
FRATERNITY AND SORORITY LIFE

 HOFSTRA UNIVERSITY

Guidelines

Fall 2019

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Introduction

Fraternity and Sorority Life has been a significant part of the undergraduate experience at Hofstra University since its founding in 1935. The University's continuing commitment to the fraternity and sorority community stems from the significant opportunities they provide for intellectual, cultural and interpersonal growth. Each organization was founded on similar principles of scholarship, leadership, service, and belonging. These values are at the core of everything the Hofstra fraternity and sorority community members strive for and integrate into their everyday lives. A community with these shared values can foster growth in character and enrich a student's intellectual, cultural and interpersonal growth through leadership roles, academic achievements, and alumni networking and support.

While the operations and day-to-day activities of our undergraduate chapters are the responsibility of the individual fraternities and sororities, these chapters exist on the campus with the university's consent. The relationship between Hofstra University and the fraternity and sorority community is dependent on the mutual cooperation of the rights and responsibilities created to enhance the well-being of both parties.

This document outlines specific requirements, guidelines, expectations, and support structures for recognized fraternities and sororities at Hofstra University. It is intended to provide transparency and clear communication of expectations to help our member organizations achieve success. The requirements outlined in this document do not replace or supersede other policies for students and organizations at Hofstra University. Fraternities and sororities and their members are still subject to the Guide to Pride and other Hofstra policies. In the event that the policies for an inter/national organization or council differ from the University, the University policy will take priority.

PRIDE VALUES

It is expected that recognized fraternities and sororities will support the Hofstra PRIDE Values. Hofstra students have many guides, teachers, and mentors throughout their time on campus, all of whom work toward helping students reach their goals. While each organization and student has unique goals, we strive to help all members develop a wide range of skills and competencies. Hofstra organizations are expected to help their members become strong Hofstra alumni living with purpose and Hofstra PRIDE by demonstrating the following values.

Perseverance

Students are lifelong learners with a sense of purpose, striving for excellence by continuously expanding their knowledge and competencies.

Responsibility

Students demonstrate integrity and ethical behavior in all aspects of their lives. They take responsibility for and make informed decisions about their personal well-being - - physically, emotionally, and intellectually - - and actively participate in fostering a safe and health community.

Innovation

Students think critically about the world around them to better understand themselves, improve their problem solving and collaboration skills, and to become creative, effective, and principled leaders.

Diversity

Students build strong and positive relationships, actively engage in a variety of communities, and work collaboratively towards shared values that embrace diversity and inclusivity.

Empowerment

Students learn how to be effective self-advocates and to skillfully communicate their thoughts, feelings, and needs.

Governance Model

The relationship between the fraternity and sorority community and Hofstra University is the responsibility of the Fraternity and Sorority Life (FSL) staff in the Office of Student Leadership and Engagement (OSLE). The professional staff in OSLE provide guidance, leadership, management and supervision for fraternity and sorority life's governing councils and chapters through one on one meetings, chapter assessments, leadership development retreats and national conferences. The staff also lead and communicate a strategic vision and future direction of fraternity and sorority life consistent with the mission, vision, and Pride Values of Hofstra University. In addition to advising council executive board members and chapter leadership the FSL Staff serves as a liaison between the community and the university. There is currently one full-time professional, one graduate assistant, and one graduate coordinator dedicated to fraternity and sorority life.

Office of Student Leadership & Engagement

244 Student Center

osle@hofstra.edu

516-463-6914

Alex Federico

Assistant Director for Fraternity & Sorority Life

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Graduate Coordinator for Fraternity & Sorority Life

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Types of Organizations

International

Organizations who have various chapters at different universities in two or more countries. International organizations are conceptually the same as national organizations in all other aspects

National

Organizations who have various chapters at different universities in a single country. Each chapter is given a chapter designation by their national councils. National organizations have a ritual ceremony used throughout the organization

Local

An organization that is exclusive to Hofstra University and is the only chapter of said organization. Local organizations do not have the oversight of a national or international organization and often use alumni boards as advisors. Any local fraternal organizations at Hofstra have been grandfathered into the community. No new local fraternities or sororities will be permitted.

Social

Organizations whose primary purposes are often stated as the development of character or leadership ability. These organizations do not have a specific professional or occupational focus.

Multicultural

An organization that has a special interest in a cultural or cultural identity, whose primary purposes are often stated as the development of character, leadership, and service. These organizations do not have a specific professional or occupational focus.

