



Fraternity & Sorority Life Parent & Family Guide

2021-2022



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A LETTER FROM THE STAFF

Dear Parent/Family Member,

We know you and your student come to fraternity and sorority life with a range of knowledge. Some of you may have perceptions of fraternity and sorority based on information shared in the media, while others of you may have a student who is a legacy to one or more of the groups on our campus. Either way, we want to put your mind at ease about the fraternal experience should your student choose to pursue membership in an organization at Johns Hopkins.

As a staff, we are committed to the success of our students and their organizations. We know the benefits of fraternity and sorority when done right and we challenge our students every day to strive for excellence in their experience. Excellence means academic achievement, personal transformation, interpersonal development, contributing to community, and professional readiness.

We understand the sensitivities parents and families sometimes have to fraternity and sorority and we want you to know, we understand. You are entrusting your student to our university and we want them to be safe, healthy, develop a personal sense of integrity, while also having fun. We are happy to support them in their scholastic, personal, and professional pursuits; and, we are confident there is fellowship in our community supportive of that, too. Whether your student becomes a member or not, we hope you know our staff is a partner in helping your student to excel at JHU.

Thank you,

Calvin L. Smith Jr.
Sr. Director, LEED

Nick Wright
Assistant Director

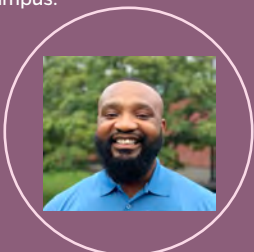
FRATERNITY & SORORITY LIFE



Calvin L. Smith, Jr.

Sr. Director of Leadership Engagement & Experiential Development

Calvin L. Smith, Jr., a Norfolk, Virginia native, was initiated into the bond of Kappa Alpha Psi Fraternity, Incorporated, Nu Xi Chapter at the University of Delaware, spring 2003. Most recently, he was the Coordinator of Fraternity and Sorority Life at Towson University. While at Towson, Calvin advised over 34 chapters comprised of approximately 2600 students. He primarily focuses on the overall development and growth of nationally recognized fraternities and sororities on campus.



Nick Wright

Assistant Director of Fraternity & Sorority Life

Nick Wright joined the Office of Fraternity and Sorority Life in August 2019 as the Assistant Director. Nicolas joined the Hopkins community in July of 2019 as the Assistant Director of Fraternity and Sorority Life. Over the past years, Nicolas has developed a solid background in large scale student programming, leadership development, risk and harm reduction, and equity. His work with the community is to ensure that all students involved in a fraternal organization have a safe and transformative experience.

In Fraternity and Sorority Life, a unit within Leadership Engagement & Experiential Development, we believe in the values-centered social organizations that have shaped the college experience for over 200 years. These organizations instill in their membership the importance of maintaining high moral, social, and intellectual standards.

The mission of the Office of Fraternity and Sorority Life is to provide a framework for a community of values-centered, social fraternal organizations, and their collegiate members, in the pursuit of values congruence by fostering collaborative relationships, creating meaningful opportunities for engagement, and inspiring excellence in academic and community contributions.



Our staff supports this mission by encouraging members to lead with integrity and conduct activities in a healthy, safe, and fun manner while making sound academic and personal choices.

We do this by collaborating regularly with chapter advisors, faculty advisors, alumni, and most importantly, our students.

Our community at Hopkins is made up of over 1,400 students spread out across 25 organizations. This includes eight North American Interfraternity Conference (IFC) fraternities, five Panhellenic Association (PAJH) sororities, ten culturally-based fraternities and sororities (IGC), one local society, and one co-educational organization. Membership is open to all full-time, degree-seeking undergraduate students in good academic standing, who have earned 12 credits.

The Greek Alphabet

Α	Β	Γ	Δ	Ε	Ζ	Η	Θ
Alpha	Beta	Gamma	Delta	Epsilon	Zeta	Eta	Theta
Ι	Κ	Λ	Μ	Ν	Ξ	Ο	Π
Iota	Kappa	Lambda	Mu	Nu	Xi	Omicron	Pi
Ρ	Σ	Τ	Υ	Φ	Χ	Ψ	Ω
Rho	Sigma	Tau	Upsilon	Phi	Chi	Psi	Omega



Glossary

Active

A member who has been initiated into lifelong fraternity or sorority membership and is active at the collegiate level.

