COMPLIANCE AND GREEK LIFE: TOOLS FOR OVERSIGHT AND COLLABORATION

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NORTH-AMERICAN INTERFRATERNITY CONFERENCE

NIC represents 66 MEMBER FRATERNITIES

MEMBERSHIP:

Compiled from the 2015-2016 academic year
- 384,193 undergraduates are members of fraternities
- 99,772 men were initiated into fraternities
- There are 6,233 fraternity chapters on roughly 800 college campuses
- There are 4.2 million fraternity alumni in the world

IMPACT:

Compiled from the 2013-2014 academic year
- Fraternity undergraduates served for 3.8 million hours in their local communities
- Fraternity chapters raised $20.3 million for philanthropic causes
- The all-fraternity GPA is 2.912, higher than the all-male GPA of 2.892
FRATERNITY ORGANIZATION & GOVERNANCE

- National fraternities are generally incorporated with a constitution and bylaws. They provide a general organization framework for governance, individual, and chapter membership requirements.
- “Nationals” impose rigorous and explicit risk management policies, and condition insurance coverage on strict adherence to those policies.
- Institutions of higher education “recognize” local chapters as student organizations subject to the institution’s policies that cover recognized student groups.
- “House” ownership is a key component of oversite and governance.

NATIONAL STUDY ON HAZING AT COLLEGES AND UNIVERSITIES

- 73% of fraternity/sorority respondents experienced at least one hazing behavior.
- Most frequently reported male hazing behaviors:
  - Participating in a “drinking game” (31%)
  - Sing or chant in public place unrelated to game or social event (27%)
  - Drink alcohol to the point of getting sick or passing out (24%)
- Respondents reported that in more than 50% of cases, photos of activities were placed on public websites.
- Reasons for not reporting hazing:
  - I didn’t want to get my team or group in trouble (37%)
  - Afraid of negative consequences for me from team or group (20%)
  - Afraid of being treated as an “outsider” by members of team or group (14%)

Hazing in View: College Students at Risk. Elizabeth Allen, Mary Madden, University of Maine, 2008.
FRATERNAL DISORDER: THE MOST-COMMON CLAIMS

The bruised or catatonic pledge may be an emblem of fraternization gone awry, but hazing causes only a fraction of the problems at Greek houses. A 2010 analysis by Willis, a major fraternity insurer, based on a sample of liability claims, shows the range of incidents now commanding national attention.

Source: https://www.theatlantic.com/magazine/archive/2014/03/the-dark-power-of-fraternities/357580/
BETA THETA PI

- Fraternity Mission: To develop men of principle for a principled life
- Fraternity Core Values: To build lasting bonds of friendship and brotherhood, Beta calls for...
  - Mutual Assistance
  - Intellectual Growth
  - Trust
  - Responsible Conduct
  - Integrity

GREEK LIFE AT PENN STATE

- 34 IFC Fraternities (14 suspended)
- 20 Panhellenic Sororities (2 suspended)
- 12 Multicultural Greek Council Fraternities and Sororities (1 suspended)
- 2 National Panhellenic Council Fraternities and Sororities (1 suspended)
- Approximately 5,000 members
- 4 Governing Councils
- A total of 18 chapters have been suspended since 2015, 13 since Feb. 2017
just to be clear-- there were 48, prior to 14 being suspended; same with sororities-- 22 before 2 being suspended; etc.
PSU FRATERNITY/SORORITY “COMPLIANCE PROGRAM”

HIGHLIGHTS

- University established new Office of Fraternity and Sorority Compliance (OFSC) within Student Affairs
- Hired “Compliance Coordinators” to implement risk management plans, review/approve chapter activities
- Disciplinary process transitioned from Interfraternity Council to the University’s Office of Student Conduct
- On-site monitoring program with unannounced spot checks
- Deferred recruitment for new members
- Enhanced new member, member, and chapter officer training on sexual misconduct, alcohol, etc.
- Increased police patrols (PSU and Borough officer teams)
- Adopted “zero tolerance policy” for serious hazing incidents
  - “Serious” incidents include forced alcohol consumption that results in injury, physical abuse, or other potentially dangerous activities

PSU FRATERNITY /SORORITY “COMPLIANCE PROGRAM”