Pre-Professional

Organizations whose primary purpose is to promote the interests of a particular profession and whose membership is restricted to students in that particular field of professional education or study.

Unrecognized

An organization that is no longer recognized by Hofstra University for any reason.

Governing Councils

Hofstra has four governing councils that operate under the guidance of the Fraternity and Sorority Life staff to provide direction for the fraternity and sorority community. All chapters are required to maintain membership in a governing council to remain in good standing with the University.

College Panhellenic Council (CPH/Panhel)

The College Panhellenic Council is the programming and governing body of five National Panhellenic Conference (NPC) sororities and one local sorority. Every woman who joins one of these organizations becomes a member of the College Panhellenic Council. The council consists of a delegate from each chapter and seven executive board officers. The council meets every other week to foster the spirit of friendliness, cooperation, and goodwill and promote scholarship among the member organizations.

President:	Julia Totaro	Alpha Phi	Panhellenic@pride.hofstra.edu
Staff Advisor:	Alex Federico	Alpha Sigma Alpha	alexandra.federico@pride.hofstra.edu

Interfraternity Council (IFC)

The Interfraternity Council is the programming and governing body of the eight North-American Interfraternity Conference (NIC) and one non-NIC affiliated fraternity at Hofstra. Every member who joins one of these organization is a member of the IFC. The IFC consists of a delegate from each organization and six executive board officers. The IFC meets to promote mutual cooperation between the member organizations and Hofstra University as well as to promote the interests of of its member organizations.

President:	Stephen Anzalone	Phi Delta Theta	ifc@pride.hofstra.edu
Graduate Advisor:	Thomas Pfingst	Kappa Alpha Order	
Staff Advisor:	Alex Federico	Alpha Sigma Alpha	alexandra.federico@pride.hofstra.edu

Multicultural Fraternity and Sorority Council (MFSC)

The Multicultural Fraternity & Sorority Council (MFSC) is the programming and governing body for two culturally based fraternities and five sororities. Every member who joins of these organizations is a member of the MFSC. The council consists of a delegate from each organization and four executive board officers. The council meets to maintain unity amongst member organizations and promote excellence in academics, career, and personal growth.

President:	Dominique Brown	Delta Sigma Theta Sorority., Inc	mfsc@pride.hofstra.edu
Staff Advisor:	Alex Federico	Alpha Sigma Alpha	alexandra.federico@pride.hofstra.edu

Professional Fraternity Council (PFC)

The Professional Fraternity Council (PFC) is the programming and governing body of six co-ed fraternities each focused on a professional field such as business, pre-law, pre-med, and more. Every member who joins one of these organizations is a member of PFC. The council consists of a delegate form each organization and four executive board officers. The council meets to promote and enhance professional fraternities on campus by serving as cooperative forum for sharing ideas and information.

President:	Haruke Gerald	Zeta Phi Eta	pfc@pride.hofstra.edu
Graduate Advisor:	Thomas Pfingst	Kappa Alpha Order	
Staff Advisor:	Alex Federico	Alpha Sigma Alpha	alexandra.federico@pride.hofstra.edu

