

Greek Community Task Force Report

St. Cloud State University

Submitted to Vice – President for Student Life & Development, Dr. Wanda Overland

August 21, 2012

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INTRODUCTION

On February 7, 2012, Dr. Wanda Overland, Vice President of Student Life and Development at St. Cloud State University, called for a comprehensive review of the Greek Community. Following the February 7th address, a Greek Community Task Force was established to conduct the comprehensive review.

Brief Background History of Greek Letter Social Organizations

A brief review of documents from the St. Cloud State University Archives shows that fraternal organizations, including women's and men's groups, date back to the 1950s with the founding of Al Sirat Men's Social Club and Athenaeum and Minerva, Women's Social Clubs at SCSU. These were the first few fraternities and sororities and were local organizations without national affiliations. Beginning in the 1960s, some of these organizations merged with or sought national organization charters. ([APPENDIX I](#))

From the mid-to late-1960s through the late-1970s, SCSU had as many as 10 national and local fraternities and sororities. In the early 1980s, fraternity and sorority chapters and membership declined to six chapters, five of which were, at that time, nationally affiliated. In the 1990s, the SCSU Greek Community had a resurgence of interest in membership and at one point, SCSU had 12 local and national chapters on campus. Through the late '90s and the 2000s, the Greek Community remained relatively constant with 10 chapters, five men's groups and five women's groups.

In recent years, there has been a slow and steady decline in number of chapters and overall membership. Between 2009 and spring 2011, two chapters, a national, Theta Chi Fraternity and a local, Phi Epsilon Alpha Sorority, left SCSU. The last national organization to come to SCSU is Delta Phi Epsilon Sorority in 1992. However, since the early part of 2012, there has been three groups of student leaders who have expressed interest in creating three new nationally affiliated organizations. They are a group of women who aspire to become a National Panhellenic Conference organization and two groups, Zeta Phi Beta, Inc. and Phi Beta Sigma, Inc., respectively, from the National Pan-Hellenic Conference, that are interested in establishing themselves and their particular organizations.

Currently, there are seven social Greek organizations on campus with just more than 215 affiliated members. These organizations include those who are members of the Interfraternity Council, Panhellenic Council, and one local sorority. Of these seven groups, six operate chapter houses in and around the campus. To put these numbers in perspective, the University had an enrollment this year (Fall 2011) of 15,536 undergraduates, 1,695 postgraduates, for a total of 17,231 students.

RECENT EVENTS

Fall 2006- the SCSU Assistant Director, Center for Student Organizations and Leadership Development (CSOLD) worked to revamp structure, recruitment and expectations within and across the Greek Community. The primary function of this position involved oversight and support for Fraternities and Sororities at SCSU and some leadership development.

April 2011- Phi Epsilon Alpha, local sorority, decided to discontinue at SCSU, as they had fewer than five total members.

May 2011- 137 members were affiliated within the SCSU Greek Community.

June 2011- Theta Chi, national fraternity, as recommended by SCSU administration and Theta Chi Headquarters, decided to discontinue as a fraternity at SCSU, as they had fewer than 6 members.

July 2011- The role and job description of the SCSU Assistant Director (CSOLD) changed, as the Department of Campus Involvement was created. The Assistant Director position was changed to 50% Greek Life and 50% Campus Programs.

August 2011- Jonathan Foss hired as the new SCSU Interim Assistant Director for Campus Programs in the Department of Campus Involvement.

January 2012- 215 members were affiliated within the SCSU Greek Community.

February 2012- Greek Task Force is created and begins to meet and assess the SCSU Greek Community.

February 2012- Members from Kappa Phi Omega, local sorority, disaffiliate to become potential founding sisters of an NPC organization.

March 2012- Three student representatives present to the Greek Task Force about the opportunity to be Founding members of their respective potential National affiliations (1 NPC and 2 NPHC).

March 2012- First Greek Task Force recommendation letter submitted to Dr. Overland, recommending the three student groups to continue to research and press forward to become a national organization. ([APPENDIX II](#))

April 2012- Greek Leadership Conference held at Atwood Memorial Center, SCSU.

April 2012- Greek Gala held at the Le St. Germain Suite Hotel

April 2012- Second Task Force recommendation letter submitted to Dr. Overland, with 15 recommendations from the Task Force.

Summer 2012- Jonathan Foss's contract extended for 2012-2013, as Assistant Director, Greek Life (AD-GL).

