



Fraternity and Sorority Expansion and Reactivation Policy

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Preamble

The Office of Student Involvement is responsible for the oversight of Fraternity and Sorority Life at Rider University, including the management of all operations such as organization compliance, chapter advisement, leadership development, programming, and risk management. The primary objective is to advance the Greek experience at Rider and ensure all active Greek organizations receive equitable and sufficient resources and support.

Rider University recognizes fraternities and sororities as organizations that profoundly impact the social, moral, intellectual, and personal development of student members. For this experience to be enhanced and made available to more students, Rider University supports regulated expansion. The Office of Student Involvement manages all fraternity and sorority expansion processes and reserves the right to manage expansion based on a variety of factors, including but not limited to staffing structure, resources, campus culture, recruitment and retention data, risk assessment, and overall sustainability of the fraternity and sorority community; all within a context of observing local and national trends.

Mission Statement

The Office of Student Involvement believes in the benefits of shared fraternal values and the unequivocal experiences attained from membership in a Greek organization.

The Fraternity and Sorority community is dedicated to providing a safe, vibrant, inclusive environment to empower organizations and individuals to assist in the development of social, moral, civic, and intellectual growth. Diversity, equity, and inclusion remain at the cornerstone of what we do and we pride ourselves on providing meaningful and transformative experiences that fulfill the unique needs of our diverse organizations and governing councils.

We foster lifelong relationships between organizations, alumni, national partners, and the local community to make an impact beyond our campus. Committed to the lifelong development of members, we teach leadership and transferable skills, provide direction to achieve high standards, enhance the academic experience, and pledge to the betterment of Rider University, our organizations, and students.

Criteria for Expansion Consideration

The Office of Student Involvement is committed to actively enhancing the Greek experience at Rider University by identifying opportunities for growth and development. Rider University supports regulated **expansion** (the process through which a national organization is invited to establish a chapter at Rider University) of the fraternity and sorority community when expansion is deemed advisable to the overall health of the Greek community and overall Rider student community.

The criteria for expansion will be based on a variety of factors and determined by the following:

1. Significant demonstrative interest in expansion by national organizations or non-affiliated Rider University students
2. A formal assessment of the current health of the Fraternity and Sorority community (health of chapters and councils, average chapter size, average new member class, campus image, growth potential, judicial sanctions, housing availability, community needs/successes, etc.) to determine capacity for additional organization(s).
3. University enrollment and retention trends as informed by data provided by Rider University Enrollment Management to project future Greek membership data. This will include evaluation of overall anticipate interest/capacity, as well as specific consideration for distinct demographics/social identities of students to assure Rider's Greek community is reflective of and serving the diversity of our students.
4. Preliminary approval by the Office of Student Involvement and the Associate Dean of Campus Life based on findings/data from the formal assessment.

If the above criteria **are met**

1. A formal "Call for Vote" will be presented to the Rider University Greek Council. A two-thirds majority vote by the Rider University Greek Council Full Board is required for further expansion consideration.
2. Once a unanimous vote is passed by the Greek Council, a formal request for expansion will be submitted to the Vice President of Student Affairs (VPSA) who will have final approval on all expansion and reactivation.
3. Upon approval by the VPSA, an expansion committee will be established to oversee and manage the expansion process.

If the above criteria are **not met** and expansion is deemed unsubstantiated

1. The Office of Student Involvement will provide a statement to the community and interested National Headquarters explaining its decision.
2. Rider University Fraternity and Sorority Life expansion will be considered closed for the duration of the academic year and the Office of Student Involvement will reassess the viability of expansion each summer prior to the start of the academic year.

Rider University reserves the right to screen national organizations interested in colonization to regulate this expansion process. Rider University also reserves the right to limit the number of organizations it approves for expansion and/or reactivation, deny an organization based on prior history and/or infractions, or at any point in the process, dismiss an organization from continuing. The University reserves the right to implement a moratorium on expansion at any point in the process if deemed necessary.

