

# The University of Utah Independent Greek Council



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

# 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?

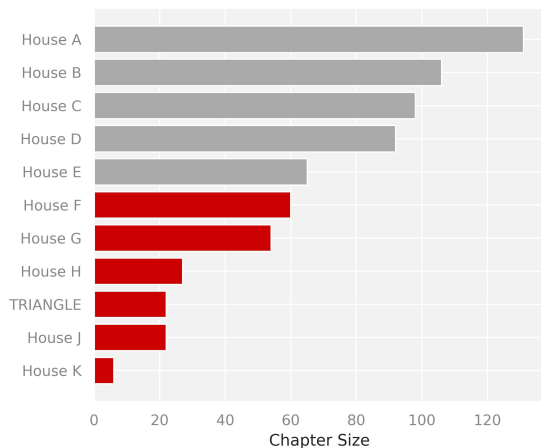
# The Situation

Reflecting on community changes during COVID-19

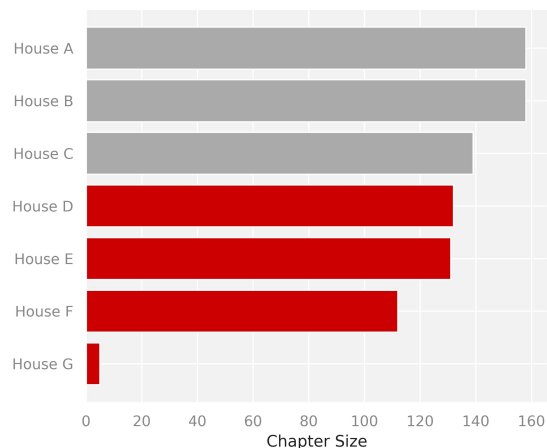
# An Uneven Landscape

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

## IFC Chapter Sizes



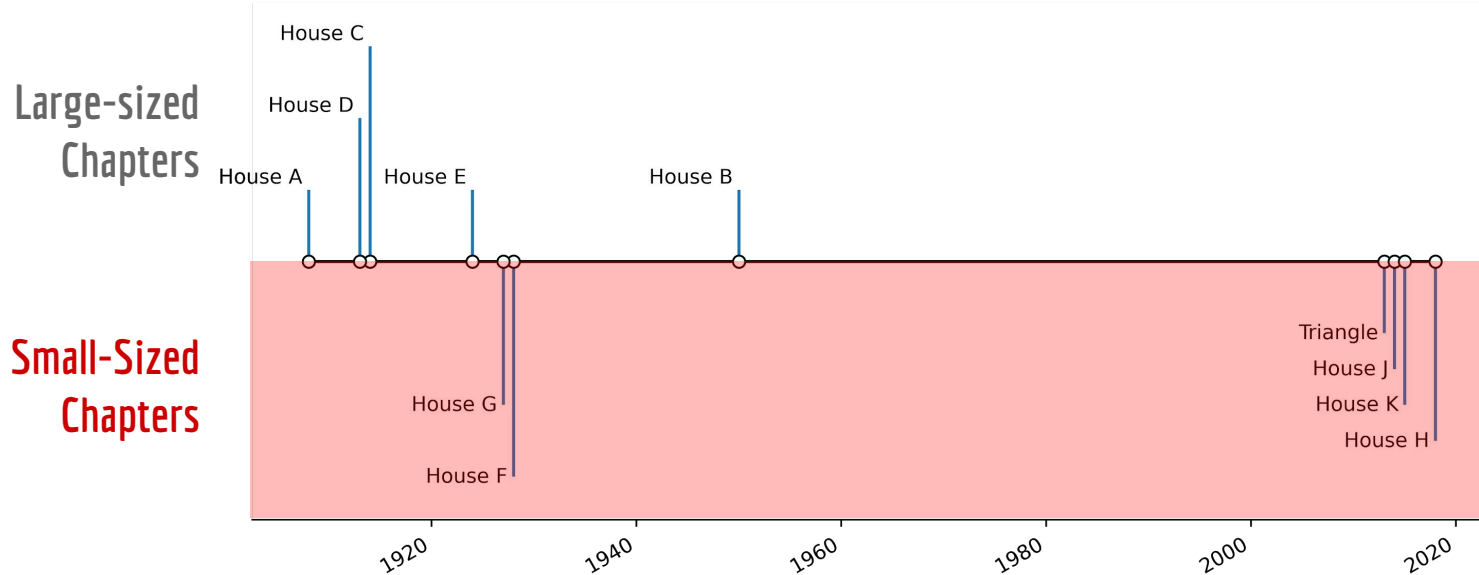
## Panhellenic Chapter Sizes



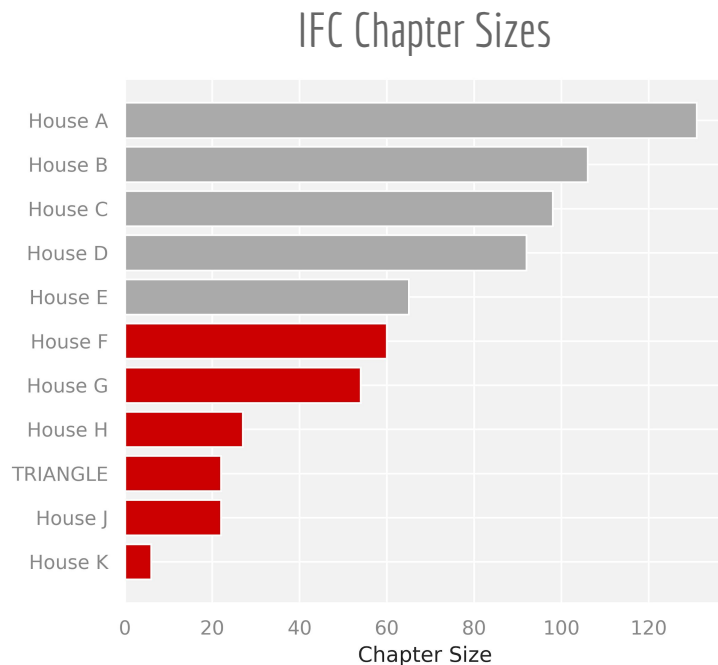
Such a large size difference can mean that organizations at either end of the size scale may have **fundamentally different experiences**.

