



FRATERNITY & SORORITY LIFE
OFFICE OF THE DEAN OF STUDENTS | UNIVERSITY OF OREGON

FRATERNITY & SORORITY LIFE AT THE UNIVERSITY OF OREGON

Fraternities and sororities are values-based organizations that focus on the development of leadership, scholarship, friendship and service among their members. Since the founding of the first fraternity in 1776, hundreds of Greek-lettered organizations have been established across college campuses in North America, the Caribbean, and beyond.

Student life outside of the classroom is an integral component of the college experience. Involvement not only makes a large campus feel smaller, it also helps promote academic and personal success. Sororities and fraternities are just one way to get involved on campus. The University of Oregon Fraternity & Sorority Life (FSL) community strives to be values-based with commitments to our five pillars of excellence: brotherhood and sisterhood; leadership development; academic excellence; civic engagement; and values integration.

Fraternity & Sorority Life at the University of Oregon (UO), a unit within the Office of the Dean of Students (DOS), offers and coordinates a variety of programs, activities, and services that are designed to ensure a quality education and social experience as well as a safe and caring community for UO fraternity and sorority members. Services and resources are provided to chapter officers, chapter members, alumni, and advisers in addition to the Interfraternity and Panhellenic Councils, Inter/National Headquarter representatives, alumni, community offices, parents of fraternity and sorority members and potential members.

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

Greek community membership is surging across the country; participation is up 25 percent from 2007 according to the North-American Interfraternity Conference (NIC). A vital part of the student experience at the University of Oregon, the fraternity and sorority community has existed since 1900 when Sigma Nu Fraternity was chartered on campus. This rich tradition of excellence continues today with almost 3,100 students involved in 33 fraternities and sororities. Currently, the fraternity and sorority community comprises 14.6% of the overall student body. Thanks to a growing student population and elevated student body, expansion within Greek-lettered organizations is continual. Fraternity and sorority membership positively contributes to the University of Oregon in countless ways including: recruitment of new students, 22% higher retention rates (according to 2010 retention study), scholarships, leadership development opportunities, and increased alumni donor contributions.

The average chapter size of a sorority on campus is now 175 and has continually grown in prior years. In March 2014, the Panhellenic Council formally opened a formal Extension process outlined by the National Panhellenic Conference (NPC) which represents 26 national female fraternal organizations. Within the year, an 11th Inter/National sorority will be established on the UO campus.

Fraternity expansion does not follow a formal process, a governing body of the vast majority of men's social fraternities, the NIC, allows for open expansion on campus. FSL has been approached by approximately 10 Inter/National fraternities to establish chapters on campus through Fall 2016; the most recent expansion occurred with the re-colonizing of Delta Upsilon Fraternity on March 9, 2014.

The projected expansion slate is:

- Fall 2014 Theta Chi
- Winter 2015 Alpha Tau Omega
- Fall 2015 Alpha Sigma Phi
- Winter 2016 Pi Kappa Alpha
- Fall 2016 Phi Kappa Sigma

Each year the interest in fraternity and sorority recruitment continues to grow. Fall 2013 saw over 900 women register for Fall Formal Recruitment with 620 women accepting bids to join a chapter. This past fall over 600 men registered for the optional Interfraternity Council recruitment registration process. The Interfraternity Council continues to develop more formalized recruitment events providing more structured opportunities for men who are interested in joining a fraternity.

Below is the Pac-12 Conference benchmarking data from information available from each institution. It is not unreasonable to project that the FSL community will continue to grow to eventually comprise 20% of the undergraduate student population, similar to state institutions across the United States.

