
New Member Education Manual

Fraternity and Sorority Life

University of San Diego

2016-2017



University
of San Diego®

FRATERNITY AND SORORITY LIFE

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Fraternity and Sorority Life Mission and Values

The University of San Diego is home to 18 fraternities and sororities. The Fraternity and Sorority Life community makes up approximately 29% of USD's student body. Our members are committed to maintaining five core values and striving to develop strong friendships and leadership potential.

- Academic Excellence
- Brotherhood/Sisterhood
- High Social Standards
- Leadership
- Social Justice and Selfless Service

University of San Diego Hazing Policy

Members of fraternities and sororities may not engage in any hazing activities. Both California law and USD policy prohibit hazing. Engaging in hazing may result in disciplinary action, up to and including separation from the University, as well as suspension or revocation of a chapter's registration.

More information about hazing, and the USD Fraternity and Sorority Guidelines may be found online at www.sandiego.edu/greeklife

California Penal Code and USD Policies

The California Penal Code provides:

Hazing means any method of initiation or pre-initiation into a student organization or student body, whether or not the organization or body is officially recognized by an educational institution, which is likely to cause serious bodily injury to any former, current, or prospective student of any school, community college, college, university, or other educational institution in this state. The term "hazing" does not include customary athletic events or school-sanctioned events.

Behavior that may not constitute "hazing" under the California Penal Code nevertheless may constitute a violation of these Guidelines or other applicable USD policy. For the purpose of these guidelines, hazing includes the definition set forth under the California Penal as well as any action taken or situation created which, regardless of location, intent or consent of the participants:

- a. produces, or is reasonably likely to produce, bodily harm or danger, mental or physical discomfort, embarrassment, harassment, fright, humiliation, intimidation, degradation, or ridicule, or otherwise compromises the dignity of an individual;
- b. compels an individual to participate in any activity which is unlawful, perverse, publicly indecent, contrary to the rules, policies or regulations of the University, or which is known by the compelling person to be contrary to the individual's genuine moral or religious beliefs; or
- c. will impair an individual's academic efforts.

Examples

The following are examples of unacceptable behavior and forms of hazing, even where the conduct may not necessarily constitute a violation of the California Penal Code. To find University of San Diego's complete list of examples of unacceptable behavior and forms of hazing, please reference the Fraternity and Sorority Guidelines online:

www.sandiego.edu/greeklife

- Any form of physical activity that is not part of a voluntary athletic event.
- Striking, spanking or paddling individuals.
- Forcing individuals to carry or wear an article of clothing or specific item.
- Depriving individuals of sleep, food, water or personal hygiene.
- Interfering with an individual's ability to study or attend classes.
- Forcible consumption of alcohol or drugs.
- Embarrassing an individual.
- "Kidnapping" individuals or taking them against their will.
- Tattooing or branding an individual.
- "Lining up" individuals and yelling obscenities or degrading statements at them.
- Forcing an individual to commit a crime.
- Testing an individual's courage or strength.

- Tricking individuals into believing they will not be initiated if they do not accomplish certain tasks.
- Forcing individuals to clean up for others
- Secluding individuals

Enforcement

1. It is the job of the Chapter President to make sure all members understand University of San Diego's anti-hazing policy and any subsequent policies the individual chapter holds.
2. Organizations must understand that not only is the organization responsible for preventing hazing, but all members involved in a hazing violation will be held accountable.
3. Chapters are responsible for alumni members' actions during pre-initiation/initiation events.
4. The Assistant Vice President of Student Affairs will be notified of all alleged hazing incidents; and will handle cases accordingly.
5. The (inter)national headquarters of a fraternity or sorority will be notified of any hazing charges pending against their chapter and will be informed of the result of the on-campus findings. If the chapter has serious or repeated violations, the (inter)national headquarters will be asked to step in and take appropriate action.

