



Implementing a Transformational Fraternity & Sorority Life Culture Shift

January 9, 2018

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FIU Fraternity & Sorority Life Overview

Florida International University (FIU) hosts 37 fraternity and sorority chapters made up of over 2,000 students to complement and enhance the college experience. Each fraternal organization is founded on the values of scholarship, leadership, brotherhood and sisterhood, community service, and philanthropy. Our fraternity and sorority community boasts a very diverse membership within four governing councils that include the Interfraternity Council (IFC), the Multicultural Greek Council (MGC), the National Pan-Hellenic Council (NPHC), and the Panhellenic Council (PC).

Together these organizations raise thousands of dollars toward local and national philanthropies. Additionally, they complete hundreds of hours of community service. Our members engage in countless leadership positions throughout campus and take pride in excelling as scholars and critical thinkers in the classroom, while at the same time living their rituals and values. Unfortunately, the number of chapters on academic and conduct probation continues to increase. The data below reflects statuses as of Fall 2017.

Panhellenic Council (PC)

1.	Alpha Chi Omega	
2.	Alpha Omicron Pi	
3.	Alpha Xi Delta	
4.	Delta Phi Epsilon	
5.	Phi Mu	
6.	Phi Sigma Sigma	
7.	Sigma Kappa	

Multicultural Greek Council (MGC) -Sororities

1.	Lambda Theta Alpha	Academic Probation
2.	Sigma Lambda Gamma	Academic Probation
3.	Omega Phi Beta	

Multicultural Greek Council (MGC) - Fraternities

1.	Lambda Theta Phi	Academic Probation
2.	Lambda Upsilon Lambda	
3.	Sigma Lambda Beta	Academic Probation
4.	Sigma Beta Rho	
5.	Phi Iota Alpha	

**National Pan-Hellenic Council
(NPHC) - Sororities**

1.	Alpha Kappa Alpha	
2.	Sigma Gamma Rho	

**National Pan-Hellenic Council
(NPHC) - Fraternities**

1.	Alpha Phi Alpha	
2.	Kappa Alpha Psi	
3.	Omega Psi Phi	Academic Probation
4.	Phi Beta Sigma	Academic Probation
5.	Iota Phi Theta	Academic Probation

Interfraternity Council (IFC)

1.	Alpha Epsilon Pi	
2.	Beta Theta Pi	Interim Suspension pending investigation outcome
3.	Delta Lambda Phi	
4.	Delta Sigma Phi	
5.	Delta Upsilon	
6.	Lambda Chi Alpha	Academic Probation
7.	Phi Delta Theta	
8.	Phi Gamma Delta	Interim Suspension pending investigation outcome
9.	Pi Kappa Phi	Interim Suspension pending investigation outcome
10.	Sigma Chi	Deferred Suspension through June 7, 2018
11.	Sigma Alpha Mu	
12.	Sigma Phi Epsilon	
13.	Tau Kappa Epsilon	Interim Suspension pending investigation outcome
14.	Theta Chi	
15.	Zeta Beta Tau	Academic Probation

Evaluating the fraternity and sorority life culture at FIU is critical to the continuation of the community. Moving forward, fraternities and sororities must be relevant, safe, successful, and sustainable for current and future members. The existence of this community must be complementary to the academic mission of the university while simultaneously providing positive, co-curricular development for those involved.

The Pause Process

Why is this occurring?

This pause is not occurring due to an isolated incident. Over the past two years, there have been a series of concerning behaviors connected to our fraternal community.

- Currently, our community has four (4) chapters on interim suspension, one (1) chapter on deferred suspension, and nine (9) chapters on academic probation;
- There has been an increase in the frequency of incidents resulting in investigations by the Office of Student Conduct and Conflict Resolution in recent years;
- There is a visible and continuous lack of peer accountability related to inappropriate behaviors among chapters, councils, alumni, and advisors;
- Fraternity and sorority leaders believe there is not equal accountability across organizations and/or councils related to sanctions issued by Office of Student Conduct and Conflict Resolution;
- There have been issues related to alcohol and drug misuse, hazing, cultural/ethnic/racial micro-aggressions, and sexual misconduct in recent years;
- Several anonymous reports have been received by the Division of Student Affairs and the Office of Student Conduct and Conflict Resolution describing behaviors of Greek-lettered organizations that are impacting the safety and security of the campus community; and
- Student leaders in the community shared concerns to the University President regarding the welfare and future of the fraternal community.

