

FRATERNITY & SORORITY LIFE  
EXPANSION & REACTIVATION  
POLICIES

Salisbury University

REVISED SPRING 2022

## **Introduction**

The Salisbury University Fraternity and Sorority Life community is currently comprised of nineteen active chapters whose total membership of 900 students accounts for roughly 10% of the undergraduate population. That leaves approximately 90% of the student body which is either not aware of what Fraternity and Sorority Life has to offer, is simply not interested, or does not like the product our fraternities and sororities are presently providing.

The Center for Student Involvement and Leadership provides a variety of opportunities for student engagement including several organizations which offer academic support, networking, friendship, social activities, and leadership opportunities. Fraternities and Sororities offer all these things and more. Separate recognition guidelines have been developed for fraternal organizations due to their complex and unique nature. The Fraternity and Sorority Expansion & Reactivation Policy allows Salisbury University to carefully manage the growth of its Fraternity and Sorority Life population and help to ensure a healthy, safe, thriving community.

Salisbury University recognizes that the expansion or reactivation of fraternal organizations involves several invested parties: the international and/or national fraternity or sorority, governing council, and the University itself. The Expansion & Reactivation Policy, which will take into consideration the interests of all parties, supersedes all other policies. Fraternal organizations are guests of the University and must follow all University policies regarding affiliation.

In order to appeal to as many students as possible, the University recognizes the importance of offering a variety of fraternal experiences. It is understood that thoughtfully planned growth can bring universal benefits to all chapters, including recruitment momentum, greater visibility, a leadership infusion, and motivation for our existing groups to evolve.

Any National Fraternity/Sorority who has targeted Salisbury University for expansion or reactivation must first contact the Center for Student Involvement and Leadership expressing their intentions in writing and requesting a meeting with the Coordinator of Student Life to discuss the appropriate process. The Expansion & Reactivation Committee will meet to determine if and when the Alumni/Graduate Chapter or National Fraternity/Sorority will be invited on campus to recruit and define the scope of that expansion or reactivation.

Salisbury University students wishing to form a fraternity/sorority interest group must first contact the Center for Student Involvement and Leadership expressing their intentions in writing and requesting a meeting with the Student Life Coordinator to discuss the expansion & reactivation process.

It should be noted that the University reserves the right to deny recognition to any group that expresses interest in expansion or reactivation.

### **Expansion & Reactivation Committee**

Vice President, Inter-Fraternity Council (IFC)

Vice President, Multicultural Greek Council (MGC)

Vice President, National Pan-Hellenic Council (NPHC)

Vice President, National Panhellenic Conference (NPC)

Coordinator of Fraternity & Sorority Life

Director of Center for Student Involvement & Leadership

Vice President of Student Affairs or representative

### **Administrative Requirements for Expansion Requests**

1. The fraternity/sorority interest group must affiliate itself with a National Fraternity/Sorority. No “local” organizations shall be recognized.
2. The interest group must be able to obtain at least \$1,000,000 in liability insurance coverage through the National Fraternity/Sorority.
3. The National Fraternity/ Sorority must be a member in good standing of one of the following National umbrella organizations:
  - a. National APIDA Panhellenic Association (NAPA)
  - b. National Association of Latino Fraternal Organizations (NALFO)
  - c. National Multicultural Greek Council (NMGC)
  - d. National Pan-Hellenic Council (NPHC)
  - e. National Panhellenic Conference (NPC)
  - f. North-American Interfraternity Conference (NIC)
4. The National Fraternity/Sorority must agree to establish a single charter at Salisbury University for the purposes of initiating Salisbury University students only. There shall be no attempt to create a “metro” or “city-wide” charter relationship with chapters at other institutions.
5. The interest group must recruit enough founding members to meet the National Fraternity/Sorority chartering requirements.
6. All members must meet the National Fraternity/Sorority **and** Salisbury University’s academic eligibility requirements. Salisbury University’s minimum standards for any student to be eligible for membership include:
  - a. Have completed at least 12 collegiate credit hours (AP courses & Dual Enrollment credits do not count);
  - b. Be an enrolled, degree-seeking undergraduate student at Salisbury University;
  - c. Have a cumulative GPA at or above a 2.5
7. NIC or NPC interest group members must have participated in fraternity/sorority recruitment with existing Salisbury University fraternities/sororities, unless otherwise approved by Salisbury University.
8. An NIC interest group must agree to affiliate and remain affiliated with the Inter-Fraternity Council at Salisbury University.
9. An NPC interest group must agree to affiliate and remain affiliated with the Panhellenic Council at Salisbury University. All NPC Extensions will be conducted in accordance with the procedures outlined in the NPC Manual of Information.
10. An NPHC interest group must agree to affiliate and remain affiliated with the National Pan-Hellenic Council at Salisbury University.
11. A NAPA, NALFO, or NMGC interest group must agree to affiliate and remain affiliated with the Multicultural Greek Council at Salisbury University.
12. The interest group must satisfy all Salisbury University Expansion procedures before any members may be initiated and/or the chapter is granted a charter from the National Fraternity/Sorority.
13. Should the interest group attempt to re-colonize a Fraternity/Sorority that has previously had its charter revoked, the terms of the original sanctions must have been fulfilled, and all initiated members must have graduated. In all cases, the Vice President of Student Affairs or representative, has the final authority to either re-affirm or mitigate a revocation of charter.

