



EXECUTIVE SUMMARY

1. What size community should the UO have over the next five years?

20% of the undergraduate enrollment by spring 2020 or 4,000 students if overall enrollment does not increase. (see page 1)

2. Given the above, what ideal staffing numbers are needed to support a community of that size?

Four full-time Officer of Administration staff and one full-time classified staff (Director, Associate Director, two Assistant Directors, one Program Assistant is the recommended staffing structure to provide adequate advising services, program development, and administrative services. (see page 3)

3. What is our overall philosophy and vision regarding Fraternity & Sorority Life (FSL)? Why is it important to have FSL? Benefits?

The mission of Fraternity & Sorority Life is to enhance the quality of student life at the University of Oregon through collaborative and proactive advising of the Fraternity & Sorority Community. Our focused intent is to develop a holistic and positive student experience by offering relevant educational programs, fostering a mentality of leadership and active citizenship, promoting a safe and inclusive community, and encouraging the advancement and achievement of each individual's scholastic potential. (see page 5)

Fraternity and sorority membership positively contributes to the University of Oregon and the Eugene community in countless ways including: recruitment of new students, fraternity and sorority members have a 22% higher student retention rate (according to 2010 retention study), greater school spirit, enhanced scholarship, leadership development opportunities, and increased alumni donor contributions.

4. What are the expectations of affiliation with the UO? What does this include? What are the steps to de-affiliate? How often has that happened in the last five years?

New fraternities and sororities must follow the standards set by the National Panhellenic Conference and North-American Interfraternity Conference as well as expansion policies set by the University of Oregon and governing council.

Chapters who violate University of Oregon, Inter/National headquarters, or Interfraternity/Panhellenic Council policy are subject to disaffiliation as a recognized fraternity/sorority and the benefits outlined for recognized fraternities/sororities. (see page 6)

5. **What is our stance on initiation activities? What seems to be the common approach of our FSL community to such activities? Who have been the outliers/problem fraternities or sororities? What are our concerns? How have these concerns been addressed? Do we have a problem in this area?**

Fraternity & Sorority Life has a zero tolerance policy for hazing behavior. Potential University and Inter/National organization policy violations are investigated and forwarded to the Fraternity & Sorority Judicial Board or Office of Student Conduct & Community Standards for adjudication. (see page 11)

6. **What preventative/educational steps and policies do we have in place regarding problematic initiation activities?**

Hazing is addressed during the New Member Orientation sessions held in the fall for all new members of fraternities and sororities. Additionally, new members sign a policy statement before being added to the roster, and after being elected to their position, chapter officers must review anti-hazing University and state law policy and sign an anti-hazing agreement. (see page 12)

7. **What would the implications be to the FSL community if we were to extend the conduct code? What would be the impact on the services and activities that we support on behalf of the FSL community if we extend the conduct code?**

Extending the conduct code would provide more oversight of the chapter houses as well as chapter affiliated events. The FSL judicial process could also be absorbed into the Office of Student Conduct & Community Standards to provide additional University oversight in the decision-making process related to student organizations. Doing so would also minimize the conflict of interest that currently exists with FSL staff both advising and investigating chapter behavior and serving as the advisor to the Fraternity & Sorority Judicial Board. (see page 13)

8. **Do we have any way of tracking the incidences of sexual assault that occur in the fraternities? How is this tracked? What type of prevention work are we doing with the FSL community? Is it effective?**

Advocate, the database used to track student conduct cases, can be programmed to track organizational conduct incidents and create greater institutional knowledge of behavior patterns. This feature is currently not being used.

Sexual assault is addressed periodically through chapter and community-wide educational programs. More outreach on the resources available to students and the reporting process is needed for all members of the FSL community. (see page 13)

9. **Currently, the FSL community has a big hand in doling out sanctions when something goes array. How is this decided? Is this best practice? Should this change? If so, how?**

The Fraternity & Sorority Judicial Board is the accountability/judicial board in place to determine and enforce policy violations where sanctions are less than suspension or expulsion of an organization. The board is advised by the Director of FSL; however, there is no staff involvement in the decision or appeal.

The conduct process for fraternities and sororities could be absorbed into the Student Conduct & Community Standards to provide additional training of board members, and provide larger University oversight in decision-making related to policy violations. This would position the University of Oregon with its peer institutions in organizational conduct processes. (see page 14)

- 10. The president has asked me to explain "live-outs." Please provide a solid understanding of what they are, the potential problems, and how we are addressing these problems. Why do they have "live-outs?" What is our relationship to them?**

Live-outs are off-campus houses rented by chapter members of fraternities and sororities. Often, chapter affiliated social events take place at these houses as large parties are not permitted in the chapter houses. (see page 14)

- 11. We say that our fraternities are dry, are they? Should they be? What are the pros and cons, best practices regarding this?**

Chapter facilities are, in theory, dry, however, currently there is no formal relationship agreement that specifics this in writing. All sorority houses are alcohol and substance-free. According to anecdotal evidence, only one fraternity house, Sigma Chi, remains alcohol and substance-free. (see page 15)

- 12. How are we communicating the successes and volunteerism that occurs in FSL? How come I rarely hear about it? What are our plans for positive communication?**

Chapter leadership, advisors, and corporation board members receive a weekly FSL Monday Memo with upcoming events, deadlines, and announcements. Chapters and chapter leaders are recognized annually at the Fraternity & Sorority Excellence Awards held in the spring. (see page 15)

- 13. Many of the fraternity houses are in disarray and various states of disrepair. Are there plans to help ameliorate this? Should the university play a role?**

Fraternity & sorority chapter houses are privately owned by the local or national organization; the University of Oregon has no role in maintenance or management of the facilities with the exception of ensuring local and state fire and life safety and health code compliance. (see page 16)