Chapter Presidents

Council	Chapter	Name	Email
NPC	Alpha Epsilon Phi	Taylor Kellog	tkellogg1@pride.hofstra.edu
MFSC	Alpha Kappa Alpha	Normani Smiley	nthomassmiley1@pride.hofstra.edu
PFC	Alpha Kappa Psi	Gianna Mitchell	Gmitchell1@pride.hofstra.edu
NPC	Alpha Phi	Emma Walerstein	ewalerstein1@pride.hofstra.edu
MFSC	Alpha Phi Alpha	Will Davis	wdavis10@pride.hofstra.edu
PFC	Alpha Phi Omega	Emily Green	Egreen27@pride.hofstra.edu
NPC	Alpha Theta Beta	Amanda Kruse	akruse1@pride.hofstra.edu
IFC	Delta Chi	Dante Ameo	dameo1@pride.hofstra.edu
NPC	Delta Gamma	Olivia Poff	DGEtaNuPresident@gmail.com
NPC	Delta Phi Epsilon	Demetra Louros	dlouros1@pride.hofstra.edu
MFSC	Delta Sigma Theta	Imani Hinson	lhinson1@pride.hofstra.edu
MFSC	Lambda Theta Alpha	Melissa Berrios-Rodriguez	MBerriosRodriguez1@pride.hofstra.edu
PFC	Phi Alpha Delta	Angelina Ottavio	aottavio1@pride.hofstra.edu
PFC	Phi Delta Epsilon	Andrew Cecora	acecora1@pride.hofstra.edu
IFC	Phi Delta Theta	Carlos Gregory	Cgregory1@pride.hofstra.edu
MFSC	Phi Iota Alpha	Ernesto Chacon	echacon1@pride.hofstra.edu
IFC	Phi Kappa Theta	Brandon Crofts	bcrofts1@pride.hofstra.edu
NPC	Phi Sigma Sigma	Marissa Santorelli	MSantorelli1@pride.hofstra.edu
IFC	Pi Kappa Alpha	Angelo Micciche	amicciche1@pride.hofstra.edu
IFC	Pi Lambda Phi	Ibrahim Biswas	ibiswas1@pride.hofstra.edu
IFC	Sigma Alpha Epsilon	Wyatt Mazingo	wmazingo1@pride.hofstra.edu
IFC	Sigma Alpha Mu	Stephan Hatchett	shatchett1@pride.hofstra.edu
MFSC	Sigma Gamma Rho	Alana Reyes	AREyes5@pride.hofstra.edu
IFC	Tau Epsilon Phi	Matt Annunziata	mannunziata4@pride.hofstra.edu
PFC	Theta Tau	Joanne Peragine	jperagine1@pride.hofstra.edu
PFC	Zeta Phi Eta	Kylie Finnigan	kfinnigan1@pride.hofstra.edu

Rules & Policy Hierarchy

In addition to Hofstra and FSL requirements and policies, each chapter must adhere to the rules and policies of their respective governing council and inter/national governing organization. The hierarchy of policies, guidelines, and expectations shall be the following:

1. Hofstra
2. OSLE/Fraternity & Sorority Life
3. Inter/national Governing Organization (if applicable)
4. Governing Council
5. National Headquarters
6. Chapter

Failure to abide by any of these entities rules and policies may result in charges being brought up against the chapter from the proper entity.

Requirements for Good Standing

Advisors

All recognized chapters are required to have a minimum of two advisors

- campus advisor
- alumni advisor

Both advisors must formally agree to work with the chapter through the Advisor Agreement Form. The advisor agreement form outlines the responsibilities of an advisor and must be on file with OSLE.

Fraternity & sorority chapter advisors may advise no more than two chapters and can only hold one advisor position per organization. Advisors must also not be a current Hofstra undergraduate or graduate student and must be two or more years removed from undergraduate school.

In the event that a chapter does not meet the minimum requirement, they will be given one semester to fill the vacant position(s) after which time their access to room reservations, advertise, and host events will be frozen until an advisor(s) has been appointed.

Academics

OSLE expects fraternities and sororities to promote the academic achievement of its members. With this in mind, the following academic requirements must be followed:

- Each chapter must develop, implement, and maintain a written, comprehensive scholarship program. If a chapter does not currently have a scholarship program, OSLE staff can assist them in creating one. The program should include the following components:
 - Skill building
 - Incentives
 - Tutoring
 - Use of campus resources

- Chapter presidents must maintain a cumulative GPA of at least 2.600 during their term of office
- If a chapter's semester GPA falls below 2.600, the chapter shall be placed on academic probation and must meet with the Assistant Director for Fraternity & Sorority Life.
 - Chapters on academic probation are limited to holding chapter meetings and academic activities. All other types of chapter activities are prohibited.
 - If after four consecutive semesters the chapter fails to meet the required chapter GPA of 2.600, University recognition will be withdrawn.

Chapter Grade Reports

Chapters may request a grade report for all of its current active members through the Assistant Director for Fraternity and Sorority Life. In order for a member's GPA information to be included in the report the member must add individual chapter leadership or advisors to their FERPA Release.

Governing Councils

Membership

As a requirement for recognition, all chapters must maintain membership in one of Hofstra's governing councils. Failure to maintain membership could result in University recognition being suspended or revoked.

Council Officers

Governing council officers must maintain a cumulative GPA of at least a 2.75 during their term in office and be in good standing with the university or they will be required to resign.

Chapter Viability & Inactive Chapters

Hofstra values a strong Fraternity & Sorority community as a constructive element of campus life. The University recognizes that the community must have sufficient membership numbers so as to provide membership opportunities for every student who has a desire and the means to join.

Chapter recognition by Hofstra is a privilege. Recognized chapters must be able to show substantial evidence of the organization's ability to contribute to the fraternity and sorority community. Chapters are expected to meet expectations with respect to academic success, community service, campus involvement, and support of community wide and council programs.

