

Texas State University
Fraternity and Sorority Recommitment & Reinstatement Program
Spring Semester 2018

INTRODUCTION

On November 14, 2017, Dr. Denise Trauth, President of Texas State, suspended activities of all university Greek fraternity and sorority chapters as a result of the tragic death of Matthew Ellis, a Phi Kappa Psi pledge. The chapters were prohibited from holding new-member events, chapter meetings, social functions, and philanthropic activities until a thorough review of the Greek Affairs system was completed.

Dr. Joanne Smith, Vice President for Students Affairs, was given the responsibility to initiate the review of the Greek Affairs system and propose recommendations for reinstating fraternity and sorority chapters that demonstrated a commitment to the core values of Texas State and the ideals established by their respective national organizations.

A Greek Affairs Advisory Task Force consisting of twenty-four (24) members was formed to participate in the comprehensive review. The Task Force included university staff and faculty, some who have served as advisors to Greek chapters, external alumnae advisors and housing corporation members, Student Presidents of each Greek Governing Council and the President of the Greek Programming Board. The charge to the Greek Affairs Advisory Task Force was:

- (1) to determine best practices and actions that would develop a positive Greek culture where the priority was on safety of students, commitment to the core values of Texas State, and commitment to the ideals of the chapter's respective national organization.
- (2) to present to the President the recommendations and actions for chapters in good standing to be reinstated to the Texas State University Greek Affairs system.

These approved recommendations by the President of Texas State outlines the key components, strategies, and practices that the Interfraternity Council (IFC), Panhellenic Council, National Pan-Hellenic Council (NPHC) and Multicultural Greek Council (MGC) chapters in good standing will abide by to develop a positive Greek culture at Texas State, make a commitment to the core values of Texas State, and make a commitment to the ideals of their respective national organizations.

Dr. Joanne Smith, Vice President for Student Affairs

KEY COMPONENT # 1 Introduction to Greek Life & Recruitment

Each Greek Governing Council's Potential New Member Recruitment Programming will develop a Potential New Member Orientation to include the Phired Up "IVaU" program.

All Texas State fraternity and sorority chapters will be required to attend a Phired Up Recruitment training to educate all chapter members about their appropriate recruitment or intake process for their specific governing council. All chapter leaders will be required to attend social excellence training, which will help guide potential members to make informed decisions about their lifelong membership choice in a fraternity or sorority. Trainings will be completed by no later than May 1, 2018. Additional training will be completed during the 2018-2019 academic year.

- ❖ ***Interfraternity Council (IFC)***: A Potential New Member Orientation will be provided at least three times throughout the semester for potential members to become informed consumers before joining and accepting a bid to join an IFC fraternity. The minimum grade point requirement set by the IFC Constitution and Bylaws for potential new members to accept a bid is a cumulative minimum grade point average of 2.7 or above.
- ❖ ***Panhellenic***: A Potential New Member Orientation will be included in the formal recruitment process as part of the open house round. A Potential New Member Orientation will be provided throughout the semester to fit the Continuous Open Bidding Process for those women who join a sorority outside of the formal recruitment program.
- ❖ ***National Pan-Hellenic Council (NPHC)***: A Potential New Member Orientation will be provided at least three times throughout the semester prior to the intake process. Fraternities and sororities will be required to complete and submit the Texas State Membership Intake Forms to the Greek Affairs Office prior to conducting new member intake and all national intake processes will be under the direction and guidance of a Greek Graduate sponsoring chapter. Potential new members must attain a minimum of at least 12 credit hours or more depending on the requirements of each NPHC chapter and must have a Texas State grade point average of at least 2.5 or above to be considered for membership.
- ❖ ***Multicultural Greek Council (MGC)***: A Potential New Member Orientation will be provided at least three times throughout the semester prior to the intake process. Fraternities and sororities will be required to complete and submit the Texas State Membership Intake Forms to the Greek Affairs Office prior to conducting new member intake and all national intake processes will be under the direction and guidance of a Greek chapter advisor and faculty/staff advisor. Potential new members must attain a minimum of at least 12 credit hours or more depending on the requirements of each MGC chapter and must have a Texas State grade point average of at least 2.5 or above to be considered for membership.

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KEY COMPONENT # 2 New Member Education

Each Greek chapter must submit their new member education plan to the Greek Affairs Office. The new member education plan must outline what is to occur after the initiation process is completed to obtain approval from the Greek Affairs Office.

- ❖ ***IFC*** will require all member chapters to utilize no more than a four-week new member education period unless their national organization requires a shorter period. The IFC member chapters will work with their national organization to develop, implement, and agree to the no more than four-week new member program prior to being able to recruit new members. Each chapter must complete and submit a new member education program form to the Greek Affairs Office that includes the approval signature of both the Greek chapter advisor and the faculty/staff advisors outlining the dates of the program and the date scheduled for membership initiation.

