
GREEK LIFE TASK FORCE

REPORT AND RECOMMENDATIONS

Worcester Polytechnic Institute

Report of the Greek Life Task Force to
Philip Clay, Dean of Students

May 5, 2006



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Philip Clay
Dean of Students
Worcester Polytechnic Institute
100 Institute Road
Worcester, MA 01609

Dear Dean Clay;

As Chair of the Greek Life Task Force, it is my pleasure to submit the final report of the Task Force. Since the Task Force began its work in November of 2005, the 50 committee members, including staff, Greek alumni, students, and members of the WPI Greek community, have worked very diligently to:

- Identify the outcomes of Greek Life appropriate at WPI,
- Research the current status of the Worcester Polytechnic Institute Greek Community through focus groups, surveys, interviews, and literature reviews, and
- Develop “best practice” recommendations for your review and approval.

This report is the result of more than 6 months of study, discussion and consultation by members of the Worcester Polytechnic Institute community. The report includes the input provided after numerous meetings with Interfraternity Council members, Panhellenic Council members, and Greek Chapter Presidents. The report is a fundamental component to moving the Greek community forward at WPI and I thank you for your full consideration of the included recommendations.

Respectfully submitted,

Emily Perlow
Chair, Greek Life Task Force

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Rationale of the Greek Life Task Force

Across the country Greek organizations face increasing challenges to help their collegiate chapter members understand, articulate, and model the values of their fraternal organizations. These values include academic achievement, community contribution, leadership development, social interaction, communal living, integrity development, values clarification, and loyalty to a group and to university during and following graduation from college.

Each of the fraternity chapters is guided by a set of communal expectations expressed through the fraternity symbols, creeds, and rituals. The rise in judicial issues, alcohol and drug abuse, assaults, and illegal activity within Greek communities across the country over the past several decades has caused many university and fraternal organization officials to question the degree to which the collegiate chapters are accomplishing the aims as set forth in the guiding principles of each organization. Additionally, courts have instituted a new duty to care on the part of colleges and universities in the last several decades, causing many colleges and universities, in collaboration with fraternal organizations, to develop mutually agreed upon recommendations for success.

Greek Life at WPI has an outstanding history. Many of the chapters represented at WPI represent some of the strongest chapters of their respective (inter)national organizations. Some of WPI's chapters are consistently recognized for their academic performance, alumni/ae involvement, and chapter operations at an (Inter)national level. However, over the past several years, Worcester Polytechnic Institute has also observed within the Greek community, a rise in a number of judicial issues including alcohol abuse, declining chapter membership numbers, chapter houses filled below capacity, and lowered alumni/ae involvement. For example, of the thirteen organizations represented at WPI, some have an extensive alumnae network, while others struggle to recruit one advisor. Some of WPI's chapters consistently have high performance during recruitment, while others are not meeting their recruitment goals. Some organizations have a strong sense of brotherhood/sisterhood, while others meet collectively for business meetings only. These observations beg the Greek community and its advocates to ask: Why are some organizations more successful than others? The answer is clear: there are some practices that are allowing chapters to achieve their goals—to live their missions—and there are other practices that are counterintuitive to those missions.

WPI embraces the philosophy, as expressed in the joint statement of AFA, FEA, NIC, and NPC, that “the host institution and general fraternity share the responsibility to do everything possible to encourage high performance.... There is a shared responsibility to take cooperative, constructive action designed to improve or change the fraternity experience...” (AFA, 1997, p. 21-3). WPI also recognizes that “a thriving Greek community can enhance student learning and leadership, build strong ties between the institution and its future alumni, and develop well-rounded students who value community and citizenship. The ability of higher education and fraternal headquarters to hold Greek communities accountable to their stated values can positively transform the student culture” (Collegiate Greek Community Task Force, 2005, p. 2).

Guided by these principles, the WPI Greek Life Programs mission statement currently expresses parallel efforts "to provide advisement, services and programs that ensure all chapter members, alumni and parents of Greek Life have a positive fraternal experience. Greek Life Programs reinforces the founding principles of fraternities: leadership, scholarship, community service, brotherhood/sisterhood in all aspects of the program. Greek Life Programs strives to provide a high quality, co-curricular experience for all Greek constituencies."

Objectives of the Greek Life Task Force

In the spring of 2005, it was decided that during the 2005-2006 academic year it would be valuable to review the Greek Life program at WPI. The intent of doing a comprehensive review of our Greek Life program is to examine our strengths and areas which WPI could strengthen in our program. The result was a collaborative plan to identify the best practices of high performing organizations and to provide a framework for implementation of these practices within all of WPI's chapters. The work of the Greek Life Task Force helps to support WPI Greek organizations in forming and maintaining a strong, principle-driven fraternal community.

The outcomes of membership in college fraternal organizations should be the following (Council for the Advancement of Standards (CAS) Self Assessment Guide, 2002):

- Intellectual growth
- Effective communication skills
- Realistic self appraisal
- Enhanced self esteem
- Clarification of values
- Appropriate career choices
- Leadership development
- Fitness and wellness
- The ability to relate meaningfully to others
- A capacity to work both independently and collaboratively
- The capacity to function in socially responsible ways
- A capacity to engage in a personally satisfying and productive style of living
- Appreciation of aesthetic differences
- Appreciation of cultural differences
- Civic mindedness
- Critical thinking
- Spiritual awareness
- Achievement of personal goals

Similarly, high performing fraternal organizations/communities place a strong emphasis on the following elements (Jelke and Kuh, 2003):

- Academic success
- Service to university and community
- Leadership development at the chapter and governing council levels
- Character building including values enforcement

These high performing communities exist on campuses where there is a high level of:

- Adaptation to a changing external environment
- Institutional support
- Additional involvement opportunities that compete for student time and membership

Using the Council for Advancement of Standards in Higher Education Fraternity and Sorority Advising Standards as a guide for exploration of various ever-present themes and questions, as well as the characteristics of involving organizations identified by the work of George Kuh and Alexander Astin, the Task Force collected information from the WPI community, Greek organizations, and other Greek communities through focus groups, forums, documents, and interviews to identify “best practices” for Greek organizations that lead to the accomplishment of the above listed outcomes. Using this information, the Task Force generated recommendations for the WPI Greek community, which are detailed in this report.

Structure of the Greek Life Task Force

Membership

The Task Force was composed of staff, students, alumni/ae, and national organization representatives, who are both Greek-affiliated and unaffiliated. Members were selected for the Task Force through recommendations from Student Life staff, through students via IFC and Panhellenic meetings, and through connections with (Inter)national organizations, and through a general call to the WPI community.

Committee structure

The Task Force was divided into eight committees. Each committee focused upon one of eight topical themes that have been identified as important to the success of high performing fraternal organizations and are important areas for consideration for Greek organizations at WPI (Jelke and Kuh, 2003). These committees are:

Academic Success—The Academic Success Committee examined best practices in the areas of:

- Academic support for new members and members
- Incentives for scholastic achievement
- Academic requirements for pledging and for joining
- Methods used to promote academic success among new members and members
- Academic resources available to chapters
- Academic honesty policies
- University support for academic success of Greek Chapters
- Reporting and comparison requirements of (Inter)national organizations

Facilities/Operations—The Facilities/Operations Committee examined best practices in the areas of:

- Fire and physical safety
- House management/maintenance/cleanliness
- Code and license standard compliance
- Relationship with city inspectors
- Neighbor and neighborhood relations
- Housing corporation function and duties
- Insurance
- Financial/budget management
- Technology use

Recruitment—The Recruitment Committee examined best practices in the areas of:

- Public relations efforts as they pertain to member recruitment
- Recruitment processes and techniques
- Recruitment training and education
- Bid extension processes

Member Development—The Member Development Committee examined best practices in the areas of:

- New member education expectations and guidelines
- Leadership development opportunities and offerings
- Officer training and transitions
- Organizational involvement within Greek organizations and other organizations
- Ritual/values development
- Use of campus resources

Governance—The Governance Committee examined best practices in the areas of:

- Role, function, and structure of the Interfraternity and Panhellenic Councils
- WPI Judicial Processes for organizational accountability
- Use of chapter-specific and council wide standards/judicial boards
- Relationship-building with Greek constituents

Alumni/ae Relations—The Alumni/ae Relations Committee examined best practices in the areas of:

- Advisor/alumni/ae recruitment
- Role of the alumni/ae association and house corporation
- Preparation/training and role of chapter advisors
- Preparation/training and role of faculty advisors
- Mission and role of Greek Alumni Council
- Communication with alumni/ae

Risk Management—The Risk Management Committee examined best practices regarding policies and educational offerings in the following areas:

- Alcohol and drug use
- Hazing
- Safety
- Sexual assault
- Social gatherings practices and policies
- Campus-wide and council-wide risk management policies
- Peer monitoring program effectiveness
- Training and education on relevant risk management topics
- Crisis management

Programming—The Programming Committee examined best practices in the areas of:

- Philanthropy/community service
- Greek-wide events such as Greek Week and the Greek Luau
- Public relations
- Recognition programs such as GAC Awards, Greek of the Week, and others
- Educational efforts targeted toward the following topics: diversity, wellness, citizenship, career development, social development, and ritual/ethics

Timeline

The work of the Task Force was divided into five phases: Formation, Exploration, Consultation, Implementation, and Evaluation.

Formation—During Phase I, a plan was developed with review from the Dean of Students, Vice President of Student Affairs, and a draft of the proposal was made available for review by the campus community via the Interfraternity and Panhellenic Council meetings. Feedback was solicited from students, staff, and alumni/ae about topics that may also require attention, as well as the names of suggested committee members. Chapters were encouraged to share the plan with their advisors and members.

Those nominated to serve on the committee by WPI administrators and students received letters during Phase I inviting them to participate on the Task Force and asking them to identify the committees which most interest them. Chairs for each of the committees were selected by the Dean of Students and were specifically invited to chair a specific committee based upon their level of experience and engagement in that area. At a half-day long retreat held during B-Term 2005, Task Force members reviewed the goals and objectives of the Greek Life Task Force, were issued a charge by Philip Clay, Dean of Students, and then divided into committees to develop a framework to address the topics and issues that fall within each committee area.

Exploration—During Phase II, each committee collected information to determine the best practices that fall within each committee area. In order to guide the information collection process, the Chair of the Greek Life Task Force provided each committee with a charge, including a set of questions that helped the committee identify strengths and weaknesses within the community. The Chair also provided suggestions and resources, as needed, for information collection. The committees used focus groups, interviews, (Inter)national resources, university and fraternal organization policies and procedures, site visits to other Greek communities, and websites, among other resources, to determine effective practices.

Consultation— Each committee submitted a preliminary report on its findings and provided recommendations for future practices of the Greek chapters and of the university. All Chapter Presidents, Interfraternity Council Members and Panhellenic Council members were invited to attend a retreat of the Task Force held in early D-Term 2006 to discuss the preliminary recommendations. The preliminary report was then compiled by the Chair and submitted to the Interfraternity Council and Panhellenic Council for review.

Implementation—Phase IV incorporated the feedback elicited during Phase III, resulting in revisions of the report. The final Greek Life Task Force report and recommendations as well as an

implementation plan are detailed in this report. Upon approval, the recommendations will be provided to Chapter Presidents, alumni/ae advisors and house corporation leaders, (Inter)national organizations, and publicized on the Greek Life website for public view. Chapter Presidents will be asked to sign a document indicating that they have received a copy of the recommendations and that the document has been reviewed with the Assistant Director of Student Activities and Greek Life Programs. A meeting will also be held with all Chapter Advisors to review the report and recommendations.

At the start of A-Term 2006, the recommendations will go into effect. During the first year, chapters will aspire to achieve the recommendations. During the second year, chapters will be required to meet or exceed the recommendations.

Evaluation—As with any new plan or process, it is important to evaluate the effectiveness of the plan. However, the plan needs at least two years to take effect before it is evaluated for its effectiveness. In the Fall of 2008, the Greek Life Task Force will be reconvened to evaluate the effectiveness of the recommendations and subsequent revisions will be made as needed. Dave Westol, Executive Director of Theta Chi Fraternity, recommends using a sunset legislation approach, with an evaluation in four years. He argues that programs are more likely to be successful, “if its stakeholders knew that the plan would be in place for a sufficient amount of time to take action with chapters that caused the need for oversight at the beginning” (Mamarchev, Sinna, and Heida, 2003, p. 209).

A timeline can be referenced in Appendix A.

Objectives of Greek Life at WPI

The following are the outcomes of Greek Life at WPI as identified by each committee. Within 5 years, the WPI Greek community should demonstrate measurable progress in accomplishing these objectives.

Academic Success

- We envision Greek Life at WPI which consistently seeks scholars by setting a standard of academic excellence within chapters.
- We envision a Greek Community at WPI which shows a higher overall academic performance than the respective male and female campus average.
- We envision continuous faculty and staff relations increasing and stimulating academic growth among chapters.
- We envision ongoing educational leadership programming related to the academic success of Greek chapters.
- We envision a set of academic standards for participating in a chapter’s new member orientation process.
- We envision Greek chapters having a clear definition of academic success and academic honesty.

Alumni Relations

- We envision Greek Life at WPI where alumni/ae actively participate and support their respective chapters monetarily and by volunteering their time and experience.
- We envision Greek Life at WPI where all alumni/ae advisors are properly trained to fulfill the duties of their position, including house corporation advisors, chapter advisors, and faculty advisors.
- We envision Greek Life at WPI where all alumni/ae advisor positions are filled.
- We envision Greek Life at WPI where undergraduate/alumni/ae events are successful through: Strong communications, engaging activities, long lasting traditions, strong alumni/ae involvement, including recent classes and older generations, non-alcohol based events, and events that provide a family based atmosphere.
- We envision Greek Life at WPI where the Greek Alumni Council is supportive of the undergraduate and alumni base.

Facilities and Operations

- We envision Greek Life at WPI where the physical facilities and internal operations of the Greek chapters and chapter houses are integral to supporting a WPI Greek community which fosters leadership development of its members and their capacity to function in socially responsible ways within a safe and secure environment. Leadership development is fostered not only by the undergraduate members within the chapters, but also by alumni who remain actively involved through housing corporations and alumni organizations.

Member Development

- We envision Greek Life at WPI where all chapters have safe, effective, and ethical practices in place for the training of new members. New members are to be treated with the respect and dignity that would be afforded to current full members. New members also have a working knowledge of how to run the chapter effectively.
- We envision Greek Life at WPI where all Greek members have opportunities and encouragement to pursue leadership positions both within the chapter and within the larger campus community.
- We envision Greek Life at WPI where Greek chapters strive to connect to the larger campus community by seeking out and promoting collaboration and involvement with other chapters on campus as well as promoting organizational and individual Greek involvement in the WPI campus community as a whole.
- We envision Greek Life at WPI where in order to ensure smooth and effective officer transition each chapter has and adheres to written processes and procedures which support officer training and transition.

- We envision Greek Life at WPI where all chapters have processes and procedures in place to support the ongoing development and understanding of chapter rituals and core values. This is to emphasize that ongoing growth and development pertains to all members of each Greek chapter; new members, active members and alumni alike.

Programming

- We envision Greek Life at WPI where chapters, at minimum, meet their national programming standards for topic areas, frequency, and chapter attendance.
- We envision Greek Life at WPI where chapters provide educational opportunities designed to strengthen members' personal and professional development.
- We envision Greek Life at WPI where chapters foster an appreciation for philanthropy and community service work among their chapter members, as well as take an active role in executing meaningful community service activities.
- We envision Greek Life at WPI where chapters foster a strong and positive image within the local, regional and national arenas.
- We envision Greek Life at WPI where chapters promote and identify chapter and community-wide accomplishments through special recognition programs.
- We envision Greek Life at WPI where chapters facilitate campus-wide programming initiatives that are designed to enhance campus-life.
- We envision Greek Life at WPI where chapters plan and articulate intentional outcomes for each activity within the chapter.

Recruitment

- We envision the creation and design of a recruitment experience which ensures Greek member *quality* while maintaining or growing the size of the WPI Greek community
- We envision a Greek community that presents and markets itself in a way that will attract new members. The community will recruit new members who are attracted to the current Greek community and will recruit members which may be demographically underrepresented in the current WPI Greek community (i.e. those types of students who are not interested in the current Greek community).
- We envision a Greek community where every unaffiliated student at least *considers* joining a fraternity/sorority.
- We envision a Greek community where every member understands how to and possesses the tools necessary to successfully recruit new members into the WPI Greek community.

- We envision a Greek community where Greek governance organizations (IFC and Panhellenic Council) are structured to support the recruitment of new members.

Risk Management

- We envision a WPI Greek community where risk management is embraced, understood, and practiced regularly by all Greek community members, not just chapter risk managers. Through peer education, risk management becomes part of the everyday culture of Greek Life and not just an agenda item to be reviewed at an annual member meeting.

Research and Recommendations of the Committees

On the following pages you will find the research findings and recommendations generated by each committee. In creating the recommendations, the committees used the above listed outcomes as guides.