Fraternity & Sorority Life, along with the four governing councils, have coordinated workshops or seminars to address negative behaviors impacting our community, yet the concerning behaviors persists. The following is a list of those programs held during Fall 2017 as well of those proposed to be held during 2018:

- Sober Monitor Trainings
 - *Summary* - These workshops address social risk management, safe alcohol practices, and teach members how to be responsible sober monitors at social events.
 - *Frequency* - Monthly, each semester.
 - *Attendance Requirement* - Any organizations hosting an approved social event with alcohol.
- FIU Greeks 101 New Member Workshops
 - *Summary* - These workshops address hazing prevention, personal/organizational values congruence, and historical relevance of organization founding.
 - *Frequency* - Each semester (depending on number of new members).
 - *Attendance Requirement* - All new members.

- Alcohol Awareness Programming
 - *Summary* - Speaker or other major activity around alcohol education.
 - *Frequency* - Each Spring semester (during Alcohol Awareness Week).
 - *Attendance Requirement* - Forty percent (40%) of each chapter's active roster.
 - *Summary* - Order of Omega, in partnership with the Student Programming Council, provides education about alcohol and drug impairment using simulation goggles.
 - *Frequency* - Each Spring semester, prior to Spring Break (during Alcohol Awareness Week).
 - *Attendance Requirement* - None. This event is open to the entire campus community and is not mandatory.
- Sexual Assault Awareness Programming
 - *Summary* - "A Walk a Mile In Their Shoes" is hosted by Interfraternity Council and the Women's Center.
 - *Frequency* - Each Spring semester.
 - *Attendance Requirement* - Twenty-five percent (25%) of each IFC chapter's active roster.
 - *Summary* - Speaker or other major activity around sexual assault education
 - *Frequency* - Yearly.
 - *Attendance Requirement* - Varies (council specific).
 - *Example from Fall 2017* - Bonny Shade, a survivor of sexual assault, shared her story, discussed rape culture and consent, and taught the community about bystander intervention during a keynote speech. Additionally, Bonny facilitated two breakout sessions: one for Division of Student Affairs employees and Chapter Advisors; and one for sorority leadership about supporting members impacted by sexual violence.
- Cultural Competency and Social Justice Educational Series
 - *Summary* - These workshops (topics vary) are hosted by the Multicultural Greek Council.
 - *Frequency* - Two (2) to four (4) times per year.
 - *Attendance Requirement* - Thirty percent (30%) of each MGC's active chapter roster.
 - *Example from Fall 2017* - Empowering Men of Strength.
- Hazing Prevention Workshops
 - *Summary* - Council specific workshops address hazing prevention methods, risks associated with new member education, and advocated for safe and responsible practices.
 - *Frequency* - Yearly.
 - *Attendance Requirement* - Forty percent (40%) of each chapter's active membership roster.

- *Summary* - Order of Omega hosts a “These Hands Don’t Haze” campaign and event to promote anti-hazing sentiments.
 - *Frequency* – Every Fall semester (during Hazing Prevention Week).
 - *Attendance Requirement* – None. This event is open to the entire campus community and is not mandatory.
- President’s Town Hall
 - *Summary / Example from Fall 2017* - In partnership with the University President and Office of Student Conduct and Conflict Resolution, this town hall provided the opportunity to address national trends within fraternity and sorority life. Additionally, attendees had the opportunity to ask administration questions about their concerns related to unacceptable behavior and accountability amongst the community. The Office of the General Counsel and University Police also participated.
 - *Frequency* - It is recommended that this becomes a yearly event during the Fall semester.
 - *Attendance Requirement* - All chapter executive board members and new members.

When will this occur?

The initial pause as outlined in the University President’s message on December 15, 2017 to the FIU community called for a pause of at least 30 days (January 1 - 31, 2018). Please note that the pause will be extended as needed per chapter reinstatement approvals.

Who will be impacted and how?

