A PROPOSAL BUILT FROM COLLABORATION

FRATERNITY & SORORITY LIFE

University of Missouri
Guiding MU Principles

PRESERVE & STRENGTHEN Greek Life at Mizzou

HONOR OUR TRADITIONS within structure focused on student success

INCREASE SAFETY to avoid having more houses shut down by national organizations
Creating a National Model for Greek Life at Mizzou

Challenges Faced Nationally

- Critics call for eliminating Greek systems
- National headquarters closing chapters nationwide
- Some universities shutting down Greek activities
- Many believe reform not possible

At MU we will:

- Build a customized approach for our unique campus
- Support our Greek system through continued partnership
- Preserve traditions and achieve student safety together
- Find solutions to problems causing closures elsewhere
- Be a national leader (we are getting noticed)
Greek Life Benefits to Students & Mizzou

Institutional Health & Service

Campus Involvement & Community

Student Success & Experience

*2017-18 Academic Year

150 YEARS AT MIZZOU

51% DEAN'S
Misperceptions

**Perception**

- Mizzou actively closing chapters to end Greek Life

**Fact**

- Three IFC fraternity chapters closed last year by their national HQs and local alumni for issues including hazing.
- None were closed by MU but MU supports closures.
- All suspended chapters now on track to return by 2022.
Misperceptions

Perception

• High performing chapters with strong upper-class leadership will be forced to follow new rules
• No freshmen in chapter houses will end Greek Life
• No freshmen in houses will create financial strain for house corporations, causing chapters to close

Fact

• Uninitiated freshmen can continue to live in-house under new guidelines
• If new guidelines planned for 2021 went into effect today, only 3 houses would be affected and they have 2 years to improve
• University collaborating through new housing advisory board
Misperceptions

**Perception**
- University wants to punish chapters for the actions of a few

**Fact**
- Emphasis is on *individual* accountability over chapter accountability
MU will Focus on Individual Responsibility

NEW UNIVERSITY CONDUCT STRUCTURE & EXPECTATIONS
INCLUDE MORE
INDIVIDUAL ACCOUNTABILITY

NEW FIRST-TIME MINOR IN POSSESSION REFERRAL PROCESS IN FALL 2018

15 IFC PEER JUDICIAL BOARD CASES IN 2018

50% REDUCTION IN IFC CONDUCT CASES 2017-18

HAZING AMNESTY POLICY FOR VOLUNTARY SELF-REPORTING BY CHAPTERS
Misperceptions

**Perception**

- Mizzou not interested in communicating or partnering with Greek stakeholders

**Fact**

- New leadership places high priority on communication with partners
- Greater collaboration between MU, national offices and house corporations
- Continued dialogue with Greek alums will be key to success
**MU Fraternity and Sorority Life Advisory Board**

Greek Student Leaders
Greek Alumni
Parents
Housing Corporation Members
MU Faculty & Staff

40+ committee members collaborated, collected feedback

- Considered Dyad report and kept only what works for Mizzou
- Incorporated multiple rounds of feedback
- Made recommendations designed to fit our unique campus and traditions
- Continue to consider ways to improve recommendations
DYAD Report
+ M University of Missouri (MU) FSL Advisory Board
+ Community Feedback
+ Multiple Revisions

Current recommended approaches that respect M Greek traditions and fulfill student safety commitments
Timeline of Community Engagement

July 2018
- Advisory Report emailed (feedback equested)

Aug. 2018
- Parent Leadership Council update
- All Chapter Presidents meeting

Sep. 2018
- IFC pre-semester meeting
- Dyad Strategies campus visit
- Dyad strategies open forum
- First Housing Advisory Board meeting

Oct. 2018
- Update to Parent Leadership Council
- Presentation to IFC Chapter Presidents
- Present to Student Affairs Advancement Board
- Presentation to Missouri 100
- 1st Audit Committee meeting

Nov. 2018
- Revised FSL Advisory Report
- MU Advancement Cabinet presentation
- Alumni Relations Governing Board presentation
- 4 council presidents meeting (regarding recommendations)
- PHA Advisors meeting (regarding recommendations)

Dec. 2018
- FSL Update with Missouri 100 (live streamed)
- IFC Advisors meeting (regarding recommendations)

Today
- Open Forum (live streamed); Q&A posted to website
- 4th Audit Committee meeting

University of Missouri
Developing a Living Plan for MU’s Greek Community

- Feedback gathered through dozens of meetings
- Once recommendations are enacted, we will continue collecting, evaluating and implementing feedback in an ongoing process. This is a living plan.
- Continuous improvement process to reach goals of supporting Greek community and keeping all students safe
Dyad Recommendations Not Pursued

We will not...

