



MOVING FORWARD TOGETHER: THE FUTURE OF FRATERNITY AND SORORITY LIFE AT FSU



INTRODUCTION

On November 6, 2017, President Thrasher instituted an indefinite, interim suspension of Fraternity and Sorority Life at Florida State University and a ban on alcohol at any Recognized Student Organization events following the death of fraternity pledge Andrew Coffey and two unrelated arrests of fraternity members on drug trafficking charges.

Since that suspension was put in place, the President has called for a "new normal" to be created on our campus. I, along with other administrators in the Division of Student Affairs and beyond, have worked with students, alumni, and national organizations to develop bold initiatives that will positively shape our campus.

President Thrasher and I are both members of Greek-letter organizations and are committed to having a healthy, thriving Fraternity and Sorority Life system at Florida State University. During my undergraduate experience, I personally benefited from my sorority, serving as Chapter President and representing the state of Florida in the Southeastern Panhellenic Conference. We both know, firsthand, the positive impact these organizations have on our campus, in our communities, and on individual members. Because of our close connection to this community we have a unique understanding of the values these groups espouse and high expectations for these groups. We know that Florida State University students can meet those expectations and live the values of their fraternity or sorority.

This document outlines the initiatives, policies, and practices that will advance Florida State University's goals of a healthier campus community. We will remain vigilant in assessing our campus community, the effectiveness of programs, policies, and initiatives, and we will hold our students accountable. I will be launching a Fraternity and Sorority Advisory Council to work closely with me in assessing the health of our Greek-letter organizations and ensuring we continue to move in a positive direction. While the suspension is coming to an end, this is just the beginning of a new normal at Florida State University.

-Dr. Amy Hecht, Vice President for Student Affairs

MOVING FORWARD TOGETHER

EXPECTATIONS AND VALUES

- ➔ All Chapters must maintain a 2.5 average GPA. Chapters with a membership average below a 2.5 GPA will be subject to appropriate intervention.
- ➔ All members must complete a minimum average of 10 documented hours of service per semester.
- ➔ All students interested in joining a Fraternity or Sorority Chapter must complete the Office of Fraternity and Sorority Life (OFSL) orientation program prior to any recruitment/intake processes to ensure that all potential members understand expectations. These orientations will be tailored for each Council.
- ➔ All Recognized Student Organizations will participate in an orientation and recognition process providing education, resources, and training. All new members are required to complete the mandatory hazing prevention module. These will be facilitated through the Student Activities Center.

OVERSIGHT

- ➔ Expand OFSL staff and the programs available to the Fraternity and Sorority Life community. Florida State University and Chapters will contribute funding for the additional programs and professional OFSL staff members.
 - IFC \$75/semester per member*
 - Panhellenic \$75/semester per member*
 - MGC \$20/semester per member*
 - NPHC \$20/semester per member*
- ➔ Florida State University will modify the Student Organization Conduct Process to include faculty and staff on current student review panels.
- ➔ All Chapters with membership above 75 will have an Advisory Board comprised of at least three advisors. One advisor must be local (within a 50-mile radius) and it is recommended Chapters over 75 members have two local advisors (within a 50-mile radius). Chapters below 75 members will have at least one advisor.
- ➔ All Recognized Student Organizations are required to have a minimum of 10 members who are enrolled at Florida State University. At least one advisor of a Recognized Student Organization is required to be an FSU faculty/staff member.
- ➔ All Recognized Student Organization advisors and Chapter Advisors will complete trainings annually with FSU. Trainings will be available online and in-person through OFSL and the Student Activities Center. As needed, FSU staff will work with Organizations to provide support and resources.
- ➔ FSU will coordinate an annual meeting with House Directors/Housing Corporations volunteers and/or employees. These sessions will help build a support network and provide training on emergency management, crisis response, and additional University resources.
- ➔ OFSL will increase communication with Inter/National Offices and local advisors regarding Chapter performance and standing. At a minimum, the OFSL will connect with advisors and Inter/National Offices monthly.

OVERSIGHT CONTINUED

- ➡ FSU will publish a Chapter Scorecard for the public online. This Chapter Scorecard will communicate the following information per chapter (Scorecard will also note any *closed/unrecognized* Chapters):
 - Average member GPA *Updated each semester.*
 - Chapter size*
 - Average hours of community service per member*
 - Average amount of dollars fundraised for charity over the past 5 years*
 - Organization conduct findings/status of chapter *Updated as needed.*
 - Advisor to member ratio*
 - Number of Advisors trained by FSU*
 - Awards (National, University, etc.)*
 - Chapter highlights/Campus Achievements (i.e.: individual member accomplishments, such as Scholarship or Campus Leadership Position)*
- ➡ All Chapters will be required to have a minimum of two 2-day visits from the inter/national organization during the first-year post-suspension. FSU acknowledges that organizational structures and titles vary by organization. Therefore, the OFSL staff will approve in advance the person who will be conducting the visit(s). This will ensure that the position meets the qualifications needed. Volunteer leaders will be considered. During at least one of the two visits, these leaders will have a meeting with the Vice President for Student Affairs or other senior-level administrator should the VPSA be unavailable at the time of the scheduled visit.
- ➡ Visits, mentioned above, will be required for continued recognition if a Chapter performance indicates a need for improvement. Chapter performance will be measured on Scorecard metrics and Conduct Violations where Chapter was found responsible.