Expansion and Reactivation Selection and Implementation Committee

Upon approval from the Vice President of Student Affairs, the Office of Student Involvement will develop a Selection and Implementation committee to oversee the expansion and reactivation process. The committee shall review all matters pertaining to the process and is responsible for determining a timeline and recommendations to accept, deny, or defer expansion/reactivation. The committee is chaired by the Assistant Director for Student Involvement and Fraternity and Sorority Life and shall include:

- A. Director of Student Involvement and First-Year Programs
- B. Associate Dean of Campus Life
- C. Associate Dean of Students
- D. Rider University Greek Council President
- E. Corresponding Council President (e.g. IFC, Panhel, MGC, NPHC)
- F. Designated chapter advisor or Student Affairs personnel deemed appropriate

The committee may have **no less than seven** and **no more than nine** members. Additional Campus Life staff may be selected to serve in an ex-officio capacity when deemed necessary by the chair but shall not hold voting privileges.

Duties of Committee

- A. Develop a timeline for the execution of the expansion.
- B. Launch the expansion/reactivation application and begin communication with interested parties.
- C. Coordinate application screening, interviews, and campus presentations for interested organizations.
- D. Determine the viability, support, and suitability of the national organization.
- E. Make a recommendation to the Vice President of Student Affairs as to which organizations to invite to campus and the organization's potential for success.
- F. Obtain final approval from the Vice President of Student Affairs.
- G. Provide continued support to the organization during and after expansion and colonization and reactivation.

Committee Process and Procedures

- A. Once the expansion/reactivation application is launched, interested parties must submit a completed application by the designated deadline.
- B. Once the application closes, the committee will review all application materials and determine a list of potential organizations to consider based on the quality of the application and established rubric. The committee will notify viable candidates, providing them with the next steps of the process. Organizations that are not being considered based on application/history will be informed about their ineligibility.
- C. Viable candidates will be moved to the next phase and invited for on-campus interviews and presentations with the committee, Rider University Greek Council officers, and corresponding council representatives.
- D. Once on-campus interviews and presentations are complete, the committee will begin deliberation and notify candidate(s) not considered as a finalist.
- E. The committee shall vote on finalists based on an established rubric; the committee must reach **a unanimous decision** on each candidate for them to move forward.
- F. The corresponding council will also conduct a vote; **a majority vote must be reached.**
- G. Once the voting procedure is conducted accordingly, the committee will submit recommendations to the Vice President of Student Affairs for final approval.

- H. Approved organization(s) will receive a formal letter of invitation to expand and receive further instruction including a timeline for establishing the new colony and the start of activities/conducting membership intake.
- I. Once the new colony/colonies are established, Rider University will be considered closed for expansion until further notice.

Miscellaneous

- A. The committee will only consider MGC and NPHC organizations that have attained **at least five interested** Rider students from a variety of class years (a list of students' names must be submitted with the application).
- B. The committee may decide not to invite any National organizations to campus based on the quality of applications or prior history. The committee may then choose to end its search with no planned expansion. If the committee ends its search, expansion will be considered closed until further notice.

Expansion Application Instructions

Organizations interested in expanding to Rider University will be expected to maintain congruence of goals and standards with those of the University, uphold and promote the principles of the organization, and provide mechanisms for accountability and member development.

All submissions must be delivered via postal mail to the Assistant Director of Student Involvement and Fraternity & Sorority Life by the designated date. Applications received after the deadline will not be accepted. Please submit the following information:

Letter of interest

A letter of interest is a formal expression of the National Headquarters' desire to expand to Rider University. Letters of interest should contain the following:

- A. A statement from the National Headquarters outlining the interest in expanding to Rider University and how they see the organization positively contributing to the fraternal and larger campus community.

- B. A letter of petition explaining the purpose and intent of the organization, and its mission statement outlining the group's values, goals, and successes. Must include general membership statistics, the number of chapters nationally/regionally, and the number of members and alumni nationally.
- C. A statement outlining National support for new chapters - outlining with specificity resources available to campus fraternity and sorority administrators and individual chapter leadership and members, and the timeline and frequency of this support.
- D. Name, phone number, and email address for Primary Contact individuals.
- E. A brief letter of support from an interested student.