From January 1 - January 31, each governing council and respective chapters in good standing:

- Are not allowed to: host, attend, or co-sponsor philanthropic events, service projects, fundraising events, new member programs, social activities, intramurals, or any non-education activities. Violation of the pause will result in an immediate charge through Student Conduct and Conflict Resolution.
- Are allowed to: hold chapter/executive meetings, attend nationally sponsored gatherings, and provide/attend educational workshops.
- Any organization currently on interim suspension or suspension is not allowed to convene as an organization or participate in events as per sanctions outlined in the Student Code of Conduct.

Please note that this pause of all Fraternity and Sorority activities is for a minimum of 30 days with the possibility of extension upon evaluation of individual chapters. The pause process will end for each chapter (with the exception of those on interim

suspension or suspension) once reinstatement is approved by the Fraternity & Sorority Life Reinstatement Committee (outlined in pages 10-12).

- All chapters will be informed of their reinstatement status on Thursday, February 1 by 6:00PM.
- If reinstatement is approved, chapters may resume normal chapter operations – with the exception of any events involving alcohol (detailed further below).
- If reinstatement is not approved, the suspension of activities will continue for affected chapters. They will have an additional 30 days to resubmit and reschedule their presentations, with notification on their status being shared on Thursday, March 1.
- If the second presentation is not approved by the Fraternity & Sorority Life Reinstatement Committee, the suspension of activities will continue for affected chapters until the end of the Spring semester. These chapters will have the opportunity to provide a final presentation to the Fraternity & Sorority Life Reinstatement Committee during the first week of April.
- Any chapter that is not reinstated by the first week of April, that chapter will no longer be a recognized organization by Fraternity & Sorority Life.
- Those chapters on interim suspension or suspension will be provided a reinstatement plan based on the findings from Student Conduct and Conflict Resolution.

In addition to the 30-day pause, and regardless of reinstatement status, no fraternity or sorority activities (e.g., business, social, philanthropic, etc.) that include alcohol will be permitted for the remainder of the Spring 2018 semester. All activities must be registered with Fraternity & Sorority Life per usual procedures.

- Should a chapter violate registration procedures for planned activities during the Spring 2018 semester, the chapter will no longer be a recognized organization by Fraternity & Sorority Life and will result in an immediate charge through Student Conduct and Conflict Resolution.
- Should a chapter violate the alcohol ban (at registered or unregistered activities) during the Spring 2018 semester, the chapter will not be a recognized organization by Fraternity & Sorority Life and will be immediately placed on interim suspension through Student Conduct and Conflict Resolution.

Order of Omega, a leadership honor society, will continue to operate as normal, given they continue the educational programming efforts they have been known to do within the community. Members of suspended chapters (including those on interim suspension) will not be able to submit names for the Spring class of the Order of Omega.

Simultaneously, Student Conduct and Conflict Resolution and the Office of the General Counsel will be working to update the Student Code of Conduct. These changes will be

based on the final recommendations made by the Student Code of Conduct Revision Committee as well as any additional suggestions received by the university community. The revised Student Code of Conduct will be posted on the Florida Board of Trustees' website on January 26, 2018, and is expected to be presented at the February 27-28 Board of Trustees meeting.

How will this be implemented?

A timeline of events, activities, and meetings are outlined throughout this document. These action items are put in place to facilitate and engage the fraternal community in developing a plan to increase safety, reduce risky behaviors, enhance risk prevention/reduction education, increase retention efforts, and develop a values-based fraternal community through a social change framework. Contributions and feedback from all community stakeholders will be collected, including chapter leadership, general members, chapter advisors, affiliated faculty and staff, FIU Greek alumni, and national volunteers. Document/policy assessment, cultural shift focus groups, and other qualitative data collection will be triangulated in order to create a consensus of community standards and implementation. Upon completion of the extended pause, the development of a five-year community strategic plan will be developed by Fraternity & Sorority Life staff to address continuous improvement for our community.

What are the outcomes?

- Members of the fraternal community will become actively engaged in a transformational culture shift;
- Members of the fraternal community will implement ways to prevent disruptive and dangerous behaviors within their chapters, alumni, and councils;
- Members of the fraternal community will create ways to hold each other accountable for disruptive and dangerous behaviors to the extent that they occur at FIU;
- Members of the fraternal community will develop standards that will be consistent on a chapter, alumni, and council level;
- Members of the fraternal community will be educated by university personnel on the Student Code of Conduct and the process in which cases are investigated;
- Fraternity & Sorority Life staff will develop a five-year community strategic plan by Fraternity & Sorority Life staff; and
- Student Conduct and Conflict Resolution will develop and propose a staffing plan to assist in supporting Fraternity & Sorority Life.