These small organizations also tend to be **new** organizations 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.



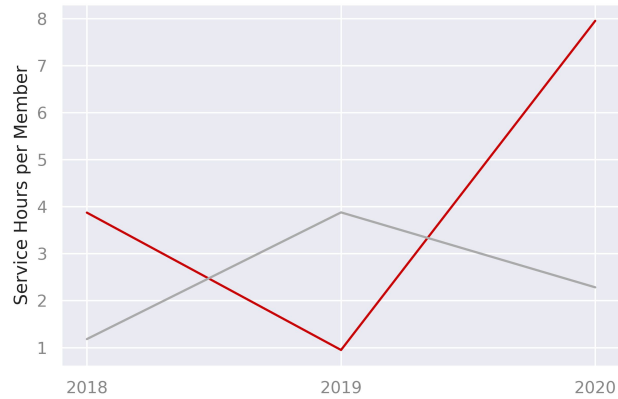
# Small organizations **changed** in response to COVID-19.



The average large-size organization member had a **GPA of 3.17** and completed **2.2 service hours...**

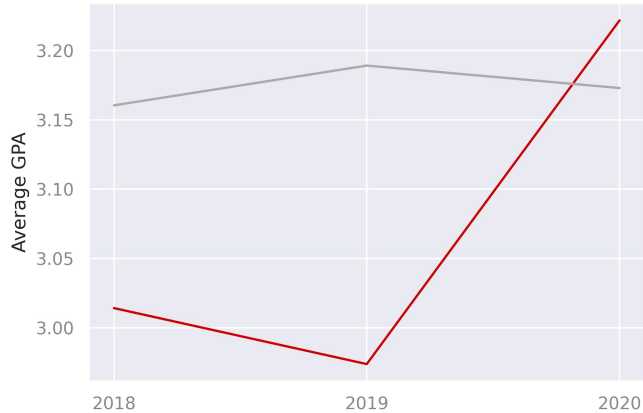
...while the average small-size member had a **GPA of 3.23** while also completing **8 service hours.**

# 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 Problem

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.

