

# Fraternity and Sorority Life Town Hall: Updates from the Workgroups

Division of Student Affairs  
Tuesday, November 16



# Health and Wellness



# Workgroup Charge

The primary objective of this workgroup is to identify, evaluate, and propose mechanisms to support the health, safety, and well-being of fraternity and sorority members, pledges, and guests.

- The workgroup should identify attitudes, behaviors, and practices that contribute to creating healthy and safe communities, as well as those that inhibit the formation and sustenance of such environments.
- The work group will explore the Dyad recommendation related to a programming structure aimed at improving the health and safety of fraternity and sorority members. The workgroup should further analyze the internal recommendation eliminating alcohol from all sorority and fraternity events.
- The workgroup is also tasked with evaluating the current social event registration process and purpose.
- The workgroup should examine ways to encourage self-reporting and bystander intervention related to behaviors negatively impacting health and safety, including hazing.

# Health and Wellness Updates

- **FSL should create guidelines for informal gatherings:**
  - Provide clarity around what is an event
  - Provide training for events/registration
  - How can we be clear about distinguishing between “formal” and informal gatherings/events
- **Move Big/Little Brother/Sister nights to occur after initiation:**
  - Consider Big/Little Event Guidelines: On-campus, No alcohol, part of pledging or not?
- **Enhance training/programming around responsible citizenry:**
  - Peer to peer education/training regarding training
  - Consistent training related to health and wellness and bystander intervention that all members have to participate in

# Recruitment, Intake and New Members



# Workgroup Charge

- Examine policies and practices related to bringing in membership to fraternity and sorority chapters as well as new members and ongoing education reflecting the values and purposes of chapters.
- Evaluate the recruitment process and make recommendations to improve that process. Issues to be considered include threshold GPA requirements for individuals and chapters, first year student participation, qualities of new members contributing to chapter success, consideration of dashboards for evaluation of chapter performance, chapter expansion, new member educator training, and new member orientation procedures.
- Evaluate new member and ongoing member education content and delivery. Diversity and inclusion should be an integral component of any education program, targeted to all fraternity and sorority members.

# Recruitment, Intake and New Members Updates

Will be making recommendations across the following categories:

- Redefining the FSL value proposition
- Recruitment
- New member education
- Chapter performance & accountability
- Space

# Recruitment, Intake and New Members

## Selected Recommendations

- A values-based FSL community creates an experience for students that adds value to the overall VCU experience. The community's core values should be espoused throughout a student's entire collegiate experience. A committee of students from across all councils at VCU (IFC, CPC, NPHC, and MGC) should determine and define shared values for the community aligning with the VCU's Quest 2025 goals.
- We recommend that the recruitment by fraternities and sororities be delayed by six weeks from the start of the Fall academic semester or unless a longer time is specified by national councils or organizations. During this six week timeline we encourage council-wide promotion and outreach efforts that would promote the values and benefits of FSL membership.
- Create a list of new member's "bill of rights" that will better outline how new members are integrated and involved throughout their first semester. List things that new members are entitled to as they are going through the new member process.
- Create a comprehensive multicomponent training program that addresses diversity, equity, and inclusion; health and wellness; and safety concerns.
- Establish a formal Student Organization Scorecard or Rubric that is inclusive of the FSL organizations.
- Evaluate priority given to Fraternity and Sorority life in space reservation process.
- Incorporate FSL organizations into existing campus master plan and Commons renovation.



# Roles and Responsibilities



# Workgroup Charge

The objective of this workgroup was to delineate roles and responsibilities for offices, organizations and individuals supporting fraternity and sorority life at VCU. The workgroup examined relationships between the Division of Student Affairs, the Office of Fraternity and Sorority Life (FSL), councils, chapters, advisors and headquarters. The workgroup should propose policies and practices to provide an effective and seamless, to the extent practical, Fraternity and Sorority Life infrastructure.

