
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 oversight and governance

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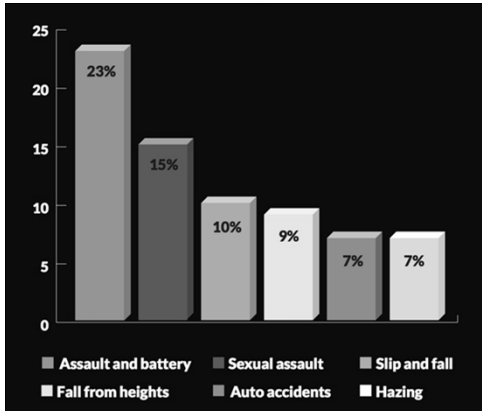
NATIONAL STUDY ON HAZING AT COLLEGES AND UNIVERSITIES

- **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%)

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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/>

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Penn State hazing death: Attorney general seeks manslaughter charges against frat

Penn State Fraternity Suspended Student Found Unconscious, Hospitalized



Penn State frat members gave pledge 18 drinks in less than 90 minutes, video shows

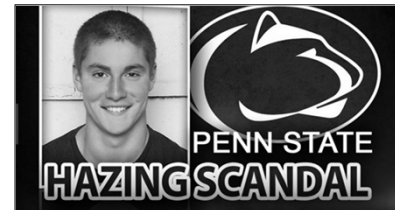
Penn State fraternity suspended for 4 years after hazing investigation

Another dozen Penn State fraternity brothers charged in Tim Piazza hazing death after recovery of deleted video

18 Penn State Students Charged in Fraternity Death

10 Additional Penn State Students Charged in Hazing Death of Pledge

In announcing the new charges, the authorities said that the student, Tim Piazza, had been given at least 18 drinks in 82 minutes at the Beta Theta Pi party in February.



Beta Theta Pi permanently banned; new restrictions put on Greek-letter groups

March 30, 2017

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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

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GREEK LIFE AT PENN STATE

- 34 IFC Fraternities (14 suspended) [DSI](#)
- 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

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Slide 8

DS1 just to be clear-- there were 48, prior to 14 being suspended;
same with sororities-- 22 before 2 being suspended; etc.
Danny Shaha, 5/17/2018

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 other⁹ 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

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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

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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.

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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

Chapter	Membership			Academic Performance				Conduct			Standards of Excellence (annual data) ¹⁾			
	Total active members	Total new members	Chapter 4 semester GPA	New Member Chi Semester GPA ¹⁾	Chi GPA GPA completed 1 to 31-month GPA ¹⁾	Percent below 2.0 cumulative GPA	Percent below 2.5 3-D cumulative GPA	W/Haz violations	Kappa K violations	Sexual Assault Violations		Other violations ¹⁾	Philanthropy hrs/member	Community Service hrs/member
Acacia	116	6	3.33	2.82	Above	10.3%	14.7%	75.0%				0.5		\$25.00
Alpha Chi Rho	Lost recognition on July 17, 2017 for one (1) year by Interfraternity Council (IFC) for hazing													
Alpha Delta Phi	16	2	3.06	3.35	Below	25.0%	18.8%	56.3%				0.4		\$0.00
Alpha Epsilon Pi	95	n/a	3.25	n/a	Above	9.5%	16.8%	73.7%				0.0		\$11.40
Alpha Gamma Rho	103	6	3.33	3.55	Above	5.9%	13.8%	80.9%				0.1		\$1.01
Alpha Kappa Lambda	21	n/a	2.81	n/a	Below	30.0%	15.0%	55.0%				5.8		\$0.00
Alpha Phi Delta	26	2	2.87	3.07	Below	32.0%	12.0%	56.0%				0.2		\$0.00
Alpha Rho Chi	24	n/a	3.26	n/a	Above	8.3%	12.5%	79.2%				1.6		\$4.20
Alpha Sigma Phi	Suspended on December 1, 2017 by University for hazing and alcohol and/or drug violations through Spring 2019													
Alpha Tau Omega	95	5	3.32	3.04	Above	6.5%	12.9%	80.7%			1	0.2		\$0.00
Alpha Zeta	19	3	2.92	2.65	Below	21.1%	21.1%	57.9%				17.8		\$28.70
Beta Sigma Beta	104	n/a	3.24	n/a	Above	11.7%	15.5%	72.8%			1	2.5		\$241.18
Beta Theta Pi	Lost recognition on March 30, 2017 indefinitely by University for hazing violations													
Chi Phi	69	4	3.21	3.09	Above	11.3%	22.6%	66.1%			1	8.2		\$25.00
Delta Chi	89	19	3.21	3.25	Above	6.8%	22.7%	70.5%			1	2.5		\$23.50
Delta Kappa Epsilon	67	8	3.13	2.92	Above	17.2%	12.5%	70.3%				2.8		\$5.90
Delta Sigma Phi	99	4	3.14	3.11	Above	15.7%	12.4%	71.9%				0.9		\$3.36
Delta Tau Delta	Suspended on November 7, 2017 by University for alcohol and/or drug violations through Fall 2018													
Delta Theta Sigma	20	9	2.53	2.42	Below	50.0%	25.0%	25.0%				25.3		\$807.82
Delta Upsilon	Suspended on October 28, 2017 by University for alcohol and/or drug violations, failure to comply, and University regulations through Spring 2018													
Kappa Delta Rho	Lost recognition on May 27, 2015 for three (3) years by University for hazing and policy violations													