Academic Success

The following recommendations of the Academic Success Committee are accepted with the following amendments:

Research Findings

Academics are at the core of the WPI mission statement and scholastic performance is one of the components of being a part of a Greek community. The Academic Success committee gathered information from the Educational Benchmarking, Inc. (EBI) data, scholarship chairs from each chapter, faculty and staff of WPI, Order of Omega, as well as from other institutions nationwide regarding new academic success practices. Based on data and information, the Academic Success Committee formed outcomes and recommendations.

The results of the EBI data indicated that students are satisfied with their membership because of enhanced academic abilities. The survey also showed 42% of Greek students have a GPA above 3.25; 71% have a GPA above 3.1; and 92% have a GPA above 2.75. In addition, students are neutral to slightly satisfied with their faculty engagement. The results also indicated that time for studying is more or less evenly distributed between 6 hours and above 25 hours. In the area of academic development, students felt fraternity and sorority membership enhanced time management skills, was, and academic skills, such as reading and computer skills, were least enhanced by fraternity membership. This may be due to the fact that most WPI students are already equipped with strong reading and computer skills.

In addition to the EBI data, a Greek Life survey was administered to all Scholarship Chairs of Greek chapters (See Appendix B). The questions pertained to academic and GPA requirements, advisors and their role, facilities within chapters, scholarships, member support for academics, and rewards and incentives with reference to academics. The results were received from twelve of thirteen chapters. Seven chapters indicated that they do not have requirements for becoming a new member apart from good academic standing with the university. Six out of twelve chapters find that members who are involved in their fraternity do better academically, generally due to improved time management skills. In addition, only eight of the twelve Greek chapters provide an academic orientation for their members. Only five out of the twelve chapters surveyed said their library acted as a quiet study room,

while four used other rooms as a quiet study room, and only one chapter maintained nightly quiet hours after 11 P.M. Only one of the chapters proctored study times in the library for two hours, two times a week for members in need of academic assistance, and only three chapters schedule study times during finals. All of the chapters surveyed indicated that the chapter houses provided a good environment for learning, yet each chapter's practices were academically beneficial for different reasons.

There currently is only one requirement for participating in new member recruitment (Greek Life Survey, Appendix B), there are no specific academic requirements to become a new member as an upperclassman (Greek Life Survey, Appendix B), the interest in achieving higher academic goals is not encouraged (Order of Omega Survey, Appendix D; EBI data). There is data that institutions similar to WPI have similar requirements as outlined herein (Greek Life Task Force in San Jose University, University of Maryland, Ohio State University, New York University, and Lehigh University, California State University). Additionally, the Standard of Academic Excellence of the National Interfraternity Conference report is used as a base for the minimal requirements for academic excellence.

In addition, we gathered GPA and credit requirements regarding new member orientation from several schools with Greek communities that are comparable to WPI. We found that GPA requirements ranged from no requirement to a 2.6. We found that credit requirements ranged from no credit requirement to 15 credits (5/3 units) for freshmen to 41 credits (approximately 14/3 units) for transfer and upperclass students. The variance in these numbers is accredited to the time of year each school starts recruitment and new member orientation. Those schools, which have similar schedules to WPI, had an average GPA of 2.2 and an average credit requirement of 12 credits (4/3 units). The EBI survey showed that Greek students here at WPI are satisfied with the way their involvement in the Greek community has enhanced their academic skills, and 70% of the community has attained a 3.0 GPA or higher. While these results are good, we believe that academics are at the core of Greek life and necessitate further support.

The faculty and staff of WPI were also surveyed (See Appendix C). Questions included knowledge of Greek Life, relation between Greek Life and academic performance, and comfort level with getting involved within the Greek community. Out of 29 completed surveys, 65.5% were staff, 34.5% were faculty, 50% were at WPI for 10 years or more, and 17% were a member of a Greek organization. The results indicated that over 50% would attend an event hosted by the Greek community to become better educated on Greek Life, 68% indicated that they had no interaction with Greek chapters outside of the academic setting, and 43% indicated that they would advise a Greek chapter if given the opportunity.

Order of Omega, a national honor society with a chapter at WPI, was also given a survey (See Appendix D). Questions surveyed students to ascertain the level of encouragement and acknowledgement for participating in an honor society, influence of membership on academic performance, and necessity of honors organizations. Out of responses, 75% stated that his or her chapter members have not been strongly encouraged to apply, 25% indicate that there is a lack of credibility for being in the organization, and 50% indicate that the influence of membership on academic performance is positive.

Faculty, staff, Order of Omega members, and scholarship chairs we asked to define academic success. The results indicated that there is no clear definition of academic success within the Greek community.

Recommendations

The Committee on Academic Success makes the following recommendations in these specific areas:

Standards of Excellence Scholarship Plan

- Every chapter should have a Scholarship Chair, or other officer whose responsibility is to promote academic success within the chapter.
- Each chapter should create a Standard of Academic Excellence, in conjunction with the Chapter Advisor, Faculty Advisor, and Scholastic Chair of the chapter. The supervision of the minimum standards is the responsibility of the Student Activities Office. The plan should include, but is not limited to, the following components:
 - Each chapter abides by their national academic guidelines
 - A copy of WPI's statement of Academic Success and Academic Honesty is posted in the chapter house(s)
 - A program during new member orientation on topics related to academic success
 - An educational program of academic focus at least once per semester
 - Recognition for the outstanding academic performance of chapter members. Each chapter recognizes their scholarly members with postings of their success and/or awards/incentives and requires struggling members to seek help in raising their GPA
 - Plans to support and recognize at least 10% of members in an academic honors organization including Charles O. Thompson Scholars, Crimson and Gray members, Order of Omega or Rho Lambda membership, or other organizations as defined by chapter
 - A scholarship contract for prospective members that specifies the GPA requirements for continual membership and provisions for helping members who are struggling academically. If members fail to meet guidelines, each chapter determines the type of probationary status
 - A comfortable academic learning environment for members by establishing and maintaining nightly quiet hours, and quiet study rooms maintained and regularly cleaned. Extended quiet hours are upheld during finals and scheduled study times.

Approved as amended.

 - An annual scholarship budget. Eight of the twelve chapters surveyed have a scholarship budget and four of those eight provide well over \$100. Providing funds has a secondary benefit of indicating a chapter's commitment to academics
 - A database consisting of members' majors and current class load. This will allow for in house tutoring and group studying
- The chapter's Scholarship Chair, in collaboration with the Student Activities Office, should supervise the academic performance of each member and of the entire chapter. Greek members should be in good standing with the University. The Scholarship Chair of each chapter should provide particular academic programming and support for those members who do not meet the above requirement and all of the new members, who after B-Term, have passed only 4 out of 6 classes. This programming should exist as a part of the academic plan of each chapter.

Approved as amended.

Connecting with Campus Resources

- The Student Activities Office is responsible for coordinating with other academic campus resources a training program for all chapter Scholarship Chairs on academic programming including creating and presenting a pamphlet on how to get good grades in college and balance fraternal obligations. Evaluations of each academic program from participants should be submitted to the Student Activities Office within one week of program completion.

Academic Requirements for Greek Organizations

- WPI should revise the system of academic requirements for participating in a chapter's new member orientation process. This includes revising the requirements for becoming a new member. In order to pledge an organization, first year students and transfer students must be in good academic standing as defined by WPI and have a passing rate of 4/6 classes for the last two terms. Upperclassmen, defined as having completed one year of enrollment at WPI, must be in good academic standing as defined by WPI for no less than two terms prior to participating in the new member orientation process. If students have not met the aforementioned recommendations they will be considered ineligible to continue with the new member orientation process until the requirements have been met. **Approved as amended.**
- In order for chapters to help their new members meet the aforementioned recommendations, chapters should do the following:
 - Relate the importance of strong academic performance in Greek Life to potential new members during recruitment
 - Hold weekly study sessions at the house during new member orientation
 - Educate new members on time management and study skills. Materials to educate students on time management and study skills are available in the Academic Resources and Academic Advising Offices
 - Encourage Big Brothers/Big Sisters to help their Little Brothers/Sisters with classes and time management
 - Have the New Member Orientation Leader appoint a brother or sister as an educator in charge of the academic progress of all new members. This can be the chapter's Scholarship Chair
- Each chapter should maintain a GPA which is above the respective all male and female average, as provided by the WPI Registrar's Office. The Student Activities Office, along with other campus resources, supervises the requirement. The chapters which do not meet this minimum standard obtain a "probation" status which requires them to reach that standard within a period of time decided by the Student Activities Office, by showing a constant increase in GPA for each term. If not achieved the chapter is placed on a probationary status. **Not approved due to inconsistency with the University philosophy in not using GPAs as a measure of progress. Because of this philosophy, the all women's and all men's averages are unknown.**

Recognition for Academic Excellence

- The University should provide recognition, such as posting in *Tech News* and recognition at the Greek Alumni Council Awards, for the members who are in Greek honor societies equivalent to the recognition that members of other non-Greek honor societies receive. **Approved as amended.**

Faculty Advisors

- Each chapter should have a faculty or staff advisor from WPI that need not be affiliated with the respective chapter. Each advisor will be required to attend at least one non-ritual meeting per term with the chapter's Executive Council. WPI should maintain a list of interested faculty advisors. Faculty advisors will be trained by the Student Activities Office and will be given a handbook on faculty advisor guidelines and details for academic success. It is recommended that the faculty advisor of each chapter coordinate workshops to support academic success. Workshops might include test taking, study skills, time management, and writing. The advisor should also assist the students who are struggling academically to create a plan for achieving the individual student's goals.
- The Interfraternity and Panhellenic Councils should organize an annual formal event for all Greek chapters to socialize with WPI faculty and staff. Individual houses should also organize similar events in order to improve faculty and staff relations with their chapter.
- The Student Activities Office should explore the creation of an online faculty and staff support system for Greek students on myWPI with scheduled online chats in a particular discipline at WPI for all Greek students to provide additional educational help. The chat would be facilitated by a professor. A new coordinator position on IFC and Panhellenic Council would coordinate and manage these online chats.

Alumni/ae Relations

The following recommendations of the Alumni/ae Relations Committee are accepted with the following amendments:

Research Findings

Active alumni/ae involvement is an integral part of the success of a Greek organization on any campus. Alumni/ae provide another base of support for the undergraduates in each chapter. This support can come in many areas including assistance in chapter management, chapter and institutional history, mentorship and guidance. Training and communication are essential to the strength of the advisors who have a direct effect on chapter strength. Another key area of support provided to the chapters comes from the university through organizations such as the Office of Student Activities, IFC and Panhellenic Council, and the Greek Alumni Council.

Through a survey of Greek chapters (See Appendix B), the Alumni Relations Committee found that:

- Many successful alumni/ae events are traditional events and always at the same time of year, such as Homecoming or a yearly golf event
- There is a direct correlation between chapter strength and having an involved advisor
- Chapters with an advisor training program generally had stronger advisor involvement and most, if not all roles filled
- Communication is vital for successful and effective activities and support
- Support from the university is important for a fully developed advisor program

Recommendations

The Committee on Alumni Relations makes the following recommendations in these specific areas:

Events

- For successful alumni/undergraduate events, chapters should plan events that meet the scheduling needs of alumni. This includes:
 - Two months notice minimum to alumni for every event
 - Family oriented events for alumni with families to participate
 - Publication in WPI materials (e.g. *The Bridge*)
 - At least two events per year
 - Realistic participation goals

Advisors

- WPI should create a standardized Greek Advisor training manual and training program for each of the three advisor positions: Chapter Advisor, Faculty Advisor, and House Corporation President, which would educate and promote ideas including, but not limited to: risk management and safety, WPI/Greek Policies and procedures, establishing an effective and professional relationship with the undergraduates and WPI, and handling disputes that require outside mediation.
- All chapters recognized by WPI must have at least one advisor in regular contact with the chapter and documented with the WPI Greek Advisor or designee. **Approved as amended.**

Communication

- A Greek alumni database should be created that is accessible to all current Greek Presidents and Alumni/ae Chairs.
- Chapters should have a formal communication device such as a newsletter. Many chapters find having a younger alumni/ae email list and then a separate older alumni/ae email list to be more effective. Also consider having a “class agent” for each class to be in charge of contacting their respective classes.
- Chapters should communicate to seniors about participating in their chapters and on campus after graduating.

Greek Alumni Council (GAC)

- Greek Alumni Council (GAC) should inform Greek alumni and undergraduates quarterly about Greek campus news (e.g. email newsletter, *Tech News* alumni section, etc.) with a 50/50 split of undergraduate and alumni news.
- Greek Alumni Council should look to develop additional GAC Awards supporting new Greek Life Task Force initiatives.
- Greek Alumni Council should create an event manual with all applicable information for the undergraduate chapters to be able to plan, publicize, and host alumni/ae events.

- Greek Alumni Council should create a pre-recruitment mailing for parents of new students regarding the Greek community from an alumni/ae perspective and possibly hold a seminar on Parent's Weekend.
- Greek Alumni Council should host a career development day for undergraduates and younger/older alumni/ae.

Facilities and Operations

The following recommendations of the Facilities and Operations Committee are accepted with the following amendments:

Underlying many of the outcomes of membership that the WPI Greek community is seeking to foster are the physical chapter houses, which, if not properly maintained and operated, can undermine chapter achievement.

Research Findings

Research has shown that having a strong chapter facility, strong housing corporations and sound financial and operational processes are one of the largest contributing factors to a successful chapter.

In direct interviews with City of Worcester housing/building inspectors, the committee found that the City Inspectors want to work together to complete all inspections in a timely fashion, prefer and will insist upon working with alumni, wish to work with the WPI Greek community to achieve a safe environment within the chapter houses, and indicated that they would be less lenient, in terms of addressing code violations, with fraternity/sorority groups, which have historically been treated very differently from other lodging houses.

Through a survey of Graduate Building Corporations (See Appendix E), the committee found that, while not all House Corporations responded, most that responded stated they are incorporated within the Commonwealth of Massachusetts, yet several were unsure of corporation status. Most respondents indicated that the chapters and the Housing Corporations have annual budgets for the House Corporation. Few of the House Corporations were willing to openly provide detailed information.

Through a survey of undergraduate chapter officers (See Appendix B), the committee found that, while not all chapters responded, the undergraduate chapters were more open with providing information. Overall, there is not a single consistent way for managing facilities and operations. However, the majority have policies and procedures in place for house operations, house maintenance, and financial operations.

The committee also relied on knowledge based on personal experiences of the committee members within the WPI Greek community, through service to their respective (Inter)national organizations, and within other college Greek communities.

Recommendations

The Committee on Facilities and Operations makes the following recommendations in these specific areas:

Code Compliance

- In order to ensure the safety of the WPI Greek Community and its members, all chapters should be aware of and comply with all Life Safety Codes as set forth by local and Commonwealth authorities and have all the proper licenses and permits which are required to operate a fraternity or sorority house, which are classified as and subject to code items relevant to lodging houses. Those codes include:
 - Life Safety Code – NFPA 101
 - Sprinkler Protection – NFPA 13/13R
 - Smoke Alarms – NFPA 72
 - Alarm Supervision – NFPA 71 (part of 72)
 - Current Electrical Code
 - Carbon Monoxide Detectors — NFPA 720
- Chapters should work with local agencies to conduct a facilities audit. Following the facilities audit, chapters should identify those areas within facilities management needing attention. Chapters should then work with their Housing Corporation to create a strategic plan for implementing changes in order to maintain the facility over time with scheduled improvements. Over the next two years, Housing Corporations should implement their plan. On an ongoing basis, is it important for Housing Corporations to work along with the undergraduate chapter House Manager to perform regular inspections of the chapter houses and work to keep the facilities in full compliance with all codes. **Approved as amended.**

House Corporation Organization

- All chapter houses must be owned by, or rented through, a duly licensed House Corporation. Such House Corporations should be recognized by the Secretary of the Commonwealth of Massachusetts. They should be recognized by the Internal Revenue Service as 501-(C)-7, non-profit corporation or other similar designation. All corporation documents should be filed with IFC and/or WPI.

Insurance

- All chapters and chapter houses must be adequately insured. All House Corporations should review insurance needs on an ongoing basis to insure that coverage is adequate and not overlapping. Annually, chapters should evaluate all current coverage, assess the needs of the corporation and chapter, and obtain the needed coverage or reduce excess coverage. Copies of all insurance documents should be filed with IFC and/or WPI. Appropriate coverage should include:
 - Physical property coverage at replacement cost
 - Contents coverage adequate to replace House Corporation owned property in the event of a loss. This should include property valuation and determination of replacement costs, inventory of corporation owned assets and evaluation of liability exposure
 - Adequate liability coverage for the chapter and Housing Corporation
 - Additional coverage that the Corporation deems appropriate

Maintenance and Upkeep

It is often stated that the condition of a chapter house is a direct reflection on the stability of the chapter; therefore the committee recommends the following:

- All chapters and house corporations should have rules, guidelines and regulations for proper maintenance and upkeep of their chapter houses. These include such items as general cleanliness and repairs. Chapters should annually review all current rules, guidelines and regulations and put methods into place for enforcement, maintenance, and upkeep shared equally among chapter members. **Approved as amended.**
- All chapters must maintain the exterior of their chapter houses at all times including summer yard maintenance. **Approved as amended.**

Financial Operations

As with the condition of the chapter house reflecting stability, the financial operation of the chapter is an even stronger indicator of a chapter's ability to weather changes and remain a viable and positive part of the Greek community. So many of the outcomes that the WPI Greek community is looking to instill rest on the ability for each chapter to function smoothly.