ORIGINAL CHARGE FROM THE VICE-PRESIDENT

“The Task Force serves in an advisory capacity to the Vice President for Student Life and Development, St. Cloud State University. The charge to the Task Force is to assess the Greek Life program at St. Cloud State University and to provide recommendations based on the work of the Task Force. The Task Force chair will prepare a report that summarizes the work of the Task Force that includes recommendations and strategies for consideration by April 15, 2012 or before to the Vice President for Student Life and Development. The Vice President for Student Life and Development will meet with the Task Force to review the recommendations. Following that meeting, a final report will be prepared that summarizes recommendations accepted and a work plan for the second phase.

The second phase of work will consist of various work teams that will have specific charges. This work is expected to begin in spring of 2012 and continue through the academic year 2012-2013. Members of the various work teams will be selected based on expertise and interest.”

The Task Force recommendations and strategies for consideration will be delivered to Student Life and Development by April 30, 2012. The Vice President for Student Life and Development will review the recommendations, and respond to the report.

STATEMENT AND ACKNOWLEDGEMENT OF THE PROBLEM

The Task Force acknowledges Dr. Overland’s observation that the Greek Community at SCSU is not as strong or prominent as it should be for a campus of this size. Furthermore, the Task Force acknowledges her conclusion that, for the Greek Community, and for individual chapters, failure to make significant change could result in a Greek Life Program that is not sustainable at St. Cloud State University. The Task Force also acknowledges Dr. Overland’s assessment that the Greek Community has recently made significant strides to revitalize and improve overall and holds promise, if it embraces the opportunities for change. This would include having a staff member dedicated to Greek Life at SCSU. This also includes the need for a strong alumni group of advisors and support from the University assist in helping chapters succeed. While University support certainly includes resource issues, it also includes the University’s commitment to hold Greek organizations accountable to the standards as outlined in the University and Greek Organizations Relationship Statement referred to later in this report.

Included from the charge from Dr. Overland, in regards to the Task Force tasks and responsibilities, quoted below.

“Task and Responsibilities:

- 1. Conduct a formal evaluation process that reviews the strengths, weaknesses and opportunities for the Greek Life program at St. Cloud State University. The process should include a review of each of the existing fraternity and sororities at SCSU; a review of Panhellenic and Inter -Fraternity Councils; the overall support system including university staffing, university chapter advisers, alumni advisers and structures; status of living arrangements and future recommendations; overall individual chapter membership numbers; potential for increased membership numbers within existing chapters; recommendations for expansion of national chapters at SCSU; overall academic standing of individual chapters; financial health of individual chapters and Greek Life program university budget; chapter and campus programming; visibility and overall impression of Greek Life among SCSU faculty, staff and students. This is not an inclusive list and other aspects can be evaluated by the Task Force, but the above aspects must be included in the evaluation process.*
- 2. Meet with external reviewers to obtain their assessment of the SCSU Greek Life Program.*
- 3. Make recommendations regarding the SCSU Greek Life program to include potential for growth of new chapters; assessment criteria to determine national fraternity and sorority consideration; minimum chapter membership size; formal assessment criteria for chapters to remain at SCSU; the assessment of*

existing chapters; and recommendations regarding governing structures, such as Panhellenic and Inter-Fraternity Council; university staffing support as well as chapter advisers, both university and alumni.”

GLOSSARY OF TERMS (APPENDIX III.)

CURRENT STRENGTHS, WEAKNESSES, OPPORTUNITIES OF THE SCSU GREEK COMMUNITY

(This information and data was collected from the Greek Community at the Greek Leadership Conference on April 1, 2012.)

Strengths –

- Momentum
- There is a larger vision and a realization that there can be and needs to be more involvement, more passion and more drive as a member of the Greek Community
- Recruitment growth (many chapters nearly doubled their membership intake)
- ‘We’re not alone’ – many chapters have similar problems
- Doing things together is fun (further emphasizing the importance of the “Community” in Greek Community)
- Academic grades and standards have improved
- Potential for new fraternal organizations (an NPC organization and two NPHC organizations are interested in colonizing)
- Very little extreme risk management
- Things are changing
- New members are friends and are networking with each other

Weaknesses –

- Marketing and how to market themselves
- Do not know how to deliver a “30 Second-Elevator Speech” or “Telling Their Story”
- Low chapter membership overall (each men’s chapter is fewer than 30 members, each Women’s chapter is fewer than 32 members)
- Lack of overall documentation (records of success, goals, visions and expectations)
- Lack of follow through
- Lack of preparation and planning for an event
- Lack of confidence and enthusiasm
- Membership Education doesn’t prepare members as well as it could to be well-rounded leaders
- No traditionally African-American fraternities or sororities offered for students of color