Hofstra has established a minimum membership number as a way to ensure healthy groups and community dynamics. These standards exist for all recognized chapters regardless of governing council. To ensure that recognized fraternities and sororities possess the ability to meet performance expectations and for the continued health of the fraternity and sorority community and its individual members, this membership standard and procedure have been established.

Minimum Membership Requirement

All recognized fraternities and sororities are required to have a minimum of fifteen (15) active, full-time undergraduate student members (initiates or new members) on the roster at all times to maintain recognition and good standing. The chapters governed by the Multicultural Fraternity & Sorority Council (MFSC) are exempt from this rule. Chapters governed by MFSC are required to have a minimum of five (5) active, full-time undergraduate student members (initiates or new members) on the roster at all times to maintain recognition and good standing.

Process

- All chapters will be required to review and update their rosters at the start and end of each semester by the deadline provided by FSL Staff.
- Each semester, a viability reminder will be sent via email to all chapters, their advisors and inter/national organization that list 5 or fewer Hofstra students on their membership roster.
- Chapters that fall below the requirement will be placed on probation for the following semester.
- In addition to probation, a plan of action to increase and achieve the minimum number of members must be developed by the chapter with assistance from the chapter advisor(s) and headquarters.
 - A copy of the plan must be given to OSLE.
 - The chapter president will meet regularly with FSL staff to track the progress made on the plan of action.
- A chapter will remain on probation until their membership has met or surpassed the minimum requirement.
- If at the end of two consecutive semesters a chapter has no active members, the chapter shall lose their recognition.
 - Chapter that lose recognition may ask to reapply three years from the date recognition was revoked.

Appeal

Chapters notified that university recognition has been withdrawn do to not meeting the minimum membership requirement may submit a written appeal to the Associate Director for Student Leadership & Engagement within five business days of notification. The Associate Director in consultation with the Assistant Director for Fraternity & Sorority Life and Associate Dean of Students will review the request to determine if granting the appeal is appropriate. A decision will be made within two weeks of receipt of the letter. Chapters are granted one opportunity to appeal.

Finances

All chapters and councils have a student organization account with the university. Any money raised or collected by students on-campus or at Hofstra-sanction events for a recognized student organization are required to be deposited into Hofstra accounts.

Hofstra discourages the use of off-campus accounts and no off-campus accounts can use the name Hofstra University or any derivative of the name. No University funds can be provided to a student organization with the intent of it being deposited into an off-campus account.

Insurance

All fraternities and sororities are required by Hofstra University to provide a Certificate of Insurance evidencing the following:

- General Liability Insurance for bodily injury and property damage with a minimum of \$1,000,000 in Combined Single Limit.
- The General Liability insurance must include Host Liquor Liability.
- The General Liability insurance policy must name "Hofstra University" as an additional insured and the certificate must state that the insurance coverage is primary over other collectible insurance.

All certificates of insurance must have a thirty (30) days' notice of any change or cancellation of the policy terms. Any such notice should be sent to OSLE at the address indicated below. In addition, policies should be updated within fourteen (14) days prior of the expiration date of the existing policy.

Certificates of Insurance and any questions are best directed to:

Updated: 8/2019

Attention: Fraternity and Sorority Life
Student Leadership and Engagement
244 Mack Student Center
200 Hofstra Blvd
Hempstead, NY 11549

The above specified limits are required minimums only. The insurance requirements are strictly enforced. Failure to comply may result in immediate revocation of the chapter's recognition by the University.

Unrecognized Organizations

Recognized fraternities and sororities are expected to abide by the Unrecognized Groups Policy found in the Hofstra University Guide to Pride. A fraternity or sorority found to be supporting an organization not currently recognized by Hofstra University may have charges brought up against the chapter from the proper entity.

When a chapter loses recognition, any students who have been participating in the education process and have not yet been initiated, will be ineligible for membership in recognized organizations for the remainder of their time at Hofstra University.

Community Service & Philanthropy

Community service and philanthropy are core values shared by most fraternities and sororities and important components of the fraternity and sorority experience. Community service includes the giving of our time and abilities to provide individuals or organizations with hands-on support. Philanthropy involves the raising of resources to assist with the mission of a charitable organization.

All chapters are required to submit their community service hours to GetInvolvedHU no later than 30 days from the conclusion of the event. A summary of these hours must also be submitted with the chapter's Letters With PRIDE assessment.