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Greek Life at Ohio State

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

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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

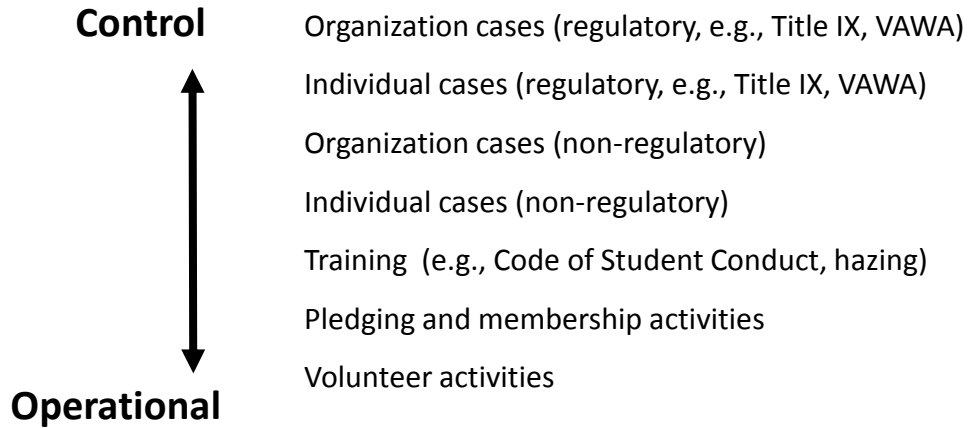
Responsibilities: potential for confusion