- All chapters must have sound financial operations and oversight. This includes the setting and collection of rents, creation and maintenance of budgets, and keeping proper financial records. As this is such a critical area for the chapters, House Corporations will need to work with chapters to review and audit current procedures and policies and to develop new or adapt existing procedures and policies to ensure a healthy financial foundation for the chapter. On an ongoing basis, the House Corporations and chapters should review all financial polices and procedures as well as conduct regular audits of all financial records.

Neighbor Relations

- All chapters must have open and continuous communication with their neighbors. Policies for maintaining neighbor relations must be set in place within the chapter and house corporation. Chapters must first assess their current neighbor relationships and then work to improve those relations where needed. Additionally the chapters need to work on an ongoing basis to review these policies and relationships in collaboration with alumni/ae and House Corporations. All problems/issues that do arise must be addressed in a timely fashion. **Approved as amended.**

Resources

- Resources should be available to all chapters and House Corporations to assist in the upkeep and repair of chapter houses and compliance with code and corporation requirements. This information should be updated on a regular basis and kept in a centrally located, easily accessible location.
- Greek Alumni Council (GAC) should provide training seminars, manuals, and other documentation to assist the chapters and Housing Corporations. GAC should also work with IFC to inform graduate and undergraduate members about codes, insurance, financial operations, and other operational needs. Ideally, GAC should create a website where resources are maintained and disseminated to the WPI Greek community. Finally, GAC should work with alumni to facilitate open communication among Housing Corporations and alumni groups.

Governance

The following recommendations of the Governance Committee are accepted with the following amendments:

The basic values of the fraternity experience such as mutual support, leadership development, and life-long friendship are as valid and treasured as they ever were at WPI. The greatest challenge to the welfare of the Greek community and its individual members in the new millennium is the need for greater moderation, accountability and responsibility. The Governance Committee proposals present an important element in this reform process, which may enable the Greek community to achieve greater self-governance and accountability. In addition, it is hoped that implementation of these proposals may bolster the leadership experience of the members, improve relationships with our university and our neighbors, and bring equality and power-sharing within the entire fraternity system.

Research Findings

The Governance Committee has centered on the structure of the collective fraternity governance system. Discussions were held with members of the Panhellenic Council, but since their level of organization appeared very good, and with time limited, it was decided to concentrate on the Interfraternity Council. The system has grown to focus on protecting the chapters from each other and collectively the chapters from the “Administration.” We offer the governance proposals herein for the greater purpose of raising the reputation of the IFC within the faculty and student body and raising entire fraternity experience to one of growth in leadership, friendship, and institutional loyalty. The committee collected and reviewed the by-laws of over a dozen Interfraternity Councils nationwide. Members also had extensive discussions with IFC officers and administrators at Rensselaer Polytechnic Institute, Massachusetts Institute of Technology, and Rose Hulman Institute of Technology. “Best practices” were assembled, reviewed, and used to formulate the recommendations which follow.

Proposed Basic Structure of the Governance System

It is proposed that the Interfraternity Council at WPI be reorganized into three distinct branches, including the Legislative Branch, Executive Branch, and Judicial Board. The following outline includes highlights of reform for each branch.

- *Legislative Branch*—Formulates policy/regulations and has powers to impeach executives. One member is chosen by each chapter for a one year term. The recommendations that the Governance Committee has developed for the Legislative Branch of the IFC are intended to strengthen and legitimize the current organization. It is the desire of the Task Force to make the new positions on the IFC recognized as respected campus responsibilities and desirable leadership achievements.
- *Executive Branch*--President, Vice President, Secretary, Treasurer, and Risk Manager are elected by the Greek community as a whole. Positions are nominated by an overseeing elections operating committee appointed by the outgoing IFC President. The Executive Branch operates the functions of Interfraternity Council. **Approved as amended.**
- *Judicial Board*--The Greek Judicial Board hears cases (described below) which may be brought before it. The Board will include a Chief Justice to be elected at large for a one-year term. Four

other voting justices will be filled at random for each case from a pool of justices representing each chapter. A WPI administrator is a non-voting ex-officio member.

Proposed Legislative Branch

The proposed Legislative Branch will be composed of one representative from each chapter to be chosen within the chapter (appointed or elected, as the chapter prefers). It is highly recommended that the chapter's IFC legislator not be the Chapter President. It is the objective of this reorganization that the IFC Legislators be important, distinct positions held by men selected for the position in their own right, not an ex-officio add-on responsibility of another office.

The Legislative Branch will develop the rules and bylaws which govern the Interfraternity Council. A new responsibility for the legislative branch will be the ability and requirement to recall non-performing Executive Officers. Executive Officer vacancies, for whatever reason, will be filled by appointment made by the remaining Executive Officers subject to the ratification by the Legislative Branch. In addition to the above items, the Legislative Branch shall have the responsibility to review annually the Constitution and By-Laws, making changes as necessary, and pass such general regulations as may be necessary for proper operation of the fraternity system at WPI.

Proposed Executive Branch

The IFC Executive Branch should be decreased to five Executive Officers, forming the IFC Executive Committee. They are: President, Vice President, Risk Manager, Secretary and Treasurer. It is proposed that these officers run as candidates-at-large on stated platforms and be elected by the entire Greek community through an on-line electoral ballot described below. It is intended that having the Executive Officers selected through broad electoral election will give the group the respect of the Greek members and that officer accountability will be increased.

In the event that an officer requires a replacement, whether on an interim or permanent basis, a suitable replacement will be nominated by the Executive Committee. That nomination will then be forwarded to the Legislative Branch for ratification. Each officer will have the responsibility to oversee and coordinate their assigned operational committees. **Approved as amended.**

Each officer should have the following responsibilities:

- President
 - Preside over all IFC general meetings
 - Preside over IFC Executive Committee meetings
 - Organize a meeting with Chapter Presidents twice a term.
 - Other duties, where appropriate, as currently assigned in the current bylaws
- Vice President
 - Serve as President in absence of the elected President
 - Oversee IFC Recruitment Committee
 - Oversee IFC Intramural Committee
 - Other duties, as currently assigned in the current by-laws
- Secretary
 - Oversee the IFC Scholarship Committee
 - Oversee IFC Public Relations Committee
 - Oversee IFC Website Committee
 - Other duties, as currently assigned in the current bylaws

- Treasurer
 - Oversee IFC Community Service Committee
 - Oversee IFC Activities Committee
 - Other duties as currently assigned in the current bylaws
- Risk Manager
 - Oversee IFC Risk Committee
 - Other duties, where appropriate, as currently assigned in the current bylaws

The responsibility for ad hoc committee appointments will rest with the President and supervised by the Executive Officer to whom they are assigned. The Executive Committee will be responsible for appointing members to the individual committees. All members of the Greek community are eligible, except those serving in the IFC Judicial Branch. No committee should have more than one member from any single chapter, not including the elected officer. The number of members of a committee will remain at the discretion of the presiding committee chairman.

The Executive Committee will make periodic reports to the legislative branch to insure good communications between the branches.

The Campus Judicial System

The dominant judicial process at WPI, as clearly outlined in the Student Handbook, is under the direct authority of the President of WPI and those appointed by him. The basic governing articles are the:

- Campus Code of Conduct
- Academic Honesty Policy
- WPI Drug and Alcohol Policies
- The WPI Anti-Harassment Policy
- Policy on Sexual Misconduct
- WPI and Massachusetts Hazing Laws

The above policies are a part of the Constitution of the WPI Campus Judicial System which includes the office of the Dean of Students, the Campus Hearing Board and the Presidential Board of Appeals. The forgoing entities and their procedures are described in detail in the Student Handbook.

Proposed Greek Judicial System

Merits further study and analysis. A committee will be appointed composed of Philip Clay, Dean of Students, Emily Perlow, Assistant Director of Student Activities and Greek Life Programs, Interfraternity Council President, and Panhellenic Council President to further explore the compatibility of the proposed judicial model with the current Campus Judicial Process.

Embedded within the Campus Judicial System are a number of policies and regulations which are unique to the Greek system. The most comprehensive of these are located in the:

- The Greek Relationship Statement for the Fraternity and Sorority System
- Expectations for Gatherings at Greek Chapter Houses
- Internal IFC regulations (e.g. recruitment and inter-chapter relations)

It is expected that issues arising from violations of the above policies and regulations are the cases that would originate with the Greek judicial system.

Some of the main problems investigated by the Governance Committee were in the judicial system. The desire to have a functioning, fair, consistent, and viable judicial system within Greek Life was paramount among the concerns of the committee. The committee feels strongly that the unique nature of collegiate Greek Life requires that there be a campus judicial system, which can adjudicate issues involving the Greek chapters and members. In cases where the nature of the offense was such that it was inappropriate for the Greek Judicial Board to deal with the issue, the case should be referred to the Campus Hearing Board, by the Greek Board, or by the Dean of Students office.

Judicial reform is unquestionably needed. In truth, the judicial process within the Interfraternity Council system at WPI is not functional. This is in contrast to what is generally considered to be a well functioning system in Panhellenic Council. While the committee is sensitive to efforts of current IFC officers to rejuvenate the system, we believe total restructuring is needed to prevent future deterioration. It is the view of the committee that too many conflicts of interest currently exist within the IFC judicial system, and that these have contributed to the system's decline. A level of mistrust was also observed, and it seems the system is designed to foster such sentiments.

Currently, the judicial processes of the IFC are weighted down by the other functions of governance. The IFC Vice President, for example, chairs the Judicial Board and this represent a conflict of interest and blending of the executive and judicial roles.

The central goal of such adjudication is to interpret facts and determine whether or not a policy was violated. Justices should be expected to make impartial judgments based on facts, and not upon the parochial interests of their particular chapter. Fraternities must learn to trust and respect their system of governance.

Constitution of the Board—It is proposed that the Judicial Board on a given case be composed of four seniors and the Chief Justice. The fifth member of the Judicial Board would be designated as Chief Justice. The Committee envisions that the position of Chief Justice would be filled through a system wide election in the same manner as recommended for executive positions. The Chief Justice would have several responsibilities. These include the planning of day-to-day business for the board, the scheduling of meetings and trials, and informing the chapters through the Legislative Branch of the activities of the Judicial Board. The Chief Justice would also serve as a consistent source of leadership for the judicial branch. The Chief Justice would help to ensure fairness on a case-to-case basis, consistent application of procedure, the retention of case history and encourage equal application and enforcement of the policies.

The four other participating justices in a given case would be drawn by lot from a pool of seniors each nominated by their respective fraternities. It is the belief of this committee that such structural reform within the IFC judicial responsibilities will accomplish the goals of eliminating conflicts of interest, creating a truly independent judicial body, and establishing an important leadership position within the Greek Community at WPI. The intense desire of each chapter to be an active party to the judgment of cases that the Task Force encountered illustrated the depth of distrust inherent in the current system. Matters of law should not be subject to the interests of any individual or the agenda of any organization, but only to the ideal of justice. As such it is the unanimous opinion of the Governance Committee that representation of every chapter on the Judicial Board serves no purpose beyond

satisfying distrust between chapters. The honest pursuit of this justice leaves no room for ulterior motives, interests, or agenda. Accordingly, the justices on a given case will consist of the Chief Justice and four justices drawn by lot from a pool of justices appointed from each chapter.

Addition of an Ex-Officio Administration Official—Currently a culture of mistrust exists between the fraternity system and the “Administration.” Chapters often feel persecuted by “the Hill,” and the Administration has not always been satisfied with the result or quality of judicial proceedings. In the past this has led to Administration officials overturning or adding to sentences handed down by the IFC judicial body when not satisfied with the outcome. Such action only further contributes to the deterioration of the healthy relationship that should exist between the Administration and the Greek community.

In an effort to combat this issue, the Governance Committee is recommending that an Administration official be a non-voting member of the judicial body in an ex-officio capacity. That is to say that they would have all the powers and responsibilities of any other justice on the board, but they would not be given a vote on the case. This Administration official should hold as high a position as possible, though such a responsibility also requires a certain expertise and job description. Such a situation will allow the Administrator to gain intimate knowledge of the facts of the case and the arguments presented, to witness the deliberations of the justices, and to inform the justices of precedents and unexpected outcomes such as those derived from the law of unintended consequences.

If such a system were implemented it would likely end the practice of overturning Judicial Board sentences and instead promote compromise on the part of both the administration and also of the Greek justices. Thus sanctions levied by the Greek Judicial Board would already in effect have been approved by the Administration. The practice also gives the decision the weight of having been jointly issued by the Greek Community and WPI. This would no doubt contribute to the overall goal of building respect for the Greek governing system amongst the general population. The close proximity of the justices would also help to build a trusting relationship between Greek students and Administration as each party better comes to understand the concerns of the other, and as they work together to adjudicate rather than solely promoting opposing interests.

The committee would also like to clarify this recommendation with respect to one issue. We believe the only restriction to be placed on the powers of the ex-officio member must be with respect to voting. The Administrator is considered a justice, and as such may not be asked to leave during portions of the case or deliberation. Such a practice would completely defeat the purpose of the committee’s recommendation that they be included in the judicial process.

Membership—The Governance Committee recommends that the privilege of being a justice be reserved for seniors. The committee does not assume that every underclassman is unqualified, but instead makes this recommendation in light of several factors. Firstly it is indisputable that seniors generally carry with them an increased maturity and sense of respect and responsibility which is desirable for the process of fair adjudication. Seniors also have more responsibilities outside of the Greek system. Members would be selected during the spring (D-Term) of their junior year, and would begin the transition and training processes immediately after selection was completed. It is the intention of the Committee that justices serve in an official capacity for a full term and until the end of their senior year. A provision may be made for alternatives in the case of a planned representative absence. Serving Chapter Presidents could not be members of the Board, but participation by past presidents would be permissible.

Jurisdiction—The previous recommendation of including an administrator on the Judicial Board in an ex-officio capacity would also serve to resolve another of the more troubling problems encountered by the Governance Committee during our research. It seems that the distrust between school officials and Greek members has clouded the jurisdiction of the Greek judicial body. Having an administrator on the board as part of the process will help with such matters. While the jurisdiction of the board may be limited at the onset, the responsibilities of the body can be expanded as it proves its reliability. In any case, WPI officials and Greek leaders will need to establish and agree upon clear and concise jurisdictional guidelines.

The Committee recommends that cases dealing with sexual assault, serious injury, and death be handled exclusively by WPI. The jurisdiction of the board could initially be defined as being limited to issues unique to the Greek system. Recruitment is certainly an area in which the board can begin to exercise power immediately.

Appeals—Appeals should be made to the appointed administrator directly, or to the Campus Hearing Board. If, a party feels that the judgment made by their peers is flawed in some way, then that party may make an appeal to the campus as a whole in the form of the Campus Hearing Board. This recommendation is based on the desire of this committee to provide an appeals process, but also to facilitate quick decision-making and enforcement capabilities.

Training and Transition—The committee firmly believes that a precondition for any successfully functioning Judicial Board is preliminary training. Justices will need to be made familiar with fraternity, campus, state, and federal regulations. Measures must also be taken to train justices in dealing with all the issues that arise when passing official judgment on one's peers. The committee cannot stress how vital adequate training is to the success of this program. In addition to formal training, inexperienced justices should be brought in to witness cases as they are brought forth. Such experience would help the new justices to become familiar with the workings and concerns of the actual process.

Selection of Officers and Judiciary Members

An Election Board, appointed in advance by the outgoing IFC officers, would supervise elections of the five IFC Executive Officers (President, Vice President, Risk Manager, Secretary and Treasurer) and the Chief Justice.

Those wishing to be candidates for an above office must register with the Election Board on a form with ten supporting Greek signatures, of which a limit of three could be from their own chapter. Such a process would require that candidates campaign throughout the Greek System and address issues (as do Student Government Association candidates) with a statement of their positions. This practice would also reinforce the notion that the executive positions serve the Greek community and not the interests of a single chapter.

Each officer will be elected by a majority vote of the Greek system using an electoral voting process. Each chapter, through an on-line, individual vote of each of its members overseen by the Election Board, would elect one candidate for each of the five executive positions and the Chief Justice. Those receiving the majority vote of the chapters would be elected to the position. In case of ties, a runoff would be required.

Candidates not elected for Executive positions or Chief Justice may be considered among others for appointment by the elected officers to Committee Chairmanships. Delegates to the Legislative Branch will be elected or appointed by each chapter in the manner decided by the chapter. The pool of justices will contain one senior elected or appointed by each chapter in a manner decided by the chapter.

Summary

It is after careful research and interactions with other universities comparable to WPI that the Governance Committee has put forth the preceding recommendations. The intention of the workgroup was to synergize best practices amongst the institutions studied. After determining these best practices, the committee concluded that a change in the WPI Greek System's governmental structure is not only necessary to make fraternities and sororities thrive, but also to aid in combating their deterioration. A system of government must be strong, credible, and well respected amongst its constituents. In its present form, the WPI Interfraternity Council fails to meet these requirements.

