

Greek Life Working Group Recommendations
Implementation Grid - Spring 2013

Recommendation	Primary Responsibility	Notes
<p><i>College officials should work with fraternity and sorority alumni advisers and national organization representatives to devise a recruitment system for Lafayette whereby these organizations are open to any interested student and do not discriminate in membership-intake beyond grade-point average, disciplinary standing, and other well-reasoned, transparent qualifications: transparency in new member selection criteria is the operative concept. The criteria for each organization should be well-publicized.</i></p>	<p><i>Director of Fraternity and Sorority Life</i></p>	<p>Anticipate addressing in the 2013-2014 year</p>
<p><i>The College must enter into a partnership with alumni, parents, and national executives in framing the details of purposeful new-member education programs. There should be a pre-approved new-member program calendar of activities, a new-member handbook needs to be developed and distributed as part of the orientation, and representatives of the national organization and the alumni adviser must be present for and certify each group's initiation.</i></p>	<p><i>Director of Fraternity and Sorority Life</i></p>	<p>Anticipate addressing in the 2013-2014 year</p>
<p><i>The Working Group recommends the College reconfigure under a comprehensive wellness model its approach to alcohol and drug education, hazing prevention, healthy eating and exercise, and sexual misconduct education, focusing on positive lifestyle behaviors, to accompany the necessary policy-enforcement efforts. The Working Group anticipates this effort will require the College to commit additional resources in the form of funding and personnel.</i></p>	<p><i>Dean of Students</i></p>	<p>The Alcohol and Other Drug Standing Committee, formed in the Fall of 2012 is exploring all options related to configuration of program. Progress has been made regarding education and enforcement, but a comprehensive model has not been adopted by the College.</p>

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<p><i>The Working Group recommends the College participate in hazing-prevention organizations and conferences, such as the Novak Hazing Prevention Conference at Lehigh University in June 2011. Current members and new members should be required to sign a hazing contract. The College should establish a Hazing Tip Line to provide a mechanism for students, parents, and others to report hazing being conducted by any type of campus organization. The Working Group recommends the College's response to hazing of any kind, by any type of student organization, be unequivocal and substantive. There should be no tolerance for hazing, and communication from the College on this issue must be thorough and frequent (through faculty, staff, coaches, advisers, alumni, etc.). Finally, the College must involve parents of students in its efforts to educate students regarding hazing.</i></p>	<p><i>Vice President for Campus Life/Senior Diversity Officer, Dean of Students, Director of Athletics, Director of Student Development, Director of Fraternity and Sorority Life</i></p>	<p>It is anticipated that an administrative team will attend in June of 2013 with a goal of sending teams of students and administrators in subsequent years.</p>
<p><i>The partnership between the College and the Alumni Interfraternity and Sorority Board must be strengthened, with active involvement from recognized organizations and the College. Lafayette should play a stronger role in facilitating the functioning of this organization.</i></p>	<p><i>Vice President for Campus Life/Senior Diversity Officer, Executive Director of Alumni Development</i></p>	<p>The AISB will comply with its own bylaws.</p>
<p><i>The College should maintain its web presence such that a balanced perspective on each organization is offered to interested students and their parents. This balanced perspective would include each group's mission and the many philanthropic and service projects each sponsors, the recent conduct history and current disciplinary status of the groups, and each organization's accreditation status (COMPASS or its equivalent) to afford prospective new members and parents the opportunity to make well-informed decisions concerning organizational choices.</i></p>	<p><i>Director of Fraternity and Sorority Life</i></p>	<p>The Director of Fraternity and Sorority Life publishes news stories relative to Greek affiliated students to his webpage. This provides a holistic view of student engagement.</p>

