

New Member Education Program Pace University Pleasantville



This document communicates the policies behind New Member Education for all fraternities and sororities at Pace University Pleasantville.

A New Member Education booklet will be submitted before any new member education can occur. Additionally, the Assistant Director for Greek Life must meet with all new members and new member educators before any new member education can occur. For more information regarding new member education, please follow up with Robert-Thomas Jones, Assistant Director for Greek Life, Student Development and Campus Activities at rjones@pace.edu.

1. All New Members MUST meet with the Assistant Director for Greek Life before new member education can take place.
2. Fraternities and sororities MUST ensure that the New Member Education will be sensitive to the traditions of current chapter while supporting local law and policy.
3. Fraternities and sororities MUST ensure that the New Member Education will not interfere with the scholastic pursuits of students.
4. Fraternities and sororities MUST ensure that the New Member Education will not interfere with the lives of students not wishing to affiliate with fraternities and sororities.
5. Fraternities and sororities MUST ensure that the New Member Education will not interfere with the normal day to day operation of the University.
6. Fraternities and sororities MUST ensure that the New Member Education will allow a student to make independent and educated choices.
7. Fraternities and sororities MUST ensure that the New Member Education will promote objective, non-discriminatory new member education and association.
8. Fraternities and sororities MUST ensure that the New Member Education will promote inter fraternity/sorority cooperation and a positive fraternity/sorority image.
9. Fraternities and sororities MUST ensure that the New Member Education will be a positive experience at all times.
10. Fraternities and sororities MUST ensure that the New Member Education will be a non-alcoholic process at all times.
11. Fraternities and sororities MUST ensure that the New Member Education process will not create an activity or requirement that is so time consuming as to significantly interfere with class work or study time. This includes but is not limited to pre-initiation and initiation periods.
12. Fraternities and sororities MUST ensure that the New Member Education process will have no activity between the hours of twelve midnight and 7:00 a.m. Sunday through Thursday and from 1:00 a.m. and 9:00 a.m. Friday and Saturday. Any activity during this time will be deemed hazing.
13. Fraternities and sororities MUST ensure that the New Member Education process will permit no less than six continuous hours of sleep for new members each night 12:00 a.m.–9:00 a.m.

14. Fraternities and sororities MUST ensure that the New Member Education process will not occur when entire programs has been suspended by the Center for Student Development and Campus Activities.
15. Fraternities and sororities MUST ensure that the New Member Education process will not be conducted within one week of final examinations
16. Fraternities and sororities MUST ensure that the appropriate leadership report to the Assistant Director for Greek Life within 24 hours if an individual no longer continues with the New Member Education process.
17. New Member Educator will require that new members visit SDCA 24 hours after crossover date, with letters on.
18. Fraternities and sororities will attend all mandated Greek Life New Member Programs, of which include Anti-Hazing Trainings, Meetings, and the New Member Retreat.
19. Fraternities and sororities will have liability insurance at all times for all members.
20. Any new members that participate in an organizations new member education process and falls below a 2.5 must complete an academic workshop.
21. Fraternities and sororities must maintain at least a 2.75 GPA in their previous semester to conduct new member education.
22. Fraternities and sororities will require a minimum of a 2.50 cumulative GPA to anyone interested in participating in a New Member education program.
23. Students that transfer into Pace University may join a fraternity or sorority as long as they are not enrolled in UNV 101 during the same semester of their interest.
24. New Member Education must follow the outlined policy of submitted a New Member Education Booklet, and receive prior approval before commencing with any new member education process. These education plans should be compliant with University and SDCA policies, New York State and Federal Law, as well as governing policies of National Councils including, but not limited to; UPC, IFC, NPC and NPHC.



A note for NALFO Chapters on campus

During new member intake and education processes:

The use of modified uniforms/gear is permitted seven days a week, for the duration of the process, maximum of 8 weeks. Modified uniforms/gear is the only sanctioned gear at Pace University, and is defined as four items (ie. skirt, armband, bag, belt) at the suggestion of the respective organization.

Uniforms/gear varies according to the organization, and is a traditional ensemble determined by the respective organization. Uniforms/gear may be worn on campus during the hours of 8:00 a.m.–11:00 p.m. Organizations that use uniforms/gear, upon consent of intake members, must be approved by the Director of Greek Life at least one week preceding initial vestige. The dates and description of the modified uniforms/gear will also be included in the new member education packet submitted to the Director of Greek Life.

Full uniforms/gear is permitted for forty-eight hours before the coming out show of the intake members, as suggested by the respective organization. Full uniforms/gear includes all articles of the ensemble reflected by the traditions of the organization.