- Remove all freshmen from chapter houses
- Investigate formal partnership with National Interfraternity Conference (NIC)
- Conduct MU audit of guest rooms
SUPPORT

STUDENT SUCCESS
Key Recommendations Focus on Five Areas

1. Diversity and Inclusion
2. Hazing Prevention and Member Education
3. Academic Calendar and Recruitment
4. Freshmen in Greek Housing
5. Social Event and Risk Management
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1. Diversity and Inclusion
2. Hazing Prevention and Member Education
3. Academic Calendar and Recruitment
4. Freshmen in Greek Housing
5. Social Event and Risk Management

*Note: Details for remaining focus areas can be found in appendices.
Freshmen Housing

Of the current 42 Panhellenic and IFC chapters, only 3 houses would be affected by GPA criteria as of today.
Freshmen Housing

EXISTING POLICY

Freshmen must live in residence hall or recognized student organization housing

RECOMMENDED POLICY (as of 1/25/19)

• **No change until 2021:** Freshman continue to live in chapter houses
• **After 2021:** New guidelines for freshman living in chapter houses:
  • **Individual student:** GPA 3.0 or higher, enrolled in 12+ credit hours, no MU policy violations before moving into chapter facility
  • Fraternity: GPA 3.0 or higher, two consecutive semesters
  • 3.0 GPA to be used for all metrics
  • Additional requirements for full-time house director, alumni advisers, executive board members, violations status, **and more**

*Note: 3.0 GPA is below all fraternity/sorority, all male & all campus avg. for fall 2018.*
Freshmen Housing

REVISION #1

Proposed in July 2018

- Effective 2019: Chapter GPA equal meets or exceeds all fraternity/sorority (3.068) average for 3 consecutive semesters
- Uninitiated freshmen allowed for Level 3 chapters and those meeting GPA criteria
- Three-level approach:

**LEVEL 1**
No freshmen

**LEVEL 2**
Second semester freshmen move in if GPA criteria and other requirements are met

**LEVEL 3**
- First semester freshmen allowed after initiation
- Must meet Level 2 plus 12 registration hours, high school GPA 3.0 or higher and additional requirements, including full-time house director, alumni advisers, executive board members, violations status, and more
Freshmen Housing

REVISION #2

Proposed in October 2018

• Effective 2019: Chapter GPA equal meets or exceeds all fraternity/sorority (3.068) average for 3 consecutive semesters

• Uninitiated freshmen allowed for Level 3 chapters and those meeting GPA criteria

• Three-level approach

• Individual high school GPA, class registration hours and additional requirements still emphasized, including full-time house director, alumni advisers, executive board members, violations status, and more

• Freshmen continue to live in house if chapter meets new criteria

• Up to 5% of house residents can be initiated second semester freshmen for chapters not meeting criteria
Freshmen Housing

REVISION #3

Proposed in December 2018

• Effective 2019: Chapter GPA equal meets or exceeds all fraternity/sorority (3.068) average for 3 consecutive semesters
• Uninitiated freshmen allowed for Level 3 chapters and those meeting GPA criteria
• Three-level approach
  • Individual high school GPA (exceptions apply), class registration hours and additional requirements still emphasized, including full-time house director, alumni advisers, executive board members, violations status, and more
  • Freshmen continue to live in house if chapter meets new criteria
  • Up to 5% of house residents can be initiated second semester freshmen for chapters not meeting criteria
• Chapter GPA equals or exceeds 3.0 for two consecutive semesters. Fall/Spring 2020 used for 2021 calculation
• 3.0 GPA used for all metrics recommended (3.0 is lower than 2018 average for all fraternity/sorority, all male and all campus)
Freshmen Housing

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  - and more

*Note: 3.0 GPA is below all fraternity/sorority, all male & all campus avg. for fall 2018.*
Other On-Going Activities

- **BEGAN FALL 2018**
  - Housing Corps Advisory Board established

- **BEGAN FALL 2018**
  - Marketing mailer for Fraternity & Sorority Life
  - Community distributed
Chapter Houses & Residence Halls

**Chapter House**
- Students as members
- Membership required
- Both organizational and individual conduct rules may apply
- Facility monitored by live-in staff not provided by University
- Student conduct subject to limited University jurisdiction; students subject to local, state and federal law

**Residence Hall**
- Students as individuals
- Membership not required
- Individual conduct rules apply in most cases
- Facility monitored by multiple part- and full-time university trained staff
- Student conduct subject to University policies and procedures while on university property
Residence Hall Conduct Management

- Students in residence halls do not jeopardize their organizational membership standing if they report issues.
- Alcohol prohibited – violations reported to Student Accountability Office.
- Staff and Student employees required to report Title IX issues.
- No reports of bullying in residence halls in past 36 months.
- Staff on duty at all times to enforce conduct expectations and report violations.
Next Steps for Continued Collaboration

Meeting Dates TBD
Standing Marketing Committee (seeking members)
Standing Academic Excellence Committee (seeking members)
Call-in & Livestream Information