After much deliberation, the Committee feels that the recommendations outlined in this document provided a governmental structure of balance, equality, and strength. To summarize, the three branches mentioned should provide each other with the checks and balances necessary to maintain accountability within their ranks. Additionally, involving the entire system in executive elections will provide the resultant leadership with more credibility and confidence amongst its voters. On the Judicial Branch, we recommend a senior presence to maintain due process and mature perspectives in their affairs. A Legislative entity with the best of intentions for the entire WPI Greek system will help to create rules and regulations that are not only placed in writing, but practiced and enforced in the everyday operations of the community.

It is the Governance Committee's intention to put forth these recommendations designed to be in the best interests of WPI's Greek System. In saying this, note that what is proposed above is purely a framework for what should ultimately be refined into a formalized and scrutinized set of governing documents. It is crucial to have elements of the administration, faculty, alumni, affiliated students, as well as unaffiliated students involved during this progressive chapter of WPI's Greek history. Having the input and investment of the entire WPI community is necessary to the plan's success. It is the authors' hope that with these provisions implemented, the Interfraternity and Panhellenic Councils will lead WPI's Greek System with authority and prudence for years to come. In this process, it is hoped that the implementation of these recommendations will be energetic. We have a historic opportunity to achieve the great benefits of a new, vigorous, and integrated fraternity governance system.

Member Development

The following recommendations of the Member Development Committee are accepted with the following amendments:

The Member Development Committee of the Greek Life Task Force met periodically during the winter/spring of 2005/2006 to assess current and best practices as they relate to Greek member development and make recommendations based upon these findings. The Committee gathered data by researching current practices and trends nationally and locally, as well as adding questions to a WPI specific survey (see Appendix B) and pulling data from the WPI Greek System EBI survey administered in December 2005. The following represents a summary of these findings with recommendations for further growth and development in each area.

Research Findings

New Members—The Greek organizations at WPI focus on educating new members about the history and values of the fraternity, and encouraging the bonding of new members with every member of the organization. Some organizations incorporate community service, reflections on joining the organization, and routine activities with other members into the new member period with the goals of preparing sisters and brothers to be productive members. Some effective programs that occur during the new member period are homework help, time management sessions, confidential support groups, and the big and little brother/sister program within the chapter.

Any degree to which a Greek organization involves alcohol and/or hazing in the new member education process casts a negative impression upon the whole Greek community and can lead to administrative sanctions upon Greek chapters and the system as a whole. Each year Greek systems nationally face efforts to “shut them down” after incidents of hazing and alcohol abuse become public. It is incumbent upon all Greek chapters to recognize responsibility to the entire Greek system in the planning of safe and respectful new member education programs. The following recommendations can help guide such efforts.

Leadership Development—Currently, there are many leadership opportunities built into the organizational structure of each chapter, Panhellenic Council, and Interfraternity Council. Additionally, Greeks assume leadership positions in a variety of campus organizations. Clearly there are many different opportunities to serve in leadership positions for Greeks and the EBI data indicates a very high level of satisfaction overall with Greek support relative to the development of leadership abilities.

While many leadership opportunities exist, the Greek Life Survey indicates wide variability in each chapter’s level of support for formalized leadership development training. Of the respondents to the WPI Greek Life Survey, about half indicated member participation in a leadership conference during A and B-Term. Of those who did participate, a range of 2 to 20 members attended, while one chapter cited 100% attendance due to the fact that leadership training is a requirement. Currently there is no WPI sponsored leadership training available to members of Greek organizations.

Organizational Involvement—The results of the WPI Greek Life Survey indicate that most chapters had 75% to 100% individual involvement in at least one campus organization. A few chapters indicated that participation in campus activities is mandatory as per national guidelines, while one chapter cited an involvement rate of 10%. Wider variability exists among chapters in terms of their openness and level of involvement as an organization with the campus as a whole. Most chapters cited efforts to co-sponsor events with other chapters, while some chapters expressed a desire for independence from the university, essentially a wish to separate themselves as entities from the campus community as a whole.

Officer Transition and Training—In student run organizations, leadership changes fairly often, usually yearly, but in some cases each semester. It is important that the knowledge of each office not be lost as the position is passed from person to person. To facilitate transition chapters should implement officer retreats, leadership training and transition guides for each office.

The Greek Life Survey questions directed at officer transition indicated a range of responses relative to current effectiveness of officer transition. All chapters indicated they had binders and/or notebooks to provide for continuity; some chapters rely on them more than others. Many chapters indicated

variability in successful officer transition due to the fact that it rested upon individual abilities and efforts of outgoing and incoming officers. Just over half of respondents indicated that there was a formal retreat to support officer transition and about one third emphasized the importance of “job shadowing” to support new officer training.

Supporting Chapter Rituals and Values through Continued Member Development—At WPI, all Greek chapters have new member development programs, yet few appear to have a currently developed and fully implemented member development program which addresses the needs of all members and alumni. The apparent lack of ongoing formalized developmental opportunities for all members can contribute to apathy and the disengagement of senior chapter membership and a loss of a vital “verbal history” to support deep and meaningful understanding of chapter rituals, values and traditions.

All chapters at WPI have traditions and practices to support personal and professional growth. The WPI EBI survey indicates that members of Greek organizations are moderately to highly satisfied with opportunities afforded them for growth in areas such as academic success, social skills, self discipline, career support, and community service. Nevertheless, maintaining senior member enthusiasm and engagement continues to be a significant concern of leadership within most WPI chapters.

Use of Campus Resources—On a daily basis, Greek chapters utilize any number of services to conduct the business of their houses. These services are utilized from on-campus, from the city of Worcester, and from national and regional organizations. These services can include catering, various permits, charitable organizations, supply companies, printing shops, and many other varied organizations. In addition there are many resources available within the WPI campus community which support and enhance Greek individual and chapter success; academic resources, Campus Police, and Student Development and Counseling, to name a few. The degree to which individual chapters are aware of and access these resources is highly variable.

Recommendations

The Committee on Member Development makes the following recommendations in these specific areas:

Member Development

- Each chapter should have an established new member program with clear goals and purposes for each piece of information learned and event that occurs with the objective of having new members effectively learn the inner workings of the chapter. Following the initiation of each new member class, the chapter should conduct a re-evaluation of the new member period to ensure the effectiveness and relevance of all practices.
- Each chapter should have a system in place where new members are positively supported by the members of the fraternity during the new member period. Examples could be assigning a member to act as an ombudsman, the creation of an anonymous message/suggestion box to bring up issues and concerns, and weekly confidential meetings to support open discussion of new member experiences.
- Interfraternity and Panhellenic Council should develop a self-evaluation program for chapters to conduct with their new member education programs. This evaluation should include a listing of all activities chapters have in their program, the intended purpose of each activity, the length of the new member program in comparison with the (Inter)national organization’s program

length, and the ways in which the program supports the academic mission of WPI. Through this self evaluation, chapters should also answer the following questions:

- Does the activity break any laws, IFC, NPC, or WPI policies?
 - Does the activity violate any of the ideals of the chapter?
 - Is the activity demeaning to the new member?
 - Does the activity confer to the new member any degree of “second-class” status (i.e. activities that full members do not or would not do)?
 - Could events be explained to a parent, administrator or law enforcement agent if needed? If not, why not and what purpose does it serve?
- IFC/Panhellenic Council, in conjunction with WPI, should develop a hazing education program for new members on bid night. The program should include a definition of hazing, examples of hazing, and what new members should do if they feel they are being hazed. The program should discuss the loss of reputation of the chapter, the Greek community, and the university when hazing happens, and discuss the loss of membership due to hazing.
 - WPI should provide links to information about hazing via the IFC, Panhellenic Council, and Greek Life websites.

Leadership Development

- Greek chapters should continue to encourage, support and reward involvement of members in leadership positions both within the Greek community and in the larger WPI community.
- Greek chapters should encourage and support involvement in national and regional leadership conferences by insuring financial and other logistical support.
- WPI, in coordination with IFC and Panhellenic Council, should offer an annual “in house” leadership development program for Greeks. A portion of the program should be targeted at new and aspiring officers, designed to help facilitate chapter succession planning.

Organizational Involvement

- Each chapter should attempt to connect with the WPI community as a whole through participation in general campus events, presentations, and programming. Additionally, Greek chapters should seek to be known by the larger community by sponsoring events which help the WPI community get to know the organizational values and mission. An example of this would be an annual open house for faculty and staff.
- Each chapter should encourage and support individual member involvement in campus groups and activities (i.e. SGA, SocComm, athletics, academic organizations, etc.) to promote connection and advocacy for Greeks. Ideally, each member of the Greek community should strive to participate in at least one non-Greek organization (including sports, honor societies, leadership position, clubs, work-study, or off campus).
- The University and GAC should provide recognition and awards for chapters who demonstrate high levels of campus involvement through an annual awards program and subsequent publicity of these awards. **Approved as amended.**

Officer Transition and Training

- For each office in each chapter and in the governing councils there should be a written record in the form of a file or binder which includes goals, ideas and interventions, progress reports, outcomes and recommendations. Examples of items in these binders should include an officer structure, chapter constitution and bylaws and other official chapter documents such as the chapter's risk management policy, a listing of officer duties, resources to assist the officer in performing his or her officer duties, and notes from previous officers. **Approved as amended.**
- Officer elections should be held several weeks before taking office, allowing for mentoring and position shadowing. Each chapter should hold an event with activities to support officer transition including new/old officer retreat and exit interviews with outgoing officers. Chapters should host a final summary meeting with new and old officers to discuss the progress of the previous group and to go over any unfinished action items that should be carried into the new group.

Supporting Chapter Ritual and Values

- Each chapter should conduct a needs assessment as well as a review of core values and rituals to determine the extent to which current practices, procedures and opportunities truly reflect the mission and values of each chapter as defined by their (Inter)national organization.
- Each chapter should assess the degree to which they support ongoing development of all members and, if desired, implement programs which support active growth and involvement. (i.e. Sigma Phi Epsilon "Balanced Man" program and Phi Delta Theta "Phikea" program).
- WPI should recognize and reward chapters which offer opportunities for life-long member development.

Chapter Use of Resources

- Develop an online service guide describing contractors and other service providers chapters use regularly. The development of a Greek Services Guide would allow various chapters to benefit from the experience of other chapters with area service providers. The Guide could serve as a Greek yellow pages as well as a review guide. The service guide should initially be maintained in the Student Activities Office. Each individual service will have its own sheet listing relevant contact information, any associated directions on how to use the service as well as any comments or reviews the chapter submitting may have had with the service. The second phase of the service list would be to make it an online resource that can be easily updated and maintained accessible only to WPI students. A wikipedia style web system may be the best method.
- Each chapter should actively seek to identify and establish ongoing relationships with WPI supports (i.e. campus police, academic resources, counseling).

Programming

The following recommendations of the Programming Committee are accepted with the following amendments:

The Programming Committee of the Greek Life Task Force was charged with examining current practices associated with programming within our Greek chapters, researching “best practices” from other (Inter)national chapters, and formulating a set of recommendations and initiatives that may be proposed in the areas of: philanthropy/community service, Greek-wide events, public relations, Greek recognition programs, and general educational efforts for members.

Research Findings

Based upon the EBI benchmarking data, student members of WPI Greek chapters are highly satisfied with their involvement and membership in the community. From the programming perspective, student members signify high levels of satisfaction with fraternity and sorority experiences that establish close relationships, assist in adjustment into the college environment, assumption of leadership responsibility, time and task management skills, and conflict resolution skills.

Areas where student members have experienced the least benefit (per the EBI data) include a personal understanding of one’s sexuality, involvement with cultural activities and diversity education programming, and general educational opportunities and experiences associated with diversity initiatives.

Recommendations

The Committee on Programming makes the following recommendations in these specific areas:

Programming

- Establish a chapter by chapter checklist of (Inter)national programming expectations to determine that standards are being met (see Appendix F).

Educational Program Offerings

- Based upon EBI data, chapters should intentionally offer programs during the course of the academic year with a minimum of 80% participation of the chapter membership designed to strengthen their members’ personal and professional development. Using internal and external experts, each chapter should offer at least one program on each of the following topic areas over a 2 year cycle: understanding one’s sexuality, cultural sensitivity and diversity education programming, conflict management, professional skill development such as dining etiquette and interviewing skills, leveraging co-op, internship, and summer employment into the job search process, and other pertinent educational based programs. On a yearly basis, a minimum of 80% of the chapter’s new members should participate in at least one educational program on the following topics: alcohol use and abuse and defining and identifying hazing. The Student Activities Office in cooperation with IFC and Panhellenic Council should help make chapters aware of programs on campus that meet the above mentioned programming requirements.

Approved as amended.

Philanthropy and Community Service

- At minimum, chapters should meet (Inter)national standards for philanthropy and community service programming.
- Each chapter should adopt a local service agency or beneficiary that they intentionally focus their philanthropic and community service efforts toward.
- Chapters should have at least 80% of their members participate in structured philanthropy and community service efforts.
- Coordinating between the WPI Community Service Coordinator and chapter Philanthropy Chair to provide opportunities for involvement, chapter members should strive to dedicate at least 10 hours per semester to philanthropy and community service efforts. Structured chapter community service and philanthropy activities count towards these hours.
- The Greek system, through the IFC and Panhellenic Philanthropy Chairs, and the campus Community Service Coordinator, should sponsor at least one campus-wide community service event per year (WPI Area Clean-Up, Dance Marathon, etc.).

Public Relations Efforts

- Each chapter's Public Relations Chair will be responsible for publicizing chapter activities and achievements in *Tech News*, as well as within the local community press.
- The WPI Greek community as a whole, and in conjunction with the Assistant Director of Student Activities and Greek Life Programs should actively work to support a strong, positive image within the local, regional and national arenas.
- The IFC and Panhellenic Council should organize an annual presentation to the faculty and staff on why the Greek community is positive for the overall WPI community and how it fits into the success of the institution as a whole. This presentation should include data on how well the Greek Life Task Force recommendations are succeeding among the chapters.

Recognition Programs

- The Student Activities Office will facilitate (perhaps with the Greek Alumni Council) an annual awards & recognition program to acknowledge outstanding academic success, contributions to campus and community life, and other pertinent areas.
- Greek chapters should annually compile and submit reports/applications designed to apply for regional and (Inter)national organization awards.

Campus Contribution

- Each Greek chapter should sponsor a campus-wide program on campus that helps to showcase their members, values, and philosophy.
- IFC and Panhellenic Council should sponsor at least one educational program per semester for the campus community.

Intentional Outcomes

- Each chapter should publicly identify their specific core values, by publicly disseminating these values on the chapter webpage and in other public domains. All chapter programs should directly correlate to one or more of the chapter core values. Chapters should identify a specific core value(s) for each activity with which they are involved.
- Implement a full review of the *Greek Relationship Statement* to support the recommendations of this report.

Recruitment

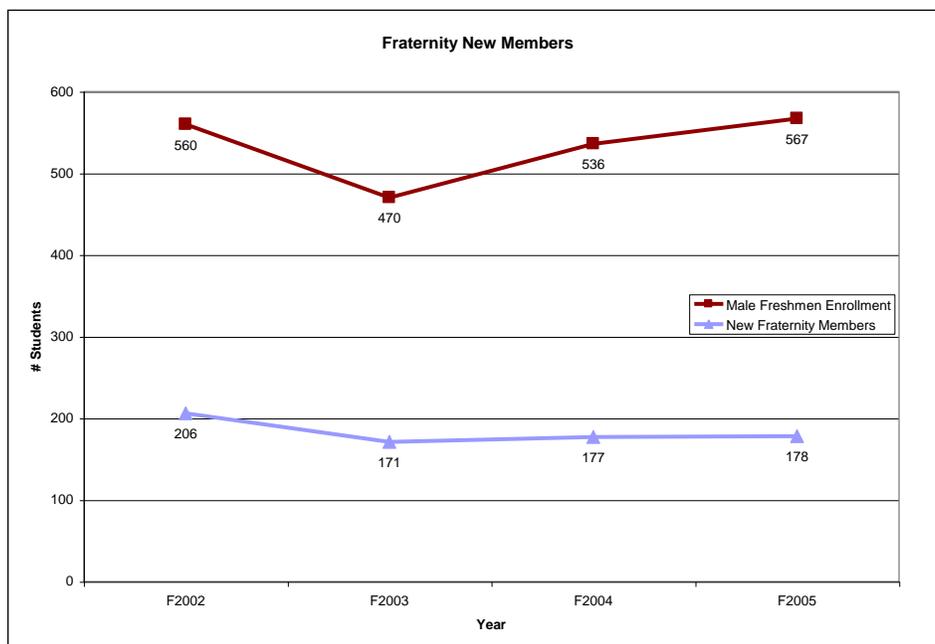
The following recommendations of the Recruitment Committee are accepted with the following amendments:

Research Findings

After surveying first year students during the New Member Retreat held in February (see Appendix G) as well as in the completion of environmental audit (See Appendix H), the Recruitment Committee found that the Greek community is not being marketed well to prospective members, especially first-year students. In speaking with freshmen new members, the committee found that they were generally unknowledgeable during A-Term with respect to Greek Recruitment. Freshmen new members also reported that their friends who chose not to join a Greek chapter did so for a variety of reasons, most prominently due to their being uninformed as to what the WPI Greek Community has to offer.