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<p><i>The College must partner more closely with the national organizations of our active chapters, such that meaningful interaction, either in person or via teleconference, occurs each semester. These interactions should involve the Vice President for Campus Life and Senior Diversity Officer, the Dean of Students, the College's Greek Adviser, executives from the national organizations, and student leaders.</i></p>	<p><i>Director of Fraternity and Sorority Life</i></p>	<p>The Director of Fraternity and Sorority Life meets regularly with consultants and with national representatives at the AFA conference (held each December). A web conference is being considered for the spring semester.</p>
<p><i>The Working Group recommends College officials communicate with the parents of students joining fraternities and sororities, perhaps through a Parents' Council, concerning the recruitment process, the new-member education process, and initiation (i.e., letter to parents on student selection to a chapter).</i></p>	<p><i>Vice President for Campus Life/Senior Diversity Officer</i></p>	<p>A communication was sent to parents regarding unrecognized groups. During the summer a communication will be sent to all parents of rising sophomores describing the recruitment and new member education processes.</p>
<p><i>The College should engage in conversations with alumni officials concerning best practices for chapter-house management. While these residential facilities—fraternities, sororities, residence halls, off-campus houses—provide differing living-learning experiences for students, all must receive the appropriate physical plant attention from the College.</i></p>	<p><i>Vice President for Campus Life/Senior Diversity Officer, Vice President for Finance and Administration</i></p>	<p>Ongoing conversations are taking place with both Delta Kappa Epsilon and Delta Upsilon. Zeta Psi and Phi Kappa Psi have also been supportive of standardizing policies. The sororities have been prioritizing facility needs directly with Plant Operations.</p>
<p><i>The Vice President for Campus Life and Senior Diversity Officer should secure/ appoint additional staff resources to support the supervision and educational programming related to the College's Greek Life program.</i></p>	<p><i>Vice President for Campus Life/Senior Diversity Officer, Cabinet and President</i></p>	<p>Plans are in progress to add a summer internship in Greek Life.</p>

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<p><i>The Working Group recommends, with the assistance of the Faculty Committee on Student Life, the Greek life accreditation program, COMPASS, be reconsidered so it focuses on organizational values alignment, specific learning outcomes, and the assessment of those outcomes. Such a program might differ for the various organizations, as suggested by the NIC report, but positive outcomes should be recognized and rewarded, while organizational failure in this area should be addressed as well.</i></p>	<p><i>Director of Fraternity and Sorority Life</i></p>	<p>COMPASS is no longer used and is being replaced with the "Fraternity and Sorority of Excellence Program". This is a values based accreditation program.</p>
<p><i>A fund should be developed and a process initiated to provide financial support for those who are unable to join Greek life and other student organizations due to costs. The College, in coordination with the AISB, should develop a mechanism for funding this program through an assessment placed on chapter alumni and/or funding from the national headquarters.</i></p>		<p>To be determined</p>
<p><i>The Working Group strongly recommends Greek organizations offer alcohol-free social events (similar to DU spinning) open to the entire campus community and coordinated with the student life division, on a recurring basis. This is designed to provide additional social outlets for all students and to “open” the chapter houses in a way that mitigates their exclusive images. The College should provide financial support for this recommendation.</i></p>	<p><i>Vice President for Campus Life/Senior Diversity Officer</i></p>	<p>The organizations have sponsored numerous alcohol-free events during the 2012-2013 academic year.</p>
<p><i>Chapters should place high priority on the successful launch of community service/service-learning initiatives in partnership with the City of Easton and within the Easton community. Ideally, such philanthropic activities conducted by various chapters would be open to the general student body and would involve developing important ties between students, the organizations, and the city. Greek life programming must be more closely connected to the Landis Community Outreach Center staff to ensure coordinated and high-quality service experiences.</i></p>	<p><i>Dean of Intercultural Development, Associate Dean of Intercultural Development/Director of the Landis Center, Director of Fraternity and Sorority Life</i></p>	<p>Greek leaders responsible for philanthropy events have met with Bonnie Winfield, Director of the Landis Center. Bonnie has also met with the alumni/ae advisors.</p>

