

# The University of Utah Independent Greek Council



The key to a more inclusive social infrastructure  
at the University of Utah.

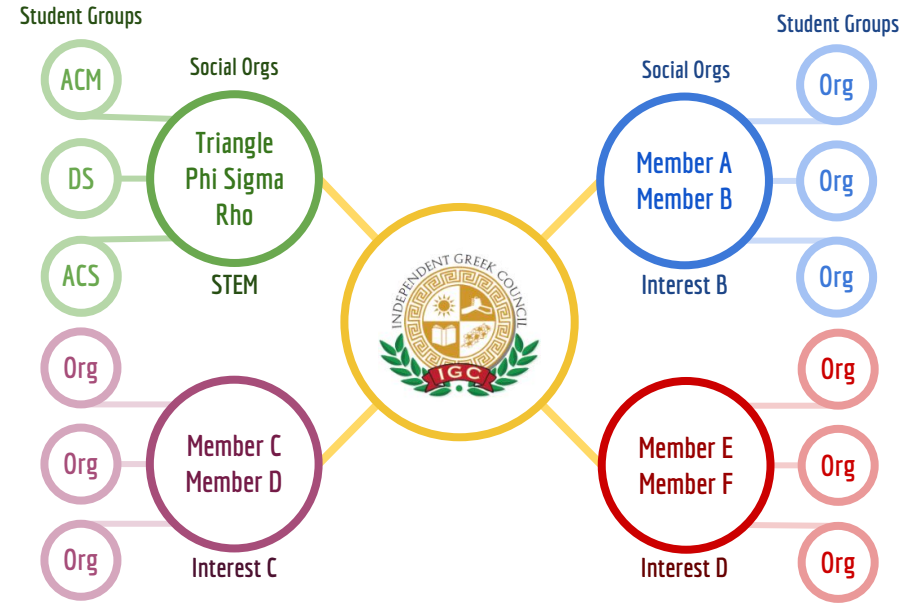
a proposal by the Utah Chapter of Triangle

# Summary

COVID-19 highlighted **distinct cultural and mission differences** among Greek organizations at the University of Utah.

An Independent Greek Council should be formed to provide an ideal governing environment in which these culturally distinct organizations can **gain and maintain momentum**.

This Independent Greek Council can help form a well-defined social infrastructure on which the University of Utah can begin to **socially reintegrate** a generation of students who are about to enter their first in-person terms.



# The Case for Something New

## 1. The Situation

**What will our community look like** following COVID-19?

**Why do small organizations struggle** with getting adequate representation under the current system?

## 2. Something New

**How do we create a better system** that will lead to a modern and accountable variant of Greek Life for our campus?

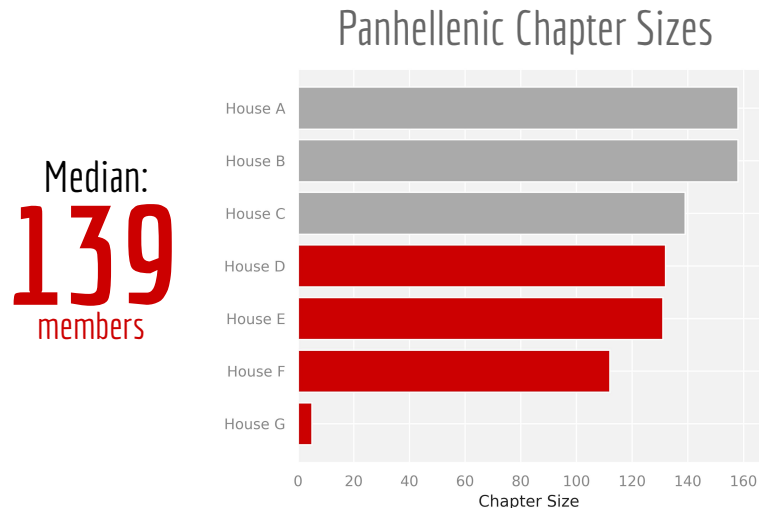
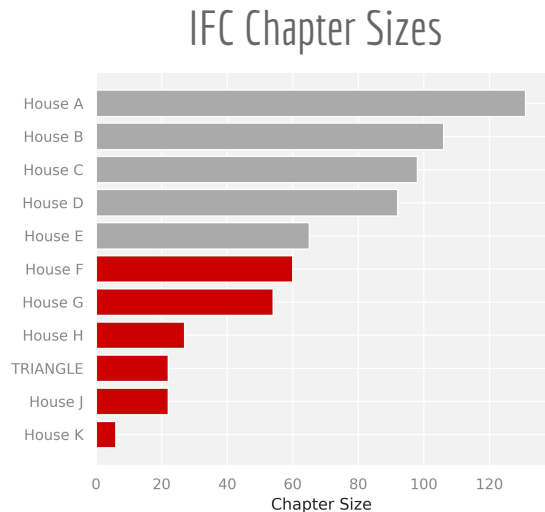
**What will success look like** with a new structure for leadership?