Prospective freshmen members would be eager to attend events sponsored by the Greek community during A-Term if those events were designed to appeal to them. Freshmen new members believed that events on the Quad, in which many or all Greek chapters participated, would be effective at attracting prospective new members.

The female sorority community continues to grow, and recruitment appears to be a strength of this system. For the fraternity community, the overall size of the male Greek community has remained relatively constant over the past five years, however, the percentage of first year male students choosing to join a fraternity has dropped. While the male enrollment in the freshmen class has climbed steadily, the percentage of these students choosing to join a



fraternity has dropped as demonstrated in the graph below. This seems to indicate that the fraternity system is unable to attract the majority of the freshman class, and a more diverse Greek community may be able to improve upon this statistic.

Recommendations

The recommendations below focus primarily upon male recruitment. The committee has found that the female Greek recruitment on campus is well-structured and strong, and we have thus focused on male recruitment. There are areas where the committee believed that a combined male/female working relationship would be beneficial, and those instances are noted throughout the report (PR, marketing, etc.). The Committee on Recruitment makes the following recommendations in these specific areas:

Governance & Recruitment Rules

- An IFC Recruitment Committee should be created. The chair(s) of this committee should be appointed by the President of the Interfraternity Council, and serve at his pleasure. This committee should be given the power to oversee all issues related to male recruitment.

- The following changes to the IFC Recruitment Policies should be made:
 - The IFC Recruitment Committee should create deadlines for the IFC Recruitment Chair's approval of recruitment materials (see IFC Bylaws: Article II, Section II). These deadlines should provide ample time for chapters to redesign their materials to bring them in line in time for formal recruitment.

 - The guidelines for recruitment materials (IFC Bylaws Article II, Section II, subsection F) should be changed from disallowing references to "use of alcohol or drugs" to disallowing all references to "alcohol or drugs," and not limiting this rule only to the use of these substances. We strongly believe that alcohol and drugs should not be used in marketing the Greek community at WPI.

- The committee recommends several changes to the IFC Recruitment Rules. Recommended changes are found in Appendix I.

- A Greek Public Relations and Marketing Committee should be formed, composed of male and female members. We recommend the chair(s) of this committee be appointed by the President of the Interfraternity Council and Panhellenic Council, and serve at their pleasure. This committee should work closely with the Recruitment Committee in formulating a yearly recruitment publicity campaign, to be started in the Fall of 2006, and in place every year by the middle of D-term for the upcoming year.

A-Term System-Wide Recruitment

- A system-wide A-Term recruitment period should be planned and implemented by the IFC and Panhellenic Recruitment Committee and the Greek PR/Marketing Committee. An official A-Term Recruitment calendar should be created. The recruitment programs are designed to provide greater awareness about Greek Life and to promote Greek Life in general, and are not designed for chapters to recruit individual members. Chapters can, however, recruit upperclass students who are in good standing with the University during A-Term. **Approved as amended.**

- All current guidelines and rules stay as they are, forbidding the awarding of bids to freshmen during A-Term.
- A-Term recruitment should include:
 - Regular weekly events on the Quad that occur the same day every week
 - Weekly letter days or badge days for all Greek members
 - “Recruitment Week” in conjunction with a Greek-wide philanthropic initiative. Every chapter would come together as one group to serve the community by completing a community service project. This would show the unity amongst the Greek community to all prospective new members. Greek chapters would also make themselves visible throughout campus for the week, demonstrating the prevalence of Greek members on the WPI campus
 - Greek day at a football game with houses holding pre-game BBQs
- A plan should be created for the selection of “Recruitment Leaders” who will serve as the ambassadors of Greek Life. Approximately 30 students should be selected to serve in this role, and each chapter should be required to submit 3 nominations. These Recruitment Leaders should be allowed to remain affiliated with their chapters during the recruitment period. They will serve as a source of unbiased information and act as the “ground-troops” for promoting and marketing Greek Life to prospective members. IFC and Panhellenic Council should decide upon the selection process for Recruitment Leaders, and they should work in conjunction with the Assistant Director of Student Activities in charge of Greek Life to formulate training for this group.

Publicity & Marketing

- The committee recommends that an organized publicity plan be developed by the Greek Public Relations and Marketing Committee. This plan should have portions geared towards parents and students.

Recruitment Training

- WPI should sponsor a Recruitment Retreat during the summer months for all chapter Recruitment Chairs. We recommend that GAC be used as a resource during this retreat.
- The committee recommends that all chapters be required to meet twice during A-Term with the Assistant Director of Student Activities to discuss their recruitment goals and progress.

Procedures

- Every prospective member is required to fill out a registration form prior to visiting a chapter house.

Risk Management

The following recommendations of the Risk Management Committee are accepted with the following amendments:

Research Findings

The Council for the Advancement of Standards (CAS) Fraternity and Sorority Advising Standards and Guidelines includes “educational programming that addresses aspects of the fraternity and sorority community that are currently or historically problematic to the institution, including housing safety, hazing, alcohol and other drug abuse, sexual harassment, racism, intolerance based on religion or sexual orientation, and other practices and attitudes that diminish human dignity or the physical and social security of the host institution or host community.” Educational programming is key to the success of an effective risk management program. The areas of Risk Management examined by the committee include alcohol and drug use, hazing, sexual assault, and event management.

In particular, the committee found that the number of reported incidents of sexual assault at WPI is very low. In 2003, there were two reported incidents, and in 2005 there were two reported incidents. Given the national statistics on these kinds of crimes, we can assert that not all incidents are being reported. While sexual assault is certainly not just a problem for the Greek community, that community is in a position to take a leadership role on the issue, both as a means of educating the rest of WPI, but also to protect its own interests. As many people associate Greek life with parties, private houses, and loyalty codes that might lead people to suspect internal protection, it is in the Greek’s best interests to create an environment where the risk of sexual assault is minimized. WPI hosts a number of programs already, and new programs are being developed at this time.

Recommendations

The Committee on Risk Management makes the following recommendations in these specific areas:

House Management

- The Greek Life Office in partnership with the Greek housing corporations should produce a Greek House Manager Manual that includes safety and risk management (general safety, home security, fire safety, events with safety concerns, hazardous waste, cleanup of body fluids, city services, lead testing, kitchen safety), maintenance & renovation (minor, household appliance maintenance tips, seasonal concerns, insurance, contracting, communication to the Student Activities Office), inspections (hood duct system, egress, alarm system, sprinkler system, fire escape, fire extinguishers), renewing dormitory/lodging licenses, with appendices covering emergency action plans, codes and ordinances, recommended vendors, and self inspection checklists. We suggest using MIT’s manual as the template and incorporate the Facilities/Operations Committee’s information into the manual. **A committee will be appointed to determine the feasibility of creating such a manual with staff, students, and faculty and in consultation with WPI’s legal counsel. Approved as amended.**
- Each chapter facility should be required to install one hard-wired telephone per floor in a common area, for emergency calls only, with the telephone numbers being on file with WPI’s Campus Police.

Community Policing

- WPI should explore the possibility of expanding its current campus police powers to include deputy sheriff's powers. Campus Police officers currently respond to calls for assistance, on multiple levels, to off-campus locations, including fraternity and sorority houses. However, their campus police powers only allow them to respond as WPI administrators and not as police officers. Expanded police powers would give WPI police officers the ability to use discretion in responding to calls at fraternity and sorority houses. We have discovered that several Massachusetts' institutions with active Greek Life communities have police forces with deputy sheriff's powers, which expands their jurisdiction to off-campus fraternity and sorority house locations. For example, MIT, Tufts, Boston College, Northeastern University, University of New Hampshire, Babson College, Boston University, and Bridgewater State College all have special campus police powers. **Merits further study before implementation. A committee will be appointed consisting of Campus Police Chief Cheryl Martunas, Dean of Student Philip Clay, and Emily Perlow, Assistant Director of Student Activities and Greek Life Programs to further examine feasibility. Approved as amended.**
- Formalize an advisor program whereby one WPI campus police officer acts as a liaison between the Greek community and WPI. This officer will interface with the Assistant Director of Student Activities and Greek Life Programs and the IFC and Panhellenic Council leadership as well as serve as a resource to the elected officials in the local chapter houses (e.g., President, Vice President, and Risk Manager). This officer would act as a resource to the houses and would attend meetings (for 10-15 minutes) to advise the members on ongoing safety/legal risk concerns. This program should also extend to the residence hall community. **A committee will be appointed composed of Campus Police Chief Cheryl Martunas, Dean of Student Philip Clay, and Emily Perlow, Assistant Director of Student Activities and Greek Life Programs to further determine the fiscal feasibility of this recommendation.**

Risk Management Education

- A peer education program should be created through a collaborative approach with WPI Administration, IFC, Panhellenic Council, and GAC to share peer experiences as it relates to safety/legal/risk concerns not only for the Greek community, but for the entire campus community. This broad-based education program would educate the entire campus about safety/legal/risk concerns.

Risk Management Standards for Chapters

- All chapter houses should abide minimally by the *Expectations for Gatherings at Greek Chapter Houses*. The guidelines should be accessible, easy to understand, and clearly outline the "responsibilities in party hosting" (ex. sober monitors). Each member should sign a form indicating that they have read and understand the guidelines. **Approved as amended.**
- WPI should establish minimum risk management expectations that should be adhered to in order to be a recognized chapter at WPI. Each chapter member would need to take an on-line risk management quiz and achieve a satisfactory score. The quiz would be designed to provide positive, educational feedback and would address five categories: Sexual Assault, Alcohol Use and Abuse, Drug Use and Abuse, Hazing, and House Management. **Approved as amended.**

Sexual Assault Education

- A rotating program on sexual assault, similar to the “One in Four” program, should be mandatory to all fraternity and sorority members, and that it be delivered once per year, at the new member retreat (in presentation format) and during A-Term for existing members (in an interactive dialogue session). Separate programs should be offered for the fraternity and sorority chapters.

Implementation

In considering possible implementation models, a survey of implementation models on other campuses yielded a number of models, detailed on the following pages. Each institution took the recommendations of a similar Task Force and created criteria each organization must meet.

University Implementation Models

Through the Five Star Program, implemented at the University of Michigan and University of Delaware, chapters are awarded points for completing certain activities. Stars are awarded according to the number of points that chapters earn. Chapters have to earn a minimum number of points to have certain privileges. For example, at the University of Delaware, One-Star chapters are not allowed to have any social activities or membership intake until they reach Two-Star status.

In the Awards Recognition Model, as modeled at Bowling Green State University, chapters complete an annual awards packet, judged by a panel of experts, in which chapters submit an annual report detailing the points they have earned and offering justification for those points—copies of agendas, summaries of the event, photographs, letters from community agencies, etc. They are awarded points and, given the ranking of Gold, Silver, or Bronze chapter. From the Gold Chapters, a Chapter of the Year is selected.

The Greek Accreditation Process, implemented at Lehigh University, requires chapters to create a report justifying the ways in which they have met stated criteria. A review board, composed of alumni/ae, students, the Greek Advisor, and other staff members, meet and review the information. Chapters are rewarded status in one of five categories: Chapter of Distinction, Chapter of Merit, Chapter in Good Standing, Poor Chapter, and Unacceptable Chapter. Incentives and privileges are provided to chapters according to their level of achievement.

In the Goal Setting and Completion Model, used currently at The Ohio State University and the University of Maryland, at the start of the academic year, chapters submit a Chapter Plan or Vision Plan which outlines goals to meet Greek standards throughout the year. Chapters review these plans with a review board or the Greek Advisor, who approves the goals. Through the submission of reports throughout the year or through one Annual Report due at the end of the year, chapters justify the ways in which they have met and exceeded their goals. This annual report also serves as an awards application in some cases.

Finally, the Tier Model, as implemented at the University of California-Chico, implements all recommendations phased over the course of time with several benchmarking dates identified. For example, over a three or four year stretch, the recommendations go into effect.

Proposed Greek Life Task Force Implementation Model

The chairs of each of the committees have met and would like to propose a combination model using other campus models as guides for all accepted recommendations. Some of the recommendations will go into effect in August, for example, compliance with Worcester City Code.

At the start of A-Term 2006, the recommendations will go into effect. During the first year, chapters will aspire to achieve the recommendations. During the second year, chapters will be required to meet or exceed the recommendations.

Impacts on IFC, Panhellenic Council, or GAC—For recommendations that impact IFC, Panhellenic Council, and GAC, it is important that each group have a sense of buy-in regarding the recommendations. Therefore, each group will develop an implementation plan in collaboration with the Assistant Director of Student Activities and Greek Life Programs during the 2006-2007 academic year.

Regarding Governance, this area requires specific attention. Ideally, the proposed changes should begin being implemented during the 2006-2007 academic year.

- Education of the Greek community with respect to the recommendations
- Development of a more specific outline of the executive responsibilities
- Election of all required officers
- Appointment of committees
- Amendment of IFC bylaws as necessary for both procedural and structural issues
- Training of members of all branches

It is likely possible to complete each of these tasks within one academic year. The current processes and practices could continue to function during this time, and once the above listed activities have been satisfactorily completed, a transition could be made.

Impacts on WPI—For recommendations that impact WPI, the Assistant Director of Student Activities and Greek Life Programs will work with key offices to provide resources to chapters. The Assistant Director will develop an implementation model with all accepted recommendations in place in 2 years to allow for adequate acquisition and/or allocation of fiscal and human resources.

Impacts on Greek Chapters—For recommendations that impact chapters, it is important to recognize that:

- Every chapter has different strengths and areas for growth
- Chapters must be involved in evaluating, setting goals for, and governing themselves
- The Greek community needs to move to a culture of positive reinforcement.
- The implemented plan should push chapters to evaluate themselves each year and push their own potential

Recognizing the importance in embracing these principles, the Committee Chairs would like to suggest a two-prong approach. Chapters will set individual goals at the beginning of the year for their chapters. They will then meet to review the goals with the Assistant Director of Student Activities and Greek Life Programs. At the end of the year, the chapter would complete an “Annual Report,” which would

replace the GAC Awards application. This Annual Report would have two sections: a review of the goals the chapter set at the start of the year and the ways the chapter made progress toward those goals, as well as a section in which points are earned for meeting recommendations from the Task Force. A chapter would earn points for accomplishments they can justify. For example, if a chapter should be performing ten hours of service per member each semester, they will earn points for each hour of service they do as they strive toward 10 hours (For example: 1hr = 1 point, 3 hrs = 3 points, 10 hrs = 10 points, more hours = bonus). Additionally, chapters would need to submit meeting agendas, photos, letters from agencies, or other supporting documents, to affirm their participation or completion of said recommendations.

Chapters would then be rewarded for adherence to the Task Force recommendations through Greek Alumni Council Awards Eligibility and additional incentives. Rewards can include incentives such as monetary rewards for “Chapter of the Year,” first selection for a place on the Quad for alumni gatherings at Homecoming, money for a scholarship, support for an educational program, first pick for a weekend for a party or social and no other parties or socials planned on that weekend, as well as other incentives.

Additionally, there would be a minimum standard number of points for all chapters to achieve. If minimum number of points is not achieved, the chapter would have a time interval to meet these standards with support from WPI. These minimum standards would be realistic and achievable.

The points awarded for different areas can be flexed each year depended on the degree of compliance among the community. For example, if no chapter, after the first year, completed a diversity education program, the point value for the diversity education program could be substantially increased the following year to serve as incentive for compliance. Once chapters become acculturated to the recommendations after two to three years of compliance, the recommendations will be become standard operating procedure within chapters.

Evaluation of the Success of the Task Force Recommendations

This plan is important for evaluation of the success of the Task Force in 2008 because it allows one to measure the number of chapters who are compliant with the recommendations and to evaluate where chapters are in working towards compliance. It also creates a culture of continuous improvement because chapters are able to better see where they can improve and develop goals to foster this improvement. The annual report will also serve as an excellent documentation of the chapter’s year in review and serve as archival materials.

- The Task Force recommends that a committee be established in the Summer of 2006 to further develop the implementation plan and to launch the plan at the start of the 2006-2007 academic year. Chapters should be aware of the criteria for the Annual Report at the start of the academic year so that they may work toward achieving the criteria.

Concluding Comments

The work of the Greek Life Task Force has been a thorough investigation and discussion process that has been driven by the outcomes of a successful Greek Community. Through acceptance of the recommendations detailed in this report, we look forward to further supporting the missions of our Greek organizations and ensuring their continued success at Worcester Polytechnic Institute.

