

PRESIDENT'S TASK FORCE ON GREEK LIFE

February 21, 2018

Major Issues and Challenges

1. Active and Engaged Alumni Involvement and Oversight Across Fraternity Chapters Has Become Inconsistent and/or Ineffective
2. Lack of Personal Accountability Among Fraternity Chapter Members
3. Ambiguous/Overly Broad Definition of “Hazing” and Related Implications
4. University Policies and Procedures Surrounding Greek Life Have Not Been Uniformly Effective
5. Basic Lack of Trust Between the Greek Community and University Officials

University Policy Improvements

Establish standing committee with University (faculty, staff, administration) and Greek community representation to review all Greek-related policies, procedures, and training/educational requirements on a staggered four-year cycle and make recommendations on additions, deletions, and revisions.

University Policy Improvements

Develop a specific, operational definition of “hazing”

Develop “amnesty” policy for reporting of certain infractions that covers both medical and non-medical situations

University Policy Improvements

Develop “Uniform Code of Infractions” (e.g., alcohol/drug violations, hazing, sexual misconduct) and create a “progressive/tiered discipline” system related to the code, including those matters that can be primarily adjudicated by the chapter and those that require joint adjudication by the chapter and University

University Policy Improvements

Review PS-78 (“Serving, Possessing, and Consuming of Alcoholic Beverages”) for potential changes/refinements, with particular focus on the sections pertaining to “University Regulations” and “Registered Student Organization Events”

University Policy Improvements

Review PM-68 (“Construction, Modification, Maintenance, Care and Operation of Sorority and Fraternity Houses Located on University Property”) for implementation of policy changes applicable to resident organizations

Review leases of University property by Greek organizations for risk management considerations

Organizational Process Improvements

Create a standing Greek Alumni Advisory Committee to the Office of Greek Life which is comprised of representatives from chapter advisory boards

Actively involve Greek chapter advisory boards in Office of Greek Life planning, policy development, training/education and accountability/oversight activities via the standing Greek Alumni Advisory Committee

Greek Organization Accountability and Oversight Improvements

Require each Greek chapter to develop a comprehensive program for chapter and member accountability and reporting, which will include appropriate oversight by the University and chapter advisory boards

Greek Organization Accountability and Oversight Improvements

Require all Greek chapters to create “chapter advisory boards” with a minimum of three members, the majority of whom should be from the Baton Rouge area. Each chapter shall submit the names and bios of proposed board members to the Office of Greek Life for review prior to finalizing board composition

Greek Organization Accountability and Oversight Improvements

Verify annually that each Greek chapter has a functioning, active Judicial Board with chapter advisory board oversight

Greek Organization Accountability and Oversight Improvements

Revise the current annual Greek assessment process to be more holistic, including both quantitative and qualitative metrics and comprehensive participation/representation by the University and Greek community, and develop a summary “scorecard” for each chapter based on those results

Greek Organization Accountability and Oversight Improvements

Require each Greek chapter to have a “membership contract” to be signed by every member each semester which includes a code of conduct, explicit agreement to comply with all University and chapter policies, other behavioral expectations, and consequences for related infractions at a minimum and have a copy of each chapter’s contract on file at the Office of Greek Life

Greek Organization Accountability and Oversight Improvements

Require all Greek chapters to have a “drug-free” policy for chapter houses (with enforcement mechanisms and consequences for non-compliance) and have all chapter presidents and advisory board chairs certify with the University annually that they are in compliance with their policy

Greek Organization Accountability and Oversight Improvements

Develop minimum job qualifications for Greek chapter house managers (for those chapters that have on-campus houses) and require all chapters to have house managers who meet these qualifications by Fall 2019. Each chapter shall submit the names and resumes of proposed house managers to the Office of Greek Life to ensure that these individuals meet the minimum job qualifications set forth