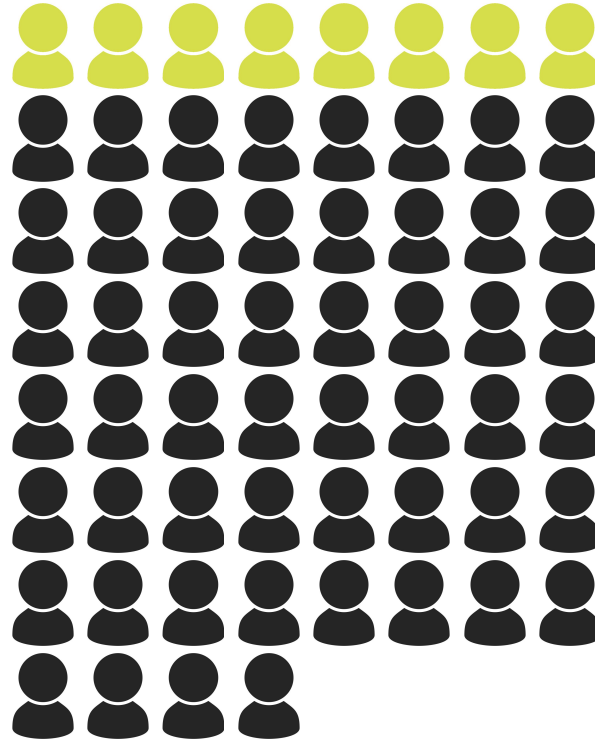
In order to remain a University-affiliated Greek organization, we are **required** to be represented by a governing body. Currently, we are represented by the **Interfraternal Council (IFC)**.

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

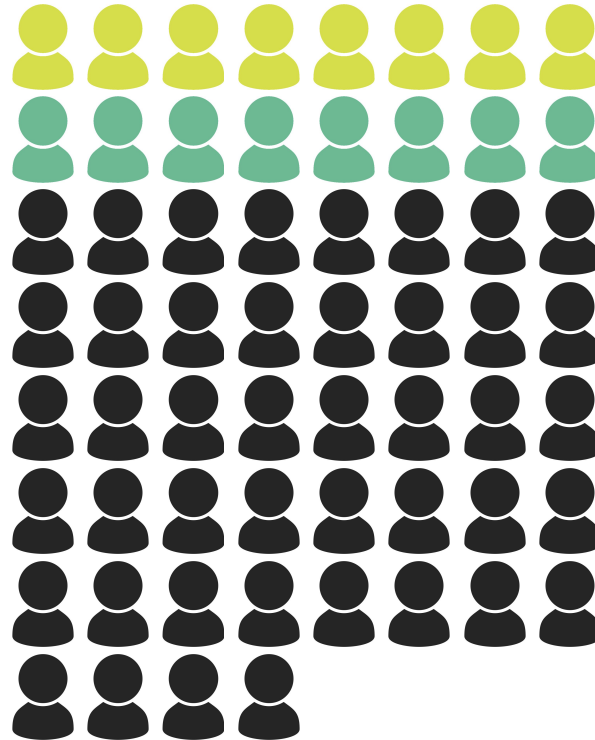
1. President
2. VP of Judicial
3. VP Marketing
4. VP Recruitment
5. VP Programming