Facts About Hazing

- 82% of deaths from hazing involve alcohol ¹
- Hazing is often about power and control. Hazing does not build unity ²
- Just because a majority of members in an organization are not involved in a hazing incident doesn't mean the organization is not responsible.
- Hazing is not solely associated with Fraternity and Sorority Life or Athletics. It occurs across a wide spectrum of organizations such as "sports teams, clubs, Greek life, cheerleading, honor societies and more" ³

¹ <http://www.hanknuwer.com/hazing-deaths>

² <http://hazingprevention.org/home/hazing/facts-what-hazing-looks-like/>

³ <http://hazingprevention.org/home/hazing/facts-what-hazing-looks-like/>

- 2 in 5 students say they are aware of hazing taking place on their campus ⁴

“Myths” and “Facts” About Hazing

1. Myth: Hazing Builds Unity
Fact: Hazing builds animosity between people and does nothing to foster trust, unity or respect. It simply makes better hazers.
2. Myth: The new members want to be hazed
Fact: Really? Then why don't you advertise it in your Recruitment materials?
3. Myth: I went through it, so they should too!
Fact: One class can break the "tradition" of hazing. It just takes some courage and integrity to do what is right. "You have to earn it."
4. Myth: I'll never get caught or turned in!
Fact: If you haze, there will be a time when even your friends will have to choose between you and their integrity and wellbeing. It is in their best interest to report the hazing, no matter who is involved. Also, someone may decide to come forward even after college and you can still be held accountable.
5. Myth: If they agree, then we're not hazing
Fact: WRONG! Since peer pressure leads students to consent, the focus is on what you do, not whether they said you could.
6. Myth: Hazing motivates new members to be better
Fact: Hazing motivates no one. It hinders academic achievement, destroys self-esteem and causes emotional strain and physical harm.

Alternatives to Hazing

Most importantly, remember that all activities planned with new members should be done with new members, not doing something for the active members. There are many creative ways to change from a hazing to a non-hazing chapter.

FOSTER UNITY

⁴ <http://hazingprevention.org/home/hazing/facts-what-hazing-looks-like/>

New members work together on a community service project, new members plan a social or athletic event with another new member class, attend on campus events (i.e. Torero Program Board, Associated Students, Student organizations).

DEVELOP CHAPTER UNITY OF BOTH NEW MEMBERS AND ACTIVES

Involve new members on chapter committees, hold new member/member sports events with mixed teams of new members and actives, and have active chapter/new member class retreat. Plan events in partnership with Outdoor Adventures (i.e. Ropes course, hiking, rock climbing). Invite Alumni to Homecoming and have an alumni BBQ. Host active and new member lunches/dinners at the SLP.

PROMOTE SCHOLARSHIP

Take advantage of University tutoring services, designate study hours, invite University partners to present on study skills, study methods, etc.

DEVELOP PROBLEM-SOLVING ABILITIES

Have new members discuss chapter weaknesses or community issues such as poor recruitment, apathy, and poor scholarship. Then, plan solutions that the active chapter or community might be able to adopt.

DEVELOP LEADERSHIP SKILLS

Visit a ropes course to work on group cohesion, communication and leadership skills. Encourage participation in campus activities outside of the organization. Encourage new members to get involved in chapter committees and IFC/PHC projects. Create officer apprenticeship positions for new members/assign them to shadow a current officer in their position related to their leadership interests.

INSTILL A SENSE OF MEMBERSHIP

Plan special events where the entire chapter gets together to attend a movie, play, or church service. Plan a "membership circle" where actives and new members participate in a candlelight pass or dialogue in which each person has a chance to express what membership means to them. Encourage new members to plan a family weekend.

BUILD AWARENESS OF CHAPTER HISTORY

Invite alumni to talk about the chapter's early days, its founding, special chapter traditions, and prominent former members. Create mixed teams of actives and new members to compete in chapter trivia nights.

KNOWLEDGE OF THE FRATERNITY AND SORORITY SYSTEM

Invite leaders of IFC, Panhellenic, and/or Advisors and staff to speak on Fraternity and Sorority governance including their goals and expectations of Fraternity and Sorority Life. Invite them to attend a chapter meeting or host a workshop.