Opportunities –

- Momentum
- Summer recruitment
- Three groups that have expressed fraternal interest (one NPC group and two NPHC groups)
- Partially structured recruitment (PHC)
- Task Force assessment and recommendations
- New programs
- Clearer expectations
- Greek Life needs to be fun and developmental

THE TASK FORCE

The Task Force began its work on February 7, 2012, with an aggressive timeline and a report due by the end of the semester to the Vice President of Student Life and Development. Greek Life Task Force meetings resulted in the rationale and recommendations below. Several meetings were utilized to have potential interest groups address their visions to member of the Task Force. The work was completed in just over 10 weeks. A final report was delivered to the Vice President of Student Life and Development, on April 30, 2012.

The Task Force seriously considered every idea put forth over the 10 weeks. Ultimately, more than 50 ideas have been discussed throughout our process. The Task Force also met with student leaders and received input from community members / alumni and representatives from current and former national fraternal organizations.

Members of the Task Force researched fraternal systems and/or relationship statements from the following peer institutions: Central Michigan University, Eastern Illinois University, Eastern Michigan University, Minnesota State University-Mankato, Sam Houston State University, University of Minnesota-Duluth, and University of Northern Colorado. The aspirational institutions researched were: Grand Valley State University, Towson University, University of Northern Iowa and Western Kentucky University. Also available to the task force was the latest National Panhellenic Conference Standards document and the North-American Interfraternity Conference's Standards document. ([APPENDIX IV.](#))

In general, weekly Task Force attendance was consistent from among nine of the 15 members serving on the Task Force.

GREEK LIFE TASK FORCE RECOMMENDATIONS

The implementation of the recommendations will be a learning process for the campus. Some of these are simple and straightforward while others will require further deliberation. As we move forward, we will refine what we do to continuously find ways to improve the Greek Community at SCSU.

After thorough dialogue, the Task Force has determined 15 areas for further investigation, research and action.

These recommendations are meant to meet the following criteria:

- Substantive
- Manageable
- Measurable (if possible)
- Incorporation into organizational infrastructures

I. Vision and Values Education

The SCSU Greek community needs to develop a shared vision of its values, purpose, mission, and goals.

Current Challenge: Few members of the Greek community were able to communicate a shared vision for their own chapter, and even fewer could do so for the community at large. Even though there has been improvement throughout the 2011-2012 academic year, there continues to be a visible and real disconnect between councils, chapters, and individuals in chapters on what it means to be in a fraternity or sorority. Before the Greek Community can make any significant change, a concerted effort is needed to help chapter members and whole chapters to understand the true meaning of fraternity. There must be a continued effort to realize the “basics,” and the foundations, fundamentals and values of why the fraternal system exists.

Solution: What we are currently doing that needs to be enhanced:

1. The vision and mentality must be instilled that Fraternity and Sorority men and women represent much more than themselves (i.e. past, present and future Greek men and women, everywhere).
2. Creation of an “All Greek Calendar” will assist chapter members to remain aware of many opportunities to demonstrate, friendship, brother/sisterhood and support for one another.

Solution: Future Suggestions / Ideas:

3. Focus groups designated to create a distinctive dialogue about the purpose of our organizations.
4. Concentrated effort during “Greek 101” programming to emphasize that Fraternities and Sororities are value-based organizations, discussing what that means and why.
5. The conceptualized Fraternity and Sorority Life vision needs to be displayed, somewhere public on campus.
6. Creation of progress charts to track chapters’ empirical data (service hours, membership trends, national fraternity/sorority averages, etc.) presented in a ‘user friendly’ format.

II. Academics

Nearly all chapters are on par with the campus all-men’s and all-women’s grade point average, which is admirable, but also an area to continue to improve and grow.

Current Challenge: The fraternities and sororities must strengthen their academic policies. Groups that consistently remain below the all-men’s or all-women’s averages result in a perception that academics is not taken seriously. This perception can influence parents and family members and prospective members in determining whether to join a chapter. Lastly, it can influence faculty, staff and community members regarding their perception of Greek Life. Academics are a main tenet of all chapters at SCSU, and integrity and credibility suffer when chapters struggle to succeed academically.