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Appendix A

Greek Life Task Force Timeline

Phase I	Formation	Step 1: Plan development	By October 20, 2005
		Step 2: Task Force member recruitment and charge	By November 23, 2005
Phase II	Exploration	Step 3: Exploration and information collection	From November 28, 2005 through February 3, 2006
		Step 4: Analysis of data	By February 19, 2006
Phase III	Consultation	Step 5: Development of preliminary report and recommendations	By February 24, 2006
		Step 6: Public awareness raising and report revision based upon feedback	By March 24, 2006
Phase IV	Implementation	Step 7: Final report submitted and disseminated	By May 5, 2006
		Step 8: Implementation of recommendations	Starting August 24, 2006
Phase V	Evaluation	Step 9: Evaluation of effectiveness and revisions as needed	By August 2008

Appendix B

Survey of Greek Chapters

January 23, 2006

Dear Greek Chapter Presidents,

The Greek Life Task Force is in the information collection phase of its efforts and we need your help! The enclosed questionnaire is intended to learn more about the best practices in the Greek community.

The information you provide is confidential. All identifying chapter information will be removed prior to distribution to the Task Force committees and the information will not be shared with anyone who is not a member of the Greek Life Task Force.

Please take some time in the next two weeks to work with your chapter officers to collect this information. **You are not solely responsible for compiling this information!** I would encourage you to break the packet into sections and make the officer in charge of that area in charge of completing that particular portion of the questionnaire.

All surveys are due back to Emily Perlow, Chair of the Greek Life Task Force, no later than February 8, 2006.

If you have any questions, please feel free to contact me at eperlow@wpi.edu or 508.831.5291. Thank you for your assistance. The information you help provide will serve to further support and strengthen the Greek community!

Sincerely,

Emily Perlow
Greek Life Task Force Chair

CHAPTER INFORMATION (will not be associated with your responses)

NAME: _____

POSITION: _____

CHAPTER: _____

E-MAIL: _____

ACADEMIC SUCCESS—To be completed by the Scholarship Chair

What are your GPA standards for a member to be offered a bid?

Are GPA standards enforced before members are initiated?

What sort of academic orientation do you provide for prospective members when they begin to pledge?

Do you ask prospective members to sign a scholarship contract? What does it entail?

What campus resources do you consistently inform chapter members about?

Do you have a Faculty Advisor? What does s/he do for the chapter?

How do you facilitate in-house tutoring and members studying with other members of the same major?

How is your chapter library run, what does it contain, and does it act as a quiet study room?

How is the chapter's quiet study room maintained?

What do scheduled study times entail (regularly / during finals)?

What academic requirements do you enforce for chapter officers?

In what way are big brothers/sisters encouraged to facilitate their little's academic success?

Is your social calendar created with respect to the academic calendar? How so?

What sort of scholarship review does your chapter engage in during the quarter?

How does your chapter encourage academic honesty?

In what ways are members encouraged to use campus resources, such as professors, for help?

How does your chapter advise and support those members having scholastic difficulty?

What action does the chapter take to discourage skipping classes?

How does your fraternity/sorority encourage members to join honor societies?

How does your chapter make scholarships readily available to members?

In what ways does your chapter encourage members to raise their, and the chapter's, GPA?

What rewards or recognition does the chapter impart on those who have the highest GPA?

What rewards or recognition does the chapter impart on those who have the most improved GPA?

What does your chapter use academic achievement as a determining factor for (such as signups)?

How does member involvement in the chapter (time spent) affect academic success?

Do members consider the fraternity/sorority a good environment for learning? If so, why?

How much money is allocated in your budget for scholarship/academic support related expenses?

OFFICER TRAINING/LEADERSHIP—To be completed by Chapter President

How often is there an officer transition in your fraternity or sorority?

How are positions determined (all voted, all appointed, some of each...)?

Are there positions within your pledge/new member/associate member classes (i.e. Pledge Class President, Secretary, etc.)?

Does your chapter hold an officer transition retreat? - If so, how often? Who attends?

Does your chapter maintain officer notebooks or binders?

Are any members in your chapter required at any time to hold an office?

Are there any other ways your chapter helps to facilitate officer transition?

Would you say your chapter changes officers smoothly? Why or why not?

Would you say your chapter trains its officers well? Why or why not?

Please list ways in which your chapter seeks to encourage involvement with others chapters and other WPI organizations.

What percentage of your members are involved in student organizations on campus?

How many members, if any, attended a leadership conference during A and B-Term?

Did your organization win a (Inter)national award from your headquarters this year? If so, what?

SERVICES—To be completed by Chapter President and other officers

One of the goals that we are trying to accomplish is to identify what services chapters use on a regular basis. In this way we can identify what works and what doesn't; what the processes are; who the contacts are; as well as what services are used for what activities. Please circulate these questions to each of your officers as each office and committee often has services that they utilize that may be unique to their station. Examples of services are: Using Chartwell's to get ice for a social function, the catering you use for dining, how to contact fire inspectors, who to contact in the press for publicity and community service articles and press releases, etc. If you have questions regarding the scope of the services that we are interested please contact Tom Collins (tcollins@wpi.edu).

What services does your house employ on a regular basis? These services can be from the school, your national organization, the city, or general businesses.

What house function do you use these services for?

Who is the primary point of contact for this service?

Are there any secondary contacts that should be listed?

Are there any prerequisites or qualifications to utilize these services?

Are there any forms that are used regularly when using this service? If so please cite them, or if possible attach a copy of them when returning this questionnaire. (If the form is digital, please provide a link to the digital form.)

NEW MEMBER EDUCATION—To be completed by the Pledge Educator

Describe the type of program used to educate new members. Please include anything you think your chapter does that makes your new members become strong brothers/sisters. *(Feel free to attach an outline)*

What would you say are the goals of your new member program?

How are new members offered support during the new member education?

What type of leadership development occurs during new member education?

How many hours per week are new members expected to be engaged in chapter activities?

RECRUITMENT—To be completed by Chapter President or Recruitment Chair

What is your chapter's ideal new member class size each year?

What is your ideal chapter size prior to the start of B-Term Recruitment?

Did your chapter receive personalized assistance with recruitment from your National/International Headquarters or an Alumni volunteers?

COMMUNITY SERVICE—To be completed by Community Service Chair/Philanthropy Chair

How much money did your chapter raise for a philanthropic cause during A and B-Term?

How many hours of community service did your members perform during A and B-Term?

Describe the activities planned:

Does the chapter have any policies or rules in place to reduce complaints or incidents with the neighbors?
Please identify and explain.

Has the chapter had any security concerns and/or incidents in the past 12 months? If so, please explain the incident(s).

Chapter Operations and Maintenance Information

Where appropriate copies of any current house bylaws, rules, procedures or other information may be attached to aid the committee in its data gathering requests.

Does the chapter have a current and updated set of bylaws?

How are bylaws revised? Are revisions reviewed by the housing corporation and/or chapter advisors?

Do the bylaws contain a set of house rules?

Is there an onsite House Manager?

How is the onsite House Manager chosen?

List the duties of the onsite House Manager:

How is routine maintenance handled? For example, if a pipe were to burst, list the steps taken to have the pipe fixed.

Does the chapter have a listing of commonly used contractors? Please attach this listing if available, include average cost if known and what each contractor is used for.

Is chapter property maintenance reviewed and budgeted annually?

When were the last set of major renovations done to the chapter property? What did they include? How were they decided on?

Does the chapter have a five or ten year plan in place for major renovations and/or ongoing maintenance? If so, please explain.

What system, if any, is in place within the chapter for ongoing chapter house cleanliness?

How are the responsibilities divided? Who does the work and when?

How often are house jobs/duties done?

How many people must do each job/duty?

How are the jobs assigned to brothers/sisters?

What incentive and/or punishment system is in place for getting the jobs completed?

Are meals provided and how (cook, catering, etc.)?

When are meals served?

Who does the serving?

Do you have a steward?

What are the responsibilities of the steward?

How is food ordered?

How is the kitchen cleaned?

How often is the kitchen cleaned?

How often are dishes cleaned and sanitized?

When was the last health inspection of the kitchen?

What was the result of the inspection?

Are required permits up to date for the kitchen?

How is trash removal handled? How often and by whom? What is the cost?

How are the outdoor grounds maintained (brothers, professionals, etc.)?

How are the grounds and property maintained during breaks and the summer?

Is the house occupied during the summer months or during breaks?

Is there an onsite property manager during breaks and/or the summer? What are the roles and responsibilities?

ALUMNI/AE RELATIONS—To be completed by Alumni Relations Chair

QUESTION	EVENT 1	EVENT 2	EVENT 3
What are the names of alumni events in the last year that your Fraternity/Sorority has had?			
What is the events purpose (fundraising, social gathering, etc?)			
Do you consider this event worthwhile and effective?			
How many years has this event occurred?			
Is this event a tradition?			
Does this event always take place on a certain day? If yes, what day?			
Does this event always take place at a certain time of year? If yes, what time of year?			
Are there other events (hosted by WPI, national holidays, etc.) that are aligned with the date of this event which contribute towards its success? If yes, what events?			
Are there other events (hosted by WPI, national holidays, etc.) that conflict with the date of this event? If Yes, is schedule confliction an issue of consideration when planning this event?			
What is the average number of alumni that attend this event?			
If the number of alumni on average that attend this event is as planned for or more, why do you think this event has a good attendance?			
If the number of alumni on average that attend is unsatisfactory, why do you think the turnout is poor and in what changes do you believe could be made to increase the attendance?			
What are the contributing factors to the success of this event?			

Have you had any events fail?

If yes, what do you believe were the contributing factors?

Advisors

Do you currently have an alumni advisor? If no, how long has this position been vacant? If yes, how long has he or she worked with the chapter?

Do you have trouble filling vacant positions and if so, why?

Do you have a formal alumni advisor recruitment process? If Yes, who created the process? (Your chapter or (Inter) national organization?)

Do you always have enough alumni volunteers to fill vacant positions?

Do you have a formal alumni advisor training process? If Yes, who created the process? (Your chapter or (Inter) national organization?)

What are the expected responsibilities and roles of your alumni advisor?

Do you currently have a faculty advisor? If no, how long has this position been vacant?

Do you have trouble filling vacant positions and if so, why?

Do you have a formal faculty advisor recruitment process? If Yes, who created the process? (Your chapter or (Inter) national organization)

Do you ever have a problem filling a vacant faculty advisor position?

Do you have a formal faculty advisor training process?

What are the expected responsibilities and roles of your faculty advisor?

Do you currently have a full house corporation? If no, how long have open positions been vacant?

Do you have trouble filling vacant positions and if so, why?

Do you have a formal housing corporation member recruitment process? If Yes, who created the process? (Your chapter or (Inter) national organization?)

Do you have a formal housing corporation member training process?

What are the expected responsibilities and roles of your housing corporation as a whole?

How accessible are your house advisors (each group)?

How many times a month does each of your advisors interact with your organization?

Besides your alumni advisors how many other alumni actively help your organization in any way?
If so, in what ways (officer mentoring, etc.)?

Communications

Do you have an alumni communications system setup (mail list, forum, etc.)? If yes, what is it?

How do you communicate with your alumni about events and how much notice do you give them?

Do you have a position in your organization that is focused on alumni relations with the undergraduate chapter?

Greek Alumni Council (GAC)

What would you like to see GAC do for your organization?

What topics would you like to see GAC cover in seminars, training, etc.? (building safety, etc.)

Would you like GAC to assist in creating a training program for your advisors and/or house corporation? Do you think they would benefit from this?

GOVERNANCE

What do you think is the primary role of IFC/Panhellenic?

What is your current opinion/impression of IFC/Panhellenic and it's judicial system?

What is your impression of the WPI Judicial Process for Greek Organizations?

Do you recommend any changes to the current system? If so, how best could they be implemented?

Appendix C

Faculty Advisor Survey as Administered by the Academic Success Committee

Faculty/Staff Greek Life Survey [Exit this survey >>](#)

1. Untitled Page

1. Are you a Faculty or Staff member at WPI?

Faculty

Staff

2. How many years have you worked at WPI?

0-2

2-5

5-10

10 or more

3. Are you initiated into a fraternity or sorority?

Yes

No

4. In your opinion, how could Greek Life enhance the academic mission of the institution?

5. Please answer the following questions:

Do you interact with greek students? if so, how often? And in what capacity?

Do you have any interactions with greek students regarding classwork outside of the classroom? If so, how often?

<http://www.surveymonkey.com/Users/98837265/Surveys/220081865335/29CD9E77-60BA...> 5/4/2006

6. Would you be willing, if asked to, to give educational seminars to greek chapters on subjects such as study skills, writing skills, reading skills, test-taking, stress and time management?

- Yes
- No

7. Do you interact with greek chapters outside of the academic setting? If so, how?

8. How would you define academic success?

9. What do you think the role of the faculty advisor is within a greek chapter? Would you be willing to be a faculty advisor in a greek chapter at WPI? If not, why?

10. Would you be willing to attend a greek event to become better educated on the greek chapters mission and goals here at WPI? If yes, why? If not, why?

Appendix D

Order of Omega Honor Society Survey as Administered by the Academic Success Committee

Greek Life Task Force

Academic Success Committee

Please answer the following questions:

1. How has your chapter encouraged or acknowledged membership in Order of Omega?
2. In your opinion is there interest among the Greek Community to join honor societies? Please explain.
3. How has your membership in Order of Omega influenced your academic performance?

Positively	Negatively	Neither
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4. Do you think that more honor programs (Greek) would improve academic performance among the Greek Community? If yes, how so? If not, why not?
5. What as an individual member, or as an organization do you think you can you do to help improve the academic success of the Greek Community?

Appendix E

Survey of House Corporation Presidents

January 23, 2006

Dear House Corporation President,

As many of you know, a committee, called the Greek Life Task Force, has been called together in November to examine the best practices of our WPI Greek chapters in order to assist all of our organizations in continuing to be the best organizations they can be. The committee is composed of students, alumni, staff, and (inter)national volunteers, who are invested in ensuring the longevity of the Greek Community at WPI.

The Greek Life Task Force is in the information collection phase of its efforts and we need your help! The enclosed questionnaire is intended to learn more about the best practices in the Greek community.

The information you provide is confidential. All identifying chapter information will be removed prior to distribution to the Task Force committees and the information will not be shared with anyone who is not a member of the Greek Life Task Force.

All surveys are due back to Emily Perlow, Chair of the Greek Life Task Force, no later than February 8, 2006.

If you have any questions, please feel free to contact me at eperlow@wpi.edu or 508.831.5291. Thank you for your assistance. The information you help provide will serve to further support and strengthen the Greek community at WPI.

Sincerely,

Emily Perlow
Greek Life Task Force Chair

CHAPTER INFORMATION (will not be associated with your responses)

NAME: _____

POSITION: _____

CHAPTER: _____

E-MAIL: _____

Item: Building Corporation information

To be completed by: Building Corporation President

Description: If your chapter has a current functioning Building Corporation please provide the following information. This information will be used to determine if our chapters are properly incorporated which is a very important issue concerning liability and chapter operations.

Official Name of the Corporation:

Officers of the Corporation (Name and Title):

How is the corporation structured? Is it a non-profit corporation, 501-c(7) or other IRS designation? Please include corporation bylaws if they exist. (If you do not know if you have 501-c(7) status, please indicate this).

Is there a determination letter for 501 c(7) status from the IRS on file with the corporation? If so, please provide a copy to the committee.

Is the Corporation incorporated? Has the corporation properly filed with the Commonwealth of Massachusetts to do business, and how is it filed?

Item: Chapter Property information

To be completed by: Building Corporation President

Description: If your chapter currently owns or rents property please provide the following information for each property you own and/or rent. This information will be used to determine if our chapters are properly licensed, insured and managed within the City of Worcester.

Does the chapter currently own or rent property?

Address of property owned:

Who is the listed owner of the property?

Does the chapter have a ground lease with WPI or any other entity?

Address of property rented:

Is the property rented to the corporation or to individual chapter members?

Who is the landlord/property owner?

List licenses the Chapter currently holds for property (include expiration dates):

Who is responsible for renewal of the licenses?

When was the chapter house last inspected by the City of Worcester? _____

What inspections have taken place during the last 12 months?

During the last 6 months?

During the last 3 months?

Is the chapter in violation of any current codes within the City of Worcester, if so please explain?

What plans are in place to bring the property in compliance with the City of Worcester codes?

Please list and explain any complaints with the current City of Worcester inspection process.

What type of fire suppression system, if any, does the property currently have in operation?

When was the system last inspected and by whom?

What type of fire alarm monitoring is in place within the chapter property? Through whom is the monitoring done?

Is the chapter property connected to the City of Worcester police and/or fire department?

Is there any type of security system within the chapter house?

What type of property insurance is provided on the property? Please include coverage pages if available.

Does the chapter have kitchen/meal plan facilities?

Item: Chapter Financial Information

To be completed by: Building Corporation Treasurer and Chapter Treasurer

Description: The following information will be used to compile a set of best practices within our chapters and to highlight those areas where there may be overall deficiencies. Chapter specific financial information will not be released to anyone outside of the committee but will be used in the aggregate to report back to the Greek Life Task Force.

Is there currently a mortgage on property owned by the chapter, if so how much is remaining to be paid?

How is the mortgage currently paid?

Does the chapter employ a property management company to handle rent collections and expense payments?

Who is responsible for paying of the property taxes to the city of Worcester? Are taxes current?

Who is responsible for paying the property insurance?