Fraternity & Sorority Life Presentation
January 25, 2019, 2:00 p.m. in Stotler Lounge, Memorial Union
Livestream link: https://livestream.com/accounts/13547932/events/8531712
Call-in: 646 876 9923, Meeting ID: 906 384 205

Open Forum after Missouri 100
March 2, 2019, 12:30 p.m. in Reynolds Alumni Center
Livestream link: https://livestream.com/accounts/13547932/events/8531712
Call-in: 646 876 9923, Meeting ID: 664 268 323
THANK YOU
Diversity & Inclusion

EXISTING PRACTICE

Collaboration with Social Justice centers to support Culturally Based Fraternal Organizations and diversity education

RECOMMENDED POLICY (as of 1/25/19)

• Funding for full-time staff member
• Diversity and inclusion experiences for all members
• Funding for permanent, year-round Greek Ambassadors program
• Framework for inter-council programming
• Open student workspace in Fraternity and Sorority Life
<table>
<thead>
<tr>
<th>Activity</th>
<th>Start/End</th>
</tr>
</thead>
<tbody>
<tr>
<td>MU funding and staffing support</td>
<td>SPRING 2018</td>
</tr>
<tr>
<td>Diversity &amp; Inclusion experiences</td>
<td>FALL 2018</td>
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<tr>
<td>Open workspace in Fraternity and Sorority Life</td>
<td>FALL 2018</td>
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<tr>
<td>Inter-council programs</td>
<td>WINTER 2019</td>
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</tbody>
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Hazing Prevention and Member Education

EXISTING POLICY

Prohibited by CRR 200.010

RECOMMENDED POLICY (as of 1/25/19)

- Mandated six- to eight-week new member period
- Chapters can request delay of initiation
- Regular training for new member educators
- New member orientation program
- Chapter processes reviewed and approved annually by Fraternity and Sorority Life
Hazing Prevention and Member Education

REVISIONS

Revisions made in October 2018:
• Six- to eight-week new member period will be phased in alignment with NIC/SEC. – by 2021
• Exceptions will be made on a case-by-case basis
• Chapters may request a delay of initiation to check grades, conduct drug testing, etc.
Other On-Going Activities

- **COMPLETE SPRING 2018**
  - Hazing Task Force
- **COMPLETE SPRING 2018**
  - Hazing Investigation Team
- **COMPLETE FALL 2018**
  - Hazing prevention education program
- **BEGINNS FALL 2019**
  - New member orientation program
**Academic Calendar and Recruitment**

**EXISTING PRACTICE**

High school students can be recruited by Interfraternity Council

**RECOMMENDED POLICY** (as of 1/25/19)

- Fraternity and Sorority Life helps connect prospective members to Chapters to support growing, thriving Greek community
- Recruitment and intake periods promote student safety
- Parameters for recruiting events outside of primary process
- Chapters in good standing can request to host events outside of recommended time frames and days of the week
- Emphasis on academic rigorousness during first week of semester
Revision made in October 2018:
• Chapters in good standing can request to host events outside of recommended time frames and days of week
Academic Calendar and Recruitment

Other On-Going Activities

<table>
<thead>
<tr>
<th>COMPLETE</th>
<th>Interfraternity Council Recruitment Committee established to evaluate events</th>
</tr>
</thead>
<tbody>
<tr>
<td>FALL 2018</td>
<td>Recruitment events may occur outside Boone County</td>
</tr>
</tbody>
</table>

BEGINS JUNE 1
Social Events and Risk Management

EXISTING PRACTICE

Interfraternity Council and Interfraternity Council Chapters pay for and manage audits

RECOMMENDED POLICY (as of 1/25/19)

- Partner with housing corporations prohibiting alcohol at events
- Parameters for social events with alcohol on chapter property
- Parameters for tailgates at chapter facilities
- Social audit policy edits to address concerns
- Joint governing documents for all councils
- Preferred venue list
- Consider MUPD/CPD policing and enforcement agreement
Recommended in October 2018:
• Auditors should be provided entry as soon as requested, but are preferably escorted through facility by an executive board member
• Housing corporations set policies for private room entry, not University
• Continue use of third-party vendors for on-premise events with alcohol
• Proactively share audit with Fraternity and Sorority Life
• Chapters in good standing can have events outside of Thursday-Saturday parameters
### Social Events and Risk Management

#### Other On-Going Activities

<table>
<thead>
<tr>
<th>Timeframe</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>COMPLETE</td>
<td>Meeting of Audit Committee, made up of housing corps, students and staff</td>
</tr>
<tr>
<td>FALL 2018</td>
<td></td>
</tr>
<tr>
<td>IN WINTER 2019</td>
<td>Final report expected from Audit Committee</td>
</tr>
<tr>
<td>SPRING 2019</td>
<td>Education and communication with stakeholders</td>
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<tr>
<td>BEGINS</td>
<td>Recommendations from Audit Committee report implemented</td>
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<tr>
<td>FALL 2019</td>
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