take place during finals week or between the hours of 12:00 a.m. and 5:00 a.m.
- All new member recruitment/orientation chairs will ensure that a detailed plan, inclusive of all new member education/pledging activities, will be submitted with the above parameters in place.
- The completed new member intake or pledge education plan will continue to be signed by the university/chapter advisor and the president of each chapter prior to being submitted to the Matador Involvement Center for review and posting on www.csun.edu/mic.
- All elements of a new member intake or “pledge” education program should be thoughtful and reflect an appropriate instructional purpose.

5. Revise Retreat Guidelines and Recruitment Procedures

Discussion: Most chapters conduct new member or pledge retreats that are designed to develop teamwork, brotherhood or sisterhood connections, and strong bonds that will last well beyond students’ collegiate experience. Exemplary retreats underscore the core values of the fraternity or sorority
organization as well as the aspirations that an individual should aim for as a new member of the organization. For example, retreat organizers might choose to include the attendance of an alumni or national representative from their national office. Their roles at the retreat could be to foster a discussion on ritual, how ritual can appropriately bring members together and set their organizations apart from others, and what it truly means to be a member of your organization. Retreat organizers might also chose to focus on challenging members to look towards the future and defining a new agenda for Greek Life, and also helping all members get further in touch with the organizations’ core values.

The following recommendations are intended to help support retreat environments that are in alignment with an organization’s core values. We also want to highlight Alumni member involvement. Alumni are a vital part to any undergraduate chapter. Their involvement in any activity should be to advance the education of undergraduate chapters as a whole and in a manner that is in alignment with the organization’s core values as well as the culture of Greek Life here at CSUN.

**Recommendation:** For those organizations choosing to conduct retreats, the recommendation from the committee is to require registration of retreat details with the MIC, with specific parameters including activities, attendees and pre-defined information as follows:

- All retreats must be pre-registered with the dates, times, locations and specific local emergency and safety services as part of their retreat planning efforts. For these events, safety procedures will include listing the nearest emergency services and contacts, as well as, availability of emergency kits, emergency contact information, and other necessities at outlined by the MIC.
- Retreats will no longer be permitted to include “Big Brother/Big Sister” reveals as part of the planned activities. (“Reveals” mark a celebratory occasion in which an active member of the Fraternity/Sorority is appointed as a mentor to one of the new members. A brother/big sister is commonly looked to by the new member for help and advice through the newly admitted member’s educational process).
- All big brother/big sister ceremonies will only be allowed to take place on campus.
- Alumni member participation will need to be vetted and approved by advisors prior to submission of retreat registration forms to the MIC.
- Retreats may only be attended by members and approved alumni.

**Recommendations to Support Continuing Member Education**

6. **Create Greek 102: A Focus on Hazing Prevention and Bystander Courage for Active Members**

**Discussion:** Active members should begin each year with a focus on fraternity and sorority organizational values, accountability, and value driven participation and leadership within the fraternity and sorority community. Greek 102 will provide leadership development, bystander courage training and continuous hazing prevention education for all active fraternity and sorority members. Hazing prevention will be a key focus; sexual assault prevention and alcohol and other drug use education and prevention topics will also be included.

Greek 102 will be an opportunity to help to strengthen leadership among active members, encouraging them and teaching them how to be appropriate role models, how to set great examples for others, and how to create safe spaces for their new members. Greek 102 will also highlight the consequences and
harm that occurs to our members and our fraternity and sorority community if hazing acts or other unacceptable behaviors occur in order to empower active members to be courageous and work together as a united Greek community.

**Recommendation:** The committee recommends that active members continue their education on hazing prevention and leadership with mandatory attendance at a newly established Greek 102 program.

