

**EXAM CONTENT OUTLINE**  
**Fraternity and Sorority Life Exam: CSAEd-FSL™**

<b>% of Exam Items</b>	<b>Domain</b>	<b>Sub-Domains</b>	<b>Knowledge &amp; Tasks</b>
16%	Foundations of the Profession	<ol style="list-style-type: none"> <li>1. Connect student affairs to the cultures, histories, and contexts of higher education systems.</li> <li>2. Through a foundational understanding of social justice, connect inclusive histories, philosophies, and values to the student affairs profession and to one's professional practice.</li> <li>3. Make individual decisions, support others' decisions, and model behavior that is congruent with research, professional standards and codes of practice, law, and organizational policies.</li> </ol>	<ol style="list-style-type: none"> <li>1a. Identify exclusionary practices and systems in fraternity and sorority life.</li> <li>1b. Recognize the history, impact, and reliance on the fraternity and sorority housing structures within the higher education system.</li> <li>1c. Recognize the unique roles that fraternity and sorority life played in higher education.</li> <li>1d. Recognize and memorize the histories, identities, and practices of fraternity and sorority life.</li> <li>2a. Recognize that social justice and inclusion work is part of fraternity and sorority life roles and responsibilities, and not of just specific individuals.</li> <li>3a. Recognize the role of relationship statement, expansion agreements, and other forms of MOUs specific to the fraternity and sorority life experience.</li> </ol>
12%	Student Learning, Development, and Success	<ol style="list-style-type: none"> <li>1. Apply models and theories of student learning, development, and success to daily practice.</li> </ol>	<ol style="list-style-type: none"> <li>1a. Apply appropriate development theories for single gender experiences.</li> </ol>

		<ul style="list-style-type: none"> <li>2. Develop and implement programs and services for holistic student success.</li> <li>3. Center and advocate for student learning, development, and success.</li> </ul>	<ul style="list-style-type: none"> <li>2a. Disaggregate information and the role that identity plays in students' experience and their ability to be successful.</li> <li>2b. Recognize role of professional, alum, volunteer, and student mentorship in student learning.</li> <li>3a. Develop and apply effective group and/or individual accountability processes that enhance student learning and development.</li> </ul>
11%	Assessment and Evaluation	<ul style="list-style-type: none"> <li>1. Apply various assessment and evaluation methods/techniques/strategies/tools.</li> <li>2. Utilize insights and findings from assessment and evaluation data to improve policy and practice.</li> </ul>	<ul style="list-style-type: none"> <li>1a. Use available and appropriate tools and systems to advance use of data that informs fraternity and sorority life work.</li> <li>2a. Utilize community, chapter, and individual level data to drive decisions and interventions within the fraternity/sorority community.</li> <li>2b. Align fraternity and sorority life data with larger institutional strategic plans.</li> <li>2c. Report and share sensitive/personal identifying fraternity and sorority life member information appropriately</li> </ul>
9%	Social Justice and Inclusion	<ul style="list-style-type: none"> <li>1. Acknowledge and address systems of oppression, privilege, and power.</li> <li>2. Create living and learning environments that foster equitable participation of all groups.</li> <li>3. Create opportunities to advocate for social justice values in policies, programs, practice and procedures.</li> </ul>	<ul style="list-style-type: none"> <li>1a. Engage in fraternity and sorority life work as an accomplice in social justice and inclusion work.</li> <li>2a. Provide equitable access to facilities for all members.</li> <li>3a. Engage advisors, alums, and other stakeholders in social justice work community-wide.</li> </ul>
15%	Leadership	<ul style="list-style-type: none"> <li>1. Establish priorities and outcomes that align to unit/department, divisional, and institutional vision.</li> <li>2. Develop diverse teams and communities that are equity-minded.</li> </ul>	<ul style="list-style-type: none"> <li>1a. Connect work to fraternal purpose.</li> <li>2a. Recognize the importance of involving diverse perspectives and multiple identities.</li> <li>2b. Receive and internalize feedback in order to make change.</li> </ul>

		3. Build coalitions and consensus between and across the unit/department, division, academic, and external community levels to foster institutional success.	3a. Navigate the complexities of multiple parties interest in chapter and community outcomes (e.g., campus, inter/national org, alumni, parents, house corporations). 3b. Navigate the complexities of competing values and priorities within the structures of fraternity and sorority life.
6%	Talent Management	1. Navigate and challenge politics, power, and privilege inherent in hierarchical structures.	1a. Develop appropriate staffing models to support all fraternity and sorority life organizations, including historically underrepresented populations. 1b. Advocate for adequate staffing models to support all fraternity and sorority life organizations and retain the staff doing the work.
15%	Crisis and Risk Management	1. Develop and implement risk and crisis preparation and management plans. 2. Evaluate the plans, implementation, and management of the risk or crisis. 3. Develop a comprehensive educational plan on crisis and risk management.	1a. Recognize, develop, train, and communicate risk management policies based on industry standards. 2a. Recognize appropriate responses to risk management incidents (e.g., moratoriums, indefinite suspensions, underground groups). 3a. Recognize harm reduction strategies. 3b. Facilitate training and education to stakeholders. 3c. Utilize appropriate and effective models for addressing crisis and risk management.
16%	Financial and Facility Management	1. Manage financial resources. 2. Manage facility resources. 3. Advocate for and manage spaces equitably.	1a. Ethically advise student organizations on management of their funds. 1b. Manage fraternity and sorority life community financial support that comes from advancement and endowments. 2a. Work with property and land owners (e.g., university, corporation board, PPP) that house fraternity and sorority life organizations. 2b. Manage changing dynamics of fraternity and sorority life housing and space usage. 2c. Recognize space barriers for fraternity and sorority life groups, and navigate all the multiple ways in which they need and use spaces (e.g., meeting spaces, recruitment and intake spaces). 3a. Advocate for equitable space for all fraternity and sorority life organizations, including non-traditional types of spaces.