AID CAREER GOALS

Utilize campus resources for seminars on resume writing, job interview skills and career exploration. Invite alumni involved in the local community to discuss future internships and career opportunities

INVOLVE NEW MEMBERS IN THE COMMUNITY

Get involved with campus and community service projects. Plan fundraisers for local charitable organizations. Plan a new member or joint service trip to Mexico in partnership with CASA or University Ministry. Organize team service outings (i.e. soup kitchen, park clean up's)

IMPROVE RELATIONS WITH OTHER FRATERNITIES AND SORORITIES

Encourage new members to plan social or service projects with other new member classes; work together to plan joint social or service activities.

100 Ways to Build A Stronger Community

1. Participate in a Ropes Course
2. Teambuilding Activities (can be facilitated by New Member Educator or campus professional – there are hundreds of these activities that you could use)
3. Participate in and/or plan a Community Service Project
4. Plan a special surprise brotherhood/sisterhood event for new members hosted by actives
5. Host a Resume Writing Workshop presented by Career Services
6. Attend Educational Speaker of new members choice and discuss as a chapter
7. Leadership Book-of-the-Month/Semester Club facilitated by new members
8. Invite Faculty Advisor to lunch with new members
9. Have a discussion about the relevance of the creed and living your ritual
10. Host a study skills Workshop presented by the Center for Student Success
11. Invite a successful alumni speaker to talk about how their Fraternity/Sorority experience gave them the skills to succeed
12. Host an Arts and Crafts event for a Cause
13. Participate in a recruitment workshop and practice values based conversation
14. Invite IFC/PHC Officers to Speak about Community Governance
15. Invite Assistant Director of FSL to speak about lifetime membership and alumni engagement

16. Plan dinner and a movie
17. Shadow an officer and assist in planning of a program/event
18. Create a vision, and goals for the organization
19. Plan a fundraiser to pay for initiation fees
20. Include new members in chapter meetings
21. Include new members in regularly scheduled chapter activities
22. Discuss fraternal values and how they apply (or don't apply)
23. Plan and present a speaker on a health/wellness topic
24. Require active membership in at least one organization outside of the fraternity/sorority
25. Evaluate the process during, and after new member education
26. Host a Family Weekend activity
27. Have consultant or national visitor share national programs or initiatives
28. Discuss what "nationals" does for "us" with dues money
29. Attend a Panhellenic or Interfraternity Council meeting
30. Participate in all Fraternity and Sorority events.
31. Review parliamentary procedure and its purpose
32. Ask leadership experts to discuss issues such as motivation and group dynamics
33. Have new members take the Meyers-Briggs Personality Type Inventory and discuss
34. Ask a faculty member to discuss ethical decision-making
35. Ask a faculty member to facilitate a conversation on diversity in fraternities and sororities
36. Ask campus health educator to do a presentation on eating disorders or depression, etc.
37. Ask Public Safety to discuss the prevention of violence against women and men

38. Ask assistant director of Fraternity and Sorority Life or graduate assistants to describe the University's commitment to fraternity and sorority life on campus.
39. Plan a philanthropy project for a local charity
40. Have a contest for who can recruit the most new members to join and reward the winner with a fully paid membership badge or initiation fee
41. Members and new members make "secret sisters/brothers" gifts for each other
42. Discuss risk management ideas and best practices with other officers and chapters
43. Brainstorm ways to recruit new members to present to chapter
44. Have an all-campus or all-fraternity/sorority community "Meet Our New Members" Picnic
45. Have new members play on the chapter intramural team
46. Plant a new member class tree
47. Sponsor a big/little academic challenge with free textbooks to the winner
48. Have a candlelight/pass the gavel ceremony about what fraternity means to me
49. Have a senior student affairs administrator talk about history of fraternities/sororities at the University
50. Brainstorm ways to improve scholarship (other than study hours)
51. Attend theatrical production or athletic event of the new members choosing
52. Ask the library to give a lecture on effective research methods
53. Attend a program or event another organization is sponsoring
54. Have a discussion about membership standards and expectations
55. Have a chapter goal-setting retreat
56. Ask new members to accompany members to regional leadership conferences
57. Attend the campus Leadership Conference or workshops