Fraternity & Sorority Life follows [Student Advocacy and Prevention Awareness' guidelines](#) for calculating service hours and charitable contributions.

Recruitment and Education

All organizational growth has three stages.

1. **Recruitment:** The first stage where an organization is identifying students who could potentially be future members. These students are commonly referred to as "Potential New Members", "PNMs" or "Interests".
2. **Education:** The second stage is where an organization has identified students to be future members of the organization, checked their eligibility with OSLE, and started a formal education process. At this stage students are commonly referred to as "New Members" or "Candidates".
3. **Initiation:** The final stage comes at the conclusion of the formal education process where the potential future members are initiated through a ceremony and are now active members of the organization.

Recruitment

Recruitment Events

In addition to Hofstra University policies, the following rules and regulations apply to all Hofstra recognized fraternities and sororities regardless of governing council affiliation. **This list is not all-inclusive.** Chapters should familiarize themselves with the Hofstra Guide To Pride, New York State Law, and their own inter/national policies related to recruitment and education.

- Recruitment activities cannot involve alcohol and/or drugs.
- All recruitment and education activities must take place on the Hofstra campus or at an approved off-campus business.
 - No activities may take place at a personal residence.
- All activities start no earlier than 8:00 AM and end no later than 12:00 AM (midnight).
 - In addition, the schedule should leave adequate time for studying, at least 15 hours during the week and 10 hours on weekends. The schedule should not interfere with students' academic requirements. (ex: attending classes)
- All chapters must follow their own inter/national recruitment or intake requirements.
- All potential future members being considered by the chapter must have their eligibility checked and approved by OSLE.
- A list of students who have been selected to participate in the education stage must be submitted to OSLE by the deadline announced by FSL Staff.

Student Eligibility

Students may only begin the education stage if the following requirements are met:

- Full time (12 credit hours or more) Hofstra undergraduate students
- Have completed one full semester at Hofstra University*
- Minimum of a 2.500 cumulative GPA
- Be in good standing with Hofstra University and the Office of Community Standards

*A transfer student is eligible if they are entering Hofstra with a 2.500 cumulative GPA and a minimum of 12 credits.

Grades will only be checked for those submitted via the Hofstra FSL Potential New Member/Interest Eligibility Check Form.

Students may be a member of a PFC organization *and* either a CPH, IFC, or MFSC organization. However, students may only join one organization per semester.

Education

In addition to Hofstra University policies, the following rules and regulations apply to all Hofstra recognized fraternities and sororities regardless of governing council affiliation. **This list is not all-inclusive.** Chapters should familiarize themselves with the Hofstra Guide To Pride, New York State Law, and their own inter/national policies related to recruitment and education.

- Each chapter will abide by the Hofstra Hazing Policy and is responsible for upholding zero tolerance for hazing.
- Programs may not last longer than eight (8) weeks and must be completed by the deadline established and announced by the FSL staff each semester.
- Education activities cannot involve alcohol and/or drugs.
- All recruitment and education activities must take place on the Hofstra campus or at an approved off-campus business.
 - No activities may take place at a personal residence.
- All activities start no earlier than 8:00 AM and end no later than 12:00 AM (midnight).
 - In addition, the schedule should leave adequate time for studying, at least 15 hours during the week and 10 hours on weekends. The schedule should not interfere with students' academic requirements. (ex: attending classes)

- For organizations with organized study tables/hours, flexibility must be given to those individuals who need to study alone, in the library or computer lab, with a study group or in a separate location. Only academic coursework may be completed during organized study hours (no fraternity/sorority business or activities).
- All chapters must follow their own inter/national education or intake programs.
- All students who cease participating in a chapter's education program must take part in an exit interview with a member of the FSL staff and complete a Membership Disaffiliation Form in person.
- All students must be INITIATED as full members of the organization by the deadline announced by FSL staff.

Education Calendar

Each chapter's education programs must be submitted and approved by OSLE via the Hofstra FSL New Member Education/Membership Intake Process Program Calendar Form

- Calendar should be reviewed by the campus advisor prior to submission.
- Any changes to the calendars must be discussed and approved by OSLE at least 72 business hours (Monday – Friday; 9:00 AM to 5:00 PM) in advance.

OSLE will review the information provided and inform the listed contact prior to the start of the education/intake period if any events need to be modified or explained in more detail.

Reporting An Education Class to OSLE

All chapters must submit a list of names of those individuals who will be participating in the education process via the Hofstra FSL New Member/Interest Class Notification Form by the deadline provided by FSL staff.