Solution: What we are currently doing that needs to be enhanced:

1. A cumulative GPA of a 2.5 is the minimum requirement of most national fraternities and sororities.
2. For any fraternity or sorority member to receive a bid, potential new members must have their grades checked and validated by the Assistant Director of Greek Life, prior to receiving a bid.

Solution: Future Suggestions / Ideas:

3. Create the Order of Omega, (Greek Academic Honor Society) by February 2013.
4. Develop a policy for executive council members on IFC, PHC, NPHC, etc. must attain a 2.75 cumulative GPA.

III. Faculty Interaction

Faculty and staff interaction is vital to a well-rounded Greek Community. Having those interactions, opens doors of opportunity, builds relationships, creates more community engagement and awareness and helps to create an even larger support system for the Greek Community.

Current Challenge: The fraternities and sororities must strengthen their interaction with SCSU staff and faculty.

Solution: What we are currently doing and needs to be enhanced:

1. Continuation of a staff/faculty Appreciation Reception (Greek Gala).

2. Chapter's faculty adviser must have a bi-annual meeting with the other fraternity and sorority faculty advisers and the Assistant Director of Greek Life (AD-GL) to discuss academic advising, opportunities and resources available to the chapters.

Solution: Future Suggestions / Ideas:

3. Bring in faculty/staff and have them talk about their research, their education and what types of job opportunities are available for someone in that particular field.
4. Every semester, the Greek Community host a 'Greek Social' with faculty and staff who are fraternity and sorority affiliated or allies.

IV. Leadership Development

The SCSU Greek Community needs a more centralized leadership development program geared towards fraternity and sorority members.

Current Challenge: SCSU's Greek community has the opportunity for students to "step up" and take on leadership responsibilities and opportunities, but they don't at the level someone would expect on a campus of this size. On college campuses, typically, members of the Greek community are more visible and hold major leadership positions on their respective campus. The question is, "How do we help them realize those opportunities and encourage active student involvement?"

Solution: What we are currently doing that needs to be enhanced:

1. Emphasize and encourage men and women to become council members and lead the Greek Community by example.
2. Continue the Greek Leadership Conference (early February).
3. Revise the Council Retreat.

Solution: Future Suggestions / Ideas:

4. Conduct All-Greek Team Building/Low Ropes Course Opportunity (in either early fall or late spring).
5. Develop clear and concise individual & organizational expectations.
6. Better utilize the Councils' delegates with the emphasis that at some points in time, they have more authority/oversight than a chapter president because of certain voting privileges.
7. Update all chapter bylaws, specifically the officer membership section, to require a penalty if an officer removes himself or herself pre-emptively before their term ends, AND if an officer does leave define protocol for filling open positions. This is contingent on the fact there is not a reasonable reason why a person does not follow through on their leadership role and responsibilities.

V. Member Development

New-member programs need to do a better job of emphasizing the overall development of a well-rounded member, while at the same time, hold members and member groups accountable.

Current Challenge: New-Member programs should provide support and guidance for students. This support and guidance should focus on transition to the St. Cloud State University setting, academics, values education, and understanding the operations of the chapter and the Greek Community.

Solution: What we are currently doing that needs to be enhanced:

1. Hazing education must continue to be emphasized, taught and talked about throughout a member and new-member's experience. To be clear, hazing is not prevalent within the Greek Life community at SCSU and these efforts will help it remain that way.
2. Host a contracted risk management educational speaker at least once per year.
3. Encourage new members to get involved within the Greek Community, whether that be their chapter or beyond.
4. Emphasize the need for student buy-in and input of on the vision for the Greek Community at SCSU.
 - i. Meetings and focus groups with constituents.

Solution: Future Suggestions / Ideas:

5. Implement a mandatory "Greek 101" program, which emphasizes what it means to be a part of Greek Community. Taught by Council Members, Chapter Membership Development Chairs, Chapter Executives and the Assistant Director of Greek Life (AD-GL).
6. Emphasize that membership development, is a membership-long experience, not just during your "pledging."
7. New Member Programs and Calendars must be submitted to the AD-GL at the beginning of each semester, to check, validate and question, fraternities and sororities new member programs.
8. Evaluate new-member programs by AD-GL each semester.
9. Survey new members on expectations of being and/or going Greek.
10. Survey graduating seniors about their Greek experience.
11. Initiate involvement by the SCSU Alumni Association (Preferably Greek members), to communicate the importance of giving to the SCSU Foundation, engaging alumni and creating a strong base of alumni support.