In order for a chapter's membership intake class to wear gear, the chapter must:

1. be at or above Greek average GPA from the previous semester
2. be in good standing within NALFO Council (financial, academic, etc)
3. not have had any disciplinary actions taken towards them in the last year



Learning Outcomes for New Member Education

The New Member Process will teach the New Member the following content areas:

- History of Greek Life in the United States of America
- History of the Fraternities and sororities at Pace University
- History of the Pace University Founders and Alma Mater
- The Greek Alphabet
- The Sub Governing Board system at Pace University
- The Governing Board at Pace University
- Risk Management at Pace University and in New York State
- Hazing and Issues of Hazing in America
- Gender Identity Development
- Self Defense in compromising situations
- Brotherhood and Sisterhood
- Roberts Rules of Order
- Money Management
- Time Management
- Study skills
- Interpersonal Communication
- Teamwork/Collaboration
- Organization's purpose and standard
- Organizational operations

The New Member Education Process SHOULD teach and show New Members how to:

- Implement self-governance and be able to consistently display a reasoned, flexible, and collaborative approach to leadership.
- Practice citizenship through involvement in community service that coincides with the values of their Fraternities and sororities.
- Understand personal responsibility and demonstrate respectful behavior in a community living environment.
- Build camaraderie and develop life-long friendships based on shared values and commitment to the organization in the spirit of sisterhood/brotherhood.
- Embrace and promote organizational values while influencing their peers to display behavior consistent with those values.
- Enhance personal and organizational wellness by assessing risk and minimizing personal and/or chapter risk.
- Demonstrate leadership through engagement and participation in team oriented settings where they actively contribute to reaching common goals.
- Demonstrate increased awareness of social justice issues such as culture, race, gender, class and sexual orientation.
- Become fully acquainted with the chapter and its members during the new member education process. In this period new members learn about their chapters, including the national organization structure (if applicable), values, expectations, traditions and rituals.

New Member Bill of Responsibility

Pace University Hazing Policy as stated in the University handbook states: “Any action or situation involving physical or mental abuse such as harassment; intimidation or hazing (defined as subjecting a person to treatment intended to put him/her in a humiliating or disconcerting position); the forced consumption of liquor, drugs or other liquid or solid substance for the purpose of initiation into or affiliation with any organization; or other conduct that recklessly or intentionally endangers or threatens the health, safety or welfare of any person regardless of whether or not the behavior occurs on or off University premises, or University operated property or at University sponsored activities.”

Hazing may also be defined as any action taken or created, intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities may include but are not limited to the following: use of alcohol; paddling in any form; creating of excessive fatigue; physical and psychological shocks; quests, treasure hunts, scavenger hunts, road trips, or any other such activities carried on outside or inside of the confines of the chapter house, wearing of public apparel which is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; and any other activities which are not consistent with fraternal law, ritual policy, or the regulations and policies of the educational institution.”

I understand that the New Member Education process will:

1. Be sensitive to the traditions of current chapters while supporting local laws, policies, and University guiding principles.
2. Not interfere with the scholastic pursuits of students.
3. Not interfere with the lives of students not wishing to affiliate with fraternities and sororities.
4. Not interfere with the normal day to day operation of the University.
5. Not prohibit students from sharing what organization they are joining.
6. Promote objective, non-discriminatory new member education and association.
7. Be a non-alcoholic process at all times.
8. Not create an activity or requirement that is so time-consuming as to significantly interfere with class work or study time. This includes but is not limited to pre-initiation and initiation periods.
9. Neither conduct nor encourage ANY new member-related activity between the hours of twelve midnight and 7:00 a.m. Sunday through Thursday and between 1:00 a.m. and 9:00 a.m. Friday and Saturday. Any activity during this time will be deemed hazing whether from chapter or not.
10. Permit no less than six continuous hours of sleep for new members each night 12:00 a.m. and 9:00 a.m.
11. Not continue when programs have been suspended by the Office of Student Development and Campus Activities.
12. Not conduct any new member activity after **6-7 weeks**.
13. Require that any member that discontinues meet with the Director of Greek Affairs within 24 hours of de-pledging.
14. Require that new members must visit SDCA 24 hours after initiation date, with letters on.
15. Allow only the new member educator to educate new members unless otherwise approved by the Director of Greek Affairs (this includes alumni as well). All members involved in New Member Education/Intake should be noted and submitted to the Director of Greek Affairs.
16. Insure that any problems with the process be reported to security at (914) 773-3400 and Robert-Thomas Jones at (845) 490-2311 regardless of the time, date or location.
17. Allow and support confidential conversations between self and SDCA.
18. NOT INVOLVE ANY FIRST YEAR, FIRST SEMESTER STUDENTS. ALL NEW MEMBERS MUST HOLD AT LEAST A 2.5 GPA AT PACE UNIVERSITY.