58. Deconstruct past hazing activity to determine intent and brainstorm alternatives. Write a "letter to the founders" to thank them for the opportunity (not to be shared)
60. Attend an Executive Board meeting
61. Have new members help Executive Board develop an icebreaker for each meeting
62. Develop a leadership "wish list" or timeline of chapter and campus activities
63. Research excellence awards and scholarships that your (Inter)National Headquarters provides that your chapter can strive for.
64. Invite the Center for Student Success or Career Center to explain their services
65. Develop a faculty advisor appreciation gesture
66. Chapter and new members collaborate on a service project or donation drive.
67. Develop an event with a non-Greek organization that requires new members to ask the Associated Students Budget committee for additional budget allocations that could benefit the campus community.
68. Have new members develop a list of ways to end chapter motivation issues.
69. Ask the Mayor to discuss city issues and how the group can help.
70. Ask the Elections Commissioner to discuss politics in the city/county/nation.
71. Require members to register to vote. Give an incentive to those who do.
72. Require members below a 3.0 to attend a study skills program.
73. Develop a program that allows you to begin calling them "new members..." rather than "pledges."
74. Discuss the founding of the group and how the organization has evolved over time while maintaining the vision. If it hasn't, how can the group return to its' roots?
75. Attend either of the SLIC retreats (UGA or GTY).
76. Review the history of hazing, the evolution of Fraternity and Sorority new member education and the direction Fraternity/Sorority recruitment is headed.

77. Discuss the “old way” of pledging versus the “new way” with a panel of alumni, administrators and council officers.
78. Develop or co-sponsor a program or event with another sorority if you’re a women’s groups or a fraternity, if a men’s group.
79. Have a professional discuss the “Millennial Generation” and “Generation Z” and how groups can better recruit based on this research.
80. Offer a discount or reimbursement of part of the initiation fee if a new member completes Alternative Winter or Spring Break.
81. Give highest new member GPA recipient a plaque or \$25 gift certificate to nice restaurant.
82. New member who develops best recruitment plan (or scholarship plan) gets a free ____.
83. Ask Undergraduate Interfraternity Institute (UIFI) graduates to speak about lessons learned and opportunities to attend.
84. Do a chapter fundraiser to send a new member to the North-American Interfraternity Conference’s FuturesQuest Program or UIFI.
85. Have a discussion about why new members wear pins and not active members.
86. Attend New Member Workshop put on by the Student Leadership, Involvement, and Changemaking Office.
87. Find a current event to share with the chapter and have a chapter discussion about.
88. Allow new members time for them to do and be what they want. Don’t monopolize their time.
89. Have a weekly forum for the new members to discuss their feelings and share experiences.
90. Invite another group to develop a program to benefit the entire Greek Community.
91. Invite a Campus Fitness Specialist or Dietician to discuss dietary fads – pros and cons.
92. Ask each member to list the offices/chairs they would be interested in. Have them list five things they would do differently about each. Compile results without names attached and have a constructive conversation.

93. Develop one memento of the new member class to present to the campus.
94. Eliminate the creation of pledge class “paddles,” no matter their use. They’re symbolic of hazing. Come up with an alternative.
95. Ask a professor to do a workshop on etiquette.
96. Have lunch together once a week in a dining hall with the entire sorority/fraternity.
97. Invite faculty advisor to new member meetings.
98. Visit the national headquarters.
100. Question each activity and evaluate the program each semester with the help of the advisory team.

(Developed by Allison Swick-Duttine, Coordinator of Greek Affairs & Leadership Development, Plattsburgh State University of New York). Edited by Jessica Garcia de Paz and Monica Schnapp to align it towards USD.

Information For Sending in Chapter Rosters

Chapter rosters are used to generate reports for the University and Fraternity and Sorority Life organizations as well as calculate academic standing. Chapter rosters are to be submitted using the form that is available on the website: (www.sandiego.edu/greeklife/forms) at the beginning of each semester. Approximately one month before the end of each semester, you will be asked to verify that the roster on file is correct. This roster will be used to generate the Fraternity and Sorority Life Grade Report.