Chapter Reinstatement & Initiation of Cultural Shift Plan

Process and Procedures

The initial pause as outlined in the December 15, 2017 message to the FIU community called for a pause of at least 30 days (January 1 - 31, 2018). In order for chapters to be considered for reinstatement, recognized chapters of each governing council will be required to complete two (2) phases.

Phase 1: Chapters to submit the following items by Monday, January 22, 2018 at 5:00 PM.

1. Completed accreditation packet submitted as one comprehensive PDF document (inclusive of the following items) to Fraternity & Sorority Life staff by emailing GreekLife@fiu.edu
 - i. Answers to each FIU value listed in the Reinstatement Presentation Outline below;
 - ii. Ongoing leadership and member development plans;
 - iii. New member education plans, schedules, and processes;
 - iv. FIU specific 2018 new member recruitment plans for each semester;
 - v. National risk management policies and procedure;
 - vi. Chapter specific risk management policies and procedures;
 - vii. Chapter rosters for Spring 2018; and
 - viii. A list identifying the presenter and maximum of 10 members of the chapter's active roster, advisory board, alumni, and/or headquarters personnel that will attending the presentation.
2. Completed GOLD Standards Reports from Fall 2017 on RoarSync;
3. Completed beginning of semester report for Spring 2018 on RoarSync.

Phase 2: Chapters that successfully submit the aforementioned documents by the deadline will have the opportunity to sign up for their reinstatement presentation time slot on Thursday, January 25.

- A 45-minute reinstatement presentation must be presented January 26-31 to the Fraternity & Sorority Life Reinstatement Review Committee (refer to list in the following section).
- The presentation will consist of a 30-minute presentation led by the chapter president or another executive board officer (who is currently enrolled at FIU), and a 15-minute Q&A.
 - No advisors, alumni, or headquarters personnel will be allowed to make a presentation during the open presentation.

- Only a maximum of 10 members of the chapter's active roster, advisory board, alumni, and/or headquarters personnel will be allowed to attend. Names and titles of those attending should be submitted with the accreditation packet.
- Each presentation will be closed to public.
- The presentation must include the chapter's response to the following areas based on FIU's values:
 1. Responsibility as stewards of the environment and citizens of the world
 - Chapters will be asked to provide their interpretation of their understanding of the need of the temporary pause of fraternity and sorority activities. They will also address community, organizational values, organizational relevance, and defining the "Greek Experience."
 2. Excellence: in intellectual, personal, academic, and operational endeavors
 - Chapters will provide an overview of chapter operations including elements related to risk management, alcohol, safety, and academics/scholarship.
 - Chapter and individual member integrity will also be examined.
 3. Respect: for diversity and the dignity of the individual
 - Chapters will share their organizational policies/guidelines/initiatives on sexual misconduct, hazing, and respect for cultural and religious diversity
 - Chapters will share their policies/guidelines/initiatives to chapter and community civility.
 4. Truth: in the pursuit, generation, dissemination, and application of knowledge
 - Chapters will share their definition of the "Greek experience" and make connections to chapter, community, and member accountability.
 - Chapters will share their definition of the "Greek experience" and make connections to chapter, community, and member integrity.
 5. Freedom: of thought and expression
 - Chapters will share an outline current and future personal, academic, and membership development plans and how they connect to institutional and organizational values.

As noted earlier:

- The pause process will end for each chapter (with the exception of those on interim suspension or suspension) once reinstatement is approved by the Fraternity & Sorority Life Reinstatement Committee.
- No fraternity or sorority activities (e.g., business, social, philanthropic, etc.) that include alcohol will be permitted for the remainder of the Spring 2018 semester.