Institution	Undergraduate Population	Greek Population	% of Greek to Undergraduate	# of Ogs in Each Council
Arizona State	58,404	4,000	6.84%	IFC-22; Multi-Cultural-11; NALFO-5; NPHC-6; PHC-13
Oregon State University	21,812	3,000	13.75%	IFC-18; PHC-10, United-7; NPHC-3; Independent-4; Emerging Interest-5
University of California, Los Angeles	24,974	3,800	15.21%	Asian Council-4, IFC-19, Latino Council-7, Multi Interest-13, NPHC-5, PHC-13
University of Arizona	31,565	3,905	12.40%	IFC-18; NPHC-4; PHC-14; United-11
University of California, Berkeley	25,885	2,856	11.03%	IFC-34; Multi-Cultural-11; NPHC-6; PHC-13
University of Colorado, Boulder	25,239	1,900	7.50%	PHC-9, Multi-Cultural-8
University of Southern California	18,000	3,900	21.60%	Asian Council-5, Multicultural Council-11, IFC-24, Professional Council-6, NPHC-7, PHC-11
University of Washington	27,432	4,095	14.92%	IFC-32, PHC-18
Washington State University	23,135	3,335	14.40%	United-9, Panhellenic-13, IFC-24, NPHC-6

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

To adequately advise the fraternity and sorority chapters, councils, and students the University of Oregon must increase staff positions and funding. Compared to other Pac 12 Conference member institutions, the University of Oregon has the fewest number of staff dedicated to serving the campus fraternity and sorority community.

A recent study conducted by Phired Up Productions, an organization that exists to help fraternities and sororities locate quality people and assist in the fraternity and sorority selection process, found that on average campuses employ 2.4 total employees to support fraternity and sorority life. Staff support ranges from 20 total staff members, in a student leadership/activities office, to one part time staff member at small institutions.

Pac 12 Institution Position Benchmarking

Institution	Professional Staff (Officers of Administration)	Administrative Support (Classified Staff)	Graduate Staff (GTFs)
Arizona State	5	N/A	N/A
University of Arizona	4	N/A	2
University of California, Los Angeles	3	N/A	N/A
University of Southern California	2	N/A	N/A
Oregon State	2	N/A	1
University of Washington	3	N/A	N/A
Washington State	2	1	1
University of California, Berkeley	4	N/A	N/A

Pac 12 Peer Institution Advising Structure

Institution	Dedicated Panhellenic Advisor	Dedicated Interfraternity Advisor	Dedicated MGC/NALFO/NPHC Advisor
Arizona State	1	1	1
University of Arizona	1	1	1
University of California, Los Angeles	1	1	1
University of Southern California	1	1	N/A
Oregon State	1	1	N/A
University of Washington	1	1	N/A
Washington State	1	1	N/A
University of California, Berkeley	1	1	1

Pac 12 Peer Institution Staff Structure

Institution	Positions
Arizona State	Associate Director of Memorial Union, Assistant Director of Student Activities for FSL and Leadership Programming, Fraternity Advisor, Sorority Advisor, Greek Housing Coordinator/MGC/NPHC Advisor
University of Arizona	Assistant Dean of FSL, Assistant Director, 2 Coordinators, 2 Graduate Assistants
University of Southern California	IFC Advisor, PHC Advisor, NALFO/NPHC Advisor
University of Southern California	Assistant Dean for FSL and Parent Programs, Associate Director FSL,
Oregon State	Assistant Director FSL, Coordinator of FSL, Graduate Assistant
University of Washington	Director, Assistant Director for IFC, Assistant Director for PHC
Washington State	Director, Assistant Director, Program Coordinator, 2 GTFs
University of California, Berkeley	Director of LEAD Center, Assistant Director FSL, Coordinator for IFC, Coordinator for PHC

Recommended Staffing Structure

To create a model community reflective of the potential of the fraternity and sorority community at the UO, additional staff support and budgetary funding would enable the Office of Fraternity & Sorority Life to engage in creative and groundbreaking initiatives creating the opportunity to be at the forefront of fraternity and sorority programming nationally.

Director – The Director of Fraternity & Sorority Life will be the primary liaison between chapter headquarters, alumni advisors, community wide programming and education, and will oversee the Office of Fraternity & Sorority Life staff.

Associate Director – The Associate Director of Fraternity & Sorority Life will focus on alcohol and other drug prevention efforts, sexual assault awareness and prevention, and bystander intervention for the FSL community.

Assistant Director - The Assistant Director of Fraternity & Sorority Life will serve as the primary advisor for the Panhellenic Council. Additionally, the Assistant Director will be the primary advisor to the Order of Omega Honor Society and plan and execute new member education initiatives.

