



Successful Student Organizations Program

The Successful Student Organizations Program and its associated nine dimensions curriculum has been rigorously evaluated for both short and long-term effectiveness in establishing and supporting successful student organizations on campus. The evidence-based curriculum will serve as the basis for our plan to develop and maintain successful, sustainable, non-hazing student organizations, in accordance with the [Institutional Rules on Student Services and Activities](#) and [University President's Charge for the Future](#).

The primary objective of the comprehensive curriculum is to help student organizations minimize high-risk behavior by developing and bolstering positive organizational culture. The nine dimensions of the Successful Student Organizations Program are designed for every organization to systematically build and sustain their desired culture with accountability so that each dimension is explored and practiced before moving to the next dimension. The objective is to provide student organizations with tools and resources to self-identify core values and goals to build successful membership, operations, and programs.

The curriculum supports and provides intervention for organizations at different behavioral stages. The curriculum can be applied as a whole, or in sub-components targeted to the specific behaviors displayed by the organization.

Pathways to engage in the Successful Student Organizations Program

1. Student organizations [seeking to maintain best practices](#) and grow in alignment with university expectations.
2. Organizations [exhibiting behaviors inconsistent with university standards](#) and who can make changes before any formal violations or conduct sanctions.
3. Organizations that have [engaged in the student conduct process and have been found responsible for policy violations](#) but have not met the threshold for being removed from campus.

4. Organizations that have been removed from campus for any reason, including hazing or demonstrated behavior inconsistent with university rules, that are seeking to return to registered student organization status.

The Nine Dimensions of the Successful Student Organizations Program

The nine dimensions outlined below provide the required steps for organizations seeking to return to campus after a removal for disciplinary reasons. Organizations displaying emerging behaviors, found responsible for a policy violation, or seeking to maintain successful practice may be directed to use sub-components of the dimensions that align to specific behaviors and organizational needs. It is the sole prerogative of the Office of the Dean of Students to assign or adjust any required components for organizations participating because of Student Conduct intervention. The curriculum is paced to allow for a deep understanding of each dimension, as well as the necessary work to achieve change. Each of the dimensions must be completed in the order assigned. The organization will make a report to the Office of the Dean of Students of its activities at the completion of a given dimension before starting the next one. Allowing a steady and unrushed pace for each dimension ensures organizations can complete the work to achieve meaningful change to culture and avoid reverting to problematic behavior.

- I. Self-Reflection: In this dimension, organizations develop an understanding of the impact of past actions on current organizational culture. Leaders articulate challenges, reflect, and demonstrate commitment to championing a healthy culture.
- II. Organizational Identity: This dimension allows organizations to clearly define their organizational identity by focusing on establishing a purpose, characteristics, values, behavioral competencies and vision. The organization shares the new cultural ecosystem with members and set cultural standards and expectations for the future.
- III. Fostering Healthy, Purposeful Communities: This dimension outlines the organization's approach to creating community. This includes incorporating practices and empathetic leadership to support the well-being of members and developing day-to-day operations to help maintain a healthy and purposeful community.
- IV. Anti-Hazing Culture: This dimension includes education to identify and clearly articulate the organization's approach to ensure an anti-hazing culture,

develop non-hazing curriculum, and implement training for current and new members. This dimension develops clear accountability measures for members.

- v. University Alignment: This dimension reestablishes a critical connection with the university and ensures alignment and adoption of the previously completed culture and organizational framework dimension work.
- vi. Safety and Risk Management: This dimension includes steps to create and implement safety and risk management plans including setting relevant expectations, defining appropriate risk management training, and ensuring protocols are in-place.
- vii. Operations/Governance: This dimension dives into operational areas including leadership selection and transition, member recruitment, service, accountability, and education while establishing appropriate governance, onboarding, programming, and oversight support. The organization will create short and long-term goals as part of a strategic plan to improve operations of the organization.
- viii. Re-emergence: This dimension focuses on the steps to allow the student organization to re-emerge from the program by developing, 30-, 60-, 90- and 180-day plans which reflect written goals and commitments developed in their previous dimension work.
- ix. Ongoing Evaluation and University Connection: In this dimension, organizations will receive further recommendations from the Office of the Dean of Students to support on-going success. This may include additional consultations with program staff or other on-campus resources.