VI. Standards, Structure and the Student Conduct Process

The student conduct processes for the Greek community (both on a council level and individual chapter level) are not as effective as they need to be.

Current Challenge: Currently, the Greek student conduct process is lacking in substance and empowerment. Chapter and council standards boards are non-existent or inconsistent. The creation and proper usage of Student Conduct Board(s) will help to bolster accountability, confidence, respect, responsibility and will become a leadership opportunity.

Solution: What we are currently doing that needs to be enhanced:

1. Update each council's governing by-laws and constitution annually.
2. Continued digital submission of updated chapter by-laws and constitution(s) annually.
3. The governing councils (IFC / PHC / NPHC, etc.) will coordinate an all-Greek get together at least once per semester (i.e. Greek tailgate, Dodgeball tourney, attend a hockey game together, etc.)
4. Chapter presidents will be expected to meet with the AD-GL once every two weeks.
5. Thorough Collegiate Link Training (collegiatelink.org.mngmt.system) at the beginning of each semester specified for Chapter Presidents and Record Keepers.
6. The governing councils (IFC / PHC / NPHC, etc.) will continue to coordinate a Greek Week Program that:
 - i. Eliminates unhealthy competition
 - ii. Promotes healthy participation

- iii. Reflects the values associated with our fraternities and sororities
- iv. Promotes Greek Life to all members of the SCSU Community

Solution: Future Suggestions / Ideas:

7. Create and implement student conduct boards within the governing Councils (IFC/PHC).
8. Hold semesterly mock-student conduct-hearings from each Council.
9. Create detailed duties and responsibilities document(s), concerning conducting a formal, credible judicial board hearing.
10. Create detailed document of expectations and sanctions from each Council.
11. Create of an IFC/PHC meeting agenda calendar that includes a monthly combined meeting.

VII. Programming and Co-Sponsorship

More educational, co-curricular programs should be conducted for and/or by the Greek Community as a whole, particularly non-alcoholic and alternative programming. Very little programming occurs between the Greek Community and other entities on campus. High-performing Greek communities provide a diverse set of programs for members, and also seek out and implement programs with other campus entities such as other student groups or even University offices and departments.

Current Challenge: Establishing programming outcomes, expectations and benchmarks is vital. In addition, it is imperative that each program hosted by the Greek Community be beneficial to the system.

Solution: What we are currently doing that needs to be enhanced:

1. Create the understanding and eventual expectation that fraternities and sororities must collaborate beyond the Greek System.
2. Encourage that every fraternity and sorority members be affiliated with another campus organization.
3. Continue volunteering during SCSU's Student Research Colloquium.

Solution: Future Suggestions / Ideas:

4. Host a session for social chairs on how to collaborate and connect with other student organizations, beyond the current Greek Community.

VIII. Public Relations and Community Relations

The SCSU Greek community needs to create and promote a positive public image.

Current Challenge: The general public perception of the Greek Community at SCSU is neutral, but more non-existent than anything. Too many students want to change perceptions without changing behavior. Leaders of the Greek Community must take responsibility for creating a better image by aligning themselves with the core values of their respective organizations and the learning commitments of the University.

Solution: What we are currently doing that needs to be enhanced:

1. Produce and distribute monthly newsletters to alumni and advisers, residence halls and national headquarters.
2. Host a session on how to create *your* 30-second "elevator speech" and how to create relationships with different stakeholders.

3. Continue to identify chapter and community identity, with *Strengths, Weaknesses and Opportunities* (SWO) assessments and asking thought provoking questions that open deeper conversations and dialogue.
4. Update SCSU Greek website on a weekly basis.
5. Utilize the “Greek Bulletin Board” in Atwood Memorial Center, across from Subway more effectively.
6. Further implement the ‘Go Greek’ symbol (more stickers, decals, window clings, etc.)

Solution: Future Suggestions / Ideas

7. Engage students and/or faculty from the SCSU Marketing Department or marketing organizations for help to ‘rebrand’ the Greek Community.
8. Create an online documenting system and /or matrix that can document accomplishments, money raised, hours served, etc.
9. Create a spot on the Atwood Mall that is donated or sponsored by SCSU Greek Life (i.e. a colorful bench).
10. Create a buzz on social media (with stories, links, and pictures) that spreads like wildfire.
11. Encourage chapter leadership to communicate with new members’ parents.
12. Investigate potential of a Greek Section/Column (‘What’s Happening in Greek Life?’) in the SCSU Chronicle.