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<p><i>Students should be involved in the planning and execution of alcohol-education and prevention activities. The Greek community should be encouraged and supported in bringing a chapter of Gamma (Greeks Advocating the Mature Management of Alcohol) to campus, but the College should also provide adequate advising so the group can be successful.</i></p>	<p style="text-align: center;"><i>Dean of Students</i></p>	<p>This will be evaluated within the context of the Alcohol and Other Drug Oversight Committee.</p>
<p><i>The College should consider the adoption of the research-based on-line prevention program Outside the Classroom, which includes modules on alcohol education and sexual assault, as well as a module specific to the Greek community. These programs could be used during new-student orientation and Greek new-member education. Colleges that adopt Outside the Classroom receive individualized consultations about best practices and may attend the Annual Research Institute.</i></p>	<p style="text-align: center;"><i>Dean of Students</i></p>	<p>The College is currently using MyStudentBody.com which includes a sexual assault module. The decision to switch to AlcoholEdu is being evaluated by the Alcohol and Other Drug Oversight Committee.</p>
<p><i>The Working Group recommends faculty members consider addressing the issue of high-risk alcohol within the curriculum, where it is appropriate. The Group is aware that the Office of the Provost and the Division of Student Life are developing a curriculum-infusion program, based on a successful effort at the University of Virginia, to use College survey data in courses as a way to understand and address such problems as high-risk alcohol use.</i></p>	<p style="text-align: center;"><i>Dean of Students</i></p>	<p>Several students completed Excel work in the summer of 2012 using the CORE Survey data. This is anticipated as an ongoing objective.</p>
<p><i>The College must work with alumni advisors to address the issue of organizations moving their social events to off-campus locations in order to provide alcohol to minors (their own members and as a recruiting practice).</i></p>	<p style="text-align: center;"><i>Director of Fraternity and Sorority Life</i></p>	<p>Anticipate addressing in the 2013-2014 year</p>

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<i>While the Working Group recommends the College ensure it continues to observe best practices in the adjudication of student/organizational misconduct, it also recognizes Lafayette must seek ways to communicate more effectively its policies and practices and, when reasonably possible, how individual/ group misconduct has been adjudicated. The Group understands that when appropriate, individual students should be held accountable for misconduct, and not an organization; when appropriate, organizations alone should be held accountable; and when appropriate, both individuals and organizations should be held accountable. More transparent community education on this matter is in order.</i>	<i>Dean of Students, Director of Student Development</i>	This process has begun with the addition of a dedicated staff person handling student conduct. Expanded training was offered to the conduct committee this year with an expectation that training will continue to expand in the coming years. Additionally, a multi-year review of the Code of Conduct and Student Handbook, aimed at creating higher degrees of transparency regarding the conduct
<i>The Faculty Committee on Student Conduct, which adjudicates cases of serious organizational misconduct, must be trained to consider organizational-conduct histories in a manner that ensures organizations are treated fairly while the interests of the College community are maintained as well. It is the sense of the Working Group that the Adviser to Fraternities and Sororities should play a role in the training of this committee, and alumni leaders could be more engaged in the disciplinary process. Finally, groups should be provided with incentives/recognition for commendable organizational and individual disciplinary records, perhaps through the Hoff Awards program.</i>	<i>Director of Student Development</i>	This process has begun with the addition of a dedicated staff person handling student conduct. Expanded training was offered to the conduct committee this year with an expectation that training will continue to expand in the coming years. Additionally, a multi-year review of the Code of Conduct and Student Handbook, aimed at creating higher degrees of transparency regarding the conduct
<i>The Working Group recommends, as described in the Coalition Assessment Team Report, the College's senior student affairs officer consider a staffing configuration whereby the Adviser to Fraternities and Sororities reports through the Department of Student Life Programs, so as to separate further his/her association with the student-conduct system and adjudication process and to connect more closely with that department's leadership-education programs.</i>	<i>Vice President for Campus Life/Senior Diversity Officer</i>	The Director of Fraternity and Sorority Life was relocated from Intercultural Development to report directly to the Vice President. This allows the highest degree of communication between the Cabinet and Greek Life programming.

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<p><i>Upon acceptance of this report and approval of its recommendations, an implementation committee should be appointed to create a Time and Responsibility Grid. This committee, which should include or report to the Faculty Committee on Student Life and the new Vice President for Campus Life and Senior Diversity Officer, will operate at ground level and be responsible for ensuring the details of the recommendations are moved forward. Ultimately, the committee will report on its work to the Trustee Committee on Student Life.</i></p>	<p><i>Vice President for Campus Life/Senior Diversity Officer</i></p>	<p>The responsibility grid and regular reports are made to the Committee on Student Life.</p>
<p><i>An oversight committee consisting of various College constituents, including faculty, staff, students, and alumni, should be convened to assess the effectiveness of these recommendations. This committee will focus on the desired outcomes of this study and the assessment of those outcomes. The results should be used to guide the future of Greek life at the College.</i></p>	<p><i>Vice President for Campus Life/Senior Diversity Officer, Faculty Governance Committee</i></p>	<p>The Implementation and Assessment Group on Greek Life has been fulfilling this role.</p>