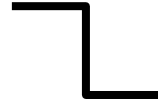
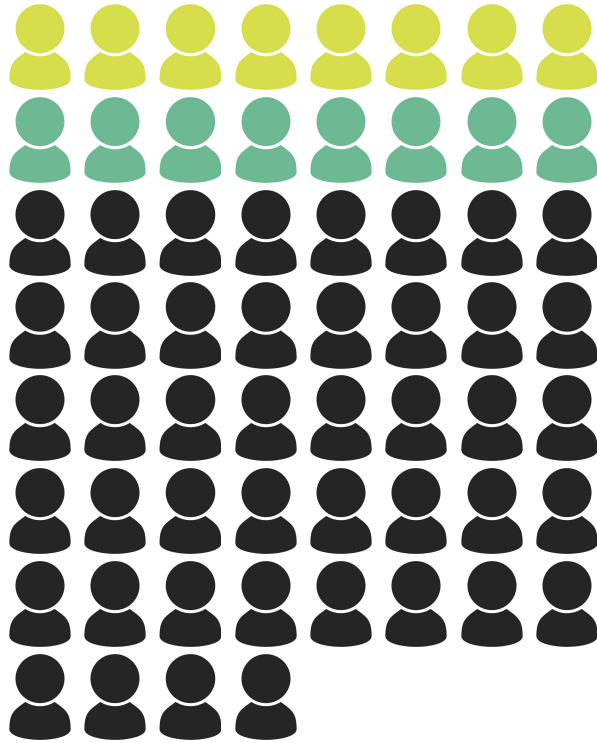
There will soon be more elected positions as the IFC creates its' Judicial Board and adds a VP Diversity

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

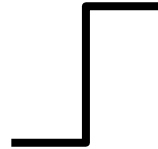


Additionally, roughly **another 8 members** would be serving on the chapter's executive board during the following year.



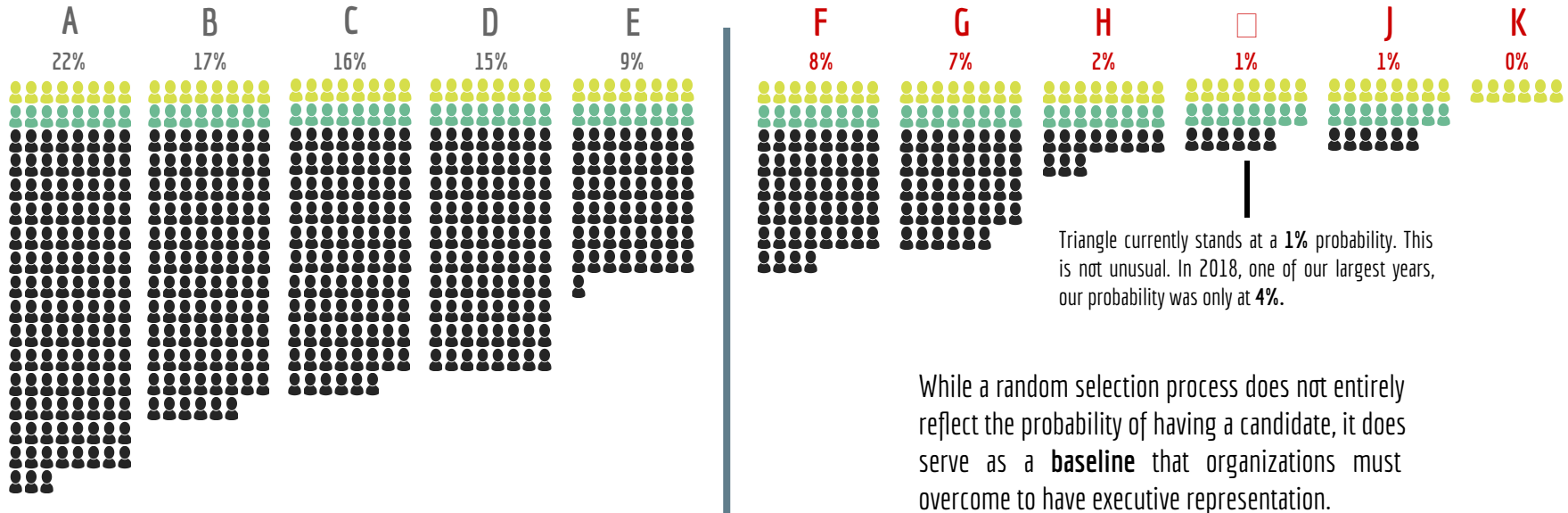


In the median organization, this leaves another **44 members** that would be **ideally** eligible to run for an elected IFC position.