IX. Service and Philanthropy

A better balance of hands-on community service and campus and community-based philanthropic efforts is needed in the SCSU Greek Community. Moreover, more efficient and open philanthropies are needed.

Current Challenge: Many chapters see philanthropy as one of the strengths of the Greek Community at SCSU. However, there is much room for improvement in this area as well as room for the University to provide assistance and opportunities.

Solution: What we are currently doing that needs to be enhanced:

1. Encourage chapters to create or continue ‘Signature Events’ in and around campus and the community.
2. Market and publicize the Signature Events to a bigger network, beyond the Greek Community.

Solution: Future Suggestions / Ideas:

3. Implement an “All Greek Philanthropy and/or Service Project” annually or semesterly (can be co-sponsored with other organizations.)
4. Require at least one major Signature Event for each chapter.
5. Establish a (suggested) standard of 10 service hours per member per semester in each chapter.
6. Calculate monthly service hours and philanthropy dollars report for the campus and the community.
7. Improve the documentation of volunteerism and philanthropy.

X. Risk Management and Crisis Management

Risk management and crisis management policies need to be clearer, followed more closely, and made a part of annual education for chapter members and council leaders.

Current Challenge: Chapter leaders and members have a slight grasp of Risk Management policies, but this needs to be further understood. These policies need to be educational, developmental and proactive as opposed to reactionary. Within the training, it is imperative to stress expectations and the appropriate

steps that must be taken during an emergency and/or a crisis situation. The training needs to include ways for chapter leaders to enforce, regulate and follow through with, both FIPG and SCSU student conduct policies.

Solution: What we are currently doing that needs to be enhanced:

1. Expand and enhance fraternity and sorority involvement in National Hazing Prevention Week through the governing councils and chapters.
2. Continue Risk Management surveys of pre-and post-discussion of social events that have alcohol present.
3. Require each chapter to attend a risk management seminar sponsored by the Department of Campus Involvement and/or IFC / PHC / NPHC, or another entity annually.
4. Continue work / consultation with university legal counsel is required.

Solution: Future Suggestions / Ideas:

5. Clearly detail expectations and ramifications on behavior and/or risk management issues.
6. Require each chapter to hand in their Crisis Management document(s) to the Assistant Director, Greek Life (AD-GL) and be able to articulate them when necessary.
 - i. Have chapters add Crisis Management education to their respective New Membership Education programs
 - ii. The University commits to providing education materials and/or educational sessions, geared to outline the importance of crisis management
7. Require chapters to submit rosters the first week of each semester with, at minimum, the following information: Name of every member, every member's officer title, contact information, cell phone and email and their address.

XI. Chapter Alumni and Advisers

Consistent chapter advising is needed for all of the groups if the Greek Community is going to improve and flourish. Alumni need to be educated about the changes occurring within the SCSU Greek Community and become active supportive partners in the process.

Current Challenge: Chapter advisers are an important part of any high-performing Greek Community. Each chapter will have a Faculty Adviser and an overall Chapter Adviser. The alumni and other volunteers who are involved with the Greek community are extremely dedicated and provide outstanding support for some of the groups. Some groups, however, do not operate with consistently strong advising, nor do the fraternities and sororities efficiently engage alumni to be involved on a regular, consistent basis.

Solution: What we are currently doing that needs to be enhanced:

1. Further develop and implement programming to connect with alumni.
2. Require each chapter to have at least one Faculty/Staff Adviser that is an employee of SCSU.
3. Require each chapter to have at least one alumni adviser(s) (alumni can be from other chapters).
4. Require each chapter to have an alumni advisory group that advises the chapter leadership.
5. Continue to bolster a contact list of faculty/staff with Greek affiliations. Work to connect them with the Greek Community, as well as colleagues and professionals.

Solution: Future Suggestions / Ideas:

6. Cultivate active Alumni lists, either through the SCSU Alumni Association and/or through Inter/National headquarters' records.
7. Develop a formal and accessible alumni association database.

8. Host All-Greek gatherings with purpose of connecting with faculty, staff and alumni, can be social and educational (once per semester).

XII. Consistency Regarding National Affiliation of Fraternities and Sororities

To enhance the cohesiveness among chapters and support for being part of the University Greek Community, consistent rules and regulations must be developed and implemented for fraternal councils, staff and Student Life and Development to regulate.