# The Situation

Reflecting on community changes during COVID-19

# An Uneven Landscape

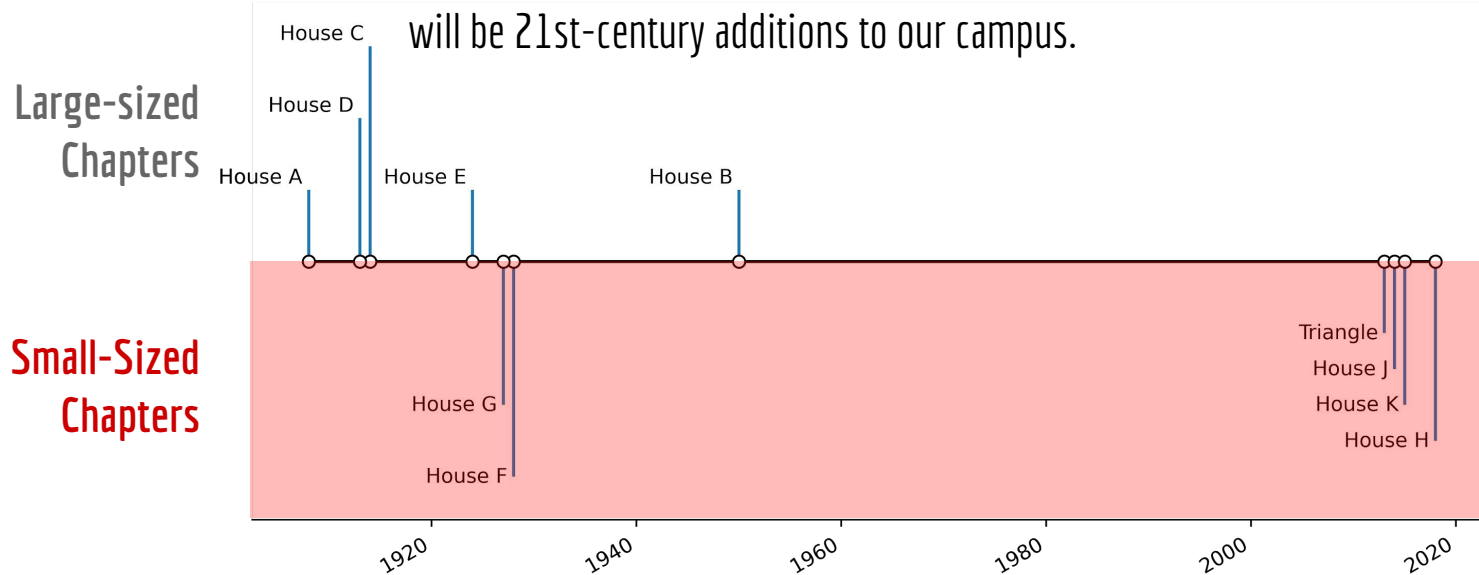
IFC has a unique size distribution, with the **smallest half** of organizations holding **only 26%** of IFC members



Such a large size difference can mean that organizations at either end of the size scale may have **fundamentally different experiences**.

These small organizations also tend to be **new** organizations with **distinct cultures** that have struggled to find footing in the current system.