MFSC New/Initiate Member Presentations

It is understood that new member presentations are an integral part of the multicultural fraternity and sorority experience. Hofstra recognizes that the participation in this tradition can have significant impact on the creation of community and sense of pride within the organizations who traditionally participate. In an effort to provide guidance that will enable the successful and positive continuation of the tradition of new member presentations, OSLE has established the following guidelines to ensure the success of planning a new member presentation at Hofstra:

- All new member presentations must be coordinated with the Assistant Director for Fraternity & Sorority Life.
- All organizations hosting new member presentations must submit written approval from a national or regional representative allowing the activity to take place.
- New member presentation must take place on the Hofstra campus.
- Presentations may begin no later than 10:00 p.m. and last no longer than 2 hours.
- A staff member and/or Campus Advisor MUST be in attendance at all new member presentations. It is the responsibility of the presenting organization to coordinate with OSLE to schedule a staff member to be present. Please note that significant notice may be needed in order to coordinate staff presence.
- No alcoholic beverages or drugs are permitted at the event.
- Participation in the show must be truly optional for new members. Any pressure or coercion to participate in the show will not be permitted.
- No hazing, as defined by the group's inter/national organization, the university and the State of New York, may occur prior to, during, or after the show.
- Rehearsals for the show must be held at reasonable hours and be positive in nature. Forced calisthenics and physical demands outside of what is considered reasonable for practicing the dance/step is not permitted.
- No physical abuse will be tolerated.

- Disruptions by other attending organizations will not be tolerated. This includes, but is not limited to: walking through the presenters' show, talking over the presenting organization, etc.
- All shows must respect new members, members, alumni, other organizations, and the university.
 - Under no circumstances will degrading or negative sentiment towards another chapter or another chapter's members be permitted. This type of behavior includes mocking signature steps or calls in order to cause laughter or poke fun.
 - Under no circumstances will profanity, racism, sexual innuendos, obscene gestures or hate towards another culture, gender, or identity be permitted.

Auxiliary Groups & Sweethearts

Auxiliary Groups

Hofstra does not recognize nor condone the creation and sustaining of fraternal auxiliary organizations (commonly referred to as "Big Brothers" or "Little Sisters"). These organizations have been prohibited by all inter/national organizations for the following reasons:

- Title IX exemption for fraternities and sororities
- Legal issues associated with insurance coverage

Auxiliary groups are not the same as joining a fraternity or sorority and should not be considered or treated as such. These groups do not follow the processes outlined, approved, and required by the national organization or university. Social fraternities and sororities are exempt from Title IX which allows them to exist as single sex organizations. Little Brother/Little Sister groups have blurred those lines and caused national organizations to ban them outright. All NPC organizations adhere to the Unanimous Agreements that prohibit their chapters from partaking in this practice. NIC organizations also prohibit their chapters from having these types of organizations. Below are the associated links for each group:

- NPC - <https://www.npcwomen.org/resources/pdf/Unanimous%20Agreements.pdf>
 - Section X (page 37 of Unanimous Agreements)
- NIC - <http://www.nicstandards.com/fraternity-members/why-standards>

The only method for joining a fraternity or sorority is through the recruitment, education, and initiation process approved by the national headquarters and Hofstra University.

Sweethearts

Hofstra recognizes the significance and important role a chapter sweetheart plays in our organizations and encourages all organizations that are permitted by their inter/national headquarters to have them. While Hofstra does support chapter's having sweethearts, their inclusion in recruitment and/or education stages is strictly prohibited. Recruitment and education are intended to be a members only process and potentially can interfere with a fraternity or sorority Title IX exemption.

Letters With PRIDE

Letters With PRIDE is an initiative at Hofstra University to create successful college and community-centered fraternity and sorority chapters. Hofstra utilizes the following program as a way to assess the current status of the chapter & community, create strategic plans, and recognize and reward chapters for their hard work and contributions.

Purpose

The purpose of Letters With PRIDE is the following:

- Provide assessment information to Hofstra University
- Create strategic plans to help each chapter strive for excellence
- Identify excelling chapters for recognition

Letters with PRIDE (LWP) has been designed to provide OSLE with a progress report for all chapters at the end of each semester. Each item in it will be assigned a point value and a chapter will be given a total score based upon all questions on the report

LWP is comprised of questions regarding many facets of chapter operations. Some questions will require short answers while others will require verification to be uploaded. Verification can be in the form of letters, email, documents, list of attendees, or other items that can accurately verify attendance and/or participation related to a particular item. Acceptance of verification is at the discretion of OSLE.

