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

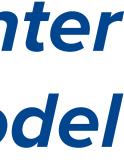
Formal and informal

- 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