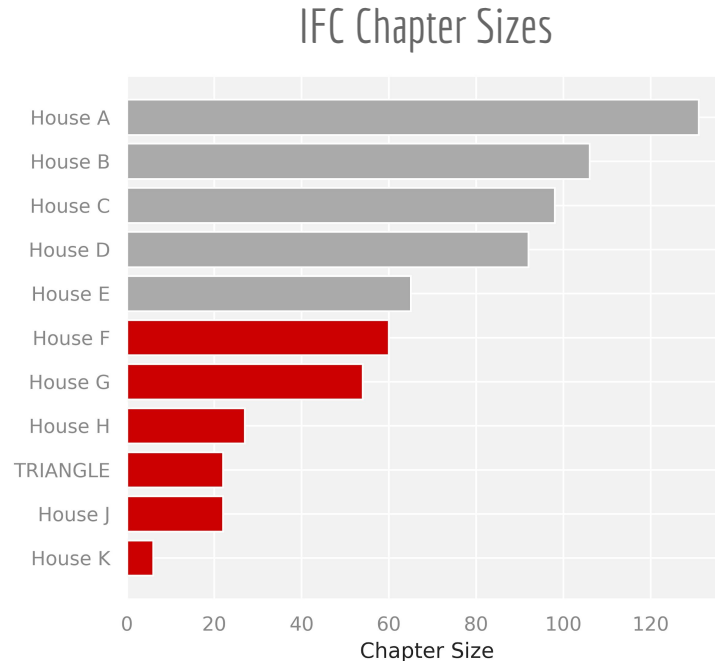
With the addition of Phi Sigma Rho and Phi Kappa Psi, **seven out of twenty** Greek organizations at the University of Utah will be 21st-century additions to our campus.



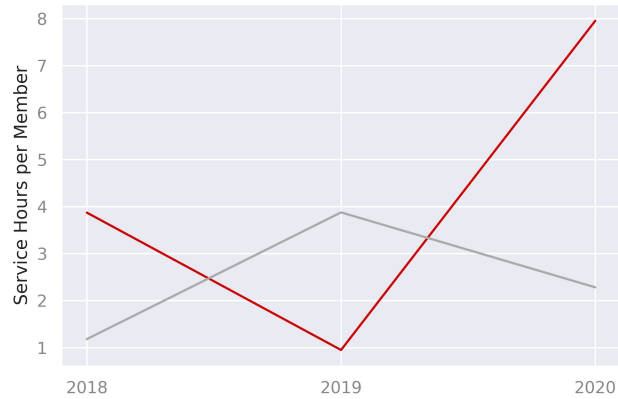
# Small organizations adapted in response to COVID-19.

In 2020, The average large organization member had a **GPA of 3.17** and completed **2.2 service hours...**

...while the average small organization member had a **GPA of 3.23** while also completing **8 service hours.**

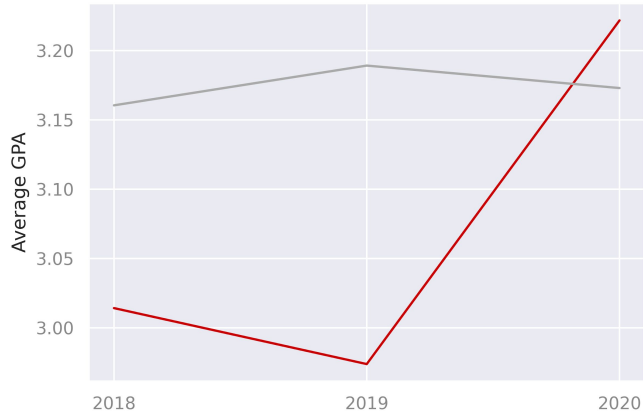


# IFC Size-Performance Difference



Small-Sized: 8

Large-Sized: 2.2



Small-Sized: 3.23

Large-Sized: 3.17

Viewing this trend over the last three years, we can see that the last year resulted in **dramatic improvements** to academic and philanthropic performance.



The near-term future of Greek Life will include an increasing number of **new, growing** organizations with missions that appeal to a **more diverse** range of students. Their performance in the past year has shown that these organizations and their members are suited to adapt to **new approaches and environments**.

**However**, because of the **candidacy bias**, they will continue to be under-represented in the current system.

# The Candidacy Bias

A council run primarily by an elected executive arm creates a **candidacy skew** against smaller organizations that limits their ability to be represented by the council's actions.