RISK REDUCTION

- ➡ For IFC Chapters, the new member period will be no longer than 6 weeks.
- ➡ NPHC, MGC, and Panhellenic will abide by the OFSL established initiation deadline.
- ➡ Socials and date functions with alcohol will be limited to four during the Fall Semester and six during the Spring Semester. Additionally, tailgates will be allowed for each home football game.
- ➡ Events with alcohol may be allowed at Chapter houses in accordance with Fraternal Information and Programming Group (FIPG). Sworn law enforcement officers or security approved by FSUPD must be hired and present for the duration of the event.
- ➡ Panhellenic, NPHC, and MGC tailgate opportunities will be pursued. These would be in a secured location near the football stadium for those who want to participate. All tailgates must abide by FIPG guidelines. Sworn law enforcement officers or security approved by FSUPD must be hired by the Chapter(s) and be present for the duration of the event.
- ➡ IFC tailgates for home football games may occur within or on the Chapter property. All tailgates must abide by FIPG guidelines. Sworn law enforcement officers or security approved by FSUPD must be hired by the Chapter to be present for the duration of the event.
- ➡ A minimum of 75% of each Chapter's members must be educated on FSU event policies and procedures prior to any social event, date function, or tailgate. All executive officers will be required to complete the training.
- ➡ A minimum of 75% of each Chapter's members must complete the OFSL Leadership Training, which includes topics such as hazing prevention, creating a culture of care (healthy environments), and leadership development. All Chapter Presidents and select officers will be required to complete the training.

COUNCIL PLANS

Each of Florida State University's four Councils have unique needs. Therefore, Council-specific plans have been developed by student leaders to improve these communities and enable all of our Greek-letter organizations to excel and positively contribute to the development of their members. The list below is a selection of initiatives within each of the four Councils' plans. The Greek Councils will continue to assess these initiatives through the coming years as Florida State University collectively seeks to enhance Fraternity and Sorority Life at FSU.

INTERFRATERNITY COUNCIL

- ➡ Create an IFC-focused committee to monitor and assess new initiatives. This group will connect as needed with the Vice President for Student Affairs' Greek Advisory Council.
- ➡ Implement an annual chapter reorganization/membership review process or utilize the ACE program offered by Plaid.
- ➡ Reform the social event registration process.
- ➡ Establish an IFC Alumni Board consisting of the chapter advisors and alumni who seek to serve and support the fraternal experience.

NATIONAL PAN-HELLENIC COUNCIL

- ➡ Develop a risk management plan for social events and programs.
- ➡ Identify and/or create physical space and representation on campus.
- ➡ Increase OFSL oversight over the pre-intake education, processes, and procedures.
- ➡ Peer-to-peer facilitation training for active members of the council.
- ➡ Identify additional financial resources to attend more conferences for personal and organizational development.
- ➡ Create a NPHC Alumni mentoring network.

MULTICULTURAL GREEK COUNCIL

- ➡ Actively engage and connect more frequently with senior administrators.
- ➡ Council Executive Board will seek to have designated programming for the community including, but not limited to:
 - Fundraising and Sponsorships
 - Effective Intake Practices
 - Campus Resources
 - Education on the other three councils
- ➡ New Member Programming will have an increased focus on Leadership, Event Planning, and Other Organizations and their Values.
- ➡ Identify and/or create physical space and representation on campus.
- ➡ Leadership development opportunities for chapter leadership and members.
- ➡ Identify additional financial support to attend more conferences for personal and organizational development.

PANHELLENIC ASSOCIATION

- ➡ Develop a task force to create a Panhellenic strategic plan for the following 3-5 years.
- ➡ PNM orientation will be a full-day experience with breakout sessions, large group work, and debriefs with recruitment counselors in conjunction with Florida State University.
- ➡ Alcohol-free senior Bid Day brunch that is mandatory for seniors wishing to participate in any Bid Day festivities.
- ➡ Focus on making the Bid Day experience about the New Members and not chapter members.
- ➡ Continue Compass - Chapter officer leadership retreat to focus on key areas: Presidency, recruitment, Member Education, Risk Management/Social, Advisors, Finance, PR & Marketing, and Sisterhood.
- ➡ Chapters will not sponsor, promote, or support any non-chapter social function that includes, but are not limited to, waltzes and bar crawls.