A PROPOSAL BUILT FROM COLLABORATION
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)

Critics say fraternities are beyond hope. Mizzou is trying to prove them wrong.

BY KATY BERGEN
kbergen@kcstar.com
August 19, 2018 05:30 AM
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 LIST*

University of Missouri
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

University of Missouri
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
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

40+ committee members collaborated, collected feedback

MU Fraternity and Sorority Life Advisory Board

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

+ FSL Advisory Board

+ Community Feedback

+ Multiple Revisions

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

**Summer/Fall 2017**
- PHA Advisor meetings
- Consortium meetings
- Concerned alumni meetings
- Dyad Strategies campus visit
- Dyad Strategies open forum (live streamed)

**August 2017**
- Pre-Dyad

**December 2017**
- Mu process begins
- PHA advisors meet to discuss Dyad
- Dyad report released; revised Nov 1

**February 2018**
- Five identified groups (worked through Spring 18)
- Fraternity & Sorority Life Advisory Board meeting
- Advisory Board meeting and work groups

**April 2018**
- Fraternity & Sorority Life Advisory Board on site meeting
- Fraternity & Sorority Life Advisory Board mini-retreat

**June 2018**
- Fraternity & Sorority Life Advisory Board working groups
- Student Affairs Advancement board updates

**July 2018**
- Parent Leadership Council Updates
- FSL advisory board recommendations

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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
- Enter into a pilot program with National Interfraternity Conference (NIC)
- Conduct MU audit of guest rooms
SUPPORT

STUDENT SUCCESS

University of Missouri
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
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

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

RECOMMENDED POLICY (as of 1/25/19)

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  - 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

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

<table>
<thead>
<tr>
<th>Chapter House</th>
<th>Residence Hall</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Students as members</td>
<td>• Students as individuals</td>
</tr>
<tr>
<td>• Membership required</td>
<td>• Membership not required</td>
</tr>
<tr>
<td>• Both organizational and individual conduct rules may apply</td>
<td>• Individual conduct rules apply in most cases</td>
</tr>
<tr>
<td>• Facility monitored by live-in staff not provided by University</td>
<td>• Facility monitored by multiple part- and full-time university trained staff</td>
</tr>
<tr>
<td>• Student conduct subject to limited University jurisdiction; students subject to local, state and federal law</td>
<td>• Student conduct subject to University policies and procedures while on university property</td>
</tr>
</tbody>
</table>
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
APPENDICES
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
### Diversity & Inclusion

#### Other On-Going Activities

<table>
<thead>
<tr>
<th>Begun</th>
<th>Activity</th>
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</thead>
<tbody>
<tr>
<td>Spring 2018</td>
<td>MU funding and staffing support</td>
</tr>
<tr>
<td>Fall 2018</td>
<td>Diversity &amp; Inclusion experiences</td>
</tr>
<tr>
<td>Complete</td>
<td>Open workspace in Fraternity and Sorority Life</td>
</tr>
<tr>
<td>Winter 2019</td>
<td>Inter-council programs</td>
</tr>
</tbody>
</table>
Hazing Prevention and Member Education

EXISTING POLICY

Prohibited by CRR 200.010

RECOMMENDED POLICY (as of 1/25/19)

• Proposed 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
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.
# Hazing Prevention and Member Education

## Other On-Going Activities

<table>
<thead>
<tr>
<th>Status</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>COMPLETE</td>
<td>Hazing Task Force</td>
</tr>
<tr>
<td>SPRING 2018</td>
<td></td>
</tr>
<tr>
<td>COMPLETE</td>
<td>Hazing Investigation Team</td>
</tr>
<tr>
<td>SPRING 2018</td>
<td></td>
</tr>
<tr>
<td>COMPLETE</td>
<td>Hazing prevention education program</td>
</tr>
<tr>
<td>FALL 2018</td>
<td></td>
</tr>
<tr>
<td>BEGINS</td>
<td>New member orientation program</td>
</tr>
<tr>
<td>FALL 2019</td>
<td></td>
</tr>
</tbody>
</table>
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

COMPLETE  FALL 2018  Interfraternity Council Recruitment Committee established to evaluate events

BEGINS  JUNE 1  Recruitment events may occur outside Boone County
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
REVISIONS

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>Status</th>
<th>Event Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>COMPLETE FALL 2018</td>
<td>Meeting of Audit Committee, made up of housing corps, students and staff</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>
</tr>
<tr>
<td>BEGINS FALL 2019</td>
<td>Recommendations from Audit Committee report implemented</td>
</tr>
</tbody>
</table>