# **High School Student Experiences & Expectations**



Individual Susceptibility

- Belonging
- Want/need for a right of passage

#### to Organization

**Organizational Value/Status** 

- Measured by in-group and out-group
- Who determines org value
- Status and reputation
- Want to hold community status

# and Community

#### **Community Value/Status**

- Cross organizational in-group
- Boundary spanning relationships (structural holes)
- Hidden culture
- Who holds influence over orgs

### Violence, Bullying, Harassment

Expectancy Theory

# Individual

- Belonging
- Masculinity/Femininity norms
- Personal experiences
- Self-confidence
- Perspectives of leadership
- Perspectives of character

#### **Organizational**

#### Definitions of Leadership

- Practice of decision making (power differentials) • Hierarchy and power differentials (in-group vs. out-group)

#### Conformity to Group Norms

- Social capital (newly attained, over time, etc.) Primary and secondary focus (social, athletics, competition, academics, or
- leadership)

#### *Rights of Passage*

- Adult play activity/bonding
- Deviant fun/bonding
- Dysphoria

# **Interplay of Perceptions**

The interplay of individual perceptions, organizational mindsets and performance, and community values which form hazing culture.

# Individual **Perceptions**

- Self-efficacy and proof of masculinity/femininity
- Belonging
- How the individual supports or challenges organizational values and culture



- Perceived status within community
- Advertised value
- Interpretation of community value
- Dual organizational identities

# **Organizational** Values

#### In-group support of hazing within orgs

- Collective mental models of masculinity/femininity
- Definitions of leadership
- Acceptance of violence norms
- Perceived weakness by individual new members or confidence/power

Veldkamp, S., Sasso, P. A., Biddix, J. P., Joyce, B., Perlow, E., & Maxwell, T., (2021). Horizontal campus hazing model. Penn State University: Timothy J. Piazza Center for Fraternity and Sorority Research and Reform.

# Piazza Center Horizontal Hazing Model

### Community

- Status top tier
- Status/social capital with a focus on Social, Athletics, and/or competition(ie. philanthropy is a front for social)
- Power dynamics between groups
- Alcohol and other drug misuse
- Behaviors/norms

**Interplay of** individual, organization, and community experiences and expectations

#### **Organizational** Performance

#### Formal and informal

- Systems to educate
- Systems to monitor
- Systems to confront
- Systems to control
- Systems to reward

# Community Values

- Community values and culture
- Cross organizational in-group vs. out-group
- Sibling/regional organizations and or extended community values and culture





Timothy J. Piazza Center for Fraternity