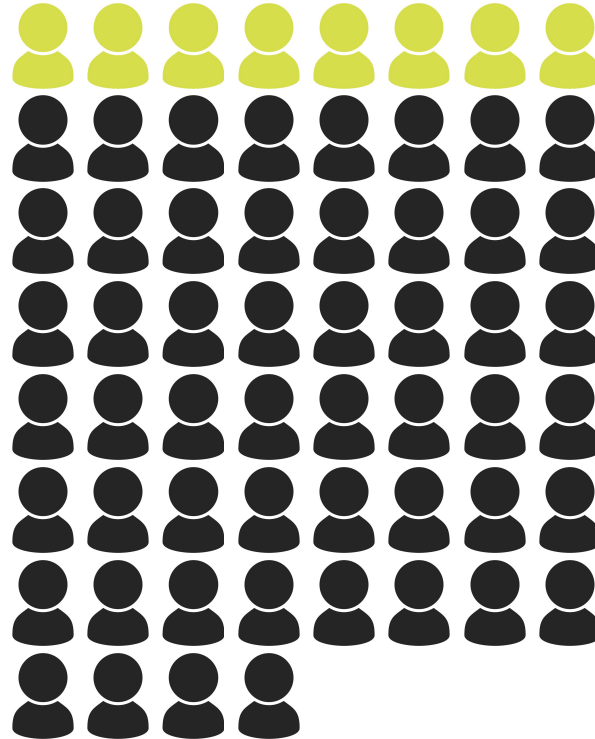
In order to remain a University-affiliated Greek organization, we are **required** to be represented by a governing body. Currently, we are represented by the **Interfraternal Council (IFC)**.

There are **five** elected positions in IFC:

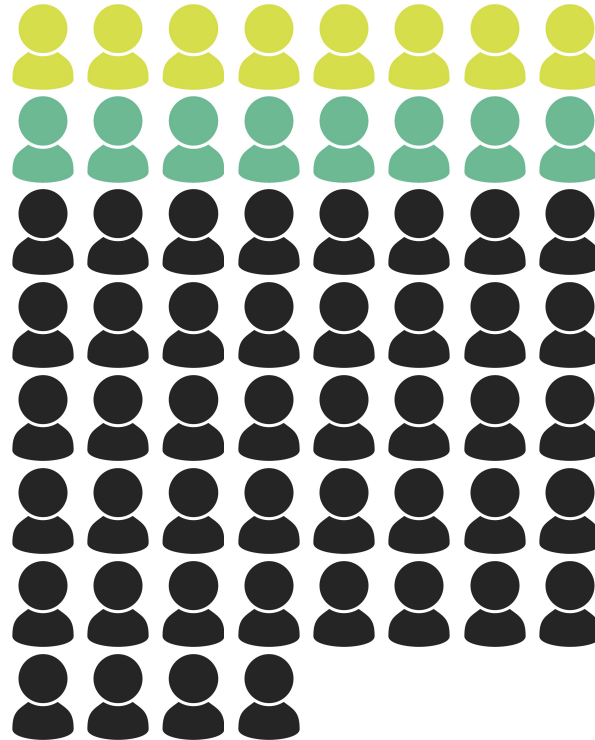
1. President
2. VP of Judicial
3. VP Marketing
4. VP Recruitment
5. VP Programming

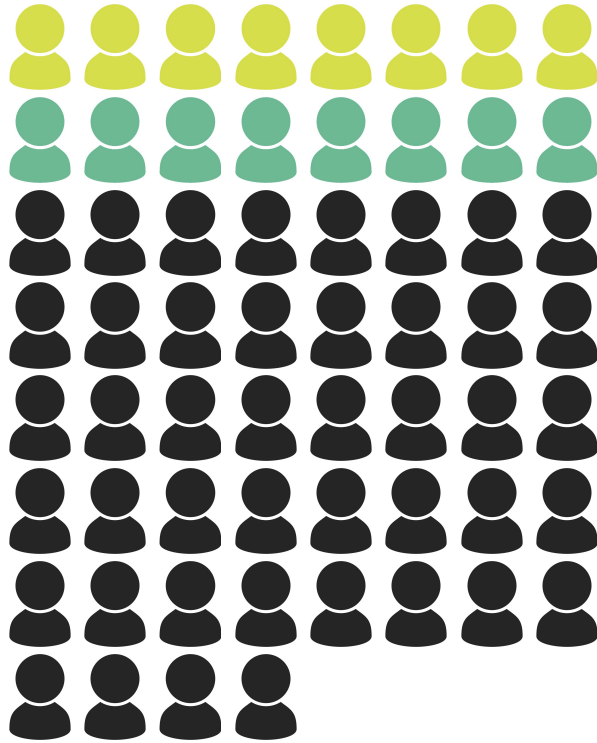
There will soon be more elected positions as the IFC creates its' Judicial Board and adds a VP Diversity

The median IFC organization has **60 members**, with **8 members** serving in their chapter's executive positions.