Requested Information

- A. Diversity, Equity, and Inclusion
 - a. A statement demonstrating the organization's commitment to Justice, Diversity, Equity, and Inclusion
- B. Academics
 - a. A copy of the national scholarship program
 - b. Academic requirements for initiation and membership
- C. Alumni and Advisement
 - a. Outline supervision and advisement strategies of the undergraduate chapter
 - b. Outline Headquarters onboarding process and continued development of chapter
 - c. Statement of support from local graduate chapter
 - d. Names and positions of advisory board and/or graduate chapter members
 - e. Names of potentially interested faculty/staff advisors if available
- D. Corporation
 - a. A copy of the national constitution and bylaws
 - b. A copy of the national Risk Management Policy including stance on substance abuse and sexual assault policies
 - c. The total number of chapters nationwide and geographical distribution
 - d. The total number of colonization over the past 5 years with geographical locations and rate of success and average chapter size
 - e. The total number of chapters (or colonies), lost in the past 5 years (when, where, and reasons)

- f. A copy of the certificate of liability insurance with at least \$1 million coverage
 - g. Outline a sustainability plan for maintaining active membership on campus and strategies for support of the colony
- E. Financial
- a. Membership dues and associate new member fees
 - b. Financial support for membership dues from alumni or national organizations, if applicable
 - c. The standard budget for establishing a new colony
 - d. The standard yearly operating cost for an undergraduate chapter
- F. New Member Education Program
- a. Outline new member recruitment and retention strategies
 - b. Outline all membership requirements including GPA, timeline, membership application material, etc.
 - c. Outline all new member education activities including length of the program, educational sessions, initiation/induction, and new member presentation
 - d. A copy of the national's Anti-Hazing policy
- G. Chapter Programmatic and Philanthropic Requirements
- a. Outline programmatic requirements of the undergraduate chapter including the required national week of programming if applicable
 - b. A copy of the national philanthropy program if applicable and required yearly donations
 - c. A copy of the community service program if applicable including required service hours

Information Provided to Prospective Groups When Requested

- A. University policies regarding fraternities and sororities i.e. housing, accreditation, etc.
- B. Greek membership/recruitment statistics and University enrollment statistics
- C. Constitution, bylaws, and policies from the Rider University Greek Council and/or governing council and University Student Handbook
- D. Rider University Anti-Hazing Policy and Reports

University and Governing Body Requirements for Colonies

Once an organization has been approved expand, the University will onboard the organization as a **colony** (a probationary body awaiting official recognition from the University and its international headquarters to charter a chapter on campus). Once a colony has been established, it must adhere to the following guidelines:

- A. comply with the rules and regulations concerning fraternities and sororities set forth by the Rider University Greek Council and the University
- B. comply with the national sponsoring organization's policies relative to maintaining colony status and progress towards chartering
- C. present for recognition through the SGA Student Senate. This presentation should include support from the Rider University Greek Council
- D. consider/initiate members only from Rider University and show growth in membership
- E. participation in all Rider University Greek Council meetings as a non-voting member. The colony is expected to become familiar with the operations and policies of the governing council including submitting required paperwork, attending meetings and training, and maintaining regular contact with the Office of Student Involvement

Requirements for Obtaining University Recognition as a Chartered Chapter

A group should be an approved colony for at least one calendar year from the date colony approval was granted and no more than two years. If at the end of the second year the colony has not fulfilled the requirements for University Recognition, the colony will be placed on administrative warning and must submit an action plan for gaining recognition and chartering. In addition, the colony will immediately participate in the annual Fraternity and Sorority Standards and Expectations Assessment Process and must achieve at least a 75% before it is granted recognition as an active chapter.

To petition for University recognition after the probationary period, the National Organization and the colony must send a joint petition statement to the Office of Student Involvement. The petition must address the following information:

- A. What is the colony's established identity on campus? How would it describe its image?

- B. Describe the colony's overall performance including achievements, how has it enhanced the Greek experience at Rider, and the colony's areas of growth.
- C. What are the colony's short-term and long goals and how does it plan to achieve them?

National Organization Support

Upon approval, the colony's National Organization must submit in writing its support for the chartering, and work collaboratively with the Office of Student Involvement to plan the formal charting procedure.