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

81% for large-size houses, but  
**only 19%** for small-size houses



# 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.

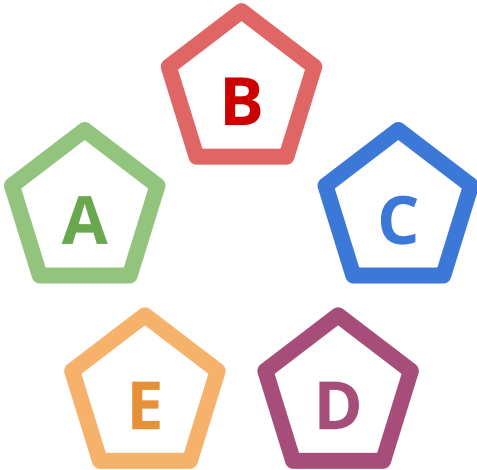
The structure is built on the tenants of:

- **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**:

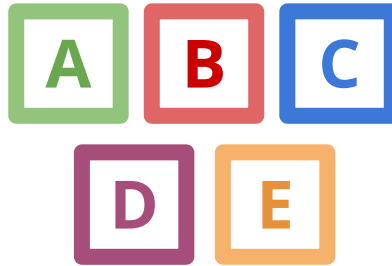
## Judicial Board

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.



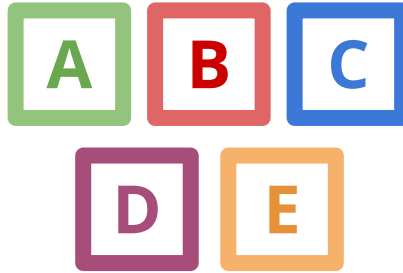
## Administrator & Treasurer

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.

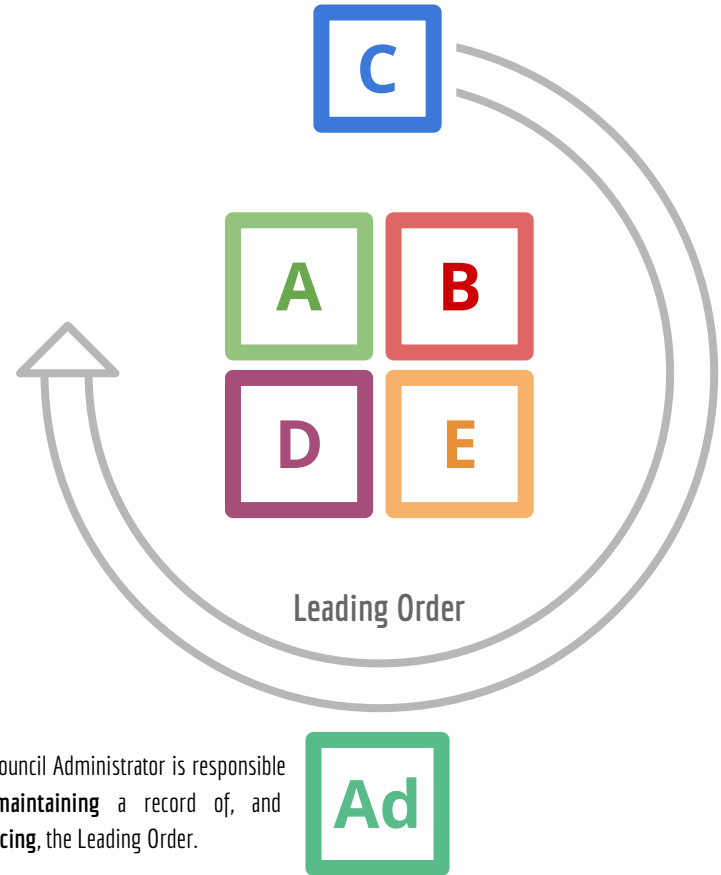


The Council Administrator would be responsible for compiling discussion topics brought from **outside** the Council, such as from the University or FSL Office.



# 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.

Ad

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**.

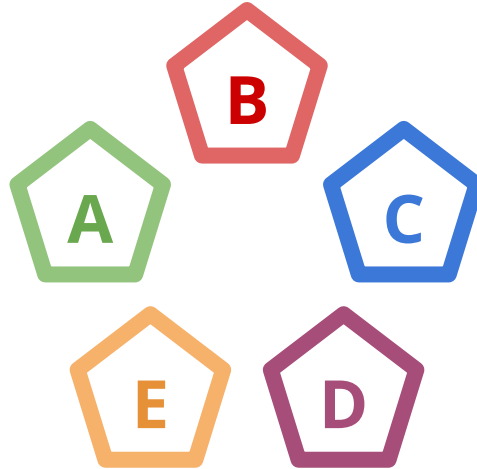
Ad

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**.