Fraternity & Sorority Life Reinstatement Review Committee Members

The committee is charged with the responsibility for fact finding and reporting on the information provided by chapters to the Vice President for Student Affairs. The committee will also provide the Vice President for Student Affairs with each chapter's presentation evaluation. The Vice President for Student Affairs will have the final decision-making authority on each chapter's reinstatement. Committee members may consist of the following individuals of the FIU community:

1. Assistant Vice President for Student Affairs (Chair)
2. Vice President for Operations and Safety
3. Associate Vice President for Institutional Relations
4. Associate Director for Fraternity & Sorority Life - IFC
5. Assistant Director for Fraternity & Sorority Life - NPHC & PC
6. Graduate Assistant for Fraternity & Sorority Life - MGC
7. Graduate Assistant for Fraternity & Sorority Life - IFC
8. Director of the Wolfe University Center
9. Program Specialist for the BBC Wellness & Recreation Center
10. Associate Director of the BBC One-Stop Shop
11. Campus Life at BBC Student Engagement Manager
12. Member of University Police
13. Member of Student Conduct and Conflict Resolution
14. Member of Multicultural Programs and Services
15. Member of Center for Leadership and Service
16. Member of the Student Academic Success Center
17. Member at Large to be selected by Fraternity & Sorority Life
18. Member at Large to be selected by Fraternity & Sorority Life
19. Member at Large to be selected by Fraternity & Sorority Life

Reinstatement presentations must be heard by 5 of the 19 members listed above. Each member will receive training and a rubric for scoring each presentation by Fraternity & Sorority Life.

Timeline

(Items in italics are those activities specifically relating to the pause)

January: Chapter Standards

- *Monday, 1st* *President-issued university-wide pause begins*
- *Friday, 5th* *Greek Council Leadership Retreat (retreat for all council executive members)*
- *Monday, 8th* *MGC & NPHC Council Meetings & Undergraduate Interfraternity Institute Student*
 - *Coordinator Applications Open*
- *Tuesday, 9th* *Chapter Presidents and Council Leadership Reinstatement Meeting*
- *9th – 22nd* *Training of Fraternity & Sorority Life Reinstatement Review Committee Members*
- *Wednesday, 10th* *FSL Chapter Advisor, Greek Faculty/Staff Reinstatement*
- *Thursday, 18th* *FIU Greek Alumni Reinstatement Meeting*
- *Friday, 19th* *Undergraduate Interfraternity Institute Student Coordinator Applications Close and GOLD Standards Beginning of Semester Report Due*
- *Saturday, 20th* *Fraternity & Sorority Life Leadership Summit*
 - *Retreat for all council executive members and chapter presidents*
- *Monday, 22nd* *5PM deadline for chapters seeking reinstatement:*
 - *Completed accreditation packet submitted as one comprehensive PDF document to Fraternity & Sorority Life staff by emailing GreekLife@fiu.edu*
 - *Completed Chapter GOLD Standards Reports from Fall 2017 on RoarSync; and*
 - *Beginning of semester report for Spring 2018 to Fraternity and Sorority Life through RoarSync*
- *Tuesday, 23rd* *SUS Greek Council President Summit in Tallahassee*
- *Thursday, 25th* *Chapter President's Meeting (5PM)*
 - *Schedules open for reinstatement presentations*
 - *Create timeline and list of committee members for developing Greek Community Standards*
- *Friday, 26th* *Proposed new Student Code of Conduct posted for public Review on the Board of Trustees website*
- *Friday, 26th* *Undergraduate Interfraternity Institute Participant Applications Open*
- *26th – 31st* *Presentations for Reinstatement*

February: Accountability and Community Standards

- *Thursday, 1st* *President's Town Hall*
 - *Decision on reinstatement statuses announced*
 - *Proposed changes to Student Code of Conduct discussed*
- *1st – 4th* *CCWL Leadership Conference, Atlanta, GA*
 - *Panhellenic Council Exec (12), Chapter Reps (14)*
- *8th – 11th* *AFLV Central Leadership Conference, Indianapolis, IN*
 - *IFC Exec (2), MGC Exec (3), & NPHC Exec (5)*
- *Monday, 12th* *5PM deadline for second round presentation packets to include:*
 - *Completed accreditation packet submitted as one comprehensive PDF document to Fraternity & Sorority Life staff by emailing GreekLife@fiu.edu*
 - *Completed Chapter GOLD Standards Reports from Fall 2017 on RoarSync; and*
 - *Beginning of semester report for Spring 2018 to Fraternity and Sorority Life through RoarSync*
- *Thursday, 15th* *Schedules open for second round reinstatement presentations*
- *15th – 18th* *SEIFC Leadership Conference, Atlanta, GA:*
 - *IFC (10)*
- *16th – 18th* *Greek Academy of Leaders Retreat with Center for Leadership and Service*
- *19th – 23rd* *Second Round Chapter Reinstatement Presentations*
- *Tuesday, 20th* *Greek Academy of Leaders Session #1*
- *Thursday, 22nd* *Chapter President's Meeting*
 - *Continuation of developing Greek Community Standards*
- *Sunday, 25th* *UIFI Participant Applications Close*
- *27th-28th* *Proposed new Student Code of Conduct presented to the Board of Trustees*
- *Wednesday, 28th* *All updated Fraternity & Sorority Life policies posted to website and RoarSync*