Program Assistant – A full-time Program Assistant to assist in administrative duties and serve as a full time resource for students, staff, alumni, and advisors. A Program Assistant is recommended to reflect the regional and national benchmark for staff dedicated to fraternity and sorority life.

What is our overall philosophy and vision regarding FSL? Why is it important to have FSL? What are the benefits?

The Office of Fraternity & Sorority Life offers advising, mentoring, and guidance to a diverse and energized community of students at the University of Oregon. According to the Council for the Advancement of Standards in Higher Education (2011):

Advising undergraduate fraternity and sorority organizations is a multifaceted function within student affairs. Professionals not only support individual student development but also work to advance organizational and community goals. Individuals selected to advise these organizations must have an understanding and appreciation for the history, culture (ethnic, gender, sexual orientation and religious), and organizational norms of the fraternities and sororities chartered on the campuses they serve (Johnson, Bradley, Bryant, Morton, & Sawyer, 2008). In some cases a much more hands-on approach must be employed by advisers in order to work effectively with these organizations (Kimbrough, 2002). Persons working with Fraternity and Sorority Advising Programs (FSAP) also work with a range of stakeholders outside of the college or university. Stakeholders include students, alumni, national and international fraternity/sorority staff, volunteer governing bodies of these organizations (e.g., the National Pan-Hellenic Council), parents, police and fire officials, and community members, among others (Mamarchev, Sina, & Heida, 2003). (p.1)

Philosophy

The evolution of the facilitator university stems from *In Loco Parentis*, the bystander and duty eras, where a facilitator balances rights and responsibilities; it is neither extremely authoritarian nor overly solicitous of student freedom (Bickel & Lake, 1999). Importantly, a facilitator organization seeks shared responsibility rather than allocating it unilaterally or not at all (Bickel & Lake, 1999).

This proactive philosophy seeks to best support the learning of student leaders in our community and collaboration with individual students and student organizations as “facilitators” in the involvement experience (Novak, 2012). As “facilitators,” advisors work with administrators, faculty and staff to support student organization members and leaders in making intelligent, fair and reasonable choices within the boundaries established by state, federal and local laws, university rules/policy, and the mission of the sponsoring unit (Bickel & Lake, 1999).

Furthermore, Bickel and Lake (1999) explain that:

“The facilitator model is primarily designed to offer a comprehensive, adaptable legal and practical model for university/student safety affairs... It is principally aimed at establishing a balance in college and university law and responsibilities...” (p. 163)

To most effectively support this framework, it is imperative the institution properly aid in the training and development of advisors, alumni, and professionals. Attending national conferences, hosting leadership workshops, and developing support and alumni networks is critical to engage stakeholders in facilitating student learning, while also protecting the institution from liability and mitigating risks to safety.

Each chapter, colony, or recognized organization should have a minimum of one active organization advisor. The organization advisor is a key role that helps create a successful undergraduate chapter or colony and is one of the primary people the chapter or colony members can turn to for advice, support and knowledge. The organization advisor is also a facilitator of communication between the chapter and the Inter/National Office; ensuring issues are addressed effectively and in a timely manner. Their experience and guidance are beneficial to the development of a collegiate chapter or colony on issues such as group dynamics, the fraternity or sorority and campus as a partnership, and explaining the resources that are available to officers and members through the fraternity or sorority.

Ideally, all chapters, colonies, or organizations should have a recognized alumni advisory board, which aid in the support of chapter officers and ensure the positive progression and development of the organization in all facets of the organizational operation.

To be most effective in their crucial roles, advisors should undergo training from the Inter/National Office as well as the University of Oregon. Advisors have the potential to be instrumental mentors and provide dedicated guidance and resources to the chapter or colony.

Bickel, R., & Lake, P. (1999). *The rights and responsibilities of the modern university, who assumes the risks of college life*. Durham, NC: Carolina Academic Publishing.

Council for the Advancement of Standards in Higher Education. (2011). *The Role of Fraternity and Sorority Advising Programs*. Washington, DC.