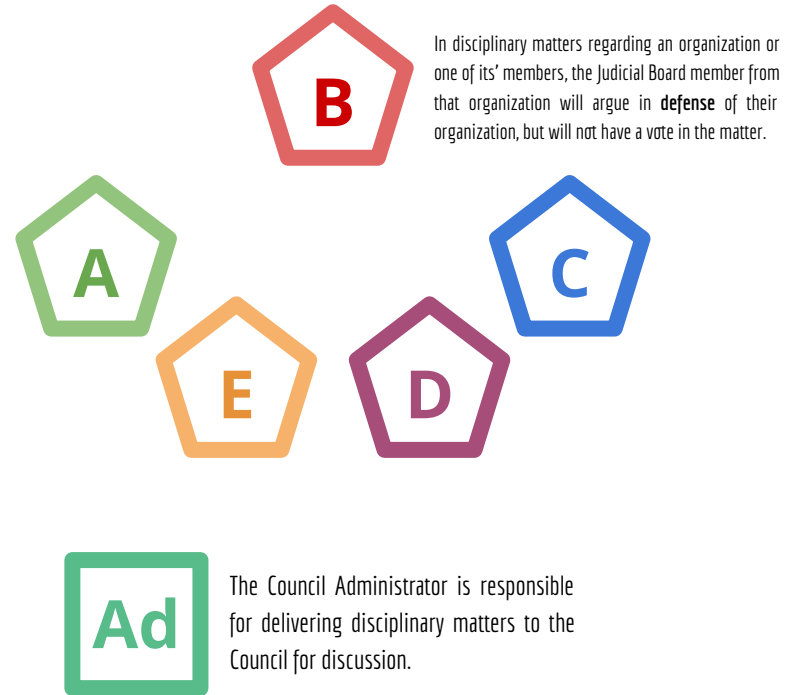


The Judicial Board has the **authority** to:

- 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.

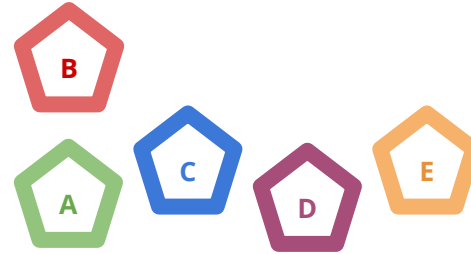
Organization B's Judicial member argues in **defense** of their organization, providing details regarding actions taken by B so far, such as penalties already incurred by the University.

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**.

Ad

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



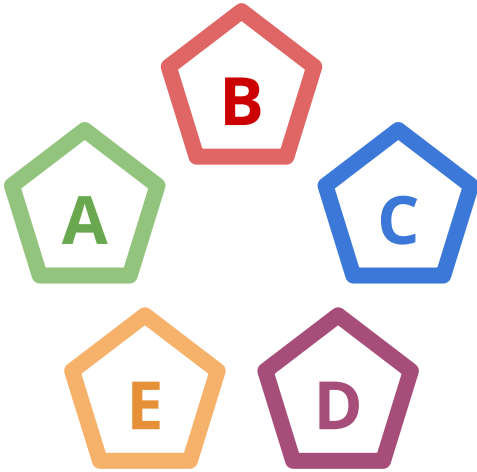
- **Organizes** the Council Body and Judicial Board, ensuring the two bodies have a venue to meet at and a routine schedule.
- **Communicates** the needs of of the University and FSL Office to ensure the Council's members are following University guidelines.
- **Documents** the business of the Council.

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.

Organizations in Greek Life - especially those with unique and differentiable cultures - stand in a unique position as **primarily social organizations** that can bring together otherwise-disparate student organizations into a **broad social infrastructure** that can better bring our campus back together following COVID-19.

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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](#).