Additionally, roughly **another 8 members** would be serving on the chapter's executive board during the following year.

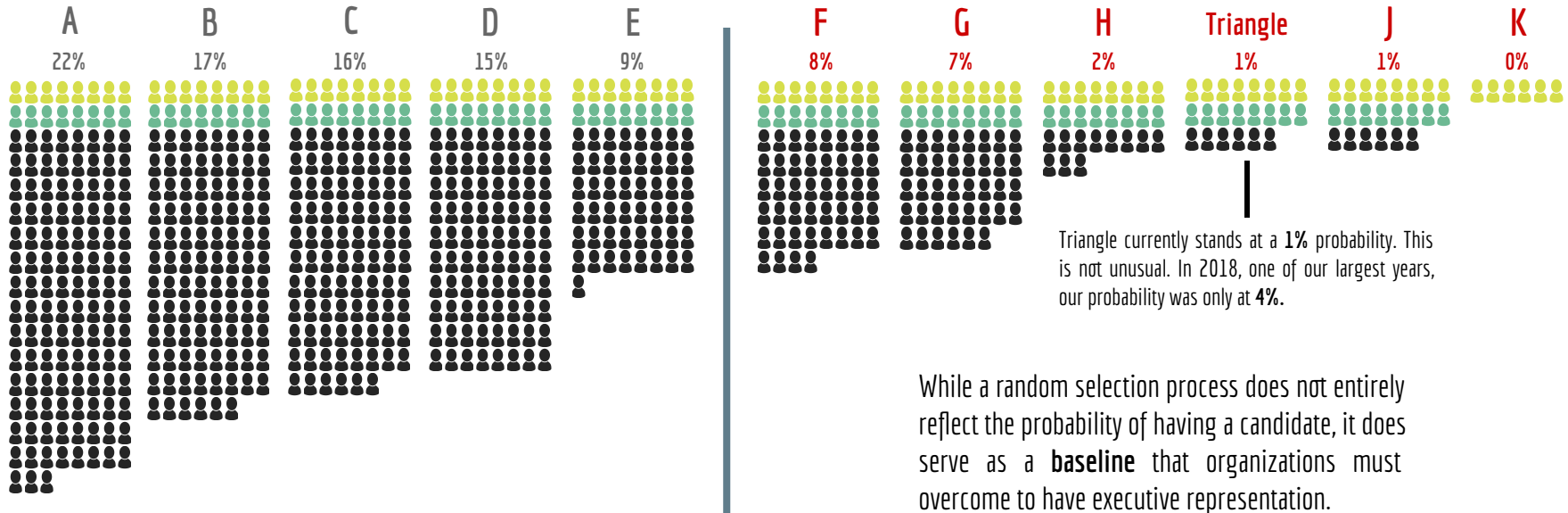




In the median organization, this leaves another **44 members** that would be **ideally** eligible to run for an elected IFC position.

In an **equal-weighted** random selection process for candidacy to an elected IFC position, the probability of candidacy by category is:

81% for large organizations, but  
**only 19%** for small organizations



# The Candidacy Solution

To improve candidacy conditions for small organizations, the ideal council structure would be one where:

- elected positions are **primarily administrative**; and
- **the majority of authority** and oversight is trusted to member delegates.



An increasingly larger base of new organizations, coupled with their excellent **academic, philanthropic, and behavioral performance** in the last year, shows that new organizations have a lot of potential to contribute to our campus and community.

A skewed representation on our governing councils, however, largely limit the benefits we can provide to our community to only what we can achieve **individually**.

# Something New

A new approach to Council leadership.



The **Independent Greek Council** can be the face of a different brand of Greek Life, focused on helping each organization fulfill their mission at the University of Utah.