Social Monitoring

- All fraternity and sorority chapters must submit individual proposals on how they plan to manage social events for their chapter. When a fraternity or sorority chapter holds a social event, the chapter must follow the guidelines below.
  - Mandatory preconference, monitoring checks, post conference for each social event
  - Limit of 10 socials with alcohol per semester
  - No daylong events
  - Only beer and wine
  - Indoor and outdoor social events limited to the legal capacity of the chapter house
  - Service of alcohol at social events must follow Pennsylvania law and be distributed by RAMP-trained servers
PSU FRATERNITY /SORORITY “COMPLIANCE PROGRAM”

- **Deferred recruitment for new students**
  - Students must have 14 credits completed to pledge, 27 if transfer student
  - Pledge must have no conduct violation that resulted in probation or higher
  - Pledge must participate in mandatory education program, including training on alcohol, sexual assault, and hazing
  - Fraternity must meet GPA and conduct requirements

PSU FRATERNITY /SORORITY “COMPLIANCE PROGRAM”

- University police conduct periodic nightly patrols with municipal partners
- Almost all Fraternities are off campus in State College Borough
  - Borough ordinance prohibits more than 5 unrelated people from living in the same house
- “Neighborhood Enforcement Alcohol Teams (NEAT)” consisting of 2 PSU and 2 State College Officers patrol “Fraternity Row” several nights per week. They coordinate with compliance monitors from the Office of Fraternity and Sorority Compliance.
PSU FRATERNITY /SORORITY “COMPLIANCE PROGRAM”

- Developed greek “scorecard” for potential members and parents
  - New measure published at the end of each semester, snapshot of status of chapters
  - Includes positive (community service, philanthropy) and negative (conduct violations)
    - # of members, chapter GPA, etc.
  - Lists chapters that have lost recognition or had conduct violation findings

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PENN STATE INTERFRATERNITY COUNCIL CHAPTER SCORE CARD
FALL 2017
Greek Life at Ohio State

- 37 Interfraternity Council (IFC) fraternities
- 8 National Pan-Hellenic Council (NPHC) fraternities and sororities
- 10 Multicultural Greek Council (MCGC) fraternities and sororities (+1 suspended)
- 17 Panhellenic Association (PHA) sororities (+1 suspended)
- Approximately 5,800 members
- 4 Governing Councils

Context

Strategic challenges
- Sexual misconduct; hazing; mental health; alcohol abuse; other Student Code of Conduct violations
- Volunteer/charitable activities; academic fraternities; place of “home” for students in large university
- Alumni contributions; transition to two-year mandatory on-campus residence

Responsibilities: potential for confusion
- University vs organization vs individual member
- Offices within Student Life (e.g., Student Conduct, Inter-fraternity Council)
- Office of Student Life vs other offices (e.g., legal, compliance)

Individual Fraternity cases (in Student Conduct)
- High-risk cases reflecting Chapter culture potentially treated as “routine” individual cases
Risk Overview

Control
- Organization cases (regulatory, e.g., Title IX, VAWA)
- Individual cases (regulatory, e.g., Title IX, VAWA)
- Organization cases (non-regulatory)
- Individual cases (non-regulatory)
- Training (e.g., Code of Student Conduct, hazing)
- Pledging and membership activities
- Volunteer activities

Operational

Immediate Actions

Metrics
- Obtained access to Student Conduct’s database
- Assessed available data

Existing investigations
- Monitored all allegations and adjudications
- Convened a meeting on a specific fraternity that was subject to several severe allegations
- Encouraged a comprehensive investigation of that fraternity and tracked its results for leadership

Ongoing oversight
- Compiled risk-rated data about misconduct across the Greek system
- Analyzed systemic challenges and recommended improvements to leadership
Short term: risk ratings

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<th>Council</th>
<th>Chapter</th>
<th>Demographic Information</th>
<th>Student Conduct</th>
<th>Chapter Issues</th>
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<td></td>
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<td>Active Members</td>
<td>% Issues</td>
<td>Registered Events</td>
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<td>Inter-fraternity Council</td>
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<td>27%</td>
<td>10</td>
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Rating system
- Did not incorporate positive metrics
- Takes into account % issues, Chapter issues and individual issues, as well as Chapter history
- Ongoing usage a challenge; provides baseline for periodic monitoring

Strategic Overview

Short term
- Mitigate high-risk situations (individual cases, problematic organizations)
- Address environment of increased reputation risk
- Meet ongoing regulatory oversight (Title IX OCR Resolution Agreement)

Medium term
- Identify patterns that reflect broader problems
- Connect to other high-profile topics (hazing, sexual assault, alcohol abuse, mental health)

Long term
- Align incentives (negative & positives) through metrics and reporting
- Clarify roles and responsibilities in university oversight
Discussion