Current Challenge: Since local fraternities and sororities are not technically required to adhere to (some, if not all) national regulations from NPC, NIC, NPHC etc. (although they are expected to adhere to the policies and procedures and governing regulations of their peer Greek chapters) this has caused and may continue to cause a disconnect with campus rules, regulations, policies and procedures, etc.

Solution: What we are currently doing that needs to be enhanced:

1. Moving forward, expansion/extension within the Greek Community at SCSU will be open only to nationally affiliated social fraternal organizations.
2. All Fraternities and Sororities must adhere to all of the policy and procedures of all local, state and federal entities.
3. All Fraternities and Sororities must adhere to all of the policy and procedures of St. Cloud State University and MnSCU.
4. All SCSU fraternities and sororities must adhere to the policies, practices and procedures of NPC, IFC, both locally and nationally.
5. National Panhellenic Conference organizations must adhere to all rules and regulations from the 'Manual of Information' of the National Panhellenic Conference and to the Constitution and Bylaws of the SCSU Panhellenic Council.
6. National Interfraternity Conference organizations must adhere to all rules and regulations from the National Interfraternity Conference and to the Constitution and Bylaws of the SCSU Interfraternity Council.
7. National Pan-Hellenic Conference organizations must adhere to all rules and regulations from the National Pan-Hellenic Conference and to the Constitution and Bylaws of the SCSU National Pan-Hellenic Council.

Solution: Future Suggestions / Ideas:

8. Consideration of requiring that all social fraternities and sororities become nationally affiliated.

XIII. University Support and Staffing Issues

With the changes and expectations described above and implemented, the University will need to consider how to provide additional resources and support for fraternities and sororities.

Current Challenge: A new found interest in the value of the Greek Community to the Institution has identified the need for additional support in terms of personnel and financial resources.

Solution: What we are currently doing that needs to be enhanced:

1. Assistant Director (10 month position), which oversees the Greek Community.
2. One (1) graduate assistant, 20 hours, for advising and program support.
3. One (1) undergraduate intern (unpaid).
4. 2011-2012 allocated budget of \$5,030.

Solution: Future Suggestions / Ideas:

5. Allocate at least \$2,000 more to the current “Greek” budget to accommodate future expansion/extension efforts and growth, opportunities and leadership development.
 - i. Requested, 2012-2013 allocated budget of \$7,030
 1. Money for marketing.
 2. Money for national fraternity and sorority conferences.
 3. Opportunities for scholarships.
6. Assistant Director full-time to oversee the Greek Community.
7. One (1) graduate assistant, 20 hours, for advising and behind the scenes work.
8. One (1) 10 hour undergraduate Greek intern (unpaid).

XIV. Recruitment and Expansion

The Greek Community at SCSU needs to create a unified, intentional, comprehensive recruitment program, along with an expansion plan that is orderly, systematic, and complies with national regulations and processes.

Current Challenge: Recruitment is very different from “Rush” – Recruitment is active, personal, targeted, and intentional; Rush is passive, event-based, haphazard, and coincidental. Currently, the “rush” mentality at SCSU is passive (current members wait for prospective members to come to them) and event-based. Recruitment events are the only place where recruitment occurs. Many of the current Greek members are also unsure how to promote, publicize and project the benefits of Greek Membership. ([APPENDIX V, VI](#))

Solution: What we are currently doing that needs to be enhanced:

1. Establish fraternity and sorority recruitment periods each semester.
2. Grow the Greek Community population from its current one percent to five percent by 2017.
3. Implement a partially structured recruitment (that includes, total, quota, the release figures method) for the NPC organizations.
4. Utilize the current extension/expansion plans within National Councils (IFC, NPC, NPHC, etc.) bylaws and constitutions as SCSU’s extension/expansion policy.

Solution: Future Suggestions / Ideas:

5. Survey the student body regarding their perceptions of the Greek Community.
6. Create a thorough five year “Extension/Expansion Plan and Timeline”.
7. Develop recommendations for our current and future SCSU Greek Community to consider.
 - i. Chapter Membership Size (ideally by December 31, 2012):
 1. **National Interfraternity Conference (NIC)**
 - a. At least 40 members per chapter
 2. **National Panhellenic Council (NPC)**
 - b. At least 42 members per chapter
 - c. 1 local sorority at least 25 members per chapter
 3. **National Pan-Hellenic Council (NPHC)**
 - d. At least 10 members per each chapter

XV. The Future of the Greek Life Task Force

After much thoughtful conversation, engaging discussion, and research of peer and aspirational institution’s Greek Life systems the future of the SCSU Greek Task Force is as follows:

Current Challenge: Much work remains to be completed. Revamping Greek Life is a holistic undertaking that doesn't happen in a few months, but rather years and will continue to be a work in progress. Some specific recommendations follow. ([APPENDIX VII.](#))

Solution: What the Task Force is currently doing that needs to be enhanced:

1. Develop more detailed and specified recommendations.
2. Connect with more students, both Greek affiliated and non-Greek affiliated.
3. Continue to compile data, information and suggestions from stakeholders, peer and aspirational institutions.