New Member Recruitment and Education Policy and Process Improvements

The Office of Greek Life should create, maintain, and broadcast a web portal for prospective members, parents, and the general public as a transparent, credible, and objective source of information that includes current information on each active Greek chapter regarding:

1. Summarized results from the annual Greek assessment process
2. Member demographics
3. Chapter GPA and other pertinent educational metrics and outcomes
4. Rolling five-year history of adjudicated chapter disciplinary matters (e.g., violations, probation, suspension, etc.)
5. Chapter philanthropic and community service activities
6. Current membership contract
7. Other metrics and information as appropriate

New Member Recruitment and Education Policy and Process Improvements

Require all Greek chapter advisory boards to have full oversight and accountability for the new member recruitment and education process with at least one board member present at each new member meeting

New Member Recruitment and Education Policy and Process Improvements

Require each Greek chapter to have a written new member education plan (including specific activities planned, intended outcomes, and schedule/program length) for those plans to be certified by the chapter president, new member education director, and advisory board chairs annually

Require annual submission of new member education plans to the Office of Greek Life for review and approval

New Member Recruitment and Education Policy and Process Improvements

Require all new member recruitment, education, and related activities to be alcohol-free.

Require IFC chapters to limit new member education programs (“pledge periods”) to eight weeks, unless a longer period is approved by the Office of Greek Life based on the new member education plan submitted by the chapter. Further, no new member education activities should occur during mid-term or final examination periods.

Ongoing Training and Education Activity Improvements

Regularly review current annual training and education requirements for Greek chapter members to ensure relevance, effectiveness, and balance among critical focus areas (e.g., alcohol/drug use, hazing, sexual misconduct, student conduct violations, bystander training, new member education)

Social Activity Policy and Process Improvements

Require Greek chapter presidents and advisory board chairs to sign pledge annually that: (1) all on-campus social events will be registered and conducted according to applicable University and chapter policies; and (2) the University will be notified in advance of all social events held off-campus and such events will similarly be conducted according to applicable University and chapter policies

Social Activity Policy and Process Improvements

Require all Greek chapters to have a written policy that bans hard alcohol (ABV > 15%) and common source alcohol (e.g., kegs, punch dispensers) from chapter premises at all times, and enforce this policy at off-campus social events as well

Social Activity Policy and Process Improvements

Restrict alcohol and non-members/guests to Greek chapter house common areas during registered social events and require full compliance with PS-78

Limit attendance at Greek chapter social events with alcohol to 3 non-members for every member, with exceptions in advance for community, alumni, and family events

Move all IFC fraternity tailgating to IFC chapter houses (for those chapters that have houses) beginning with the 2018 football season and require full compliance with PS-78, including security and procedural adherence requirements.

Proposed Process and Timeline for Implementation

Dates	Implementation Activity
February – June 2018	<ul style="list-style-type: none"> ● President Alexander affirms/modifies task force recommendations and creates steering committee comprised of leaders from the University and Greek community (current members and alumni) charged with working with the Office of Greek Life to implement recommendations in an effective, transparent, and timely manner ● Implementation of recommendations begins with biweekly status reports provided to the President’s Office by the Office of Greek Life ● Limited Greek chapter recruitment, philanthropic, and social events begin (March)

Proposed Process and Timeline for Implementation

Dates	Implementation Activity
June – August 2018	<ul style="list-style-type: none"> • Actions, processes, and initiatives to be implemented by Fall 2018 are finalized with bi-weekly status reports provided to the President’s Office by the Office of Greek Life
August 2018	<ul style="list-style-type: none"> • Actions, processes, and initiatives to be implemented by Fall 2018 commence with periodic monitoring throughout 2018-19 academic year
August 2019	<ul style="list-style-type: none"> • All chapters have house managers in place who meet minimum job qualifications developed by Office of Greek Life in consultation with Greek Alumni Advisory Committee
Ongoing	<ul style="list-style-type: none"> • Ongoing implementation, review, and refinement of recommendations as necessary