How is rent paid by the undergraduates to the building corporation? Please include details of how bills are sent, when bills are sent, how payments are made, when payments are due, etc.

How much is the undergraduate rent per semester/year and when was the last increase?

How much is the current meal plan?

How is the cost of rent and/or meal plan determined?

Does the chapter have an annual operating budget? Please provide a copy if available.

How is the budget created and when?

Are savings and reserves included in the annual budget? If so, how much and how is amount determined?

Appendix F

Pertinent data/research used to determine what degree WPI Greek chapters are currently meeting outcomes identified by the Programming Committee

Alpha Gamma Delta	
Outcome 1 Meeting National Programming Standards	<ul style="list-style-type: none"> • National standards met per continued recognition & sponsorship • All new members must complete AlcoholEdu • One delegate required to attend National Convention
Outcome 2 Educational Opportunities to strengthen personal & professional development	<ul style="list-style-type: none"> • Conduct a Post Initiation Ritual Review • “You Were Chosen to Lead” Officer Training Program • Fraternity History and Education • Scholarship Program • Recruitment Training School (covers Panhellenic Recruitment Rules, Membership Selection, Etiquette/grooming/hostessing) • Parliamentary Procedure Training • Individual & Chapter Financial Responsibility Training • Risk Management Training for Officers • Monthly/Weekly Risk Management Topics/Tips • Alcohol Awareness Training – two annually • Fire Safety • Safety & Security • Chapter Sisterhood Retreat
Outcome 3 Appreciation for philanthropy & community service	<ul style="list-style-type: none"> • Coordinates the annual Teeter-Totter-a-Thon • Chapter is engaged in quarterly philanthropy activities • Intentional efforts towards classification as a “Jewel Chapter”, which requires an annual \$2,000 contribution to AGD Foundation
Outcome 4 Fostering strong & positive image within local, regional & national arenas	<ul style="list-style-type: none"> • Chapter provides regular submissions to the AGD <i>Quarterly</i> • Chapter creates a Master Plan regarding Public Relations with regard to chapter image on the local, regional and national levels
Outcome 5 Special recognition of chapter/system achievements	<ul style="list-style-type: none"> • “Strive for Pi” recognition, as individuals and a chapter of achieving a GPA of 3.14 • GAC Award for Philanthropy • Jewel Chapter Recognition • Five Star Program participation on a national basis
Outcome 6 Campus-wide programming	<ul style="list-style-type: none"> • Campus-wide presentations as part of Greek Week • Individual chapter presentations on varied topics • Sponsoring and supporting events held during “Women’s History Month” • Chapter requires each member to participate in a specific number of campus activities
Outcome 7 Plan & articulate intentional outcomes for all chapter activities	<ul style="list-style-type: none"> • Chapter intentionally plans out a calendar of events for each term • Chapter completes Risk Management Action Plan at least one term in advance of planned events • Regular planned and structured Chapter Committee Meetings

Alpha Chi Rho

<p>Outcome 1 Meeting National Programming Standards</p>	<ul style="list-style-type: none"> • National Standards met per continued recognition & sponsorship • FIPG Risk Management Standards Required • S.W.O.T. Analysis of chapter operations • All financial transactions paid in a timely manner as required by the National Organization.
<p>Outcome 2 Educational Opportunities to strengthen personal & professional development</p>	<ul style="list-style-type: none"> • Academic Success & Study Habit workshops • Faculty Dinners to facilitate closer relationships with WPI faculty • Resume Workshops and internal resume development and review program • Alumni involvement on employment opportunity bank • Annual “Most Improved Brother” award • Brotherhood yearly retreat
<p>Outcome 3 Appreciation for philanthropy & community service</p>	<ul style="list-style-type: none"> • Chapter exceeds national community service expectations. • Annual Penny Wars Fundraiser • Annual Habitat for Humanity involvement • Autism Society of America Fundraiser • Feed the Children Fundraiser • B.O.L.D. Program • Charity Car Smash Program • Regular participation in Blood Drives • Annual participation in the Cancer Walk
<p>Outcome 4 Fostering strong & positive image within local, regional & national arenas</p>	<ul style="list-style-type: none"> • DCU Fundraiser to raise money for the “Shirt off our Backs” Program • “Light the Night” Leukemia Research Fundraiser • National Leadership and Scholarship Institute • National AXP Conclave attendance • National AXP Convention attendance
<p>Outcome 5 Special recognition of chapter/system achievements</p>	<ul style="list-style-type: none"> • Awards for Outstanding Executive and Postulant Leadership • Community Service Award • Recipient of the “Curly Award” for the Best Overall Chapter • President of the Year Award (AXP & WPI) • “Garnet & White” Award for Best Fraternal Communications
<p>Outcome 6 Campus-wide programming</p>	<ul style="list-style-type: none"> • Annual sponsorship of the Car Smash for Charity • Penny Wars Involvement
<p>Outcome 7 Plan & articulate intentional outcomes for all chapter activities</p>	

Alpha Tau Omega

<p>Outcome 1 Meeting National Programming Standards</p>	<ul style="list-style-type: none"> • National Standards met per continued recognition & sponsorship • FIPG Risk Management Standards Required • All new members required to complete AlcoholEdu
<p>Outcome 2 Educational Opportunities to strengthen personal & professional development</p>	<ul style="list-style-type: none"> • Standard Pledge Program Suggested (not required) • Five members required to attend the Regional Leadership Conference • Chapter President required to attend the Biennial National Congress • Academic Study Sessions held throughout the year • Leadershape Institute held throughout the National Fraternity
<p>Outcome 3 Appreciation for philanthropy & community service</p>	<ul style="list-style-type: none"> • Jump-A-Thon to raise money for the “Why Me” Foundation • Haunted House at Bancroft Tower for the local community • Easter Egg Hunt at Bancroft Tower for the local community • All members required to complete at least ten hours of community service per term
<p>Outcome 4 Fostering strong & positive image within local, regional & national arenas</p>	<ul style="list-style-type: none"> • Attend neighborhood meetings (Greater Hammond Heights Neighborhood Association) • Local work with the “Why Me” Foundation
<p>Outcome 5 Special recognition of chapter/system achievements</p>	<ul style="list-style-type: none"> • “True Merit” National Award recipient for special achievements • Brother of the Year award • Regional “Road Show Award” for members special achievements from National Organization
<p>Outcome 6 Campus-wide programming</p>	<ul style="list-style-type: none"> • Active participant in IFC Casino Night program • Annual campus-wide Poker Tournament
<p>Outcome 7 Plan & articulate intentional outcomes for all chapter activities</p>	<ul style="list-style-type: none"> • Activities designed to foster brotherhood and give something back to the overall community

Lambda Chi Alpha

<p>Outcome 1 Meeting National Programming Standards</p>	<ul style="list-style-type: none"> • National Standards met per continued recognition & sponsorship • FIPG Risk Management Standards Required
<p>Outcome 2 Educational Opportunities to strengthen personal & professional development</p>	<ul style="list-style-type: none"> • Impact Leadership Training offered at the chapter, including regional and national conferences • Leadership Conference held bi-annually during the summer • General Assembly held bi-annually • New Member Education program • Fraternity Education Program
<p>Outcome 3 Appreciation for philanthropy & community service</p>	<ul style="list-style-type: none"> • Annual Teeter-Totter-a-thon held with AGD to benefit Juvenile Diabetes Research Foundation • Annual North American Food Drive • Regular events held with Friendly House
<p>Outcome 4 Fostering strong & positive image within local, regional & national arenas</p>	<ul style="list-style-type: none"> • Faculty and Administration Social
<p>Outcome 5 Special recognition of chapter/system achievements</p>	<ul style="list-style-type: none"> • Regular submission of applications for all applicable local IFC & GAC Awards • Regular submission for International Chapter Awards • Recipient of local chapter awards for Chapter Contributions, Scholastic awards.
<p>Outcome 6 Campus-wide programming</p>	<ul style="list-style-type: none"> • Greek Week and Homecoming involvement • New student move-in • Orientation Greek Presentation • Involvement in Intramurals and club sports
<p>Outcome 7 Plan & articulate intentional outcomes for all chapter activities</p>	<ul style="list-style-type: none"> • Active Standards Committee to maintain minimum standards of Academic success, campus involvement, member standards, and officer performance

Phi Gamma Delta	
Outcome 1 Meeting National Programming Standards	<ul style="list-style-type: none"> • National Standards met per continued recognition & sponsorship • Alcohol Self-Awareness Program • TIPS Training • Tell Me Something I Don't Know • Situational Self-Leadership • Situational Leadership II – for Chapter Officers and Upcoming Leaders • FIPG Risk Management Standards Required
Outcome 2 Educational Opportunities to strengthen personal & professional development	<ul style="list-style-type: none"> • National Standards met per continued recognition & sponsorship. • Servant Leadership –For members who seek additional leadership training • Personality Styles using DISC Instrument • FIJI Leadership Academy • Taking the Lead – educational module on Leadership • National Ekklesia Convention for Leadership & Policy Development
Outcome 3 Appreciation for philanthropy & community service	<ul style="list-style-type: none"> • National Organization encourages service. • National Philanthropy: The Red Cross • Request at least one project per year for The Red Cross
Outcome 4 Fostering strong & positive image within local, regional & national arenas	<ul style="list-style-type: none"> • Regular involvement in the local Big Brother Program • Annual area Worcester City Park Clean-up Programs
Outcome 5 Special recognition of chapter/system achievements	<ul style="list-style-type: none"> • Awarded Alcohol Free Housing Waiver – requires three separate sessions on alcohol & health, alcohol & liability, and alcohol & legality
Outcome 6 Campus-wide programming	<ul style="list-style-type: none"> • Fall BBQ's and volleyball on the Quad
Outcome 7 Plan & articulate intentional outcomes for all chapter activities	

Phi Sigma Kappa

<p>Outcome 1 Meeting National Programming Standards</p>	<ul style="list-style-type: none"> • National Standards met per continued recognition & sponsorship • FIPG Risk Management Standards Required • Attendance of six executives required at Regional Conclave Leadership Seminar • Attendance of six executives required at National Convention (every other year)
<p>Outcome 2 Educational Opportunities to strengthen personal & professional development</p>	<ul style="list-style-type: none"> • Regional Chapter Conclave Required • All members receive training and certification in TIPs alcohol training • Risk Management presentations on various topics, including social host liability, hazing, member safety, etc.
<p>Outcome 3 Appreciation for philanthropy & community service</p>	<ul style="list-style-type: none"> • National Charity is Special Olympics • Three annual Philanthropy events – <ul style="list-style-type: none"> • Special Olympics (two day event for all members participation) • March of Dimes (five hours per member) • Chilin for Children diabetes fundraiser (four hours per member) • Baked Dessert for the elderly
<p>Outcome 4 Fostering strong & positive image within local, regional & national arenas</p>	<ul style="list-style-type: none"> • Public relations initiatives regarding philanthropy events -- <i>Tech News</i> • General discussions with other college chapters about Phi Sigma Kappa programs and the results of the event • Strong chapter attendance at campus-wide and IFC sponsored events to support brotherhood initiatives, as well as the specific program • Greek Week participation, including Parade Float and Banner Contest
<p>Outcome 5 Special recognition of chapter/system achievements</p>	<ul style="list-style-type: none"> • Awarded Highest GPA for the Greek System • Awarded Chapter of the Year • Active participation in campus Honor Societies (Order of Omega)
<p>Outcome 6 Campus-wide programming</p>	<ul style="list-style-type: none"> • BBQ on the quad with volleyball, etc
<p>Outcome 7 Plan & articulate intentional outcomes for all chapter activities</p>	

Phi Sigma Sigma

<p>Outcome 1 Meeting National Programming Standards</p>	<ul style="list-style-type: none"> • National Standards met per continued recognition & sponsorship • Chapter Excellence Program establishes specific standards of excellence for each area of responsibility to Phi Sigma Sigma for each chapter to strive to achieve.
<p>Outcome 2 Educational Opportunities to strengthen personal & professional development</p>	<ul style="list-style-type: none"> • Leadership Development Seminar • Two programs per semester promoting personal development (areas include physical, spiritual, intellectual, & emotional wellness) • Annual Review of Risk Management Policies • Fraternity History • Leadership opportunities include February Regional Leadership Conference, CORE Program, & ACHIEVE Program for emerging leaders • Leadership Development Seminar that each active member attends per year • Two programs per semester promoting personal development (areas include physical, spiritual, intellectual, & emotional wellness) <ul style="list-style-type: none"> ○ Sex Signals Speaker (hosted by Panhellenic and IFC) ○ “Rape Talk” with WPI Officer Gibson ○ Fire Safety Speaker planned for D-Term ○ West St House Speaker planned for D-Term • Annual Review of Risk Management Policies: Signed Chapter Policy Acknowledgement Form • Fraternity History: Each active member passes a fraternity education exam each year. • Leadership opportunities include February Regional Leadership Conference, ACHIEVE Program for emerging leaders, bi-annual International Leadership Training School, and New Member Core Group Program • Each new member goes through TIPS Training, and it is offered for active members as well • Each new member goes through the Phi Sigma Sigma educational program called Visions & Reflections. This program educates new members on our core values and responsibilities to chapter.
<p>Outcome 3 Appreciation for philanthropy & community service</p>	<ul style="list-style-type: none"> • National Philanthropic Organization: National Kidney Foundation (NKF) <ul style="list-style-type: none"> ○ Car wash: proceeds were split evenly between NKF and the American Red Cross Hurricane 2005 Relief Fund ○ Jump-a-thon: 48 hours of trampoline jumping on the quad, proceeds were split evenly with NKF and Alpha Tau Omega’s philanthropic organization ○ Silent Auction during Homecoming, proceeds go towards NKF ○ Mr. WPI Greek Pageant: a competition of volunteers from the Greek Community, proceeds went to NKF ○ Minimum donation of \$35 per amount of active sisters • Muscular Dystrophy Association (MDA) <ul style="list-style-type: none"> ○ Shamrocks Against Dystrophy: sold shamrocks in the campus center, proceeds went to MDA • Community Service <ul style="list-style-type: none"> ○ Each active member and new member completes 4 hours of community service per academic year. Organizations involved include but are not limited to: <ul style="list-style-type: none"> ▪ Red Cross Blood Drive ▪ Special Olympics ▪ MS Walk ▪ UMASS Memorial Cancer Walk • Christmas Party with Friendly House children <ul style="list-style-type: none"> ○ Held at Sigma Alpha Epsilon • Habitat for Humanity <ul style="list-style-type: none"> ○ Ten sisters traveled to Daytona Beach, FL, for spring break and laid the foundation for a house. • One programming even that involves alumnae: Homecoming <ul style="list-style-type: none"> ○ Alumni breakfast at chapter house ○ Alumni BBQ after the football game

<p>Outcome 4 Fostering strong & positive image within local, regional & national arenas</p>	<ul style="list-style-type: none"> • One programming event that involves parents • One programming event that involves the local community • Greek of the Week Published in Tech News: <ul style="list-style-type: none"> ○ Kristin Collette, 2/7/06 ○ Jamielee Brown, 11/30/05 ○ Caitlyn Ramig, 11/16/05 ○ Monica Giddings, 10/12/05 • Bi-weekly “letter days” where each member is encouraged to wear a Phi Sigma Sigma shirt • Parent’s Day: all of chapter’s parents are invited to tour the house, join in a BBQ and participate in a softball game • One programming event that involves the local community <ul style="list-style-type: none"> ○ Easter Egg hunt planned for children living in the neighborhood around President Berkey’s house • Each fall, we rake leaves at the house of our faculty advisor, Helen Vassallo
<p>Outcome 5 Special recognition of chapter/system achievements</p>	<ul style="list-style-type: none"> • Awards from Phi Sigma Sigma International (2004-2005): <ul style="list-style-type: none"> ○ Most Outstanding Recruitment award ○ Housing Service Award- Allyson Barford ○ Most Outstanding Housing Corporation Award ○ Quota/ Total Award ○ Philanthropic support of the Phi Sigma Sigma foundation through chapter donation recognition • WPI Greek Alumni Council Awards (2004-2005) <ul style="list-style-type: none"> ○ Greek Chapter of the Year (3rd consecutive year) ○ Sorority Woman of the Year - Megan Holmes ○ Greek Officer of the Year - Kristin Collette ○ Outstanding Educational Programming Awards: New Member Core Groups
<p>Outcome 6 Campus-wide programming</p>	<ul style="list-style-type: none"> • Faculty Appreciation Reception, 11/28/05 <ul style="list-style-type: none"> ○ We sponsored a reception with Sigma Phi Epsilon and invited all faculty members on campus. We mingled, served food and presented certificates of appreciation to faculty. • Each fall, we host a BBQ on the quad with Alpha Gamma Delta that is open to all undergraduate women.
<p>Outcome 7 Plan & articulate intentional outcomes for all chapter activities</p>	<ul style="list-style-type: none"> • Lifelong learning <ul style="list-style-type: none"> ○ At least one study session per term offered to all sisters ○ Mentor Program for new members: each new member is paired with a sister in their major (if possible). A relationship fosters that helps the new member with help for planning their schedule for the rest of their WPI career and useful knowledge about their major. • Leadership through service <ul style="list-style-type: none"> ○ New members interview officers in chapter and learn the “business” side of chapter. They then present what this officer does to the rest of their class. ○ Community Service and Philanthropic activities fall under this category. • Inclusiveness <ul style="list-style-type: none"> ○ Gamma Iota Day: Chapter is divided into teams of 8-10 people and everyone participates in organized games and competitions. The goal of this day is have fun, no matter what your athletic ability is, and to bond with sisters. ○ Community service events are aimed to help those less fortunate than you, despite their abilities and resources. ○ Each semester, we plan a “mock-tails” party with Alpha Gamma Delta