Solution: Future Suggestions / Ideas:

4. Enlist the expertise of a consultant in fall 2012, to assist with stakeholder communication and plan execution.
5. Establish work groups for the 2012-2013 academic year to further flesh out specific recommendations.
6. Establish personal and working relationships and structures for all affiliated groups to best ensure success.
7. Engage in further interviews/discussions with:
 - i. Greek and Non-Greek students
 - ii. SCSU Greek Alumni (of chapters currently on campus and chapters that are not)**
 - iii. Director of Residence Life
 - iv. Residence Hall Directors
 - v. Residence Assistants
 - vi. Current and former student-athletes
 - vii. Minority students
 - viii. Assistant Director of Multi-Cultural Student Services*
 - ix. Past and current President of the Student Senate
 - x. President of Student Activities Board
 - xi. Director of Campus Involvement*
 - xii. President of Residence Hall Association
 - xiii. Director of Athletics
 - xiv. Director of Atwood Memorial Center
 - xv. Director of Counseling and Student Development Center
 - xvi. Seven SCSU Greek Presidents**
 - xvii. Vice President of Student Life and Development*
 - xviii. Director of Admissions
 - xix. Assistant Vice President of University Communications*
 1. *Designates he or she is a current member of the Task Force
 2. **Designates that some, not all are current members of the Task Force

These recommendations are meant to meet the following criteria:

- Substantive
- Manageable
- Measurable (if possible)
- Incorporation into organizational infrastructures

ADVANTAGES OF THE GREEK SYSTEM (APPENDIX VIII, IX, X.)

On many campuses, the Greek community provides students with positive developmental experiences, allows them to emerge as leaders, and provides the university with a strong campus life presence. On those campuses, fraternity and sorority members perform academically at a higher rate than the campus-wide student average. Also, fraternity and sorority members on most campuses tend to persist and graduate at a rate higher than the average non-member student, and contribute a higher proportion of money and time back to their alma maters as alumni than their non-member peers. At St. Cloud State University, there is a core group of students that believes this ideal kind of a Greek community can exist, and they are willing to make the sacrifices necessary to make that happen. This core group, with University and community support, could become part of a guiding coalition that creates the substantive cultural change that would be necessary if this ideal Greek Community is to develop and flourish.

The Task Force identified these positive attributes:

- I. Greek organizations provide leadership and character development.
- II. As one of the largest student organizations, collectively, they have the potential to be leaders of change.
- III. Greeks know how to work with others and get things done.
- IV. There is interest in 'going Greek' as we currently have identified three students groups that want to create three different nationally affiliated organizations.
- V. Several chapters have doubled their chapter size within the last three semesters.
- VI. Greek organizations provide support for students and can aid in the University's retention and graduation rates.
- VII. A majority of members have opportunities for leadership roles.
- VIII. Greeks can organize around local community needs and provide hands-on service.
- IX. Greeks are involved in philanthropy and donate money to deserving causes, locally, nationally and internationally.
- X. There is a reinvigorated sense of pride and opportunity within the Greek Community at SCSU.
- XI. Membership promotes development of lifelong bonds of friendship.

CONCLUSIONS OF THE TASK FORCE

The Task Force recommends that in order for any chapter to continue to be registered as a student organization, each Greek chapter must implement the recommendations in this report and be given an opportunity to do so according to a future timeline and a concise document that showcases chapter expectations.

Just as there has been much deliberation about the need for the Greek Community to transform itself, the University also needs to support the Greek Community to provide a safe, fulfilling, and productive experience.

Among current Greek students, members of the Task Force and other faculty, staff, alumni and allies, there is a great deal of excitement growing around enhancement and expansion of Greek Life at SCSU. The Greek Community is on the precipice of moving to the next level. Along with the recent academic and student development change at SCSU, we believe that these recommendations could signify a new chapter for Greek Life on our campus.