Members will be new (their first semester in the fraternity/sorority), active (an existing member), or abroad (a USD student who is currently taking classes at another campus). Additionally, if members need to be added or deleted throughout the semester, please access the “Fraternity/Sorority Roster Updates” form on the website. The “Fraternity/Sorority Executive Board Roster” is to be submitted once elections are completed.

All chapter forms can be found on www.sandiego.edu/greeklife and are to be submitted to usdfaternityandsororitylife@gmail.com.

If you have additional questions about chapter rosters, please contact Jill S. D’Errico at jsderrico@sandiego.edu.

ROSTER DEADLINES

Fall 2016

- Chapter Roster due: September 30, 2016
- Final Chapter Roster due (used for the Grade Report): November 18, 2016

Spring 2017

- Chapter Roster due: February 24, 2017
- Final Chapter Roster due (used for the Grade Report): May 5, 2017

University of San Diego

Fraternity and Sorority Life Resource Guide

Our members are committed to maintaining five core values and striving to develop strong friendships and leadership potential.

The University of San Diego is home to 18 fraternities and sororities. The Greek community makes up approximately 29% of USD's student body.



IFC

The Interfraternity Council (IFC) is a governing body of the nine fraternities at USD. IFC has a seven member executive board that meets weekly with the chapter presidents and chapter delegates to provide opportunities to enhance the fraternity experience on campus.

Panhellenic

The Panhellenic Council is a governing body of nine sororities at USD. There are seven Panhellenic sororities and two culturally based sororities. Panhellenic has a eight member executive board that meets weekly with the chapter presidents and chapter delegates to provide opportunities to enhance the sorority experience on campus.

Chapters

Fraternities

Beta Theta Pi (ΒΘΠ)
Delta Tau Delta (ΔΤΔ)
Lambda Chi Alpha (ΛΧΑ)
Phi Beta Sigma (ΦΒΣ)
Phi Gamma Delta (ΦΓΔ)
Phi Kappa Theta (ΦΚΘ)
Pi Kappa Phi (ΠΚΦ)
Sigma Phi Epsilon (ΣΦΕ)
Sigma Pi (ΣΠ)

Sororities

Alpha Delta Pi (ΑΔΠ)
Alpha Chi Omega (ΑΧΩ)
Alpha Pi Sigma (ΑΠΣ)
Gamma Phi Beta (ΓΦΒ)
Kappa Alpha Theta (ΚΑΘ)
Kappa Delta (ΚΔ)
Kappa Kappa Gamma (ΚΚΓ)
Pi Beta Phi (ΠΒΦ)
Sigma Theta Psi (ΣΘΨ)

Recruitment Requirements

Men and women must have a 2.5 cumulative GPA. USD does not count previous institution's GPAs in the total. Students must also complete the MyStudentBody "Essentials" Course to be eligible for recruitment.

USD is a deferred recruitment campus. This means that all students must complete 12 units at USD or 24 transfer units to be eligible for recruitment and membership.

**Individual chapters may have GPA requirements that are higher than the minimum listed above.

The Student Leadership Involvement and Changemaking center (SLIC) oversees Fraternity and Sorority life and is available to answer any questions! Visit the 3rd Floor of the SLP for more information or call 619-260-4802.

For more information visit www.sandiego.edu/greeklife
Updated July 2016

Fraternity and Sorority Life Staff Contact Information

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awomack@sandiego.edu

Campus Resource Contact Information

SLIC On Call Phone Number
619-481-0743
<http://www.sandiego.edu/slic/>

Public Safety
619-260-2222 (Emergency)
619-260-7777 (Non-Emergency)
<http://www.sandiego.edu/safety/>

Counseling Center
619-260-4655
<http://www.sandiego.edu/usdcc/>

University Ministry
619-260-4735
<http://www.sandiego.edu/um/>