- Greek 102 would be a one-day education program held at least one week prior to Fall recruitment activities or events.
- Organizations will be required to have a 90% participation rate by their chapter’s members in order for that chapter to be eligible to recruit within a given year.
- The curriculum will focus on how to keep those already in the fraternity and sorority community focused on their organizational values. Hazing prevention will be a key focus; sexual assault prevention and alcohol and other drug use education and prevention topics will also be included.
- The curriculum will provide an overview of the CSUN Recruitment, Intake and New Member Procedures for Recognized Clubs and Organizations to assist new member educators (or “pledge” educators) with the process of developing their recruitment and intake plans for prospective new members.
- Greek 102 will be coordinated by MIC staff in collaboration with fraternity and sorority leadership. The format will be modified year to year, since “active members” would attend up to 3 times (years) depending on the length of their fraternity and sorority career.

7. **Create the “Matador Handbook”**

**Discussion:** Both new and continuing fraternity and sorority members should have access to multiple resources and delivery methods that not only provide them with access to information about hazing laws, policies and expectations regarding appropriate behavior, but that also provide relevant and compelling examples of how to manage challenging situations. While these types of opportunities exist within current training programs and presentations, the Matador Handbook will provide a tangible resource that students can market, promote and distribute in a variety of events and locations.

The Matador Handbook will contain effective bystander intervention techniques and other methods/approaches to manage challenging situations as described and created by fraternity and sorority members who have lived these experiences and can share their insights as to how to one might overcome demanding and difficult situations. The Matador Handbook will underscore our values and how they call for students to stand up in a situation where concerning or inappropriate behaviors are taking place, with the goal of empowering students to put an end to “bystander behavior” and act when the situation calls for action, even if it involves challenging alumni or brothers and sisters who are not living up to their organization’s core values.

**Recommendation:** The committee recommends the development of “The Matador Handbook”. The Matador Handbook will serve as a continuing reference and guide for students throughout their tenure as a member of the fraternity and sorority community at CSUN, emphasizing and underscoring the culture that we wish to foster here on our campus.

- Both new and returning members will be encouraged to use this resource throughout their undergraduate career.
• All potential new members will receive a copy of the Matador Handbook as participants of the New Member Orientation, and lessons within the Matador Handbook will also be incorporated into Greek 101 and Greek 102.
• The Matador Handbook will provide positive lessons centered on the prevention of concerning behaviors and activities, examples of actions that help protect others, and insight on how to handle uncomfortable or dangerous situations that may arise.
• The Matador Handbook will provide a list of prevention and support resources on campus, such as the MIC, university counseling services, Title IX resources and more.
• MIC staff will collaborate with fraternity and sorority leaders and other community stakeholders to create and publish the Matador Handbook.
• An electronic version of the Matador Handbook will also be posted on-line on multiple websites, including the MIC, individual fraternity and sorority webpages, and council websites.

Recommendations to Enhance Greek Life

8. Require Council Affiliation

Discussion: California State University, Northridge has 44 social fraternities and sororities that completed the University Recognition process for the 2014-15 academic year. Currently there are four active governing councils at CSUN: the Interfraternity Council (IFC), the Panhellenic Council (PHC), the National Pan-Hellenic Council (NPHC), and the United Sorority and Fraternity Council (USFC). Of CSUN’s 44 fraternity and sorority organizations, 10 groups do not currently affiliate with a governing council.

Governing councils are important umbrella organizations that allow for increased communication, accountability and resource sharing. Most national organizations require that their chapter affiliate with national governing groups such as the above mentioned councils. The National Association of Latino Fraternal Organizations (NALFO), an umbrella council for 18 Latino Greek Organizations also encourages affiliated groups to organize councils on college campuses.

Chapters affiliated with a university recognized council will have a stronger connection to the campus community and increased accessibility to a network of resources that can support recruitment, intake and member education activities. This will help ensure that local chapters, and/or chapters without a national affiliation, are accessing and utilizing information that may not otherwise be available. Council affiliation will also provide more opportunities for the entire fraternity and sorority community to work together on issues impacting them at CSUN.