- ❖ ***Panhellenic*** will require all member chapters to utilize no more than a six-week new member education period that has been created in conjunction with their national organization. Panhellenic member chapters must complete and submit a new member education program form to the Greek Affairs Office that includes the approval signature of both the Greek chapter advisor and the faculty/staff advisors outlining the dates of the program and the date scheduled for membership initiation.
- ❖ ***NPHC*** chapters must complete and submit the Texas State Membership Intake Process Forms to the Greek Affairs Office prior to conducting new member intake. All intake processes will be under the direction and guidance of a sponsoring Greek graduate chapter. The intake form must include dates, times and locations of interest meetings, education sessions, ceremonies and presentations.
- ❖ ***MGC*** chapters must complete and submit the Texas State Membership Intake Process Forms to the Greek Affairs Office prior to conducting new member intake. All intake processes will be under the direction and guidance of a Greek chapter advisor and faculty/staff advisors. The intake form must include dates, times and locations of interest meetings, education sessions, ceremonies and presentations.

KEY COMPONENT # 3 Risk Reduction Events, Monitoring and Training

Each fraternity and sorority chapter must have an annual risk reduction plan approved by the Greek Affairs Office. Each fraternity and sorority chapter must agree to participate in risk reduction training.

- ❖ All chapter presidents and executive officers will be required to complete risk reduction training offered by the Greek Affairs Office. A minimum of 75% of each chapter's members must attend a training session on Texas State event policies and procedures prior to any social event, date function, or tailgate.
- ❖ No registered social events with alcohol will be allowed for any fraternity or sorority not already on social probation until September 1, 2018. Those fraternities or sororities with social event sanctions must continue to comply with those sanctions until they are lifted.
- ❖ Beginning 2018-2019, registered social events will be based on the chapter grade point average from the previous semester. All social events must be limited to a guest-to-member ratio of no more than 2:1 for events with alcohol. No social event with alcohol may exceed 400 attendees or the venue fire code.
- ❖ All registered social events hosted by a fraternity or sorority must be held within a 100-mile radius of San Marcos, Texas.
- ❖ Depending on the fraternity or sorority chapter grade point average from the previous semester, the number of registered social events will be as follows:
 - 2.7 or above eligible to hold four (4) registered social events with or without alcohol per semester
 - 2.5 – 2.69 eligible to hold three (3) registered social events per semester with only two (2) of them an alcohol social event
 - 2.25-2.49 eligible to hold two (2) registered social events per semester with only one (1) of them an alcohol social event
 - Below 2.24, will not be allowed to register any social events

- ❖ Alcohol in fraternity houses is only permitted in private living quarters of chapter facilities for residents above the legal drinking age and must be below 15% alcohol by volume. No hard liquor is allowed in fraternity houses regardless of age.
- ❖ Registered social events with alcohol may be allowed at chapter houses in accordance with Fraternal Information and Programming Group (FIPG). A TABC certified alcohol provider and sworn law enforcement officers or security approved by Texas State University Police Department must be hired. The TABC certified alcohol provider and sworn law enforcement or security must be present at the beginning and until the end of the event.
- ❖ In order for a fraternity or sorority to participate in tailgating events, the fraternity or sorority must agree to adhere to all university policies and procedures established for tailgating at university events.

KEY COMPONENT # 4 Chapter/Graduate Advisor & Faculty/Staff Advisor Certification

All chapter advisors and faculty/staff advisors will participate in a mandatory certification training conducted by the university. The fraternity/sorority national umbrella associations will be encouraged to be in support of and if available, may be asked to assist with this training. The training sessions will be required of all chapter advisors and faculty/staff advisors on campus regardless of their Greek Governing Council affiliation.

- ❖ Chapter advisor certification training will occur by the end of March, 2018 and by the end of September 2018. Certification training will be offered periodically throughout the year after September 2018. Certification will expire after two years. A record of certified advisors will be maintained in the Greek Affairs Office.
- ❖ Each fraternity and sorority chapter will have a strong alumni and university faculty/staff advisory support system to provide consistent guidance to the fraternity/sorority community. Each chapter must have at least one Alumnae/Graduate chapter advisor and one faculty/staff advisor per organization by September 1, 2018.
- ❖ The university will work with each national organization to have an established advisory council/committee. Advisory Council/Committee members must have campus and/or national fraternity/sorority certification. Names of certified council/committee members must be submitted to the Greek Affairs Office by December 1, 2018.
- ❖ All chapters with membership above 75 must have an Advisory Council/Committee comprised of at least three advisors or more with two living within a 60-mile radius. Chapters below 75 members must have an Advisory Council/Committee comprised of at least two advisors or more with one living within a 60-mile radius. Each chapter Advisory Council/Committee must be established by December 1, 2018.
- ❖ Annually, at least four advisor roundtables will be held by the Greek Affairs Office staff. All advisors will be required to attend one roundtable at the beginning of the semester and one roundtable at the end of each semester.
- ❖ The chapter advisors and faculty/staff advisors training will include a module on how to “re-educate” alumni members about appropriate behavior and university expectations during their interactions with the undergraduate members of their respective Greek organization.