## Expansion Process Outline

1. Whether you are a Salisbury University student, an alumni member, or a staff member of a National Fraternity/Sorority, the first step in this process is to express the intent to expand in writing to the Coordinator of Fraternity & Sorority Life within the Center of Student Involvement & Leadership (CSIL)
2. The next step is to meet with the Coordinator to review the Expansion Policy and discuss campus readiness.
  - a. CSIL will complete a two-week (10 business days) preliminary review to determine if the process should move forward to the Expansion Committee.
  - b. Interest group will either be denied approval or receive pre-approval to move forward to the Expansion Committee.
    - i. Groups that are denied approval may appeal this decision with the Director of CSIL.
3. If the request was generated by a Salisbury University student or an alumni member of an organization, the next step would be to contact the National Fraternity/Sorority to determine their readiness and support for expansion.
4. If CSIL has granted the interest group pre-approval, the interest group may begin to “recruit” or gather interest from additional students.
5. The interest group will then prepare a formal Expansion Proposal to be submitted to the Expansion Committee.
6. Once the Expansion Committee has received the Expansion Proposal, they will review materials.
7. If the Expansion Proposal is complete, accurate, and aligned with values and mission of Salisbury University, two presentation times will be scheduled.
8. The first presentation will be given to the Expansion Committee and the second will be given to the respective governing council. Both sessions should include a comprehensive Q&A session.
9. Following the presentations, the Expansion Committee and Council will meet to review the presentations and proposal and make a recommendation to the Vice President of Student Affairs (VPSA) for approval/denial of request.
  - a. If approved by the VPSA, a detailed timeline will be created using the submitted timeline from the proposal submission.
  - b. If denied by the VPSA, a comprehensive outline of strengths and weaknesses will be distributed to the National Fraternity/Sorority interest group and a timeline for reevaluation will be determined.
10. If approved for Expansion, the Organization will be on Associate status until a passing Salisbury University Chapter Assessment Program (SUCAP) score is achieved. Once the organization has achieved a passing score, they will be considered an Active chapter at Salisbury University and shall be eligible for chartering.
  - a. If the organization does not pass SUCAP, they will remain on Associate status for another academic year, at which point they will be required to achieve a passing SUCAP score to remain affiliated with the institution. If they fail SUCAP two consecutive academic years, Salisbury University will disband the interest group and issue a Cease-and-Desist Operations Order.
11. Unless additional time is required by the National Office, the interest group must receive their National Charter and members must be initiated within two semesters of achieving Active status.
12. In all cases, Salisbury University reserves the right to terminate or deny any expansion project.