Novak. K (2013, June 4). A Foundational Philosophy. Presented at the 2013 Novak Institute for Hazing Prevention, Lexington, KY.

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 5 years?

Since 2000 there have been several different affiliation requirements and administrative positions regarding fraternities and sororities. As part of the Select 2000 Initiative, UO President Frohmayer created the Endorsement Standards to establish specific requirements for generating a healthy and successful Greek community. In 2010 the Chapter Growth and Development Plan was developed by the Holden Center staff which replaced the Endorsement Standards. Several national organizations did not support the Chapter Growth and Development Plan due to its chapter ranking system; it also received negative feedback from students due to the disconnect and alignment with chapter operations and national reporting requirements. In 2012-13 the Chapter Growth and Development Plan was not implemented and there is currently no relationship agreement or chapter standards program in place.

Endorsement Standards

In 2000, the University of Oregon created and maintained endorsement standards that stipulate expectations for fraternities and sororities to be affiliated with the institution. These standards were established between the university and the fraternity and sorority community to foster a healthy, constructive and successful undergraduate experience for students. Members are encouraged and expected to live by the fraternity and sorority community's ideals of scholarship, friendship, leadership and service.

Each standard identifies components necessary to ensure a quality experience for fraternity and sorority members. Standards are separated into four categories:

- Academic Performance.
- Leadership.
- Community Service/Philanthropy.
- Healthy Living Environment.

Colonies

New petitioning organizations will either affiliate with a governing council or will create individual contracts with Fraternity & Sorority Life staff to establish their relationship with the standards.

Conditions of Relationship

Chapters are reviewed twice each year (October 1st and April 1st) and must meet the standards each term to maintain endorsement as a UO fraternity or sorority. If a chapter fails to meet minimum standards, they may progress through the following:

- **Endorsed**
Chapter is meeting and/or exceeding all minimum standards at the time of review. They are in good standing with the endorsement program and receive full benefits as an affiliated chapter.
- **Warning**
Chapter has not met minimum standards for one review. They are not in good standing with the university. They may have privileges removed and be asked to participate in support programs to return the chapter to an endorsed status.
- **Probation**
Chapter has not met minimum standards for two reviews and is not in good standing with the university. They will have privileges removed and will be asked to participate in support programs in an attempt to return the chapter to a fully endorsed status.
- **Disaffiliation**
The chapter has not met minimum standards for three terms and has been on restricted privileges and increased support programs for more than two review periods. Fraternity & Sorority Life will recommend that the chapter be disaffiliated from the UO and that the national organization remove the chapter's charter. Groups may request an appeal of the decision; the response to the appeal is final.

Appeal Process

Chapters disaffiliated from the university have thirty days from receipt of notification to file a written appeal with the Office of the Dean of Students. The appeal must outline all mitigating circumstances and present new information. The Office of the Dean of Students reserves the right to decide whether the appeal will be upheld.

Academic Performance

One of the following must be met:

- Chapter GPA for three terms meets or exceeds all-men's or all-women's GPA for three terms.
- Chapter GPA improved from GPA from the last review.
- Chapter GPA is 3.0 or higher.

Leadership

Chapter Management Plan

The chapter management plan keeps the chapter up to date with its governing documents, programming initiatives, budgeting, etc. It also provides an opportunity for fraternity/sorority leaders and professional staff to offer guidance on operational areas.

Alumni Support

Active alumni are essential for a successful chapter. Alumni provide a foundation for chapter management and function while serving as a valuable source of information and guidance.

- Active Alumni Advisory Board.
- Faculty Scholarship Advisor.
- Housed Chapters: Active House Corporation.

Social Issues/Endorsement Education

Chapters must educate their members by utilizing guest speakers, interactive campus programs or by providing workshops. There are a variety of campus-wide and IFC/PHC-sponsored programs to help fulfill this standard. Areas of education include: values-based decision making, alcohol and sexual assault awareness and prevention, civic engagement, and cultural issues, etc.