Alumni/Alumnae

Initiated fraternity (alumni) and sorority (alumnae) members who have graduated from college. The singular is alumnus (fraternity) and alumna (sorority).

Badge

The pin worn by initiated members indicating membership in the fraternity or sorority.

Bid

A formal invitation to join a particular fraternity or sorority.

Big Brother or Big Sister

An active member of a fraternity or sorority who serves as a mentor to a new member, guiding them through their new member program and initiation.

Brother

A term used by fraternity members to refer to one another.

Chapter

A local group of a larger inter/national organization, designated by a specific Greek name.

Chapter Advisor

An alumnus/alumna of a fraternity or sorority who establishes and maintains a close advisory relationship with a chapter and assists members and officers in all areas of chapter operations. This role is fulfilled on a voluntary basis.

Charter

The document issued from a headquarters to a chapter indicating the group is a fully recognized collegiate chapter of the inter/national organization.

Colony

A group of students seeking a charter from a national or international fraternity or sorority.

Depledge

To terminate one's fraternity or sorority membership before initiation.

Disaffiliate

When a member permanently removes his or her association from his or her chapter.

Disassociate

When a member temporarily removes his or her association from his or her chapter.

Formal Membership Recruitment (NPC/PAJH)

The process of mutual selection between potential new members and PAJH chapters.

Fraternity

The name that applies to all Greek letter organizations characterized by a ritual, pin/badge, and strong ties to friendship and moral principles. Women's fraternities are often called sororities.

Greek

Any member of a Greek-letter social or community service organization (fraternity or sorority).

Hazing

Any action taken or situation created, intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment or ridicule (taken from the Fraternity Executives Association statements of position).

Headquarters

The central inter/national organization of a particular fraternity or sorority.

Initiation

The formal ceremony endorsed by the fraternity or sorority headquarters that marks the beginning of active membership. Each organization has a different set of requirements in order to be initiated.

Initiated Member/Initiate

Any member, alumnus/a or undergraduate, who has completed the new member process and has participated through the initiation ceremony.

Intake

The process some culturally-based fraternal organizations engage in to recruit, interview, and select new members.

Legacy

The brother or sister, son or daughter, grandson or granddaughter of a fraternity or sorority member. Each organization has their own definition of who is considered a legacy member.

Local Organization

A fraternal organization (whether men's, women's, or co-educational) that is unique to a particular campus without an overarching inter/national organization.

New Member

A member of a fraternity or sorority who has not been initiated. Some organizations refer to new members as pledges, but the Office of Fraternity and Sorority Life at JHU exclusively uses 'new member.'

New Member Program

The process, endorsed by the fraternity or sorority headquarters, to teach the history, ideals, and values of fraternity and sorority life.

Philanthropy

The term often used for informally to describe a charitable fundraising event sponsored by a fraternity or sorority benefitting an organization they identify as a philanthropic partner.

Potential New Member

A college woman who is participating in, or is eligible to participate in, Panhellenic Formal Membership Recruitment.

Recommendation

A personal letter of reference provided by an alumnus/a of a fraternity or sorority to the local chapter. Letters of recommendation do not guarantee an invitation to membership.

Recruitment Guide

A NPC woman who agrees to disaffiliate herself from her sorority to assist Potential New Members in navigating the Formal Membership Recruitment process. These women are charged with providing impartial assistance to PNMs in making choices about selecting membership in PAJH chapters.

Ritual

Secret ceremonies performed by organizations, prescribed and endorsed by their headquarters, that are an outward depiction of the organization's stated values, aims, and principles.

Signing

A hand gesture used by National Pan-Hellenic Council group (historically black Greek-letter organizations) and many culturally-based organizations' members to signify their membership in the organization.

Sister

A term used by sorority members to refer to one another.

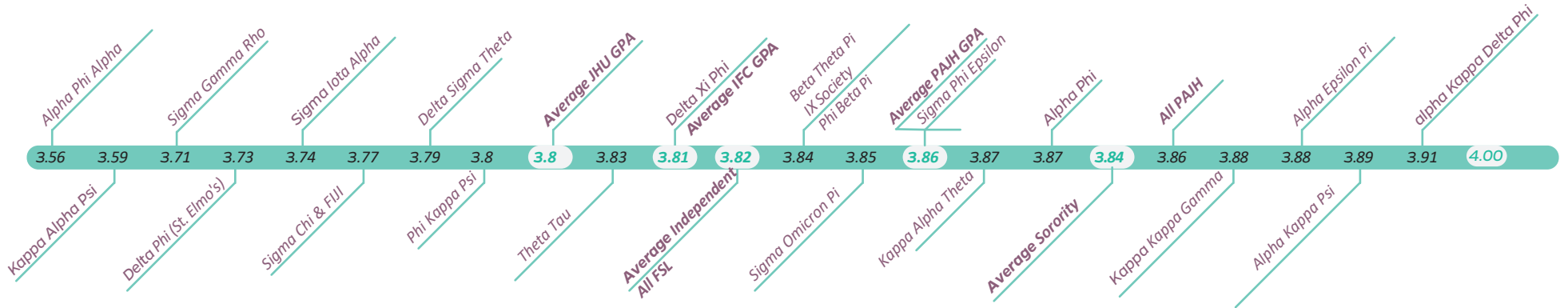
Unaffiliated

A term used to describe students that are not members of fraternal organizations.



Academic Excellence

Below is the Spring 2021 GPA for each Fraternity and Sorority organization at Johns Hopkins University:



Member Engagement



Congruence Assessment Program

The Congruence (formerly “Chapter”) Assessment Program is an assessment tool that has been implemented in the fraternity and sorority community at Johns Hopkins University. The assessment examines each organization’s involvement and performance in four areas including academics, organization management, member development, and community involvement. This program gives organizations an opportunity to summarize and showcase the ways in which they were demonstrating their values throughout semester.

Programming Framework

The Office of Fraternity and Sorority Life offers a variety of programs and educational opportunities throughout the academic year for students to develop personally and professionally. Programs include a Leader Summit and Council Retreats for positional leaders in the community to come together and plan for the upcoming terms while taking the time to engage in dialogue about critical issues facing the fraternity/sorority community. New members have an orientation to attend in the semester in which they join as a way to interact with their peers in other organizations and build relationships across the community. The Pillars program provides programs based on class year that cater to the needs of sophomores, juniors, and seniors. Finally, the FSL Ambassadors program as well as the opportunity to serve as a PAJH Recruitment Guide provide members an intensive leadership development experience both with opportunities to facilitate educational moments for their peers. These along with regional and national conference attendance as well as other workshops and interactive events on campus all provide students in the fraternity/sorority community with a menu of options to create their own leadership and learning journey.



Awards and Recognition

At the conclusion of every semester, each organization's Congruence Assessment Program (CAP) portfolio is graded based on a point system. Based on total points, organizations are awarded a Gold, Silver, Bronze, or Needs Improvement status. Gold cups for top CAP scores for each semester are given at the annual Office of Fraternity and Sorority Life Awards Ceremony for both a men's organizations and a women's organization. Any chapter awarded Gold status will also be eligible for the Chapter of the Year Award for the previous calendar year.



Pi Beta Phi - PAJH

*Phi Delta Theta - IFC
Delta Sigma Theta- IGC*

Jonathan Vuillier

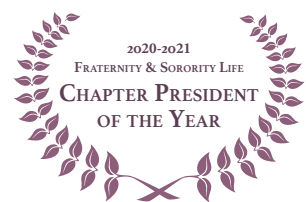


Sigma Iota Alpha

alpha Kappa Delta Phi

Alpha Phi Alpha - IGC

Kappa Alpha Theta



*Stephanie Carr
Pi Beta Phi*

*Jonathan Vuillier
Phi Delta Theta*



*Mariam Abugri
Theta Tau*

*Jonathan Vuillier
Phi Delta Theta*

*Juliet Villegas
Sigma Iota Alpha*



Hazing Prevention

Johns Hopkins Statement on Hazing

The Office of the Dean of Student Life encourages student participation in athletics, Greek fraternities and sororities, and other student organizations. Such involvement enriches the university experience and can contribute significantly to the social and leadership development of Johns Hopkins University undergraduates. Antithetical to that experience and to the mission of the university is the practice of hazing, which is a violation of university policy and of state law.

Students, faculty, staff, and parents should acquaint themselves with the information and links on this page so that they may identify possible occurrences of hazing and understand consequences of such behavior. If you suspect that someone is being hazed, you are encouraged to contact the Johns Hopkins Compliance Line (1-844-SPEAK2US), an independently administered toll-free hotline that allows for anonymous reporting about serious concerns or violations.

Johns Hopkins student organizations and teams foster lifelong friendships, offer educational support, and contribute to a positive university experience. The Office of the Dean of Student Life expects that participants will act with integrity and according to the values of the university in all activities. Questions or concerns may be directed at any time to the Office of Student Life.

The State of Maryland Anti-Hazing Law

The State of Maryland prohibits hazing (§ 3-607) and defines it as such:



PROHIBITED

A person may not recklessly or intentionally do an act or create a situation that subjects a student to the risk of serious bodily injury for the purpose of initiation into a student organization of a school, college, or university.



PENALTY

A person who violates this section is guilty of a misdemeanor and, on conviction, is subject to imprisonment not exceeding 6 months or a fine not exceeding \$500 or both.



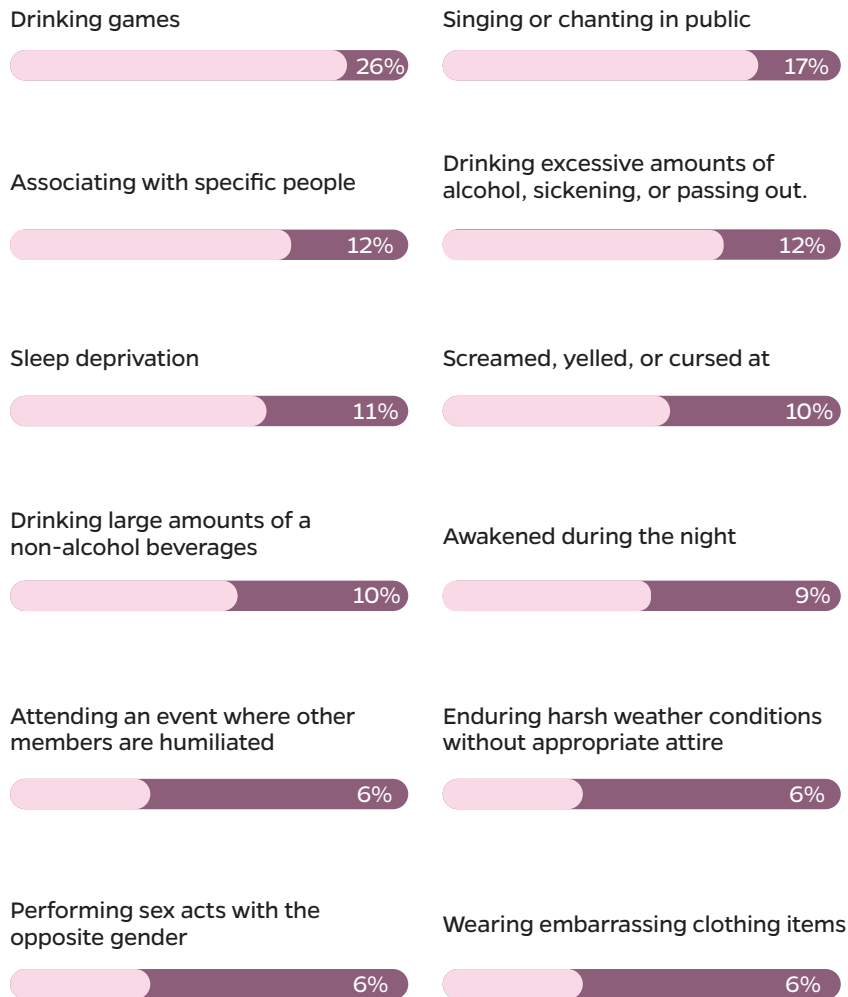
PROHIBITED DEFENSE

The implied or expressed consent of a student to hazing is not a defense for those who have been found to violate college policies on hazing. The Johns Hopkins University anti-hazing policies apply to any and all student groups and organizations on campus.



Hazing Prevalence Nationwide

A recent nationwide study reports hazing occurs in many different campus groups, with alcohol consumption as one of the most common hazing behaviors. Below are the most frequently reported college hazing behaviors:



Hazing Prevention Week

Nationally, Hazing Prevention Week takes place every September and is organized by HazingPrevention.org. The Office of Fraternity and Sorority Life works with campus partners to organize programming around hazing prevention, education, and awareness. Programs include keynote speakers, trivia nights, participation in and attendance at athletic events, and peer-led trainings.

Training for Intervention ProcedureS (T.I.P.S.)

TIPS is a skills-based training program designed to prevent intoxication, underage drinking, and drunk driving.

Training focuses on:

Decision-making skills that help students weigh the consequences of their actions and those of their peers.

Moderating behavior to avoid problems with alcohol.

Confidence to intervene to prevent alcohol-related incidents on campus such as property damage, injury, underage drinking and drunk driving.

Interpersonal skills to increase students' ability to intervene in difficult alcohol-related situations.

Respect and concern for others leading to a more positive campus environment.

Leadership qualities that help students influence their peers to avoid problem behaviors.



Community Governance

The Interfraternity Council (IFC)

Founded in 1909, the North-American Interfraternity Conference, Inc. (NIC) is the trade association representing 66 international and national men's fraternities. The NIC serves to advocate the needs of its member fraternities through enrichment of the fraternity experience, advancement and growth of the fraternity community, and enhancement of the educational mission of the host institutions.

The local governing NIC council at Johns Hopkins is called the Interfraternity Council (IFC). Currently, seven inter/national social fraternities make up the IFC. An executive board together with delegates from each of the recognized NIC organizations sit on this council.

The Intercultural Greek Council (IGC)

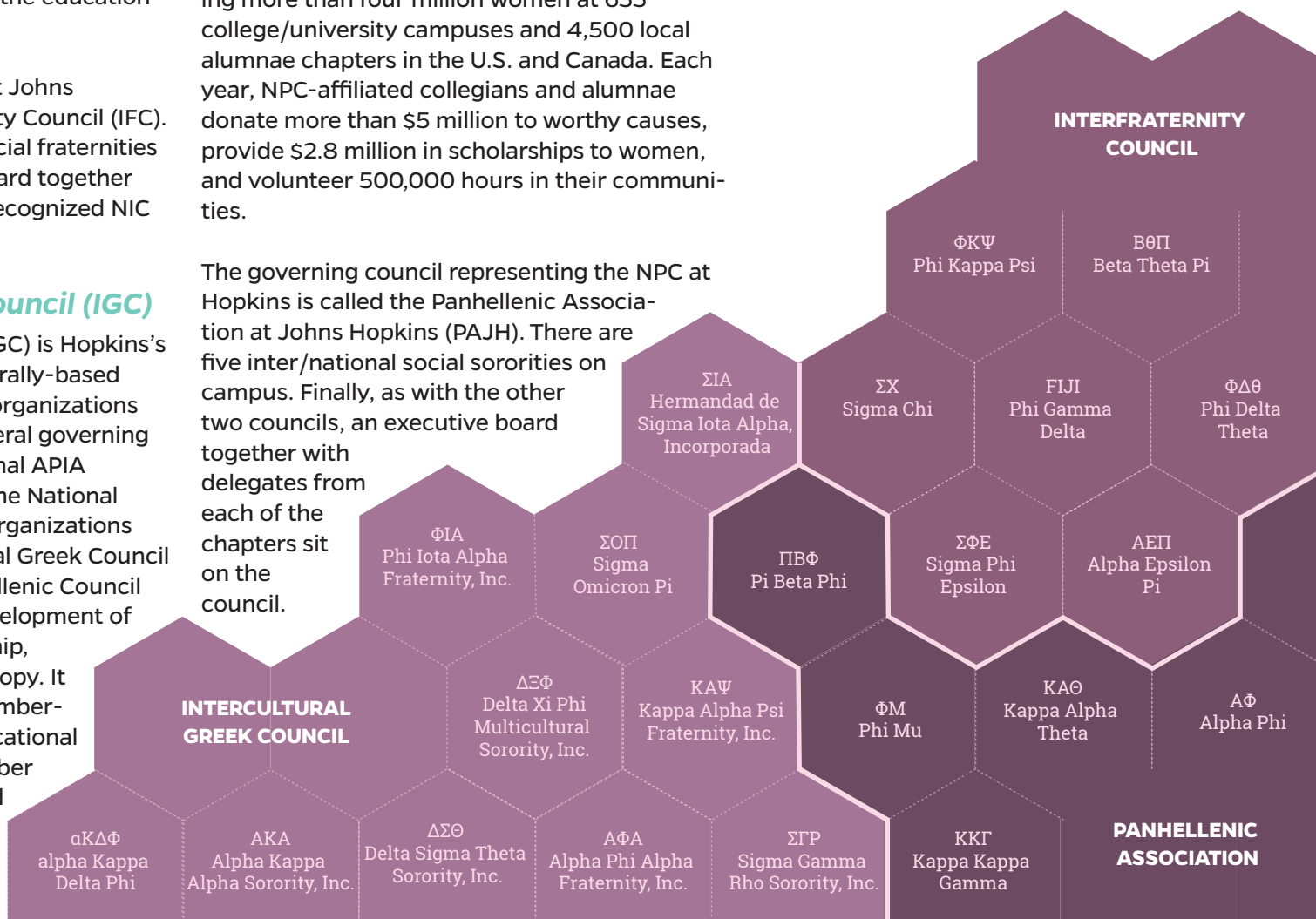
The Intercultural Greek Council (IGC) is Hopkins's governing council for its ten culturally-based fraternities and sororities. These organizations are represented nationally by several governing organizations including the National APIA Panhellenic Association (NAPA), the National Association for Latino Fraternal Organizations (NALFO), the National Multicultural Greek Council (NMGC), and the National Pan-Hellenic Council (NPHC). The IGC supports the development of brotherhood, sisterhood, leadership, community service, and philanthropy. It also helps to maintain council membership guidelines to ensure the educational and individual success of its member organizations. An executive board together with delegates from each of the chapters sit on this council.

The Panhellenic Association at Johns Hopkins (PAJH)

The National Panhellenic Conference (NPC) provides support and guidance for 26 inter/national sororities and serves as the national voice on contemporary issues of sorority life. Founded in 1902, NPC is one of the oldest and largest women's membership organizations representing more than four million women at 655 college/university campuses and 4,500 local alumnae chapters in the U.S. and Canada. Each year, NPC-affiliated collegians and alumnae donate more than \$5 million to worthy causes, provide \$2.8 million in scholarships to women, and volunteer 500,000 hours in their communities.

The governing council representing the NPC at Hopkins is called the Panhellenic Association at Johns Hopkins (PAJH). There are five inter/national social sororities on campus. Finally, as with the other two councils, an executive board together with delegates from each of the chapters sit on the council.

Currently, there are four independent organizations at Johns Hopkins University, who report directly to Fraternity and Sorority Life. These groups do not fall under a council. They are Delta Phi Fraternity (St. Elmo's), IX Society, Theta Tau Co-educational Engineering Fraternity, and Alpha Kappa Psi Co-educational Business Fraternity.





Frequently Asked Questions

Why should my student join a fraternity or sorority?

Membership in a fraternity or sorority is a life-changing experience for the people who choose to join. Members develop a unique bond of fellowship while sharing their values and goals. These friendships last beyond the collegiate years and are nurtured by alumni activities and networking programs that provide opportunities for continued camaraderie, service, and personal development.

Fraternities and sororities support students who espouse a common set of values, including brotherhood/sisterhood, academic excellence, character/leadership development, a sense of community, philanthropy and service. Members are expected to maintain the high standards set by their inter/national organization, the university, and their organization on a local level. When your student's college experience is finished, their fraternity or sorority affiliation will continue for a lifetime.

What are the costs associated with joining a fraternity or sorority?

For most groups, one-time expenses include the new member and/or initiation fees and possibly the purchase of fraternity/sorority pins or badges. Recurring expenses (annually or semesterly) include chapter or social dues, headquarters fees, and liability insurance payments. Dues payments go toward educational programming, social events, and operating expenses. The overall total may vary from group to group. Be sure to advise your student to ask about the costs associated with joining a particular group before joining.

What is Johns Hopkins University's stance on hazing?

Johns Hopkins seeks to promote a safe environment in which students may participate without compromising their health, safety, or welfare. All student organizations are accountable to policies of the Undergraduate Student Handbook; however, the university's administrators cannot address issues they do not know about. If you suspect your student is being hazed, contact the Office of Fraternity and Sorority Life immediately at 410-516-0561 or ofsl@jhu.edu. Please provide as much information as you can (i.e. who, what, where, when, how), so there is sufficient material for staff to begin an investigation. A general complaint without divulging your child's organization is not helpful.

Will my student's grades suffer if they join?

Fraternity and sorority grades at Johns Hopkins are typically on par with or above the rest of the university's undergraduate population. In general, sororities are more likely to surpass both the all-campus and the all-women's grade point average. Most fraternity chapters are at or above the all-campus and the all-men's grade point average. Please remember these are averages; academic performance of individual members, of course, will vary. To see chapter grade rankings from the most recent semester, please view the "Academic Excellence" section.

Many organizations have academic achievement as a core value. Some have GPA requirements for joining and remaining in good standing. Organizations typically elect a scholarship officer to coordinate recognition activities for high achievers and to provide resources and seek additional assistance for members who may be struggling. Older members also serve as mentors for new and younger members when choosing classes, studying, and navigating academic responsibilities at JHU.

What is my role as a parent?

Take time to find out more about the fraternity and sorority community at Johns Hopkins and the organization your student is joining. Visit available websites and social media accounts related to the organization to find out who they are and what they do. Review new member manuals and printed materials provided to your student; rarely is new member material secret. Ask to contact the organization's advisor(s) to learn about their involvement with the group. Ask about activities and events that are open to parents and family members and participate in them as you can. When visiting campus, meet your student's fellow members and, if possible, their parents and families. In short, ask questions, be supportive, get involved.

Does being in a fraternity or sorority take a lot of time?

Students can make their experience as intensive as they like. Some members spend many hours a week with their chapters participating in intramural athletics, holding an executive office, or attending social functions, while others may limit their time to regular weekly meetings and events. Organizations typically have regular general membership meetings, meetings for new members, and meetings for the executive board. During their first semester, new members attend a variety of activities to meet other chapter members, learn about the organization's history and values, and develop leadership skills. These events are planned in advance to allow members time for studying, involvement in other organizations, on or off-campus employment, and other activities.

Who is actually in charge of the fraternity or sorority?

Fraternities and sororities are self-governing student organizations; this is a key element in each member's personal development and learning to function as part of a team. Students serve as officers of the organization, develop the standards under which they operate, and hold members accountable to meeting organizational expectations. That being said, fraternities and sororities at Johns Hopkins are directly advised by the Office of Fraternity and Sorority Life (OFSL). OFSL staff, in coordination with local alumni advisors and international and national headquarters, support and advise activities and programs of recognized organizations. Organizations are also accountable to state and local laws in addition to the policies of the university and those of their inter/national organization (as applicable).

My student will make friends in their residence hall and classes. What would be different about fraternity/sorority friends?

Membership in a fraternity or sorority is a developmental experience shared with a group of peers seeking to demonstrate shared values and objectives. Members learn to work together to develop and accomplish group goals. A common bond of fellowship is developed among members — for inter/national organizations, this bond extends beyond campus to all members who wear the same badge or pin. These friendships last beyond the college years and are nurtured by alumni activities and networking programs that provide opportunities for continued camaraderie, service, and personal development.



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