Sigma Alpha Epsilon

<p>Outcome 1 Meeting National Programming Standards</p>	<ul style="list-style-type: none"> • National Standards met per continued recognition & sponsorship
<p>Outcome 2 Educational Opportunities to strengthen personal & professional development</p>	<ul style="list-style-type: none"> • Risk Management /Fire Protection workshop held yearly for all new members • Sexual Education program presented to current members by new members on annual basis
<p>Outcome 3 Appreciation for philanthropy & community service</p>	<ul style="list-style-type: none"> • Annual winter holiday party held with Phi Sigma Sigma and children from Friendly House • Chapter requirement of two hours community service per brother per term, in addition to chapter sponsored events. • Volunteer at Worcester State College Juvenile Diabetes Walk food station. • Volunteer at Veterans' Shelter Cafeteria. • Sponsor American Red Cross blood drive with Phi Sigma Sigma. • Participate in Annual Worcester Food Drive.
<p>Outcome 4 Fostering strong & positive image within local, regional & national arenas</p>	<ul style="list-style-type: none"> • Two delegates attend National Fraternity Convention and National Leadership School. • Four delegates sent to Province Convention and Leadership School. • Chapter Public Relations Chair regularly sends articles to <i>Tech News</i>, Worcester T&G, and SAE National Magazine reporting on chapter events. • Parents Day held annually for brothers and new members' parents. • Faculty social & dinner held every semester at chapter house. • Holiday cards sent annually to WPI administration and families of brothers. • Mother's day Cards sent to brothers' and new members mothers. • Weekly "Letter Days" to increase visual presence on campus. • Active encouragement to participate in campus clubs and organizations. – Active as OL's, Crimson Key, SGA, IFC, ROTC, varsity sports.
<p>Outcome 5 Special recognition of chapter/system achievements</p>	<ul style="list-style-type: none"> • 2005 National Risk Management Award • 2005 National Chapter Achievement Award • 2005 National Outstanding Chapter Advisor Award • 2005 WPI Greek Alumni Council Risk Management Award • 2005 WPI Greek Alumni Council Community Service Award • National Scholarship Award Winner (Ryan St. Gelais) • Chapter Achievement Award recipient since award inception (1980's) • Consistent Chapter nomination for John O. Moseley Award for Fraternity Zeal (highest national chapter award) • Internal Chapter awards for Outstanding Pledge, Brotherhood Award, Fraternity Involvement Award, & Academic Achievement Award. • Past Year's Awards are publicly displayed to encourage members striving for excellence.
<p>Outcome 6 Campus-wide programming</p>	
<p>Outcome 7 Plan & articulate intentional outcomes for all chapter activities</p>	

Sigma Phi Epsilon

<p>Outcome 1 Meeting National Programming Standards</p>	<ul style="list-style-type: none"> • National Standards met per continued recognition & sponsorship
<p>Outcome 2 Educational Opportunities to strengthen personal & professional development</p>	<ul style="list-style-type: none"> • Sig Ep Continuum Leadership Program • EDGE – Overcoming Obstacles to fulfill lifetime achievement • Carlson Leadership Academy • Ruck Leadership Institute • Tragos Quest to Greece Capstone Leadership Program
<p>Outcome 3 Appreciation for philanthropy & community service</p>	<ul style="list-style-type: none"> • National requires at least two community service projects per year
<p>Outcome 4 Fostering strong & positive image within local, regional & national arenas</p>	
<p>Outcome 5 Special recognition of chapter/system achievements</p>	
<p>Outcome 6 Campus-wide programming</p>	
<p>Outcome 7 Plan & articulate intentional outcomes for all chapter activities</p>	

Sigma Pi

<p>Outcome 1 Meeting National Programming Standards</p>	<ul style="list-style-type: none"> • National Standards met per continued recognition & sponsorship • FIPG Risk Management Standards Required • Gold Standard Program stipulates points for chapter involvement/achievement of many statements below. However, these are not mandatory.
<p>Outcome 2 Educational Opportunities to strengthen personal & professional development</p>	<ul style="list-style-type: none"> • Gold Standard Program • Time Management & Study Skills Program • Budgeting & Financial Management Program • Scholarship Program • Etiquette Program • Semester Ritual Review • ACE (Altruistic Campus Experience) Project • Leadership opportunities include Sigma Pi University, Biennial Convention, & Mid-Year Leadership Conference • Membership Education on National & University Risk Management Policy, Hazing required annually by all members
<p>Outcome 3 Appreciation for philanthropy & community service</p>	<ul style="list-style-type: none"> • Gold Standard requires at least 90% chapter participation • Gold Standard requires at least one project with the Red Cross or other Blood Services Organization per year • Gold Standard awards additional points for additional participation in other Greek sponsored philanthropic events
<p>Outcome 4 Fostering strong & positive image within local, regional & national arenas</p>	<ul style="list-style-type: none"> • Gold Standard awards points for participation in IFC/SGA and holds at least one leadership position • Gold Standard awards points for at least 50% of members participation in other student organizations • Gold Standard awards points for participation in all major campus activities • Gold Standard awards points for participation in an ACE (Altruistic Campus Experience) Project
<p>Outcome 5 Special recognition of chapter/system achievements</p>	<ul style="list-style-type: none"> • Gold Standard Program
<p>Outcome 6 Campus-wide programming</p>	<ul style="list-style-type: none"> • Gold Standard awards points for participation in all major intramural sports
<p>Outcome 7 Plan & articulate intentional outcomes for all chapter activities</p>	

Tau Kappa Epsilon

<p>Outcome 1 Meeting National Programming Standards</p>	<ul style="list-style-type: none"> • National Standards met per continued recognition & sponsorship • TKE awards points for participation & meeting National Standards
<p>Outcome 2 Educational Opportunities to strengthen personal & professional development</p>	<ul style="list-style-type: none"> • Chapter has a written Continuing Education Program • Sends at least one member to TKE Conclave • Sends four or more members to Regional Leadership Conference • Sends eight or more to the Province Educational Conference • Chapter conducts an annual retreat prior to the fall term • Chapter conducts an annual officer retreat after chapter elections • Chapter reviews the Risk Management Policy with all members at the start of the school term (alcohol abuse & hazing) • Chapter reviews the Risk Management Policy at the first Candidate Education Meeting
<p>Outcome 3 Appreciation for philanthropy & community service</p>	
<p>Outcome 4 Fostering strong & positive image within local, regional & national arenas</p>	
<p>Outcome 5 Special recognition of chapter/system achievements</p>	
<p>Outcome 6 Campus-wide programming</p>	
<p>Outcome 7 Plan & articulate intentional outcomes for all chapter activities</p>	

Theta Chi

<p>Outcome 1 Meeting National Programming Standards</p>	<ul style="list-style-type: none"> • National Standards met per continued recognition & sponsorship • Must sponsor at least one educational seminar – at least 80% of members & new members must be in attendance. • FIPG Risk Management Policy Required • Pilot AlcoholEdu Program for all new members
<p>Outcome 2 Educational Opportunities to strengthen personal & professional development</p>	<ul style="list-style-type: none"> • National Standards met per continued recognition & sponsorship. • Must have at least two members participate in the Deranian Presidents Conference per year • Must have at least four members participate in the Mid-Year Leadership Challenge per year (Regional Leadership School) • Must have at least two members participate in the Summer Chapter Leadership Conference • Must have one member attend the School of Fraternity Practices/Convention per year • All members required to be TIPs Trained and Certified • Internal Chapter Alumni Career Fair • Leadership training and opportunities within Chapter • Provide study help sessions to new members in the chapter
<p>Outcome 3 Appreciation for philanthropy & community service</p>	<ul style="list-style-type: none"> • Must sponsor at least one community service project per semester, with 80% of current and new members participating • Each member is required to complete at least five hours of community service per term • Hurricane Katrina Relief BBQ – raised approximately \$1,000 for victims of this disaster • Donation of over \$1,200 worth of food to the Worcester County Food Bank • Clothesline Across Campus – gather and donate used clothing to the American Red Cross
<p>Outcome 4 Fostering strong & positive image within local, regional & national arenas</p>	<ul style="list-style-type: none"> • Chapter Values of “Truth, Temperance and Tolerance” incorporated into daily activities • Chapter known as “Extending the Helping Hand” through local & national community service efforts • Chapter focuses on “inspiring True Friendship” through the development of a strong brotherhood
<p>Outcome 5 Special recognition of chapter/system achievements</p>	<ul style="list-style-type: none"> • Awarded Alcohol Free Housing Waiver – requires four separate activities: Alcohol Education, Risk Management, New Member Education, Campus-wide Program • Awarded Seven Section of the Annual National Alter Award • Greek Week Award Winning Chapter
<p>Outcome 6 Campus-wide programming</p>	<ul style="list-style-type: none"> • Regular involvement in Intramural and club sports programs
<p>Outcome 7 Plan & articulate intentional outcomes for all chapter activities</p>	<ul style="list-style-type: none"> • Intentionally plan activities that demonstrate Core Values of Fraternity, including visibly demonstrating national creed to “inspire true friendship” • Philanthropy activities demonstrate national values of “extending the helping hand” by helping those in need in the community, while working together to create a “truthful, temperate and tolerant” environment.

Zeta Psi	
Outcome 1 Meeting National Programming Standards	<ul style="list-style-type: none"> • National Standards met per continued recognition & sponsorship • FIPG Risk Management Standards Required • AlcoholEdu required for all new members
Outcome 2 Educational Opportunities to strengthen personal & professional development	<ul style="list-style-type: none"> • Regular attendance at the Leadership Training Institute and Convention
Outcome 3 Appreciation for philanthropy & community service	<ul style="list-style-type: none"> • Sponsor an annual Golf Tournament for Zeta Kids • Annual Rock-a-Thon with Phi Sigma Sigma • Sponsored a Home Run Derby • Sponsored a Poker Tournament • Sponsored a Big Brothers Program
Outcome 4 Fostering strong & positive image within local, regional & national arenas	<ul style="list-style-type: none"> • Participate in the Big Brother Program with a local elementary school • Worcester/WPI area clean-up program on a yearly basis • Visit other chapters around the country to support and enhance brotherhood
Outcome 5 Special recognition of chapter/system achievements	<ul style="list-style-type: none"> • Regular up-dates on Zeta Psi web site • Chapter trophy case designed to support excellence • National Newsletter recognition
Outcome 6 Campus-wide programming	<ul style="list-style-type: none"> • Campus-wide Risk Management Presentation • Campus-wide BBQ's and quad philanthropy events
Outcome 7 Plan & articulate intentional outcomes for all chapter activities	

Appendix G

Survey Results from the New Member Retreat 2006 Greek Life Task Force Recruitment Committee

First Year Students

Question 1: Currently, prior to Bid Night (A and B-Term), a Greek member may not be in the presence of freshmen when alcohol is present. To your knowledge, was there any instance prior to Bid Night when you were in the presence of alcohol and a Greek Member was at that same location? (Check all that apply)

Males

Yes, with a member of the Fraternity I joined	7
Yes, with a member of the Fraternity I did not join	15
No, I was never in the presence of alcohol and a brother prior to Bid Night	82
Yes, with a member of the Fraternity I joined and with a member of a Fraternity I did not join	8
No answer	1

Females

Yes with a member of the Sorority I joined	5
Yes, with a member of the Sorority I did not join	5
No, I was never in the presence of alcohol and a sister prior to Bid Night	28
Yes, with a member of the Sorority I joined and a with a member of a sorority I did not join	1
Yes, but did not specify which one	1

Question 2: As a current new member, on average, how many hours do you spend participating in required activities with your Greek Chapter? This includes new member meetings, assignments to complete on your own or with your new member class, and obligations at the chapter house?

Males

0-5 hours per week	6
5-10 hours per week	29
10-15 hours per week	25
15+ hours per week	53

Females

0-5 hours per week	12
5-10 hours per week	15
10-15 hours per week	5
15+ hours per week	8

Upperclassmen

Question 1: Currently, prior to Bid Night (A and B-Term), a Greek member may not be in the presence of freshmen when alcohol is present. To your knowledge, was there any instance prior to Bid Night when you were in the presence of alcohol and a Greek Member was at that same location? (Check all that apply)

Upperclassmen

Yes, with a member of the Greek Chapter I joined	2
Yes, with a member of the Greek Chapter I did not join	0
No, I was never in the presence of alcohol and a brother/sister prior to Bid Night	5
Yes, with a member of the Greek Chapter I joined and with a member of a Greek Chapter I did not join	1
No Answer	1

Question 2: As a current new member, on average, how many hours do you spend participating in required activities with your Greek Chapter? This includes new member meetings, assignments to complete on your own or with your new member class, and obligations at the chapter house?

Upperclassmen

0-5 hours per week	0
5-10 hours per week	2
10-15 hours per week	1
15+ hours per week	6

Breakdown of class standings

Sophomores – 6 students

Juniors – 1 student

Didn't specify – 2 students

Appendix H

Living Arrangements of Students Pledged Through Formal Recruitment

Living Arrangement	Men Recruited	Men in Res. Hall	Women Recruited	Women in Res. Hall	% Men Recruit.	% Women Recruit.	% Total Recruit.
Morgan	38	166	11	32	22.9%	34.4%	24.7%
Daniels	29	113	8	61	25.7%	13.1%	21.3%
Riley	26	99	10	58	26.3%	17.2%	22.9%
Stoddard	33	159	2	19	20.8%	10.5%	19.7%
Institute	10	48	9	24	20.8%	37.5%	26.4%
Founders	3	186	2	42	1.6%	4.8%	2.2%
Ellsworth/Fuller	6	126	3	50	4.8%	6.0%	5.1%
Off campus	16		4				

Appendix I

Proposed Interfraternity Council Recruitment Rules

Section III. Recruitment Rules (The Committee recommends changing all “Rush” references to “Recruitment”)

Infringement on any of the following rules outlined herein, and any infringement on the Greek Code of Conduct during Formal Recruitment, will be considered a violation of Recruitment rules and may be subject to penalty.

Prior to a violation, these rules are subject to the interpretation of the IFC Recruitment Committee if chapters request approval. If a house is charged with a violation of a Recruitment Rule, the IFC Judicial Board shall have the power to enforce punishments for violations of these rules. Chapters may not be charged with a rules violation if they received prior approval from the IFC Recruitment Committee.

- A. The following academic requirements have been established to ensure that Recruitment in no way interferes with a prospective member’s academic achievement.
 - a. All prospective members are required to give approval for the release of their grades to the IFC and the Student Activities Office (SAO) prior to their participation in formal rush. **(This is to improve recruitment procedures, and its elaborated upon in other recommendations)**
 - b. Freshmen males are required to pass two-thirds units in A-Term and 1 & 1/3 units by the end of B-Term, and be in good academic standing at the end of C-Term to be permitted to have their bids signed.
- B. Recruitment events are allowed to occur on Monday and Thursday nights. Additionally one event per weekend is allowed (Friday, Saturday, or Sunday).
- C. All weekday Recruitment Events must end by 10pm, unless previously approved by the IFC Recruitment Committee. Weekend Recruitment Events must end by midnight.
- D. All Mystery Recruitment Events must be approved by the IFC Recruitment Committee prior to Formal Recruitment.
- E. Wet Rushing is not allowed.
- F. Black Rushing is not allowed.
- G. All participants in a Recruitment Event shall not be under the influence of alcohol or any other substance. This includes, but is not limited to: brothers, pledges, alumni, and prospective members.
- H. Fraternity men may not provide prospective members with access to or means to obtain alcohol or any other intoxicating substance.
- I. Fraternity men may not be in the presence of freshman males when alcohol is present.
- J. Freshmen males are not allowed on the premises of a fraternity prior to the start of Formal Recruitment, unless the Recruitment Committee grants specific permission through a two-thirds majority vote.
- K. A legacy may only be allowed in the chapter house before Formal Recruitment if they are accompanied by the brother, father, step-father, or grandfather who qualifies this individual as a legacy. A legacy will not be allowed in the chapter house during events where alcohol is being served.
- L. Transfer students will be allowed into houses for the entirety of the school year.

- M. Fraternity members are not allowed within residence halls for Recruitment purposes unless approved by Residential Services.
- N. No one affiliated with the WPI Fraternity System may invite freshmen males to events anywhere where alcohol or any other intoxicating substance is present.
- O. Bids for first year students may only be signed upon approval by the Greek Advisor and Recruitment Chairman on or after Bid Night.
- P. Questionable circumstances are subject to the discretion of the IFC Recruitment Committee.