KEY COMPONENT # 5 The Chapter Advancement & Awards Program (CAAP)

The CAAP program will be mandatory for each fraternity and sorority chapter and each chapter. Each chapter must submit required data identified by the Greek Affairs Office at the beginning of each month during the fall and spring semesters. Data submitted will include, but is not limited to, the number of chapter community service hours performed, philanthropy dollars raised, and participation in identified projects for the Greek system.

- ❖ A “Report Card” will be developed for each fraternity/sorority chapter and will be posted on the Greek Affairs website.
- ❖ The “Report Card” may include the following information or other as deemed appropriate by the Greek Affairs staff:
 - Average chapter GPA for each long semester
 - Chapter size
 - Community service hours
 - Philanthropy amounts raised
 - Organization conduct findings if found responsible and status of the chapter
 - National and University Awards
 - Chapter highlights and achievements
- ❖ Each chapter must meet a minimum “score” established by the Greek Affairs Office to remain active for the following academic year and to be eligible for Greek Affairs annual awards.
- ❖ Greek Affairs staff and/ or senior level leadership will communicate with the national/regional/state representatives for each chapter regarding the status of the chapter at least once a semester or more as needed.

KEY COMPONENT # 6 Leadership Development

Texas State will host an annual campus-based leadership training experience such as a Leadership Institute or a leadership weekend retreat program.

- ❖ Chapter presidents are required to meet with the Greek Affairs staff on a monthly basis and encouraged to attend leadership programs offered through Greek Affairs or through other departments at the university.
- ❖ A minimum of 75% of the members of each chapter must complete leadership training conducted or arranged by the Greek Affairs staff. Hazing prevention, creating a healthy chapter culture, and leadership development will be some of the topics included in the training.
- ❖ Members will be asked to complete a satisfaction assessment at the end of the year to determine the effectiveness of chapter and advisor leadership.

KEY COMPONENT # 7 Fraternity/Sorority Chapter Reinstatement on the Texas State Campus

- ❖ Each chapter president and advisors must meet with the Greek Affairs staff to review and sign this document indicating the chapter’s commitment to abide by all of the established key components and strategies outlined to be reinstated to the Greek Affairs system at Texas State by no later than March 30, 2018.

- ❖ After the chapter president, advisors, and Greek Affairs staff have signed this document, the chapter will work with their respective Greek Governing Council, Greek Affairs staff, and advisors to plan and to resume normal operations. This may include such chapter meetings, educational programs, training, sponsored or affiliated conferences with their respective organization, philanthropic and service events, and other events without alcohol for the remainder of the Spring 2018 semester.
- ❖ Each chapter and its members agree to abide by the University Code of Conduct and Greek Affairs guidelines. If found responsible for any violations, the chapter may be subject to sanctions up to and including probation, suspension, or revocation of the chapter at Texas State.

KEY COMPONENT # 8 Individual Member Recommitment to Fraternity & Sorority Programming Document

Each fraternity/sorority chapter will conduct a member recommitment process for every chapter member. The team to conduct the recommitment process must include the chapter advisor(s) and should include local advisory alumni members and national or regional representatives as feasible.

- ❖ The process will include resetting membership expectations and affirming each member's commitment to ending substance and alcohol abuse, hazing, and sexual misconduct. Each chapter member is required to individually sign this document agreeing to abide by the key components and strategies to maintain their active status with their respective chapter on the Texas State campus. The Chapter Faculty/Staff advisor and Chapter Alumni/Graduate Chapter Advisor will also sign the document as witnesses along with the individual chapter member.
- ❖ Members will be asked to sign a FERPA waiver to release their judicial conduct records to their national/regional organization if requested. The Recommitment Process will begin after March 31, 2018 and must be completed by September 1, 2018.

SIGNATURES (print name and then sign)

Chapter President Name	Signature	Date
Chapter Faculty/Staff Advisor	Signature	Date
Chapter Alumni/Graduate Chapter Advisor	Signature	Date
Chapter Member** (** only during the individual recommitment process)	Signature	Date

ACKNOWLEDGEMENT

Greek Affairs Staff/Dean of Students	Signature	Date
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