March: Community Standards Development

- *5th – 9th* *Alcohol Awareness Week*
- *Tuesday, 6th* *Alcohol Awareness Month Keynote Speaker*
- *10th – 18th* *Spring Break*
- *Tuesday, 20th* *Greek Academy of Leaders Session #2*
- *Thursday, 22nd* *Chapter President's Meeting*
 - *Continuation of developing Greek Community Standards*

- *Monday, 26th* *5PM deadline for final round presentation packets to include:*
 - *Completed accreditation packet submitted as one comprehensive PDF document to Fraternity & Sorority Life staff by emailing GreekLife@fiu.edu*
 - *Completed Chapter GOLD Standards Reports from Fall 2017 on RoarSync; and*
 - *Beginning of semester report for Spring 2018 to Fraternity and Sorority Life through RoarSync*
- *Tuesday, 27th* *Greek Academy of Leaders Session #3*
- *Wednesday, 28th* *International Badge Day Program*
- *Thursday, 29th* *Schedules open for final round reinstatement presentations*

April: Overall Next Steps from Leadership

- *2nd – 6th* *Final Reinstatement Presentations*
- *Tuesday, 10th* *Greek Academy of Leaders Session #4*
- *Wednesday, 11th* *Walk a Mile in Their Shoes: IFC Sexual Assault Awareness Program*
- *Monday, 16th* *Greek Academy of Leaders Graduation Session*
- *Thursday, 19th* *Chapter President's Meeting*
 - *Final Approval of Greek Community Standards*
- *Friday, 20th* *Spring 2018 GOLD Standards End of Semester Report Due*

May: Implementation

- *April 30 - May 4:* *Undergraduate Interfraternity Institute, Lake Placid, FL*

Future Initiatives and Outcomes

- Revisit Fall operational logistics including Fraternity & Sorority Life recruitment programming and orientation dates.
- Revisions of Recruitment and Intake Procedures.
- Fall calendar for trainings for Social Event and Philanthropy Event Reinstatement.
- Development of Fraternity & Sorority Life Task Force for Tailgating Guidelines with University Stakeholders.
- Initiate development of Fraternity & Sorority Life Five Year Strategic Plan.
- Request recurring E&G funding for new educational initiatives for Fraternity & Sorority Life.
- Request recurring E&G funding to hire and recruit a new Director of Fraternity and Sorority Life.
- Request recurring E&G funding to hire and recruit an Assistant Director and Investigator for Fraternity and Sorority Affairs that will be supervised by Student Conduct and Conflict Resolution.
 - This position will oversee the Fraternity and Sorority Life Standards Board and investigate any future Greek community conduct cases.
- Develop Fraternity & Sorority Life Standards Board
 - The Fraternity and Sorority Standards Board would exist as a peer regulatory organization within the fraternity and sorority community. The purpose of the board is to maintain the fraternal community and to protect the rights of all people within, as well as outside of the fraternal community. The Fraternity and Sorority Standards Board would maintain excellence and integrity within the fraternal community. The Fraternity and Sorority Standards Board would be comprised of a student from each governing council. There could be eight (8) student justices and one chief justice.
- Recruit students for a Fraternity & Sorority Life Standards Board.
- Review the chapter accreditation process and notification of organizational status by Fraternity and Sorority Life.
- Develop an accountability team (Student Conduct and Conflict Resolution, Assistant Vice President for Student Affairs, and members of Fraternity & Sorority Life) to streamline process, procedures, and communication regarding fraternity and sorority related incidents.

For any questions regarding this plan, please contact the Office of the Vice President of the Student Affairs at vpdsa@fiu.edu.