Scoring

Letters With PRIDE is based on Hofstra's five PRIDE Values. Each PRIDE Value will have different requirements that will be rated on the following scale:

2	Exceeds Goal
1	Meets Goal
0	Does Not Meet Goal

Some questions will require short answers while others will require verification to be added. Verification can be in the form of letters, emails, curriculums, list of attendees, flyers, photos and/or other items that can accurately verify attendance and/or participation related to an item. OSLE will be able to provide some information such as academic performance. These sections will not require the chapter to provide verification.

Each portion of Letters With PRIDE shall be scored and the total score will be used to determine a chapters standing for the following semester. Based upon each chapter's cumulative score from all portions of Letters With PRIDE, chapters will be given a ranking. Acceptance of verification and scoring is at the discretion of OSLE.

Scoring is at the discretion of OSLE.

Rankings

Setting the Standard

A chapter receiving between 90% and 100% of the possible points. These chapters are eligible for ALL awards.

Raising the Standard

A chapter receiving between 80% and 89.9% of the possible points. These chapters are eligible for ALL awards.

Meeting the Standard

A chapter receiving between 60% and 79.9% of the possible points. These chapters are eligible for all awards except chapter of the year.

Below The Standard

A chapter receiving between 0% and 59.9% of the possible points. Chapters in this category are not eligible for awards and will be required to meet with FSL staff to create an improvement plan.

Chapters falling below the standard set in Letters with PRIDE will be put on one of the following sanctions:

- Warning
- Developmental Probation
- Probation

Forms & Documents

Policies

[Hofstra Guide To Pride](#)

[FSL Expansion Policy](#)

Forms

All forms are only accessible with a current Hofstra account.

[Advisor Agreement Form - Campus Advisor](#)

[Advisor Agreement Form - Alumni Advisor](#)

[Apparel Approval Form](#)

[Newsletter and FSL Calendar Submissions](#)

[Membership Disaffiliation Report](#)

Recruitment, Education, and Initiation Forms

1. [Recruitment Calendar Approval Form](#)
 - a. [Recruitment Calendar Template](#)
2. [Education Eligibility Check Form](#)
 - a. [Education Eligibility Check Template](#)
3. [Education Calendar Approval Form](#)
 - a. [Education Calendar Template](#)
4. [Education Participants List Form](#)
 - a. [Education Participants List Template](#)
5. [Initiation Report](#)

How To

[Make An Appointment with FSL Staff](#)

[Update Your Roster](#)

On Campus Resources

[Campus Recreation](#)

[Career Center](#)

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Glossary of Terms

Active: a formal initiated member of a fraternity or sorority

Affiliation: The fraternity or sorority to which an individual belongs

Alumnae: a sorority member who has graduated from college (plural: alumnae)

Alumnus: a fraternity member who has graduated from college (plural: alumni)

Badge (pin): the insignia that designates your fraternity or sorority

Bid: a formal invitation to join a fraternity or sorority

Bid Matching: A system for matching the choice of potential new members with the choice of the chapter (CPH)

Big Brother/Big Sister: An active member assigned to be the personal mentor for a new member.

Brother: a term used when referring to other members of a fraternity

Call/Chant: A vocal sound used by members of cultural based fraternities and sororities to acknowledge one another

Chapter: name for the local organization of a national fraternity/sorority

Chapter Advisor: An alumnus/alumnae or faculty/staff member who serves in an advisory role to provide guidance to the organization.

Colony: A newly formed affiliate of a national organization that has not yet received its charter. The members of a colony are referred to as "founders."

Crossed: The actual date of initiation into a cultural fraternity or sorority.

Dues: Membership and other fees paid to the local chapter of the fraternity or sorority

FIPG: Fraternity Information and Programming Group, a group of large inter/national fraternity that have grouped together to form a uniform risk management policy.

Formal Recruitment: the recruitment process for CPH sororities which takes place during the beginning of the spring semester.

Fraternity: The name that applies to men's Greek letter organizations and is characterized by a ritual, pin, and a strong bond of sisterhood and/or brotherhood.

Informational: A meeting held by a chapter for prospective members who are seeking more information about the organization. An informational is typically the first step in the Membership Intake Process for MFSC Organizations.