Reactivation Application Instructions for Formally Recognized Chapters

The following application is only for organizations whose recognition/charter was suspended by the University or by their national office. Previously suspended chapters may apply for reactivation during the expansion period only after the completion of the disciplinary period outlined in the organization's official suspension correspondence, if applicable. If expansion is closed, previously recognized organizations may still apply for reactivation and petition for reinstatement, but approval will be at the discretion of the Office of Student Involvement and University Leadership. The likelihood of approval will depend on the following factors:

1. Current health of the Fraternity and Sorority community (health of chapters and council, average chapter size, campus image, growth potential, judicial sanctions, housing, community needs/successes, etc.).
2. Organization's prior history and adherence to the guidelines outlined in suspension notice.
3. Significant interest shown by students from a variety of class years; students must formally submit an interest form to the Office of Student Involvement.

Statement and Petition

A written statement clearly expressing why the chapter was suspended, learning outcomes from the sanctions, and why it wishes to reestablish the chapter. The statement should also address the following:

- A. In detail, what value did the organization add to the campus community? What were some of its successes and significant achievements during the course of time on campus?
- B. How was the chapter's overall performance prior to suspension (i.e. Standards and Expectation scores, chapter size, recruitment/intake data, etc.), and what were some areas of improvement?
- C. Retrospectively, what could the organization or members have done differently to address the challenges that ultimately led to the suspension?
- D. What void, if any, is apparent since the organization's suspension? How does the organization believe it will fill this void if given the opportunity to return?
- E. Has the organization assessed the current campus culture/climate of the campus? If so, in what ways does the organization believe the campus culture/climate has changed and how would it adapt to these changes if given the opportunity to return?

Requested Information

A. Corporation

- a. A copy of the most up-to-date national constitution and bylaws
- b. The total number of chapters nationwide and geographical distribution
- c. The total number of chapters (or colonies), lost in the past 5 years (when, where, and reasons)

B. Alumni and Advisement

- a. Outline the supervision and advisement strategies of the undergraduate chapter
- b. Statement of support from local graduate chapter
- c. Names and positions of advisory board and/or graduate chapter members
- d. Names of potentially interested faculty/staff advisors

C. Financial

- a. Membership dues and associate new member fees
- b. Financial support for membership dues from alumni or national organizations, if applicable
- c. The standard budget for reactivating a chapter
- d. The standard yearly operating cost for undergraduate chapter

D. Risk Management and Prevention

- a. A copy of the national's Risk Management Policy including stance on substance abuse and sexual assault policies
- b. A copy of the national's Anti-Hazing policy and initiatives to mitigate hazing
- c. A plan outlining what measures will be in place to ensure the organization does not have any conduct issues

E. New Member Education Program

- a. Outline new member recruitment and retention strategies
- b. Outline all membership requirements including GPA, timeline, membership application material, etc.
- c. Outline all new member education activities including length of the program, educational sessions, initiation/induction, and new member presentation

F. Chapter Programmatic and Philanthropic Requirements

- a. Outline programmatic requirements of the undergraduate chapter including the required national week of programming, philanthropy, and service requirements

Application Instructions for Dormant Chapters

Dormant Chapters (chapters with no active undergraduate members) are deemed inactive and will need to regain active status to receive recognition. Chapters that have been dormant for less than two consecutive academic years, will **not be required** to recolonize but must submit a completed “Application for Recognition for Dormant Chapter”

To be considered for reinstatement, the following information must be submitted:

Statement and Petition

A written statement clearly expressing how the chapter became dormant and why it wishes to reestablish the chapter. The statement should also address the following:

- A. What recruitment and retention challenges did the chapter face, and what measures were taken to overcome these challenges both at the undergraduate and graduate level?
- B. In detail, what value did the organization add to the campus community? What were some of its successes and significant achievements during the course of time on campus?

Success plan

- A. Outline a success plan that identifies strategies for effective recruitment and retention.
- B. What supportive measures from the National Organization will be implemented if the chapter is reinstated to ensure continued chapter vibrancy and growth?

Miscellaneous

In addition, to the items listed above, the chapter must provide:

- A. Evidence of significant interest shown by students from a variety of class years; students must formally submit an interest form to the Office of Student Involvement
- B. Submission of National Organization’s updated policies including New Member Education program, programmatic requirements, and compliance guidelines

Chapters that have been dormant for two or more consecutive academic years **will be required to recolonize** following the procedures under the Reactivation process.

Documents from the following organization were consulted in the preparation of this plan:

