

ZETA TAU ALPHA AWARD FOR INNOVATION IN CAMPUS HAZING PREVENTION & EDUCATION

APPLICATION SUBMITTED BY:

A Community **Unconquered by Hazing**



As a community we believe:

Students should not be demeaned or harmed in any way to gain or sustain membership in a student organization or university-sponsored activity.

FLORIDA STATE UNIVERSITY

www.fsu.edu ■ www.hazing.fsu.edu

Application Submitted by:

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All information submitted is accurate to the best of my knowledge. I understand that excerpts from this application may be used by HazingPrevention.Org for public outreach related to the Award program, and the dissemination of best practices.

Signature: _____

Date: 11/13/2009



INTRODUCTION

Chad Meredith's story is a sad one. A popular student athlete in high school, Chad enrolled at the University of Miami with the support of a loving family and promise of a bright future. On a summer night in 2001, Chad returned from a concert and began drinking with two officers of Kappa Sigma, a fraternity he wished to join. After several hours of drinking, the group attempted to swim across Lake Osceola, a large body of water near campus. Chad's blood alcohol level was 0.13, and he drowned 34-feet from shore in water less than six-feet deep. Even though officers in the chapter protested the incident was not sanctioned by the fraternity, a jury found otherwise. They awarded Chad's family a \$12.6 million verdict in a negligence suit based on hazing.

In the summer of 2005, the Florida Legislature passed the Chad Meredith Act, a bill designed to address hazing in high schools and institutions of higher education. The bill expanded and clarified the definition of hazing and made it easier to criminalize the behavior, ending commonly used legal defenses that helped people escape responsibility for their actions. With passage of a hazing law that many still view as the toughest in the nation, a lot changed. For the first time in the country, hazing was designated as a criminal felony. Defendants could no longer argue that those harmed willingly and voluntarily invited their injury. With passage of the law, the legal landscape dramatically changed for students in the State of Florida. The Tallahassee Democrat covered news of the Chad Meredith Act - as did other papers and media outlets throughout the State. But when the coverage stopped, so did the conversation. A new news day brought new news.

Florida is home to three of the ten largest public universities in the country, five of the largest fifteen. Not known for their consumption of local media, the vast majority of college students in our community continued their lives oblivious to the new legal landscape they were navigating. A quick survey of colleagues at in-state peer institutions revealed that our students



weren't the only group unaware of the significance of the changes, many educators and student affairs professionals were as well. In fact, the most common response received was a request for more information about the new law. The survey found that no new programs or initiatives had been planned at any of the schools that had been contacted. We concluded that the changed legal landscape had been met by silence. This discovery led to Florida State University's (FSU) first meeting about the Chad Meredith Act and the broader issue of hazing education in our community.

In July 2006, a staff member convened a group of FSU students and staff to discuss this issue. The meeting included graduate students and staff from the Dean of Students department, Student Union, Housing, Health Promotion/Health Center, Greek Life, Athletics, and Student Rights and Responsibilities. Information about the Chad Meredith Act was distributed and discussed as were findings from the in-state survey. This information was followed by an open discussion about each area's current efforts to communicate with students about hazing. The discussion lasted 90-minutes and concluded with an agreement to:

- Utilize the passage of the Chad Meredith Act as a catalyst for cultural change within our individual and collective communities;
- Raise student, faculty, and staff awareness about state and university expectations regarding hazing; and
- Educate our students about what hazing is and where to turn should they become a victim.

The campus conversation that began during this initial meeting continues today. We are now known as the Hazing Education Initiative (HEI), a coalition of students, faculty, and staff that meets several times each semester to address the hazing culture that exists in our community. We believe we have made progress as a community, but we know we have a long way to go.



SECTION I: COLLABORATION AND SUPPORT

Collaboration and Formulation of Comprehensive Strategy

From the beginning, FSU's hazing initiative has been a collaborative effort involving students, faculty, and staff. Notes from our first conversation in July 2006 reveal that we knew our efforts would be wasted unless we worked together. It was in this first meeting that we discovered differences in how we interpreted our own hazing policy. An example: scavenger hunts, organized and sponsored by the departments of University Housing and Athletics, were not supported by staff in the Office of Greek Life. We knew that we had the same students involved in different areas of campus life (i.e., Greek student-athletes) and openly wondered how these students made meaning of this conflicting information. A former FSU undergraduate/current graduate student involved in the conversation confirmed that our students openly discussed this contradiction. In 2008, we learned to identify this as an 'institutional contributing factor' in the Social Ecological Model - a discovery that has led to greater insight about the complexities of hazing and sophistication of our efforts. It was a powerful discovery to learn that we were contributing to our student's confusion. In retrospect, we believe it was this discovery that resulted in our commitment to address the issue collaboratively. Appendix A provides general information about our community, details the names/offices of students, faculty, and staff that have made significant contributions to FSU's HEI since its inception, and notes milestones we achieved through this effort.

The best way to describe our effort is that of a 'community conversation.' Over the years, our challenge has been to find ways to sustain and broaden our conversation throughout the community. As noted above, when our coalition first met, we struggled with the realization that our campus conversation was fragmented, lacked internal consistency, and contributed to student confusion about the issue. We agreed that our short term priority was to disseminate accurate and



consistent information about Florida’s new hazing law, FSU’s hazing policy, and a list of places students could turn for help. We knew that we had to communicate within our respective areas utilizing different methods and styles, but we did not want the content to vary. To address this concern, the group worked together to create a ‘Fact Sheet’ that contained the most important information that needed to be conveyed. We then discussed and prioritized a list of tactics we would use to communicate within each respective area and throughout the broader community (Appendix B).

We held three HEI meetings in summer 2006, and four during the following Fall semester. During our meetings, we discussed our progress implementing the tactics, shared questions we had been asked and the way we responded to them, and began to shift our conversation toward the future. In essence, we discovered the value of this collaboration – we were learning from one another and beginning to use the same language to describe our expectations of students. We also concluded that the primary infrastructure for educating our community was already in place (i.e., semester trainings, annual meetings and retreats, resource manuals, etc). This realization removed anxiety we felt about our limited human and financial resources.

Still focused on the way our institution contributed to student confusion about what constituted hazing, we conducted an audit that detailed every way our offices and departments communicated with students about the issue (i.e., sections from handbooks and resource guides, web sites, programs/events where the issue was covered, policy statements, etc.). By using this method we discovered how disjointed we were - our Departments actually utilized different hazing policies! While this was quickly and easily rectified, it reinforced the importance of our effort and resulted in greater alignment and internal consistency. This discovery also crystallized a shared vision and the strategy we would use to accomplish it: *Develop a student-oriented web site that serves as the*



central portal for hazing information, resources, and reporting to reduce student confusion about the university's expectations.

While the primary stakeholders continued to align policy/resource language and content in their programmatic efforts, a splinter group of the HEI was formed. This group, consisting of students from FSU's Educational Leadership and Policy Studies graduate program, was given the following tasks:

- Review hazing web sites from colleges and universities around the country;
- Identify the most interesting, informative, and student-oriented web sites;
- Develop a rationale for their selection and a list of the content areas they viewed as critical; and
- Present recommendations and a vision to the HEI.

The graduate students were instructed not to allow financial or technological concerns to limit their ideas, and the Athletics Department made their web designers available to help the group better understand the medium.

As we moved through academic year 2006/07 and into 2007/08, our primary stakeholders began sharing resources and partnering by helping each other present to their respective student populations. Having saturated our community with information about Florida's new hazing law, HEI replicated many of the same tactics utilized earlier to keep the community discussing the issue of hazing. Meanwhile, the graduate team provided on-going reports to the HEI, and our vision for www.hazing.fsu.edu evolved in its sophistication and scope. The HEI was determined to create a new resource – unlike any other currently available - that would engage our students visually through the creative use of technology and present a comprehensive and integrated community message. The resource we envisioned would be rooted in theory and research, have educational exercises, and



address the issue of hazing by focusing on ideal behavior and not over-emphasize our policy and the consequences of violation. We believed we could do this by presenting students talking to other students that were involved in their area of campus life, and by appealing to FSU's strong institutional pride and unique heritage. We wanted to communicate with the parents and families that were contacting our stakeholders with concern for student safety, make the process of reporting hazing incidents easier, and improve the efficacy of our institutional response. Over a two-year period, HEI members collected materials, created new resources, and focused on completing the web site section by section.

By the beginning of 2008, the basic structure for the web portal had been established and the Division of Student Affairs' Director of Communications joined the HEI to support project completion. Newly released findings from the *National Study of Student Hazing* (Allen & Madden, 2008) and resources from the *Higher Education Center for Alcohol and Other Drug Abuse and Violence Prevention* were presented to HEI members, serving to further refine our educational programs and different elements of the website. A beta-version (text-only) of our web site was released in 2007/08, and the final animated version went live in 2008/09. An audit, similar to the one completed at the beginning of our initiative, was repeated in 2009. After conducting this exercise, HEI concluded it was ready to shift its focus from the institutional factors that contributed to our hazing culture to the complex psychological and sociological factors present in our community. Section III of this proposal details our planned approach.

Financial Commitment and Support

To date, thousands of dollars and hundreds of hours of student and staff time have been expended in support of this initiative. Even so, we understand that we have a hazing culture and that more human and financial resources will need to be committed for meaningful and tangible



change to occur. The HEI meets throughout the academic year and reports on its progress to the Vice President for Student Affairs (VPSA). We believe the support of her Office has been critical to the HEI's success. The Office of the VPSA has demonstrated this support in numerous ways, but most significantly by enlisting the *Florida Center for Interactive Media* (FCIM) to provide their services to realize the HEI's vision for www.hazing.fsu.edu. Unbeknownst to many in our community, FCIM contributes their time in support of select university projects each year. With advocacy from our Office of the VPSA, the HEI was elevated to the top of the University's project list. A creative team of writers, graphic and web designers, and a film Director and crew worked with HEI members to script, film, and animate the final site. Their creative energy and efforts brought HEI's vision to life – literally – by animating our student leaders, digitizing our Unconquered Statue and stadium for our *Message to the Community*, and designing the HEI icon that provides a link from our stakeholder's homepages to the hazing portal.

Operating without a centralized budget, HEI successfully operates year-round with financial and human resource support from our major stakeholders. Examples include: (a) Campus Recreation requires their Sport Club captains to sign the Hazing-Free Community Pledge to receive university recognition; (b) Greek Life has committed several of its major programs to exploration of the issue (e.g., Greek Leadership Summit, Risk Management Training, and New Member Retreat); (c) The Interfraternity and Panhellenic Councils sponsored Hazing Prevention Week in 2008, and the Student Government Association sponsored the week in 2009 (Appendix C); and (d) Hundreds of hours of staff time committed to developing and furthering this important initiative.

SECTION II: PROGRAM DESIGN

The HEI believes its efforts have increased the visibility of our community's hazing resources and information, the frequency of hazing education programming, peer reporting of



hazing incidents, and improved the efficacy of institutional response. Previously hard to find, we have saturated our community with hazing resources and seek ways to introduce the topic of hazing in our conversations with students year-round. Limited awareness about Florida's new hazing law may have served as the catalyst for the HEI, but there is no doubt that the *National Study of Student Hazing* (Allen & Madden, 2008), violence prevention literature, and active participation in the Interdisciplinary Institute for Hazing Intervention (IIHI) and National Hazing Symposium have each contributed significantly to our approach.

When findings from the *National Study of Student Hazing* (Allen & Madden, 2008) (Study) were first released, the conceptual design for HEI's web portal was already well underway. Nevertheless, the findings reinforced that we were targeting the right at-risk student populations: fraternities and sororities, NCAA athletes, Sport Clubs, and registered student organizations. The one area we missed – performing arts organizations – became evident as a glaring oversight with release of the Study. We knew that our Marching Chiefs (band) had historically struggled with the issue of hazing, but our overtures to involve students and staff from that area had been rebuffed. Our coalition decided to move forward with the goal of targeting them for inclusion in the future. Even so, the Study motivated a contact with the Director of Bands that produced a very tangible result. While still in development, the interactive 'Test Your Knowledge' quiz was given to 85 Marching Chiefs along with a brief survey inviting them to provide comments for its improvement. Their feedback was used to further refine and improve the resource that is now available on-line. Another key finding - 26% of respondents talked openly with their parents and families about the hazing they experienced - resulting in several key changes to our design. We had already decided to include information for parents and families, but rather than placing the content in our 'Additional Resources' area, we decided to increase their visibility by: (a) Designating parents and families as a



targeted population on par with our at-risk student groups; (b) Scripting a narrative for an animated student leader to speak directly to them; (c) Crafting a letter from our VPSA to this group; and (d) increasing the resource content available.

As with the Study, HEI's discovery of prevention literature came after we had already become active as a community coalition. When we received Dr. Langford's working paper titled, *A Comprehensive Approach to Hazing Prevention in Higher Education Settings* (2008), we circulated it to students, faculty, and staff throughout the university community and spent significant time discussing this work within the HEI. The paper's 'principles for designing effective campus violence interventions,' have served both to support HEI's basic structure and approach and challenged us to think about the issue with greater complexity. These principles, modified with permission in a resource provided at IIIHI (2009), are listed below with examples of how we have applied the concepts:

- *Seek involvement from key campus stakeholders and disciplines throughout the organization and community hierarchy (multisectoral and collaborative); and Address multiple forms of hazing in different social contexts, targeting all campus constituents, on- and off-campus settings (comprehensive):* As noted throughout this proposal, the HEI has always been a collaborative effort involving students and staff throughout the community. While the initiative began by targeting students and staff from at-risk populations, we have been challenged to broaden our coalition to include a more diverse group of stakeholders in our community. We have experienced some success with the recent additions of staff and faculty from the Florida State University Police Department and the Division of Undergraduate Studies, but we recognize a need to continue to broaden participation. (NOTE: The HEI has been visited by staff from National Greek



organizations and University General Counsel, who have contributed their perspectives and responded to questions respectively.)

- *Institutionalize the effort through infrastructure, systems, and commitment from leadership (supported):* The HEI would not have attained its current level of success without support from institutional leaders and the active participation of stakeholders throughout the community. The web portal's reporting feature has changed the institution's system for receiving information about, and response to, hazing incidents in the community. Once submitted, reports are immediately e-mailed to our Chief of Police, Dean, and Associate Deans of Students. Communication about the reports occurs immediately, as does a discussion about the most appropriate institutional response. The web portal's visibility and use throughout the community, creative application of our culture/heritage, and appeal to our campus' strong sense of institutional pride have each served to engrain the initiative in our culture. But we continue to seek avenues for further institutionalization and support.
- *Identify relevant and current research literature and theory (research-based):* HEI routinely circulate news reports about hazing incidents and research and information its members believe may contribute to our thinking. Undergraduate and graduate students and staff have participated in IHHI and the National Hazing Symposium, and have brought new information and resources to the group. A weekly discussion group with undergraduate, graduate, and staff participants began meeting in 2009 solely to explore relevant hazing literature and research. The fruits of these efforts can be seen throughout the initiative.
- *Focus on priority problems/ contributing factors and their risk and protective factors, as identified through an assessment of local problems and assets (strategic and targeted); and Utilize a systematic process to design, implement, and evaluate the effort (planned and evaluated):* While we have been successful in



targeting institutional factors, the HEI recognizes a need to become even more focused and intentional in this area. The Division of Student Affairs' Director of Student Assessment met with HEI at the beginning of the academic year to assist with the development of an assessment plan. Looking forward, the HEI is committed to improving assessment of its current efforts and to fully examining our student culture prior to embarking on high-cost/high-commitment initiatives that target psychological and sociological factors.

- *Insure that appropriate resources and attention are given to prevention, early intervention, and response/treatment (prevention-focused and response-focused):* The new resources created by the HEI are routinely utilized in annual student programs and training sessions to prevent hazing and promote the ease (and expectation) of reporting. The 'Test Your Knowledge' quiz has not only been used throughout our university community, but has been requested for use and modification by colleges and universities throughout Florida, and in North Carolina, Michigan, and California. As will be noted in Section III, the reporting feature on the web portal has resulted in an increase in peer reporting of hazing incidents and the frequency of our response.
- *Utilize multiple strategies (multicomponent) and ensure that efforts complement and reinforce each other (coordinated and synergistic):* While HEI can certainly argue that the increased quantity and visibility of our community's resources are multi-component and synergistic, we believe our effort needs to become even more strategic and targeted in our planning and evaluation to make this claim. This is an on-going challenge for our initiative. The more we learn about violence prevention research and literature the longer this journey seems to become. Nevertheless, the HEI believes it has established the structure and support system to meet this challenge.



SECTION III: STRATEGY AND EVALUATION

One of HEI's priorities has been to reduce confusion about our university's hazing expectations by aligning policy and resource language and presenting an integrated message as a community. Our audit of policies, resources, and programs, conducted in 2006 and replicated in 2009, reveal that we have made significant strides in this area. The audit in 2009 found the vast majority of our university's hazing resources to be located on our centralized web site, as opposed to the multiple locations identified in the 2006 audit. Other markers of success in this area include: (a) an increase in student requests for hazing education programs, and therefore (b) an increase in hazing education programming; (c) increased student involvement and participation in community hazing initiatives (e.g., HEI participation, Hazing Prevention Weeks); and (d) an increase in students signing the Hazing-Free Community Pledge.

Another priority was to make the process of reporting hazing incidents easier and more accessible for students and increase the frequency of peer reporting. Prior to the HEI, students reported incidents of hazing by completing a police report or submitting a signed and dated statement to the Office of Student Rights and Responsibilities. Since the HEI, our community has experienced (a) a dramatic increase in peer reporting of hazing incidents, resulting in (b) an increase in early intervention with students/advisors/student organizations not adjudicated through the student conduct process, and (c) an increase in hazing cases adjudicated in the student conduct process. The HEI believes the visibility of <http://hazing.fsu.edu> in our community, and prominent location of the reporting feature on the front page, are largely responsible for these improvements.

The HEI has strategically integrated new hazing education resources into existing programs and training sessions to keep overall costs low. As in the past two years, the FSU community will continue to financially support our annual Hazing Prevention Week and other hazing awareness



programs that occur throughout the year. While our major stakeholders have funded these educational programs and initiatives, we believe we will need significant assistance to achieve our future goals. The HEI developed a prioritized list of ways the financial award would be utilized to advance the initiative. Please note that the list contains items that total over the award amount. If funded, the HEI will seek partnerships to fully fund and accomplish the following:

1. *Update the hazing.fsu.edu website to include additional at-risk populations.* The current web design does not include new HEI partners: ROTC and Performing Arts organizations/Marching Chiefs. Given the current economy, HEI is prepared to learn that FCIM may be unable to offer their services for a re-design free-of-charge. Estimated cost: \$2,500. (*High Priority/High Cost*)
2. *Assess Campus Culture.* The HEI believes it is ready to shift our focus from the institution as a contributing factor to more intentionally addressing the psychological/sociological factors that contribute to hazing in our community. We are committed to studying our culture prior to implementing a full array of initiatives. We have begun conversations with Drs. Allen and Madden from the University of Maine about the use of their instrument, and they have indicated that there would be a cost associated with this option. If cost-prohibitive, the HEI will seek permission for the use and modification of the instrument developed by Chad Ellsworth. We recognize the importance of a mixed-model assessment plan so that we fully understand the quantitative data received. We are willing to invest significant time, human resources, and money in this effort because we believe all future initiatives will be shaped by the findings. Estimated Cost: \$3,000 - \$5,000 (*High Priority/High Cost*)
3. *Hazing Research and Assessment Incentive.* If awarded, the HEI will designate a portion of the funds to establish an account with the FSU Foundation for the purpose of raising additional



funds and disbursing financial incentives for research/assessment that either (a) improves our understanding of hazing in the FSU community, or (b) advances knowledge and research about the issue of hazing on a national level. FSU's nationally-ranked Educational Leadership in Higher Education graduate program provides a steady stream of emerging scholars that can be targeted for this initiative. Estimated Cost: \$2,500. (*High Priority/High Cost*)

4. *Student scholarship for travel and participation in IIIHI and the National Hazing Symposium.* We believe it is important to continue to support undergraduate and graduate student participation in nationally-recognized hazing prevention programs. FSU students that attended these two programs have returned to our community and made substantive contributions to HEI initiatives. Estimated Cost: \$2000 to be distributed in four gifts of \$500. (*High Priority/Medium Cost*)
5. *Promote the Hazing-free Community Pledge.* The purpose of the public pledge is to (a) Help students recognize that personal commitments are needed to realize social change; (b) Promote the students and groups that are making this commitment; and (c) Challenge the culture that believes hazing is the accepted norm. HEI believes the expansion of this initiative is important, and wants to (1) increase the number of students that sign the pledge each year; (2) develop a marketing campaign that identifies examples of the personal commitments individuals can make to create change in our community; and (3) provide each student with a tangible reminder of their commitment (i.e., each student signing the pledge will receive a garnet bracelet engraved with "FSU: A Community Unconquered by Hazing" on the outside and "hazing.fsu.edu" on the inside). Estimated Cost: \$3,000 (*Medium Priority/High Cost*)



6. *Identify and Pilot Alternative Rites of Passage that Work in the Context of the Student Experience.*

Students in our community have clearly articulated the need for alternative rites of passage that help them achieve perceived positive outcomes of hazing with reduction of harm. Our Campus Recreation department has offered to spear-head this initiative for HEI. Examples include: camping excursions, rock climbing, and high- and low-ropes courses, and low-cost team building activities. Costs range from \$8 - \$50 per person depending on the activity. The HEI wants to develop and market hazing alternatives and provide a financial incentive for student group participation. Estimated Cost: \$2,000. (*Medium Priority/Medium Cost*)



APPENDICES

Appendix A

Information about Florida State University
Hazing Education Initiative Stakeholders and Milestones by year

Appendix B

Tactics Utilized to Disseminate Accurate and Consistent Information about Florida's New
Hazing Law, FSU's Hazing Policy, and Places Students Can Turn for Help

Appendix C

Student Body President Blog
FSU Hazing Prevention Week 2009 Schedule of Events

Appendix D

Contact Information for Select Major Stakeholders

Appendix E

Letters of Support from the following individuals/groups:
Vice President for Student Affairs, Dr. Mary B. Coburn
FSU Chief of Police, David Perry
Dean of Students, Dr. Jeanine Ward-Roof
Student Body President, Rob Jakubik
Student Leaders, IFC and PH Presidents, Vice Presidents, and others



APPENDIX A

Information about Florida State University

Located in Tallahassee, FL, Florida State University is a public institution, which enrolls 40,255 students, 56.8% of which are female. The main campus of the University is located in the state's capital, but Florida State also offers degree programs in Panama City, Sarasota, and the Republic of Panama; instructional programs in London, Florence, and Valencia; and research, development, and/or service programs in Costa Rica, Croatia, and Italy. Florida State University offers baccalaureate degrees in liberal arts and sciences, interdisciplinary studies, and professional schools, along with Master's degrees in several specialized areas. Florida State University is a Carnegie Doctoral/Research Extensive institution that emphasizes the importance of student research. For more information see the University's website: www.fsu.edu.

Hazing Education Initiative Stakeholders and Milestones by Year

Summer 2006

Courtney Barry, Office of Greek Life
Adrienne Frame, University Housing
Chris Franzetti, Health Promotions/Thagard Health Center
Adam Goldstein, Department of the Dean of Students
Meghan Greene, Graduate Student
Dennis Lanham, Graduate Student
John Lata, Department of Athletics
Kim McMahan, Oglesby Student Union

Milestone(s): FSU's Hazing Education Initiative meets for the first time and commits to institutional and cultural change.

2006/07

Courtney Barry, Office of Greek Life
Chad Corbitt, Undergraduate Student
Adrienne Frame, University Housing
Chris Franzetti, Health Promotions/Thagard Health Center
Adam Goldstein, Department of the Dean of Students



Miguel Hernandez, University Housing
Dennis Lanham, Graduate Student
John Lata, Department of Athletics
Kim McMahon, Oglesby Student Union
Renee Rambeau, Graduate Student
Travis Redeker, Sport Clubs/Campus Recreation

Milestone(s): Information about the Chad Meredith Act is disseminated through the University in a coordinated effort between major stakeholders. A long-term shared vision for the Hazing Education Initiative is created. For the first time at FSU, staff in Campus Recreation, Student Activities, Greek Life, and Dean of Students help one another educate/train student leaders on hazing issues in accordance with each area's training cycle. Prior to this time, students only received information from staff in their respective areas.

2007/08

Dani Su Armstrong, Student Activities Center
Courtney Barry, Office of Greek Life
Robyn Brock, Office of Greek Life
Chad Corbitt, Undergraduate Student
Alicia Crew, Campus Recreation
Rebekah Dorn, Office of the Vice President of Student Affairs
David Eberhardt, Hardee Center for Leadership and Ethics in Higher Education
Adrienne Frame, University Housing
Khadish Franklin, Office of Greek Life
Chris Franzetti, Health Promotions/Thagard Health Center
Brandy Furbee, Office of the Vice President of Student Affairs
Adam Goldstein, Department of the Dean of Students
John Lata, Department of Athletics
Kim McMahon, Oglesby Student Union
David Peters, Campus Recreation
David Pittman, Student Activities Center
Staff from the *Florida Center for Interactive Media* (www.fcim.org)

Milestone(s): The Beta version of FSU's web site goes live. This text-only version marks the first time FSU hazing policies and resources are centralized and presented with an integrated message. The release of findings from the *National Hazing Study* confirms that FSU's Hazing Education Initiative is targeting the right at-risk student populations. The findings are used to sharpen the *Message to the Community* video narrative message.

2008/09

Brandon Antoskow, Undergraduate Student
Robyn Brock, Office of Greek Life
Rebekah Dorn, Office of the Vice President of Student Affairs
Adam Goldstein, Department of the Dean of Students



James Hunt, Office of Greek life
Lauren Robertson, Undergraduate Student
Staff from the *Florida Center for Interactive Media* (www.fcim.org)

Milestone(s): Undergraduate students Brandon Antoskow and Lauren Robertson attend the *Interdisciplinary Institute for Hazing Intervention* with Dr. Adam Goldstein. As FSU's IFC and NPC Presidents, Brandon and Lauren become the first 'student faces' of the Hazing Education Initiative*. Additional students are selected by each major stakeholder for the presentation of information on the hazing web site. Production of the final version of the web site is completed and goes live. The Dean of Students department coordinates FSU's first Hazing Prevention Week. The Hazing Education Initiative is exposed to the socio-ecological prevention model. The prevention framework adds sophistication to thought process and planning.

2009/10

Robyn Brock, Office of Greek Life
Ricky Bailey, Office of the Vice President of Student Affairs
Rebekah Dorn, Office of the Vice President of Student Affairs
Tom Fritz, Graduate Student
Adam Goldstein, Department of the Dean of Students
Patricia Golay, Division of Undergraduate Studies
James Hunt, Office of Greek Life
Jamie Kerkstra, University Housing
John Lata, Department of Athletics
Joe Lowder, Student Activities Center
Lauren Robertson, Undergraduate Student
Major Jim Russell, Florida State University Police Department
Tommy Schorer, Sport Clubs/Campus Recreation
David Ward, Undergraduate Student

Milestone(s): The Student Government Association coordinates FSU's Hazing Prevention Week and provides funding for a nationally-recognized speaker. Student Activities, Greek Life, Campus Recreation, and the Dean of Students each offer programs/initiatives as part of the week. James Hunt and Dr. Adam Goldstein attend the *Interdisciplinary Institute for Hazing Intervention*. Graduate student Tom Fritz attends the *National Hazing Symposium* with James Hunt and Dr. Adam Goldstein

* Students leaders have volunteered to serve as role models to publicly challenge FSU's hazing culture. Brandon and Lauren were the first students to serve in this capacity. The information on the following pages was shared with students distributed throughout the community in an early form of this effort.



The Faces of Our Message



Brandon Antoskow
President of the Interfraternity Council (2008)
Consisting of FSU's 21 IFC fraternities
Senior, College of Social Sciences
bta05@garnet.acns.fsu.edu

Based on your experience, do you believe there is hazing at Florida State University?

“Based on my experiences both as a member of a Greek lettered social fraternity as well as being a campus leader at Florida State, I can say that **hazing does exist on this campus**. While hazing is a problem that the University has acknowledged and addressed, it by no means has been eradicated from any area of our campus community, whether it is in athletics, Greek life, the Marching Chiefs, and many other organizations on our campus.

While I feel that students on campus today are certainly more aware of the problems and dangers associated with hazing than students from years past there is still a lot of confusion among students and faculty alike as to what exactly constitutes hazing. Specifically, **where do students draw the line between harmless fun and harmful hazing?**

I think that there remains a large disconnect between students and faculty as to what is expected of students. If students think about the problem for a moment – the answers are clear. We know we should be acting in accordance with the values of our organizations. We all know that extreme acts of hazing (e.g., physical violence, forced alcohol consumption, sleep deprivation) are obvious examples of unacceptable behavior.”

Why are you concerned about the problem of hazing?

“I am concerned about the problem of hazing because as a campus leader I have seen the devastating impact that hazing has... not only within the individual communities at FSU but also on the campus community as a whole.

Hazing devalues the organizations that comprise our campus community, and it doesn't matter what form of hazing takes place, it takes away from the true purpose and values that make each of our organizations unique to this campus.

For example, if an IFC fraternity is found hazing their new members, it takes away from the all of the positive contributions that the other fraternities in our council make, because no matter how much good we may be able to do as a Greek Governing Council- that negative connotation with fraternities and hazing will remain in the minds of people both in and outside of our community.

I think a lot of students get confused when it comes to many behaviors that students consider harmless. ‘Pranks’ that are viewed by students as ‘milder forms of hazing,’ can easily become dangerous. While I feel that the education that students receive regarding extreme acts of hazing has been proactive within the Greek community and other areas of campus, there still remains hazing in



the form of what many students would consider harmless pranks. I feel that this is more due to students being ignorant of the specific hazing policies on our campus and what exactly constitutes hazing, and less because of any malicious intent to harm or devalue members of our respective organizations.

More importantly, though, I am concerned with hazing on Florida State's campus because of the impact to the student that is being hazed. **Hazing someone does not make that person a better leader, a better brother, a better teammate, or a better person on any level. Hazing creates fear and confusion in the mind of the person that is being hazed because this person is now being mistreated by the very same people that he/she is supposed to trust as valued members of their organization.** This can be devastating to student... especially during a time when he/she may be under a lot of peer pressure to fit in and be accepted into their niche in the campus community. Also, when you consider the level of violence that hazing can escalate to - and the physical and psychological effects that hazing can have on an student - it is clear that all other aspects of the students life will suffer as well."

What message do you think every FSU student should know?

"A lot of times a student will assume that since they aren't being physically abused, forced to drink, or because they gave consent to the activity, that it isn't hazing. Here is the truth: **Any activity or behavior that devalues the new members of their organization, or any activity that requires new members to do that which a current member of that organization is not required to do can be considered hazing.**

I think that one of the challenges that students need to be aware of is that there is a growing national movement to prevent hazing on our college campuses... this will mean a change in approach to how we handle hazing on our campus. Gone are the days where organizations simply got a slap on the wrist for hazing. Now there are now real legal consequences for these actions. (**Yes students - you can go to jail for hazing**). It's time that students, policy makers, and campus administrators start having some real, honest conversations about the expectations that each has for one another and for themselves."

The Faces of Our Message



Lauren Robertson
President of the Panhellenic Council (2008)
Consisting of FSU's 15 NPC sororities
Junior, College of Criminology
ler06@fsu.edu

Based on your experience, do you believe there is hazing at Florida State University?

"I believe there is hazing at FSU, but the interesting part is that hazing truly comes in all shapes and forms. For the Marching Chiefs it's a series of tests and trials that include late nights, extensive member interviews and drinking competitions to gain admittance into the exclusive Band Fraternity:



Kappa Kappa Psi. For the Panhellenic Sorority woman it's yelling at new members to scare them before they reveal their big sisters and make them dress up in costumes before they parade the new pledge class to fraternities around campus. For the IFC male it's being forced to dress in a certain uniform every day on campus, to run naked as a group through a sorority house, being forced to stay awake all night, or being forced to be a sober driver until 4:00 am used by other chapter members for rides to the bars. For the NPHC or MGC male or female hazing can manifest itself in physical beating with a paddle or another type of psychological abuse designed to 'break them down' as individuals before they 'build them up' as a group. For athletics it's forcing the younger members to always pick up the equipment after practice. For the business fraternity Alpha Kappa Psi it's drinking competitions and other tests to prove their willingness to make the brotherhood a priority. I know these things just by being a student in our community."

Why are you concerned about the problem of hazing?

"Students need to understand, there are so many different things that can be considered hazing. It is extremely difficult to explain why one action (i.e., having new members give sober rides to brothers) is on the same level as another (i.e., brothers or sisters making new members drink). Hazing is not a black and white issue, the shades of grey can be extremely difficult to convey to students and often times people tune out any conversation that mentions the word 'hazing.'

I believe many individuals and organizations have confused a 'ritual' with 'tradition'... If you tell a student that certain actions are hazing they can get defensive because they feel their organization's rituals and traditions are being taken away... A popular quote among students is 'we just can't have any fun anymore.'

One other major concern of mine is that many of the new members of organization actually seem to have a desire to be hazed. Whether it is from the media, stories, or some other form of communication, many new members just see hazing as a rite of passage into an organization."

What message do you think every FSU student should know?

"I think every FSU student should know how to report hazing. Hazing often doesn't get reported because people are scared... they do not know who to trust with their stories. Students need to know that they have a safe place at the Dean of Students department to learn about their options and/or to report behavior that concerns them. Students are also able to report directly to the Florida State University Police Department."



APPENDIX B

Tactics Utilized to Disseminate Accurate and Consistent Information about Florida's New Hazing Law, FSU's Hazing Policy, and Places Students Can Turn for Help

Hazing Education Initiative: A Fact Sheet was developed and utilized as the source of information used by campus stakeholders to communicate with their respective communities. The sheet included a concise summary of the Chad Meredith Act, a description of the changes made by the law, FSU's hazing policy, and reporting and support resources on campus.

University Housing: (a) A *Stall Story* about the Chad Meredith Act was written and placed in every restroom stall in the residence halls; (b) Each residence hall dedicated a bulletin board in their lobby to the issue for one month; and (c) Content about the issue was included in Housing's monthly *Parent & Family Newsletter*.

Athletics: (a) The Director of Athletic Student Support Services wrote a letter to all coaches and Senior Staff detailing information about the new law; (b) This same staff member held meetings with each head coach to explain information on the Fact Sheet and to answer their questions; and (c) Information was included in educational sessions required of each athletic team.

University Union: (a) One of three *Student Organization Advisor Workshops* offered in the Fall of 2006 was dedicated to hazing; (b) Information was included in *TRL Training*, a required session for one officer from each registered student organizations; and (c) A new section on hazing was created for the *Student Organization Handbook*.

Greek Life: Copies of the Chad Meredith Act, information from the Fact Sheet, and suggested alternatives to hazing were distributed and discussed at the following meetings during the Fall semester (a) *Chapter Advisor Meeting*, reaching 51 chapter advisors; (b) *Presidents Council Meeting*, a session required of all Greek chapter presidents; (c) *Risk Management Training*, where 20% of the membership of each Greek chapter is required for approval to host social functions during the year; and (d) *New Member Retreat*, a required session for New Member Educators and three additional members from each chapter.

Division of Student Affairs: (a) An article was printed in the Division's professional development newsletter; and (b) Members of the Hazing Education Initiative presented information to the Central Staff, consisting of all department heads in the Division.

NOTE: When our conversation expanded to include a representative from **Sport Clubs/Campus Recreation**, they followed the pattern and disseminated information from the Fact Sheet through the following tactics: (a) Required *Sport Club Advisor Meeting*; (b) Required *Sport Club Captain Meeting*; and (c) A new section on hazing was created for the *Sport Club Handbook*.



APPENDIX C

Student Government President Blog

FROM THE DESK OF THE STUDENT BODY PRESIDENT: ROBERT J. JAKUBIK THE FLORIDA STATE UNIVERSITY STUDENT GOVERNMENT ASSOCIATION

The Florida State University Student Government Association sponsors Hazing Prevention Week October 12th-16th, 2009.

In an effort to bring awareness to the issue and in support of the FSU's Hazing Education Initiative The Student Government sponsors FSU Hazing Prevention Week 2009 and brings a nationally known speaker and expert on hazing prevention to meet with students.

KIMBERLY NOVAK Student Risk Management Specialist and former Director for Student and Campus Community Development at Arizona State University

ALL STUDENTS, FACULTY AND STAFF are welcome. Kim Novak will lead a discussion on hazing prevention at FSU, Tuesday October 13th, 8:00pm in HCB 102.

What is hazing? Why is it our problem?

What is FSU doing about it? What can I do about it?

Ms. Kim Novak is recognized as a national expert in student-focused risk management, hazing prevention, and campus safety. Over the past 10 years, she has been an invited speaker at national conferences and on college campuses around the country on a variety of topics including; effective self-governance, critical decision-making strategies, current issues in higher education law and policy, campus safety efforts that engage students, hazing prevention, and proactive risk management. She has served as faculty for several nationally sponsored professional institutes, including the Interdisciplinary Hazing Intervention Institute which she co-leads with FSU's Dr. Adam Goldstein,



Associate Dean of Students. Kim also currently serves as a member of the U.S. Department of Education Higher Education Center for Alcohol Other Drug and Violence Prevention Review Group. She has been honored with recognition for service by the Association of Student Judicial Affairs and for her presentation skills at the Stetson College of Law Higher Educational Law Conference as well as by numerous higher education groups and campus organizations.

She has a B.A. in English and a Masters of Public Administration from Southwest Missouri State University. Kim is actively involved in several national organizations and is currently working on the edits for a second edition of the Student Risk Management Compendium she co-edited for NACUA in 2006. She has been awarded Accolades for Fraternal Service by Kappa Alpha Order and recognized as Chapter Advisor of the Year by Pi Kappa Phi Fraternity. Kim is a proud member of Delta Gamma.

Kim approaches her work with college students with the heart of an advocate and is committed to the advancement of fraternal values on college campuses across the country. Kim offers a high energy, interactive presentation style aimed at providing participants the opportunity to enhance their knowledge in both practical and theoretical perspectives.

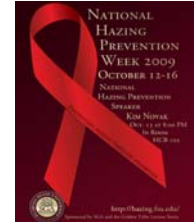


FSU Hazing Prevention Week 2009
Schedule of Events

Monday, October 12

Garnet Ribbon Campaign. The Florida State University Student Government Association has selected the garnet ribbon as a symbol of Hazing Prevention Week efforts. Large garnet ribbons will be placed on trees throughout campus to raise awareness of the week. They will be taken down at the end of the week (10/16/09). In addition, garnet ribbons will be distributed and worn by student leaders, faculty, and staff throughout the week.

FaceBook Campaign. An initiative sponsored by the Student Government Association, all students, faculty, and staff are encouraged to change their FaceBook profile picture to the Garnet Ribbon.



Tuesday, October 13

Hazing in the Student Experience: What Every Advisor Needs to Know

[12:30 pm – 1:30 pm, Student Services Building 208] The Student Activities Center and Oglesby Union sponsor an October Advisor Roundtable - Hazing in the Student Experience as part of FSU's Hazing Prevention Week. Facilitated by Dr. Adam Goldstein, this session will cover what is known about hazing in student organizations, what students and advisors can do, and where to turn for resources and assistance in the FSU community. For more information, contact Kelly McDowell, Assistant Director Student Activities (kmcdowell@admin.fsu.edu, 644-6454)

Sport Clubs hazing presentation, with featured speaker Kim Novak

[4:30 pm – 5:30 pm, Florida Ballroom, Oglesby Union] The Student Government Association sponsors featured speaker Kim Novak as part of FSU's Hazing Prevention Week in this special session for Sport Club leaders. For more information, contact Tommy Schorer, Assistant Director of Sport Clubs (tschorer@fsu.edu, 644-7902)

**Kim Novak, Nationally-Known lecturer on hazing prevention and risk management
Feature Program of FSU Hazing Prevention Week 2009**

Sponsored by the Student Government Association's Golden Tribe Lecture Series

[8:00 pm – 9:15 pm, HCB 102] This featured program is open to all student leaders, faculty, and staff. Nationally-known speaker Kim Novak will address the FSU community about what is known about hazing in the student experience, hazing and high-risk decision making, by-stander dynamics, culture change, and more. This session is sure to motivate change. For more information, go to http://sga.fsu.edu/executive_blog.html.



Wednesday, October 14

Student Organization Consultation Sessions with Kim Novak

[9:00 am – 12:00 pm; 2:00 pm – 5:00 pm., UC-A 4th floor, in the Dean of Students department] Sponsored by the Student Government Association, Kim Novak will meet one-on-one with student organizations to help them reduce the risk associated with their group. Assess and lower the risks associated with involvement in your student organization. Individual consultation sessions for student leaders, organizations, and advisors. Target audience include:

Sport Clubs
Athletic Teams
Greek Chapters
Governing Councils

Marching Chiefs and Performing Arts
Groups
Student Leaders
Honorary Societies
Registered Student Organizations

To sign-up for a free 30-minute professional consultation to assess/reduce risk of involvement in your area of student life, contact Tom Fritz, Graduate Intern, tfritz@fsu.edu

Market Wednesday

[11:00 am – 2:00 pm; Oglesby Union]

The Student Government Association is sponsoring a table at Market Wednesday with resources and information about Hazing Prevention Week and the Florida State University Hazing Education Initiative (<http://hazing.fsu.edu>). Students will be able to sign the Hazing-Free Community Pledge and receive a garnet ribbon to wear for hazing awareness.

Thursday, October 15

Brunch with Kim Novak, featured speaker

[8:30 am – 10:00 am; UC-A Dean of Students department]

The Dean of Students department invites all students, faculty, and staff to an open brunch in gratitude for the Student Government Association's commitment to Hazing Prevention in the university community.

Make a Commitment

If you agree that no student should be harmed or demeaned in any way to pursue involvement in campus life, sign the FSU Hazing-Free Community Pledge:

“I commit to lead by example and will not support, condone, or participate in any hazing activities throughout my involvement in student organizations, sports clubs, or athletic teams.”

Make the commitment, click here: <http://sacommunication.fsu.edu/pledge.asp>



Friday, October 16



**Write a letter in support FSU's Application for a \$10,000 Award
Zeta Tau Alpha Award for Innovation in Campus Hazing Prevention & Education**

In response to hazing incidents and injuries that have occurred at universities and in their communities, Zeta Tau Alpha and HazingPrevention.Org are supporting campus-based education and intervention programs that aim to counter hazing within higher education. One \$10,000 prize will be awarded to the collegiate institution that most excels in the designated criteria for hazing prevention and intervention programming. Campuses must submit their completed application package no later than November 15, 2009.

Write a letter of support in support of Florida State University's application for the Zeta Tau Alpha \$10,000 hazing award. For more information, contact Dr. Adam Goldstein (agoldstein@fsu.edu) or Robyn Brock (rbrock@fsu.edu) co-chairs of the FSU Hazing Education Initiative.

Visit us on the web!

FSU's Hazing Education Initiative, <http://hazing.fsu.edu>
Our community's central location for hazing resources, information, and reporting

FSU Hazing Prevention Week 2009, http://sga.fsu.edu/executive_blog.html
Sponsored by the Florida State University Student Government Association



APPENDIX D

Contact Information for Select Major Stakeholders

<u>Name</u>	<u>Phone</u>	<u>Email</u>
Robyn Brock	850-644-0030	rbrock@fsu.edu
Tom Fritz	850-644-8336	tfritz@admin.fsu.edu
Lauren Robertson	727-642-6422	ler06@fsu.edu
Dr. Adam Goldstein	850-644-9561	agoldstein@fsu.edu
Tommy Schorer	850-644-7902	trs06h@fsu.edu
Dr. John Lata	850-644-8986	jlata@fsu.edu
Dr. Joe Lowder	850-644-6860	jlowder@fsu.edu
Major Jim Russell	850-644-1234	jlrussell@fsu.edu
Dr. Jeanine Ward-Roof	850-644-9556	jwardroof@fsu.edu
Dr. Mary Coburn	850-644-5590	mcoburn@fsu.edu



APPENDIX E

FLORIDA STATE
UNIVERSITY

OFFICE of the VICE PRESIDENT for STUDENT AFFAIRS



Zeta Tau Alpha
3450 Founders Road
Indianapolis, IN 46268

November 12, 2009

Dear Members of the Award Selection Committee,

On behalf of the Division of Student Affairs, I am pleased to submit a letter in support of our University's application for the *Zeta Tau Alpha Award for Innovation in Campus Hazing Prevention and Education*. Since 2006, a committed group of students, faculty, and staff have developed educational initiatives to raise awareness about the harmful effects of hazing.

Our Hazing Education Coalition has created a centralized method for coordinating policies, resources, and reporting: <http://hazing.fsu.edu>. The hazing web site has a crafted educational message that is consistent with FSU's Seminole heritage and identity. The interactive web site is linked to campus offices and departments that work with high-risk student populations, including: Athletics, Sport Clubs/Campus Recreation, Registered Student Organizations, and Greek Chapters.

As a result of the Coalition's intentional efforts for over 3 years, our students more actively report what they are seeing in the community, our police and administration have greater coordination in our response to reported incidents, and we have more visible hazing prevention programs as a community. If awarded the \$10,000, our Hazing Education Coalition would: (1) implement new innovative programs to reduce the physical and emotional harm of hazing in our community; (2) actively seek new partnerships and create incentives for greater engagement of high-risk student groups in the initiative; and (3) use additional resources to better assess our community.

In addition to continuing collaborative partnerships, we are committed to further educating our community about hazing and utilizing any resources necessary that may become available in the near future. If we can provide any additional information to assist with your consideration of our application, please feel free to contact Dr. Adam Goldstein or Robyn Brock, Co-Chairs for the FSU Hazing Education Initiative, at (850) 644-2428.

Thank you for your consideration.

Sincerely,

A handwritten signature in black ink that reads "Mary B. Colburn".

Mary B. Colburn, Vice President for Student Affairs

513 Weacott Building, Florida State University, P.O. Box 3061340, Tallahassee, FL 32306-1340
Telephone: 850.644.5590, Fax: 850.644.6297 • www.studentaffairs.fsu.edu





University Police Department
 830 W. Jefferson Street
 Tallahassee, FL 32306-4215
 (850) 644-1234

Chief David L. Perry
 Maj. Sprague – Uniform Division
 Maj. Russell – Support Services
 Lt. Chandler – Operations
 Lt. Trambower – Support Services
 Lt. Sellers – Panama City
 Lt. Brown – Training
 Lt. Riley – Compliance

Office of the Chief

November 13, 2009

To: Zeta Tau Alpha Award for Innovation in
 Campus Hazing Prevention and Education

From: Chief Perry, Florida State University

Subject: Letter of Commitment and Support for Innovation in Campus Hazing Prevention Education Grant.

The Hazing Education Initiative at The Florida State University has developed a proposal for consideration for the Zeta Tau Alpha Award for Innovation in Campus Hazing Prevention. As the Chief of Police for The Florida State University this letter of support comes with ease regarding this proposal.

Since 2005 FSU has engaged our community in open discussions regarding hazing with the passage of the Chad Meredith Act. While many positive strides have been made we still see room for continuous improvement. There are strong partnerships in place at the university with an emphasis on intervention and prevention. The officers within the police department receive training on the signs of hazing and a Greek Cop liaison program is in place to assist our Greek community with planning events, activities and good decision making.

As on many campuses FSU has several high risk student populations that are not active in the Coalition, these include: Marching Chiefs (band)/Performing Arts Groups; ROTC, and several established Academic/Honorary student groups. If awarded the \$10,000 grant FSU would view the money as an investment in our community to further our outreach and education. Specifically if awarded these dollars would FSU would: (1) implement new innovative programs to reduce the physical/emotional harm of hazing in our community; (2) actively seek new partnerships and create incentives for greater engagement of high risk student groups in the initiative; (3) Use additional resources to better assess our community, identify and report our needs.

To stop hazing on campus actions speak louder than words. I am confident if FSU is awarded this grant as a team we will work to put our actions in motion to make a difference to deter and prevent hazing.

Thank you for your consideration for this grant application.

Sincerely


 Chief David L. Perry
 Florida State University Police

PRIDE ■ ENTHUSIASM ■ PROFESSIONALISM ■ INTEGRITY

830 W. Jefferson Street * Tallahassee Florida * 32306-4215
 850-644-1234 Office * 850-644-3205 Fax
www.police.fsu.edu





The Florida State University
Division of Student Affairs
Dean of Students Department
282 Champions Way, UCA 4100
PO Box 3062440
Tallahassee, Florida 32306-2440
850/644-2428 • Fax 850/644-0687
www.deanofstudents.fsu.edu

November 3, 2009

Zeta Tau Alpha Award for Innovation in Campus Hazing
Prevention and Education Selection Committee

Dear Selection Committee,

I am honored to write a letter of support for the Florida State University application for the *Zeta Tau Alpha Award for Innovation in Campus Hazing Prevention and Education*. I understand the \$10,000 award will be given to a community that meets the application criteria and that demonstrates solid community support and I believe we are just that community!

Members of the Florida State University community have been actively engaged in a discussion about hazing since the passing of Florida's Hazing Law (Chad Meredith Act) in 2005. Current outcomes of this engaged community are a coalition of students, faculty, and staff meeting to address this issue; the creation of a centralized method for coordinating policies, resources, and reporting: <http://hazing.fsu.edu>; students who are more actively reporting what they are seeing in the community; a method by which our Police Department and administration are better able to coordinate responses to reported incidents; and a more visible hazing prevention program at Florida State. More specifically, this web site has linked campus office staff who work with high-risk populations including athletics, sports clubs, Campus Recreation, registered student organizations, the Ogleby Union, Greek chapters, and the Dean of Students Department. The site has also offered our community a consistent message that is congruent with our heritage and identity. At the same time, although our community has come a long way, we still have a lot of work to do including reaching out to the other high risk populations who are not active in the coalition (i.e. Marching Band and other Performing Arts groups, ROTC, and Academic and Honor student groups).

If we are awarded the \$10,000, we would view the money as an investment in our community and would initiate the following: (1) implement new innovative programs to reduce the physical/emotional harm of hazing in our community; (2) actively seek new partnerships and create incentives for greater engagement of high risk student groups in the initiative; and (3) use additional resources to better assess our community and to identify and report our needs.

As Dean of Students, I wholeheartedly support this grant application. If awarded the dollars, I believe we would be able to achieve what we have outlined above as well as continue to reach out to our community in new and different ways to lower high-risk behavior. Lastly, the members of the consortium have already committed significant human and financial resources to this cause and with the assistance of the grant will continue to find ways to institutionalize these efforts, responses, and resources to better serve our community. We thank you for the opportunity to apply for this grant and look forward to the possibility of working together to lower high-risk behavior on college campuses.

Sincerely,

Jeanine Ward-Roof, Ph.D.
Dean of Students





THE FLORIDA STATE UNIVERSITY

*Office of the Student Body President
Tallahassee, Florida 32306-4627
Telephone: (850) 644-1811, FAX: (850) 644-6814*

November 9, 2009

Education Selection Committee
Zeta Tau Alpha Award
Innovation in Campus Hazing Prevention and Education

To Whom It May Concern,

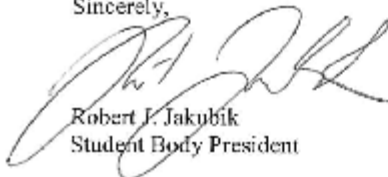
It is my great pleasure to write this letter of support for the Florida State University application for the Zeta Tau Alpha Award. In an extremely tight budget year where many outstanding programs are being zero funding; the award of \$10,000 would greatly allow our community to continue to thrive in the area of Hazing Prevention and Education.

As a community we at the Florida State University have been aggressively engaged in the discussion of hazing since the creation and passage of the Chad Meredith Act in 2005. Since the passage of this law we have created a coalition of student, faculty and staff to create a centralized method for coordinating policies, resources and reporting: <http://hazing.fsu.edu>. Students are more actively reporting what they are seeing in the community; a method that our Police Department and administration are using to better coordinate responses to reported incidents and a more viable method of prevention at Florida State. The website has also helped link our campus office staff who work daily with students in high risk groups such as athletics, sport clubs/ campus recreation, registered student organizations, Greek Life and the Dean of Students office. This has also allowed the university to have a constant message on the issues of hazing and prevention.

It is our goal if awarded this money to continue investing in our community. Creating new and innovative programming to combat the physical and emotional harm of hazing, seek partnerships and create incentives for our community to grow better innovative ways, all while continuing to assess the strengths and weakness of our community.

As Student Body President, I am extremely comfortable supporting this application. I feel very confident that if awarded this grant we would continue to invest in making our community safer. Thank you very much for the opportunity to apply for this grant and I look forward to a successful outcome in the near future.

Sincerely,



Robert J. Jakubik
Student Body President



Zeta Tau Alpha
3450 Founders Road
Indianapolis, IN 46268

November 12, 2009

Dear Members of the Awards Selection Committee:

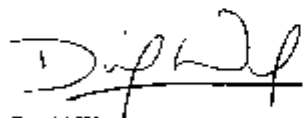
On behalf of the diverse group of student leaders on the campus of Florida State University, we would like to show our support and adoption of FSU's hazing education initiatives and FSU's application for the *Zeta Tau Alpha Award for Innovation in Campus Hazing Prevention and Education*.

Since the passage of Florida's hazing law, (The Chad and Meredith Act), Florida State University has strived to be at the forefront of active hazing education resources. The hazing web site has a crafted educational message that is consistent with who we are as a FSU's Seminole community. Through the creation of the university's hazing website, <http://hazing.fsu.edu>, the current administration and students have established a line of open communication about hazing that was previously non-existent on campus. The web site is visibly linked to campus offices and departments that work with student groups, and has aided FSU as a whole in educating the student population about the risks associating with hazing, and constructive activities to replace it.

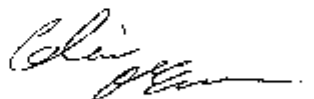
As leaders involved in all walks of campus life, we see a diverse group of students everyday, ready and willing to work hard and make their respective organization as productive as possible. Thanks to FSU's Hazing Coalition, our university has outlined the state laws and FSU regulations that define the extent of permissible behavior in an organizational setting, and allow students from diverse backgrounds to apply the standards put forth by FSU to their own organization, no matter its affiliation or purpose, Greek or non-Greek, athletic or non-athletic.

We sincerely believe that with the award from Zeta Tau Alpha, FSU can take its already effective hazing education programs and continue along the path to limit and extinguish hazing from our campus life. With this award, the general student body, the FSU Police Department, Greek Life, varsity and club athletics far and wide across campus can continue to improve hazing programming and implement new initiatives among all organizations, promoting accountability and awareness, and resulting in a reduction of hazing in our community.

Sincerely,



David Ward
IFC Executive Vice President
Phi Kappa Tau
dwo8c@fsu.edu



Colin O'Connor
IFC President
Delta Tau Delta
ono07@fsu.edu



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Rob Jakubik
Rob Jakubik
Student Body President
Student Government Assoc.
rj06@fsu.edu