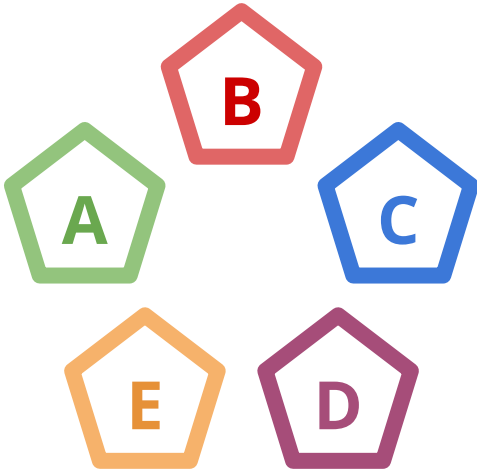
The structure is built on the tenants of:

- **Decentralized** council authority;
- **Transparent** operations; and
- **Trust** that its' members can ethically fulfill their mission and obligations to the community.

The structure of the IGC can be divided into **three distinct groups**:

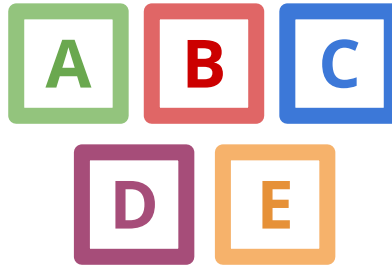
## Judicial Board

with a single Judicial representative from each organization's Judicial body.



## Council Body

with a delegate from every organization, responsible for the Council's decisions.



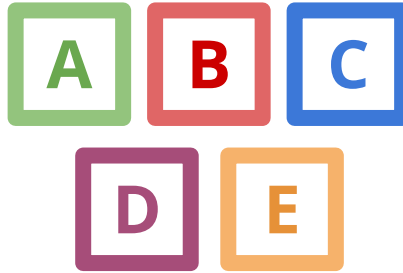
## Administrator & Treasurer

two elected positions responsible for maintaining the organization, records, and finances of the Council.



# Council Body

- Consists of delegates, primarily organization Presidents, that **coordinate Council business** with the FSL and University staff.
- Meets weekly, with each meeting led by the **Leading Member** that cycles through delegates.

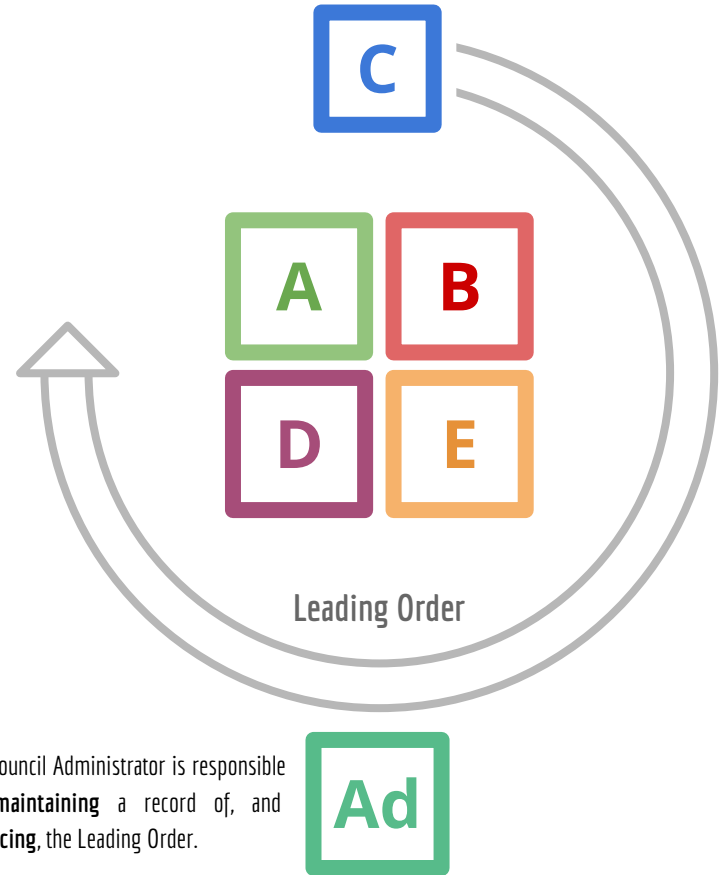


The Council Administrator would be responsible for compiling discussion topics brought from **outside** the Council, such as from the University or FSL Office.