Recommendation:

• All fraternities and sororities must be affiliated with a governing council in order to maintain university recognition.
• A non-affiliated council will be created and serve as a university recognized council for those organizations that are not currently associated with an established governing council.
9. Increase Visibility and Web Presence via the Matador Involvement Center

**Discussion:** The Matador Involvement Center (MIC) provides oversight, advisement, educational training and resources to the CSUN fraternity and sorority community. While information about hazing, policies and procedures, governing councils, campus policies and requirements can currently be found on the MIC website, the committee identified additional information and resources that should also be provided and posted. Specifically, there should be detailed information regarding chapter activities and new member education plans that students, faculty, staff, advisors, alumni, parents and other members of the campus community have access to. The availability of this information for individuals to access online will help increase transparency and accountability for all fraternity and sorority organizations.

**Recommendation:** Provide additional information and resources on the MIC website that will increase visibility and access for multiple site users. This information should target students as well as parents, with a focus on prevention education and organizational accountability.

- Web content will provide resources and links to services and resources (*e.g. campus contact info, national hazing prevention websites*) as well as university chapter standards information, hazing prevention efforts, risk management resources, and resources on bystander behavior.
- Posted information will include detailed material on pre-initiation training programs, including posting of new member intake and educational programs.
- Posted information will include on-line listing of organizations’ conduct history for a five-year period. The information displayed will include information such as complaint type, sanction/(s) and timeframe of sanction/s imposed.
- MIC staff will work with fraternity and sorority leaders and their members in enhancing the on-line organizational profiles of the fraternity and sorority community at CSUN.
- The MIC will be responsible for managing on-line resources, technology and keeping information updated.

10. Establish Chapter Standards System

**Discussion:** This program will foster an environment where students are positively reinforced for their high achievements while simultaneously being reminded to stay true to the founding values of their respective organizations. We firmly believe that if students are reminded of the core purpose of their organization then they will remain values based and will foster positive activities moving forward. In the future, the committee recommends revisiting this recommendation and adding a tiered recognition component to the “good standing” status.

**Recommendation:** The committee recommends the development and implementation of a “Chapter Standards,” program for the CSUN fraternity and sorority community. The program will be designed to monitor and evaluate annual chapter programming/activities and ensure that chapters are in good standing with the University.

- Each chapter will be required to submit an annual report to be recognized and remain in good standing with the university. The report will cover the different accomplishments the chapter has achieved in the last year.
• Chapters would be reporting on the achievements in some of the following categories: academics, philanthropy, on-campus involvement, hazing education, and others.
• These annual reports will be reviewed by a committee comprised of faculty, staff, students and alumni. After the review, commendations and recommendations will be given to each organization (where appropriate).
• Those organizations found in “good standing” will be designated as such for the academic year; strategies for chapter enhancement will be explored for organizations found not in good standing.
• MIC staff will work with fraternity and sorority leaders to establish and administer the Chapter Standards system.

11. Establish Hazing Prevention Committee & Advisor Resources

Discussion: The Campus Hazing Prevention Committee will provide continued guidance and recommendations to the Vice President for Student Affairs Office as well as the Office for Student Involvement and Development regarding hazing prevention best practices. Community surveys, evaluations and other data driven assessment efforts will be key elements of our on-going conversations. Also, it is recognized that university advisors have a significant role in working with fraternities and sororities. Although many organizations have resources accessible through their national organization and alumni advisor, the committee believes there should be additional resources provided for communicating the roles and responsibilities for these key individuals.

Recommendation: The committee recommends the appointment of a Campus Hazing Prevention Committee to extend the discussion of hazing prevention campus wide. This advisory group would be charged with creating innovative initiatives to increase awareness, identify and prevent acts of hazing on campus.

• The University President and/or Vice President for Student Affairs (or designee) will appoint this committee.
• The committee will work in collaboration with key stakeholders to facilitate collection of student data and assessment processes that will continue to inform hazing prevention efforts at CSUN.
• The committee will facilitate campus-wide dialogues regarding hazing prevention and will work in collaboration with key stakeholders to plan university-wide programs, events and public awareness announcements (e.g. National Hazing Prevention Week).
• The committee will work in collaboration with key stakeholders to assess and support the needs of chapter advisors (e.g. a clearly articulated set of expectations; an annual training program).
• Suggested committee membership includes: student leaders from fraternity and sorority life, advisors, student athletes, sports clubs/other club and organization participants, risk management, the student health center and university counseling service.