One of the following must be met:

- Minimum 85% of membership attends at least two programs.
- Chapter hosts a pre-approved program or workshop (must be approved by the IFC/PHC VP Education).

Membership Development

Chapters must have written educational plans for new members, initiation and active members. These programs should address alcohol, drug, and hazing prevention as well as academic expectations and support available to assist members.

Community Service/Philanthropy

Being an engaged citizen within the community is an essential component to fraternity and sorority membership. In addition to the numerous volunteer opportunities available on campus and within the community, IFC and PHC hold an annual all-Greek community service event.

- Chapter membership conducts an average of five service hours per member.
- Chapter hosts philanthropy event for a local or national organization.
- Chapter participates in other chapters' philanthropy events.

Healthy Living Environment

Chapter is in good standing with the University of Oregon and chapter and members abide by the following:

- All local, state and federal laws.
- UO Greek Social Policy.
- UO Student Code of Conduct.
- FIPG (if applicable).
- IFC and/or PHC Constitution and Bylaws.
- PHC Recruitment Rules.

Chapters that are housed must meet the following:

- Employ a House Director or Resident Advisor.
- Maintain an alcohol-free and illegal drug-free facility.
- Conduct an annual comprehensive workshop on fire safety.
- Develop and post emergency evacuation routes and procedures.
- Uphold a no-smoking policy and a ban on candles and halogen lights.
- Conduct Annual Fire Inspection.
- Conduct Annual Health Inspection.
- Conduct three fire drills.
- Have a functioning sprinkler system installed:
 - Chapters that rent a facility without a sprinkler system must meet the following:
 - Bi-annual Fire Inspection

Baseline Standards for Fraternity & Sorority Life Recognition

The University of Oregon has established a set of baseline standards that must be maintained by all fraternities and sororities. Fraternities and sororities that fail to meet these standards will not be recognized and may not receive university support, privileges or other benefits. The baseline standards fraternities and sororities are required to abide by include the following:

Chapter Requirements

- Maintain chapter documentation and submit the following to the Director of FSL:
 - Member roster (submitted each term).
 - New Member Grade Release Form (submitted with each new member class).
 - Officer and Advisor roster (submitted annually after chapter elections).
 - Signed Anti-Hazing Policy (submitted annually after chapter elections).
 - New Member Education calendar.
 - Updated chapter bylaws and constitution (submitted annually).
 - Chapter Risk Management Policy (submitted annually).
- Have a chapter advisory/corporation board
- Chapter GPA must be one of the following (average 3 terms – winter/spring/fall):
 - At or above the all men's/all women's average.
 - 3.0 or higher.
 - Show improvement from the last review.

- Abide by all local, state and federal laws, the UO Student Code of Conduct, the IFC and PHC Constitutions and Bylaws, any additional council policies and procedures.
- Mandatory attendance of at least 85% of new members at FSL New Member Orientation
- If Housed:
 - Employ Resident Advisor.
 - Facility is alcohol and substance free.
 - Participate in Fire and Health Safety Program, which includes:
 - Passing an annual fire inspection (documentation provided annually).
 - Passing an annual health inspection.
 - Owned facilities must have fire suppression systems (sprinklers).

Chapter President Requirements

- Must attend the FSL *Greek Leadership Academy* held in January each year
- Attend a quarterly one-on-one meeting with FSL staff

Chapters not abiding by these requirements may lose recognition from the University of Oregon. Chapter recognition will be evaluated on an annual basis at the start of each spring term. Performance by the chapter during the previous three terms will be taken into account.

Benefits of University of Oregon Recognition

Chapter Support

- Advisement and other services from Fraternity & Sorority Life staff.
- Room reservations at a free or discounted rate.
- Organizational advocacy on behalf of Fraternity & Sorority Life.
- Inclusion in all marketing materials from Fraternity & Sorority Life and IFC/PHC.
- Participation in university-sponsored events (i.e. IntroDUCKtion, Intermingle, etc.).
- Leadership development and educational opportunities through retreats for chapter presidents and executive board members.
- Administrative support including, but not limited to, the scheduling of fire and health inspections, organization of rosters, and gathering and ranking of chapter grades.
- Philanthropy funds collected by EMU Ticket Office for disbursement.
- Use of office space and chapter mailbox in the Office of the Dean of Students.