# Roles and Responsibilities-FSL Office

- Completion by July 1, 2022 of a FSL Implementation Plan that includes key performance indicators to help ensure the various recommendations from the various workgroups can be evaluated and implemented in a timely manner.
- FSL office will establish a Relationship Statement for recognized chapters at the University.
- FSL will establish a yearly accreditation process that includes key performance indicators established by the office.
- FSL or appropriate VCU website to be updated to include positive highlights from the various organizations and councils, a breakdown of policies, organization discipline and outcomes, recognized and unrecognized chapters, parent resource page
- FSL create an infrastructure dashboard in terms of organizations submitting items at University level to be utilized for items such as; advisor contact information, required advising training, roster management, chapter constitution and bylaw submission, appropriate materials from Inter/National organization (or equivalent), chapter events, recruitment/intake processes, community service, training requirements, council transition reports.

# Roles and Responsibilities- Chapters/Councils

- Greek Councils should establish a Greek Life creed that shifts focus from social based organizations to values based organizations. The creed will help connect all councils and what it means to be a member of the Greek community. This creed can also connect to the relationship statement, accreditation process, and increase a sense of belonging as a Greek community.
- Yearly review and submission of chapter constitutions and bylaws.
- Review of council constitutions and bylaws to occur every two years and tracking of individual chapter constitutions and bylaws yearly.
- Attend quarterly educational training across the Greek membership. The quarterly training should focus on holistic timely topics that may include: Title IX, alcohol education, hazing education, membership development, and diversity, equity and inclusion training.
- Attendance at Annual Greek Life Retreat hosted by FSL to include council executive board members and individual chapter Presidents and two to three key executive board members.

# Roles and Responsibilities Updates-Advisors and Inter/National Headquarters

- Support consistent messaging in regards to the Student Code of Conduct to membership
- All organizations must have an advisor on file with the FSL office. FSL office will develop required annual training for Advisors that sets the expectations from the University and will keep Advisor contact information on file. Offer Advisors the opportunity to connect with other Advisors for support on a semesterly basis. Additionally, all chapters must have an Inter/National Office contact (or equivalent) on file annually with the FSL office.
- FSL should host an annual state of Greek Life meeting in which members of Inter/Nationals (or equivalent), advisors, and the Greek members are invited to hear updates on the Greek community.
- FSL should update Advisors and Inter/National Office (or equivalent), in accordance with VCU policy, on any conduct action charged against or taken against chapter organizations. This should include charges related to academic, risk management, or any other conduct in which the organization is being charged.
- FSL should partner with and collect from Inter/National Offices (or equivalent) all recruitment/intake expectations, programming requirements, academic standards, and risk management requirements.

# University and Community Relations



# Workgroup Charge

Identify and propose practices that foster communications and identify solutions to the challenges of fraternity and sorority life in the external community. This includes, but is not limited to;

- Openly and timely communications
- Event planning and coordination
- Noise, trash and parking
- Engagement of fraternity and sorority alumni and parents
- Incident response and resolution

# University and Community Relations

**Communications:** More education training/orientation on modeling the VCU Creed, expectations on being a responsible neighbor and good citizen

- Optimize the value and service component of Greek life: Volunteer events, annually meet your neighbors, S/F representation on neighborhood associations, website to highlight service, newsletter, annual flyer

**Event Planning:** Revamp party registration process and ensure compliance or penalties

- Develop a model of student-driven self regulation for party control, provide incentives, rewards and recognition. Ensure consequences, understanding and adherence to Student Code of Conduct

**Trash and Noise:** Build trash pick-up into party planning, more trash receptacles, self-monitor noise

**Housing:** F/S to voluntarily disclose housing location to build greater trust, transparency, safety

- Partner with F/S office to plan and determine process for disclosure (map), timing and communications each academic year. Seek mutual benefit
- Identify housing with signage/letters



# Hazing Policy



# Workgroup Charge

- Evaluate the adoption of a comprehensive, stand-alone umbrella hazing policy
- Incorporate requirements of state statutes
- Consider model policies and institutional benchmarks

# Hazing Policy Process

- Benchmarking
- Prepare DRAFT policy
  - Review and edit
- Post for Public Comment
- Review and edit again, as appropriate
- Undertake the approval process

# FSL Office Update



# FSL Office Updates

- Recruitment/Intake will be occurring in the spring semester
  - Currently working with each council to draft a schedule, forms, etc.
- FSL Handbook updates for spring 2022 will be released soon
  - Changes will take effect January 1, 2022
- Reviewing job descriptions to being hiring staff in spring 2022