Initiation: the traditional ritual, which brings the new member into full membership

Intake/Membership Intake : The membership recruitment and induction process culturally based fraternities and sororities

Updated: 8/2019

Inter/national Organization: A common way to refer to the larger fraternity or sorority with a chapter on a college campus. For the business center of these organizations Headquarters, Central Office, or Executive Office is appropriate.

Legacy: a prospective member who has a family member in the same fraternity or sorority

Line: individuals going through the Membership Intake Process of a MFSC organization.

Membership Intake: Intake is the process by which many MFSC organizations take in new members. This process begins with an information meeting or formal rush and concludes with initiation. Each organization does membership intake on their own schedule and not necessarily every semester.

National Panhellenic Conference (NPC): The national group of 26 women's sororities in North America and the Umbrella Organization for the Panhellenic Council. Representatives from each national sorority meet regularly to advocate for sororities, make common agreements about how Panhellenic sororities should function, and provide resources to collegiate and alumnae members.

National Pan-Hellenic Council (NPHC): Refers to the national coordinating body for 9 historically African-American fraternities and sororities commonly referred to as the Divine 9. Hofstra has 4 of these national organizations and they are members of the Hofstra Multicultural Fraternity & Sorority Council (MFSC)

Neophyte: A newly initiated member of a cultural fraternity or sorority

New Member: a member who has not been initiated (Some organizations use other terms such as ASSOCIATE, CANDIDATE, OR LINE BROTHER/SISTER) - One who has been accepted as a probationary member of a sorority or fraternity but has not yet been initiated. Collectively, the New Members who join the same semester are called the NEW MEMBER CLASS OR LINE.

New Member Education Process: The time period in which candidates for active membership (or new members) learn about the organization and participate in brotherhood/sisterhood activities.

New Member Pin: a pin that designates a new member of a fraternity or sorority

New Member Presentation: a show where newly initiated members of MFSC organizations introduce themselves to the community and highlight what they have learned about the organization during their intake process.

New Member Recruitment: the continual process of recruiting members for a fraternity or sorority (usually CPH, IFC, and PFC)

NGLA: Northeast Greek Leadership Association. NGLA holds an annual leadership conference for fraternity and sorority members in the Northeast region of the United States.

North-American Interfraternity Conference (NIC): The national trade organization of 75 men's fraternities in North America and the umbrella organization for the Interfraternity Council. Unlike the other umbrella groups this group does not have any governing authority over its members. National representatives meet regularly to advocate for the fraternal experience, and make common agreements about minimum standards for member organizations.

Philanthropy: the chapter's specific charitable organization(s) that they donate money to.

Potential New Member (PNM): a term for men or women being recruited by a fraternity or sorority; anyone not affiliated with a fraternity or sorority is a PNM

Prophyte: A member of an MFSC organization who has been in the organization long enough to initiate a new line of members.

Quota: The number of new members that CPH sororities may accept during formal recruitment. This is determined by CPH based on the number of PNMs participating in formal recruitment and is not determined until after the Preference Round.

Recruitment (sometimes called RUSH): the action of finding new people to join an organization

Recruitment Counselor: a disaffiliated member of an organization who assists potential members through the recruitment process (only in CPH sororities).

Ritual: the traditional ceremonies of a chapter, which are usually secret

Signs: a unique display expressed by hand symbols. *Please do:* Enjoy the viewing of various signs. *Please don't:* imitate an organization's sign. It is a sign of disrespect.

Sister: a term used when referring to other members of a sorority

Snap Bidding: An option available to CPH sororities that did not receive quota. This occurs during Formal Recruitment, after bid matching, but before bid day.

Soror: the term used to refer to a sister of the sorority.

Sorority: The name that applies to women's Greek letter organizations and is characterized by a ritual, pin, and a strong bond of sisterhood and/or brotherhood.

Stepping: A performance involving dance, marching and traditional culture of a cultural organization.

Stroll: Organizational members move together in a line expressing pride for their organization. In this line, members may express their pride through use of their organization's call, sign or historical information, ritual/custom dances, etc. All of this is done through movements that are unique to a particular organization. *Please Do:* Enjoy watching, as each organization has a unique way and style of strolling. *Please Don't:* imitate the stroll or cut in between members of the line. That is considered a sign of disrespect.

Stroll/Step Show: A line dance done by members of cultural fraternities or sororities (usually at a party or step show)

Total: The allowable chapter size determined by CPH. Chapter under this number are allowed to participate in informal recruitment.

Yard: A term used by NPHC groups to indicate that campus.