Community Support

- Membership within a governing council that provides opportunities for leadership development, networking, education, philanthropic support, formalized meetings within the community, etc.
- Ability to run for positions on the executive boards for IFC and PHC.
- Opportunity to be judged by peers through the Fraternity/Sorority Judicial Board for organizational violations of the student conduct code or IFC/PHC constitutions and bylaws.
- Participation in community-sponsored events (recruitment, speakers, etc.).
- Social functions with other recognized chapters.

Advisor Support

- Provide services and communication to Inter/National headquarters including meeting with visiting consultants and providing pertinent information to headquarters staff.
- Quarterly meetings for chapter advisors and house corporation presidents.
- Training and support for resident advisors.

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?

Hazing has become an epidemic in the world of higher education. For decades, hazing has infected the Greek Community—being a rite of passage for new members of fraternities and sororities—but hidden in plain sight, it has also been prevalent for other student organizations, athletic associations, and even choir groups. Conceding that this is simply human nature, and woven into the fabric of society, is only a way to excuse a problem that can be remedied. Although widespread, a paradigm shift toward anti-hazing practices can be achieved if certain procedures are followed.

Hazing should be addressed with three means of eradication (education, prevention, and elimination).

Education

- *Executive Board Member Education* - educate the executive board members of organizations that are at risk for hazing activities about both the personal and legal ramifications of hazing. Inform them of the amnesty period that occurs prior to the pledging process that allows members the freedom to speak to a university official, without ramification, to help remove hazing from their process. The executive board members should be made aware that a chapter found hazing following the close of the amnesty period may be subject to full sanctions from the university.
- *Anti-hazing workshops* - periodical workshops will be conducted with the members of individual organizations. Workshops could include information on the bystander effect and how it relates to hazing, role-playing to gain experience in how it feels to be hazed, and other useful and pertinent information. Such a workshop could be conducted by a university official, trained council head, or organizational leader. It is essential that the workshop leader be well prepared, equipped with a prepared script to ensure standardization on points covered at each workshop.
- *New Member Education Seminars* - in the fall FSL hosts two large New Member Orientation sessions, formerly called Greek 101, attendance is required for all new members. During this two-hour session several topics are addressed including alcohol, hazing, sexual assault, etc. Additional individualized seminars would be effective in allowing deeper discussion and education for new members who are traditionally more at risk.
- *Create an Anti-Hazing website* – a centralized website could be used to better inform students, parents, and stakeholders about how to recognize hazing, and how to report it to the university. To be of significant use, this website would be advertised across campus and widely discussed in the New Member Orientation and IntroDUCKtion.

- *IntroDUCkTion* – is an opportunity to disseminate information to students and parents regarding hazing. Research shows that one of the largest contributing factors to the perpetuation of hazing is the inability to identify it. Information would be distributed with a mandatory session hosted by a university staff member or in a session with their IntroDUCkTion peer leader.

Prevention

- Provide amnesty to organizations committed to changing their chapter culture. Notify fraternity and sorority members that FSL staff can provide support and instruction to change their pledging program without repercussion for the plan in place.
- It is imperative freshmen be provided with the definition and examples of hazing. Such activities include: reading the definition of hazing at IntroDUCkTion, distributing letters to students that join a fraternity or sorority, and sending email reminders with this definition mid-semester for those pledging.
- At the start of the quarter, send letters to families whose students join a fraternity or sorority explaining that their student is a potential new member and informing them about university expectations, resources, and potential signs of hazing.
- Post hazing incidents on the Fraternity & Sorority Life/Office of the Dean of Students/ Student Conduct & Community Standards website when an incident occurs listing any charges incurred by the chapter and the national headquarters.