# Leading Order

- The Leading Order is the order in which the **Leading Member** of each meeting is selected, and equivalent to the order that organizations joined the Council.
- The Leading Member is cycled after each Council meeting, and runs the meeting according to a structure agreed upon by the Council Body.
- A cycling meeting lead provides a **decentralized** structure of authority.



# Example Case

The Council determines Recruitment guidelines to ensure all organizations recruit ethically during the next Rush season.

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The **Council Administrator** notifies the Council Body of the next Leading Member, and organizes input from the University and FSL

A

Organization C, the next in the **Leading Order**, will lead the discussion.



C

D

The Council will discuss and draft recruitment guidelines that provide the **best environment** in which each organization can recruit.

B

E

The Council Body approves the guidelines by a **simple majority**.

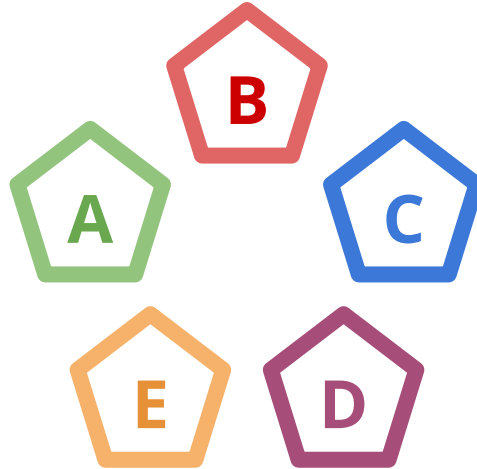
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The **Council Administrator** will take a record of the discussion and outcome that will be given to each organization, FSL, and the University.

**Possible guidelines:** The Council approves of recruitment event times and a **start date** for bid extensions in order to prevent competitive strategic scheduling and exploding bid offers.

# Judicial Board

- The Judicial Board is responsible for ensuring that organizations maintain their obligations to the Council, our campus, and the community.
- Having a community Judicial Board ensures that organizations are **held accountable**, not only to the University, but **to each other**.



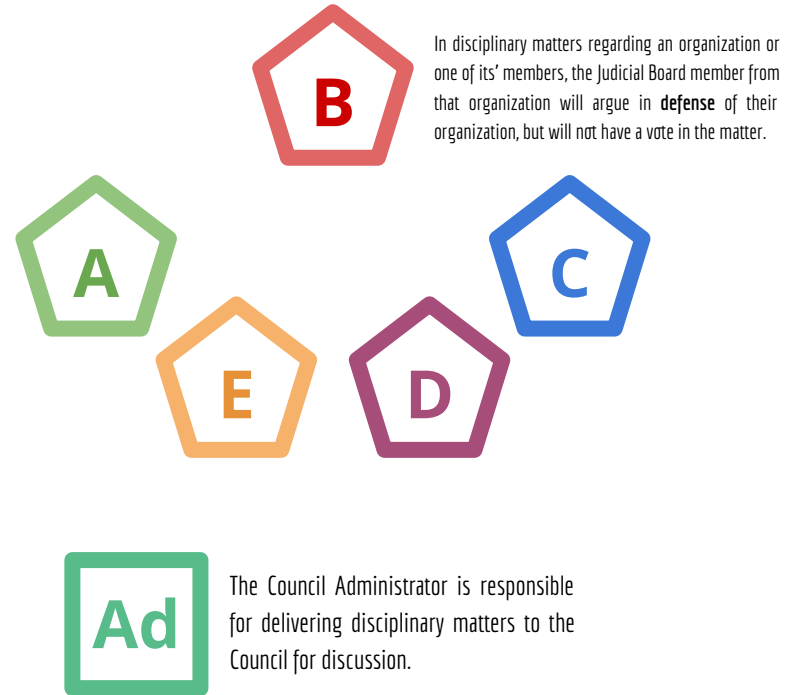
The Judicial Board has the **authority** to:

- Determine if a disciplinary matter is worthy of a possible **sanction**.
- Determine the **terms and conditions** of a sanction against an organization.
- Approve organizational **appeals** to sanctions made by the Council.