## Reactivation Process Outline

1. Reactivation is only permitted for organizations who have previously had an active, chartered chapter at Salisbury University within the past two regular academic semesters (Spring and Fall) and have gone inactive due to member graduation.
2. Organizations that have not had any active members for two or more regular academic semesters will be considered closed and will need to utilize the full Expansion Process as opposed to this Reactivation Process.
3. Whether you are a Salisbury University student, an alumni member, or a staff member of a National Fraternity/Sorority, the first step in this process is to express the intent to reactivate in writing to the Coordinator of Fraternity & Sorority Life within the Center of Student Involvement & Leadership (CSIL)
4. The next step is to meet with the Coordinator to review the Reactivation Policy and discuss campus readiness.
  - a. CSIL will complete a two-week (10 business days) preliminary review to determine if the process should move forward to the Expansion & Reactivation Committee.
  - b. Interest group will either be denied approval or receive pre-approval to move forward to the Expansion & Reactivation Committee.
    - i. Groups that are denied approval may appeal this decision with the Director of CSIL.
5. If the request was generated by a Salisbury University student or an alumni member of an organization, the next step would be to contact the National Fraternity/Sorority to determine their readiness and support for reactivation.
6. If CSIL has granted the interest group pre-approval, the interest group may begin to “recruit” or gather interest from additional students.
7. The interest group will then prepare a formal Reactivation Proposal to be submitted to the Expansion & Reactivation Committee.
8. Once the Expansion & Reactivation Committee has received the Reactivation Proposal, they will review materials.
9. If the Reactivation Proposal is complete, accurate, and aligned with the values and mission of Salisbury University, the Expansion & Reactivation Committee will submit a recommendation to the Vice President of Student Affairs (VPSA).
  - a. If approved by the VPSA, a detailed timeline will be created using the submitted timeline from the Reactivation Proposal submission.
10. If approved for Reactivation, the Organization will be on Associate status until a passing Salisbury University Chapter Assessment Program (SUCAP) score is achieved. Once the organization has achieved a passing score, they will be considered an Active chapter at Salisbury University again.
11. If the organization does not pass SUCAP, they will remain on Associate status for another academic year, at which point they will be required to achieve a passing SUCAP score to remain affiliated with the institution. If they fail SUCAP two consecutive academic years, Salisbury University will disband the reactivated group, classify the chapter as closed, and issue a Cease-and-Desist Operations Order.
12. In all cases, Salisbury University reserves the right to terminate or deny any expansion project.

## Expansion & Reactivation Proposal Requirements

The University Expansion Committee is advised by the Coordinator of Student Life and has been charged by the Director of Center of Student of Involvement and Leadership office with considering all requests for expansion/extension to the campus community. The committee will review all submitted materials, coordinate presentations, and make final recommendations to the Vice President of Student Affairs. The University Expansion & Reactivation Committee will consider all requests submitted and will ultimately make decisions that are aligned with the mission of Salisbury University and will enhance the academic/co-curricular learning experience of campus life by enabling students to unlock their potential as members our community. Organizations of specific interest to Salisbury University will be those that can create a meaningful experience that supports the Division of Student Affairs and University mission. The following materials should be included in all Expansion & Reactivation Proposals submitted to the Committee.

1. A letter from the sponsoring National Fraternity/Sorority acknowledging support of the interest group.
2. Proof of liability insurance coverage up to \$1,000,000.
3. Interest group roster
  - a. Name, Student ID#, Phone number, Local Address, Email
4. Contact information for all relevant National Fraternity/Sorority staff, local alumni/graduate advisors, and the Salisbury University faculty/staff advisor.
5. Copies of all relevant National Fraternity/Sorority policies, procedures, & programs including:
  - a. Constitution & By-Laws
  - b. Expansion/Colonization program, including chartering requirements, reactivation policies, timeline, and the level of support the National Fraternity/Sorority will provide during this time period.
  - c. Academic Achievement/Scholarship program, including academic requirements and resources.
  - d. Recruitment/Membership Intake/New Member Education program, including a strategic plan for building and sustaining interest group membership.
  - e. Financial policies, including all interest group, individual members, and chartering obligations.
  - f. Membership/Leadership Development program.
  - g. Community Service/Philanthropy program.
  - h. Public Relations program.
  - i. Risk Management/Substance Abuse/Hazing/Sexual Assault policies.
  - j. Standards/Judicial/Code of Conduct policies/
6. A record of the National Fraternity/Sorority expansion history, including:
  - a. Total number of active undergraduate chapters and their locations.
  - b. Location of all new chapters, colonies, and interest groups created within the past 5 years and the contact information for those institutions' FSL Advisors.
  - c. Location of all chapters, colonies, and interest groups suspended or closed within the past 5 years, the reasons for the suspension or closing, and the contact information for those institutions' FSL Advisors.
  - d. The location and contact information of local alumni/graduate chapters (if applicable).