Elimination

- *Require live-in advisors* – continue the policy of requiring live-in chapter advisors in chapter houses and augment training on identifying and preventing hazing behavior.
- *Zero tolerance policy for individuals* – any student found responsible for hazing will face a minimum of suspension for 1 quarter from the University of Oregon. More serious offenses should result in longer suspension or expulsion.
- *Zero tolerance for organizations* - will help deter organizations from continuing these illicit activities. By suspending an organization found responsible for hazing, the severity of the consequence will eradicate hazing from organizations. A range of sanctions based on the severity of the hazing activity to be determined by an official university organization. It is suggested for minor hazing acts a minimum suspension of two years be implemented and up to four years for more serious acts to ensure that all members involved be removed.

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

New Member Orientation – 85% of all new members are required to attend this large scale educational program hosted each fall by Fraternity & Sorority Life staff.

- *Officer Anti-Hazing Agreement* – Chapter Presidents, New Member Educators, and Chapter Advisors are required to sign a statement regarding university policy and Oregon State Law.
- *New Member Anti-Hazing and Grade Release Form* – new members are required to read a policy statement regarding hazing to be added to the master roster.

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 jurisdiction to the action of students off campus, including those in Fraternity & Sorority Life, requires examining the overall philosophy of action in these cases. Off campus jurisdiction is typically viewed in two ways: we CAN take jurisdiction or we MUST take jurisdiction. Clearly a must statement would require an exponential increase in resources, staffing and training for the Office of Student Conduct and Community Standards. A can statement would require increases but also a review of expectations as to when an incident would rise to the level of concern or intervention with our code.

As it specifically relates to Fraternity & Sorority Life, it would be important to clearly delineate the role of SCCS and FSL advising. It would be important to FSL to maintain their vital advisory role and proactive work which would require extensive chapter education ensuring they are clear about possible violations, and progressive discipline outcomes. This effort would require the commitment of General Counsel, FSL, Office of the Dean of Students, UOPD and SCCS for consistent policy enforcement.

Enforcement would be outside the scope of Student Affairs, but without a commitment from UOPD for enforcement, it could be detrimental to extend jurisdiction without having the enforcement aspect in place.

Beyond the conduct code extending off campus, a formal relationship/recognition agreement and contract should exist between chapters and the University of Oregon. This agreement would clearly outline the expectations of chapters, chapter facilities, alumni and corporation boards in terms of chapter operations and requirements.

Several Pac-12 Institutions, as well as other peer institutions across the country, have a very detailed relationship/recognition agreement in place. Washington State University, for example, has specific documents for chapters with and without chapter houses that includes a formal relationship agreement, housing standards, hazing policies, programming and scholarship standards. (Appendix A).

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?

The Office of the Dean of Students can track group violations in Advocate, a database driven, web-based application used to track students of concern, conduct cases and incidents of sexual assault, however, sexual assault in most cases are individual in nature. Advocate allows tracking of organizational cases, similar to the way student conduct cases are tracked. Utilizing this feature to track FSL incidents would allow increased institutional knowledge and would provide key information needed to identify trends within organizations.

The Office of Affirmative Action and Equal Opportunity also collects data and the location of all reported incidents.

The Sexual Wellness Advocacy Team delivers presentations at the Fall New Member Orientation seminars for new members as well as smaller presentations for individual chapters. Anecdotal evidence from FSL students indicates that SWAT is ineffective in educating students due to the lack of FSL specific language and scenarios. FSL students should be actively recruited to join SWAT, or a focus group should be developed to create more intentional FSL specific scenarios and initiatives related to sexual assault prevention.

Additional efforts should be dedicated to educating/training students on the resources and services available to them at the University of Oregon. New members receive a brief overview at the Fall New Member Orientation; however, there are no other formal educational sessions for current chapter members or chapter officers.

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 Office of Student Conduct and Community Standards should have a more active role in the training and oversight of the Fraternity & Sorority Judicial Board and the overall organizational conduct process.

Currently, the Fraternity & Sorority Judicial Board is the primary accountability method for fraternities and sororities. The board is advised by the Director of Fraternity & Sorority Life and is chaired by the Interfraternity Council and Panhellenic Council VP of Accountability. All decisions are made by the 5-7 members of the Fraternity & Sorority Judicial Board who hear cases; appeals are heard by the governing council affiliated with the chapter.