# Sanctioning

- **Sanctions** may be applied to an organization that has fallen short of its' obligations to the Council, campus, or community.
- Sanctions may only be applied if a disciplinary matter is considered worthy of a sanction by a **simple majority** of the Judicial Board
- Sanctions against an organization may include a condition that the organization must meet, a financial penalty, or both.
- Financial penalties paid outside of direct monetary damages will be contributed to a **Philanthropic Fund** managed by the Council Body and the Treasurer.
- Organizations will not have the authority to leave the Council while there are outstanding financial penalties.



# Example Case

A small group of members from **Organization B** vandalize a piece of University property. The damage to the property amounts to \$250.

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The **Council Administrator** is notified of the matter and assists the Judicial Board in scheduling a time to meet.

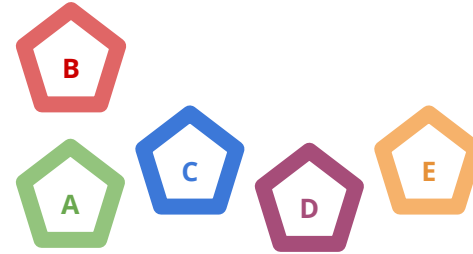
Organization B's Judicial member argues in **defense** of their organization, providing details regarding actions taken by B so far, such as penalties already incurred by the University.

Organizations A, C, D, and E's Judicial members decide whether or not the disciplinary matter is deserving of a sanction. A **simple majority** would be **three votes** in the affirmative.

If a vote to sanction is passed, Organizations A, C, D, and E's Judicial members determine the exact terms of a sanction by another **simple majority**.

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The **Council Administrator** would take a record of the meeting and inform the council and FSL of sanctioning decisions.



**Possible sanction:** Organization B will penalize the members involved, and pay \$350. The remaining \$100 after damages will be put into the **Council Philanthropic Fund**.

# Elected Positions

Council  
Administrator



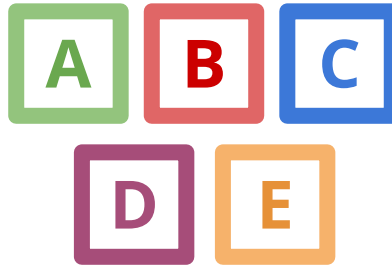
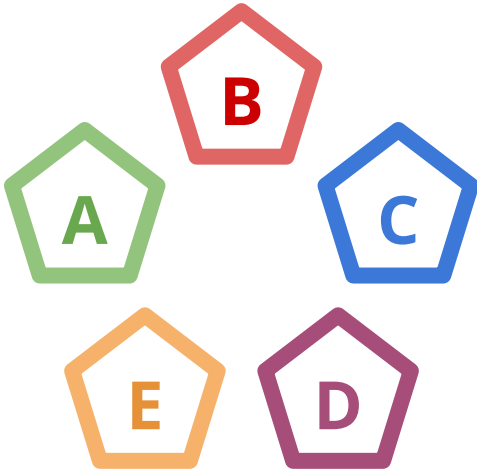
- **Organizes** the Council Body and Judicial Board, ensuring the two bodies have a venue to meet at and a routine schedule.
- **Communicates** the needs of of the University and FSL Office to ensure the Council's members are following University guidelines.
- **Documents** the business of the Council.

Council  
Treasurer



- **Budgets** the dues paid to the Council by its' members, ensuring that there is transparency about the Council's expenditures.
- **Oversees** the use of Council funds to pursue the Council's initiatives.

The Independent Greek Council is structured to give the **ideal governing body** for an increasing number of **small, diverse, and differentiable** Greek organizations that do not compete for new members from the traditional Greek recruitment pool, but instead **attract students** to Greek Life that **would not otherwise be interested**.



# The Success Condition

A successful Independent Greek Council would bring together organizations from a **diverse background of interests** to cover a broad range of students on campus, particularly in areas under-represented by the Greek community.

The Independent Greek Council provides an ideal governing environment in which these culturally distinct organizations can gain and maintain momentum.

This Independent Greek Council can help form a well-defined social infrastructure on which the University of Utah can begin to socially reintegrate a generation of students who are about to enter their first in-person semesters.

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The IGC is currently a resolution proposed and passed within Utah Triangle. Any questions can be directed to [chapter@utahtriangle.org](mailto:chapter@utahtriangle.org)

Under the current resolution, an IGC will not be pursued until **two** other established Greek organizations accept the proposal as well.

The full Constitution of the IGC can be found [here](#).