It is recommended that the judicial process for fraternities and sororities be absorbed by Student Conduct and Community Standards to align with comparable large state institutions such as the University of Oregon. The University of Florida has a model Greek conduct process. (Appendix –B)

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 houses in the Eugene community where, traditionally, upper-class members of fraternities or sororities reside. Often these are the locations of highest risk drinking prior to an official social function taking place. “Live-outs” are particularly dangerous as chapter officers are not permitted to attend their parties or provide any type of chapter support such as risk management due to their insurance requirements and Inter/National policy.

Additionally, “live-outs” are not held accountable through the conduct code and the University of Oregon rarely receives information from Eugene Police about events being held illegally off campus. In the 2013-14 academic year there have been approximately, 15 alcohol related medical transports from FSL “live-out” events.

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

Fraternity houses were dry as of 2001. Today, only 1 fraternity chapter house, Sigma Chi is 100% substance and alcohol-free. There are 11 fraternity houses that are affiliated with the University of Oregon and, based on anecdotal evidence or policy violations, are not substance free. All 10 Panhellenic Council sorority houses are alcohol and substance free and have live in house directors.

The National Panhellenic Conference member sororities and several of the North-American Interfraternity Conference member fraternities have Inter/National policies banning alcohol and illegal substances in the chapter houses. If chapter houses were not dry, it could potentially decrease the amount of “live-out” social events and would move social events closer to campus. However, chapter houses often house sophomore and junior level students, many of whom are under the legal drinking age, so the regulation of alcohol becomes more difficult.

Many colleges and universities have adopted an alcohol and substance free policy for their chapter houses with varying success. Some institutions have gone so far as constructing “Greek Villages” and employing staff to live in the facilities.

Currently, not all chapters have a live in advisor; most fraternities have a graduate student who is a former member of the local chapter. Policy enforcement varies from house to house; there is no enforcement strategy from the University of Oregon.

Event Registration

On campuses where alcohol is permitted in chapters, the university requires security, licensed bartenders, and/or other stipulations to ensure the safety of both members and guests.

Chapters are required to register social events with their governing council, Panhellenic Council (sororities) and Interfraternity Council (fraternities) when hosting social events. Currently, chapters do not register “live-out” events. The governing councils are working on implementing a new Social Policy that requires registering all chapter social events, including those at “live-outs.”

If the conduct code is extended off campus, it would require the university to hold chapters accountable for their behavior in the chapter facilities.

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?

Philanthropy and Service

Civic engagement and service is a pillar of many chapters and of the FSL community. Fraternity & Sorority life students are required to complete 5 community service events each term. Along with community service hours, each chapter hosts a philanthropy event benefiting a local or national

organization. Typically, money is raised by selling t-shirts, collecting donations, and philanthropy event registration. Some of the larger philanthropy events raise over \$75,000 for their cause.

Communication

The primary recognition of chapters occurs at the Fraternity & Sorority Excellence Awards held during spring term. Awards are given to both chapters and individuals based on a set criteria outlined in the application packet available to all chapters in good standing.

Each Monday the FSL Monday Memo is emailed to chapter presidents, alumni advisors, and corporation board members with updates for the week, deadlines, scholarship opportunities, and local and national news and accomplishments relevant to the community.

The Alumni Association has expressed interest in creating a publication for Greek affiliated alumni, but it has yet to come to fruition.

The Panhellenic Council created a Monthly Newsletter which is emailed to all sorority members highlighting accomplishments, upcoming events, and spotlighting a chapter of the month.

Both the Interfraternity Council and Panhellenic Council have social media accounts. FSL has a large social media presence as well with several thousand followers on Facebook and Twitter.

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?

The chapter facilities are owned and operated by the local or national organization. The university should ensure that fire safety and health codes are being met, but ultimately it is the responsibility of each organization to fundraise for capital improvement projects.

As the community continues to grow and additional chapters become recognized, the local alumni, volunteers, and national organizations will become increasingly interested in securing a physical structure to house members. Without a traditional fraternity or sorority row, housing is one of the challenges facing the FSL community at the University of Oregon.