- 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



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

Case #	Campus	Misconduct/Offense			Offense Details				Administrative Action				
		Category	Severity	Outcome	Area	Start	End	Offense	Offense	Offense	Offense	Offense	Offense
11-21	21A	21A	21A	21A	1	1	1	1	1	1	1	1	1
11-22	21B	21B	21B	21B	1	1	1	1	1	1	1	1	1
11-23	21C	21C	21C	21C	1	1	1	1	1	1	1	1	1
11-24	21D	21D	21D	21D	1	1	1	1	1	1	1	1	1
11-25	21E	21E	21E	21E	1	1	1	1	1	1	1	1	1
11-26	21F	21F	21F	21F	1	1	1	1	1	1	1	1	1
11-27	21G	21G	21G	21G	1	1	1	1	1	1	1	1	1
11-28	21H	21H	21H	21H	1	1	1	1	1	1	1	1	1
11-29	21I	21I	21I	21I	1	1	1	1	1	1	1	1	1
11-30	21J	21J	21J	21J	1	1	1	1	1	1	1	1	1
11-31	21K	21K	21K	21K	1	1	1	1	1	1	1	1	1
11-32	21L	21L	21L	21L	1	1	1	1	1	1	1	1	1
11-33	21M	21M	21M	21M	1	1	1	1	1	1	1	1	1
11-34	21N	21N	21N	21N	1	1	1	1	1	1	1	1	1
11-35	21O	21O	21O	21O	1	1	1	1	1	1	1	1	1
11-36	21P	21P	21P	21P	1	1	1	1	1	1	1	1	1
11-37	21Q	21Q	21Q	21Q	1	1	1	1	1	1	1	1	1
11-38	21R	21R	21R	21R	1	1	1	1	1	1	1	1	1
11-39	21S	21S	21S	21S	1	1	1	1	1	1	1	1	1
11-40	21T	21T	21T	21T	1	1	1	1	1	1	1	1	1
11-41	21U	21U	21U	21U	1	1	1	1	1	1	1	1	1
11-42	21V	21V	21V	21V	1	1	1	1	1	1	1	1	1
11-43	21W	21W	21W	21W	1	1	1	1	1	1	1	1	1
11-44	21X	21X	21X	21X	1	1	1	1	1	1	1	1	1
11-45	21Y	21Y	21Y	21Y	1	1	1	1	1	1	1	1	1
11-46	21Z	21Z	21Z	21Z	1	1	1	1	1	1	1	1	1
11-47	21AA	21AA	21AA	21AA	1	1	1	1	1	1	1	1	1
11-48	21AB	21AB	21AB	21AB	1	1	1	1	1	1	1	1	1
11-49	21AC	21AC	21AC	21AC	1	1	1	1	1	1	1	1	1
11-50	21AD	21AD	21AD	21AD	1	1	1	1	1	1	1	1	1
11-51	21AE	21AE	21AE	21AE	1	1	1	1	1	1	1	1	1
11-52	21AF	21AF	21AF	21AF	1	1	1	1	1	1	1	1	1
11-53	21AG	21AG	21AG	21AG	1	1	1	1	1	1	1	1	1
11-54	21AH	21AH	21AH	21AH	1	1	1	1	1	1	1	1	1
11-55	21AI	21AI	21AI	21AI	1	1	1	1	1	1	1	1	1
11-56	21AJ	21AJ	21AJ	21AJ	1	1	1	1	1	1	1	1	1
11-57	21AK	21AK	21AK	21AK	1	1	1	1	1	1	1	1	1
11-58	21AL	21AL	21AL	21AL	1	1	1	1	1	1	1	1	1
11-59	21AM	21AM	21AM	21AM	1	1	1	1	1	1	1	1	1
11-60	21AN	21AN	21AN	21AN	1	1	1	1	1	1	1	1	1
11-61	21AO	21AO	21AO	21AO	1	1	1	1	1	1	1	1	1
11-62	21AP	21AP	21AP	21AP	1	1	1	1	1	1	1	1	1
11-63	21AQ	21AQ	21AQ	21AQ	1	1	1	1	1	1	1	1	1
11-64	21AR	21AR	21AR	21AR	1	1	1	1	1	1	1	1	1
11-65	21AS	21AS	21AS	21AS	1	1	1	1	1	1	1	1	1
11-66	21AT	21AT	21AT	21AT	1	1	1	1	1	1	1	1	1
11-67	21AU	21AU	21AU	21AU	1	1	1	1	1	1	1	1	1
11-68	21AV	21AV	21AV	21AV	1	1	1	1	1	1	1	1	1
11-69	21AW	21AW	21AW	21AW	1	1	1	1	1	1	1	1	1
11-70	21AX	21AX	21AX	21AX	1	1	1	1	1	1	1	1	1
11-71	21AY	21AY	21AY	21AY	1	1	1	1	1	1	1	1	1
11-72	21AZ	21AZ	21AZ	21AZ	1	1	1	1	1	1	1	1	1
11-73	21BA	21BA	21BA	21BA	1	1	1	1	1	1	1	1	1
11-74	21BB	21BB	21BB	21BB	1	1	1	1	1	1	1	1	1
11-75	21BC	21BC	21BC	21BC	1	1	1	1	1	1	1	1	1
11-76	21BD	21BD	21BD	21BD	1	1	1	1	1	1	1	1	1
11-77	21BE	21BE	21BE	21BE	1	1	1	1	1	1	1	1	1
11-78	21BF	21BF	21BF	21BF	1	1	1	1	1	1	1	1	1
11-79	21BG	21BG	21BG	21BG	1	1	1	1	1	1	1	1	1
11-80	21BH	21BH	21BH	21BH	1	1	1	1	1	1	1	1	1
11-81	21BI	21BI	21BI	21BI	1	1	1	1	1	1	1	1	1
11-82	21BJ	21BJ	21BJ	21BJ	1	1	1	1	1	1	1	1	1
11-83	21BK	21BK	21BK	21BK	1	1	1	1	1	1	1	1	1
11-84	21BL	21BL	21BL	21BL	1	1	1	1	1	1	1	1	1
11-85	21BM	21BM	21BM	21BM	1	1	1	1	1	1	1	1	1
11-86	21BN	21BN	21BN	21BN	1	1	1	1	1	1	1	1	1
11-87	21BO	21BO	21BO	21BO	1	1	1	1	1	1	1	1	1
11-88	21BP	21BP	21BP	21BP	1	1	1	1	1	1	1	1	1
11-89	21BQ	21BQ	21BQ	21BQ	1	1	1	1	1	1	1	1	1
11-90	21BR	21BR	21BR	21BR	1	1	1	1	1	1	1	1	1
11-91	21BS	21BS	21BS	21BS	1	1	1	1	1	1	1	1	1
11-92	21BT	21BT	21BT	21BT	1	1	1	1	1	1	1	1	1
11-93	21BU	21BU	21BU	21BU	1	1	1	1	1	1	1	1	1
11-94	21BV	21BV	21BV	21BV	1	1	1	1	1	1	1	1	1
11-95	21BW	21BW	21BW	21BW	1	1	1	1	1	1	1	1	1
11-96	21BX	21BX	21BX	21BX	1	1	1	1	1	1	1	1	1
11-97	21BY	21BY	21BY	21BY	1	1	1	1	1	1	1	1	1
11-98	21BZ	21BZ	21BZ	21BZ	1	1	1	1	1	1	1	1	1
11-99	21CA	21CA	21CA	21CA	1	1	1	1	1	1	1	1	1
11-100	21CB	21CB	21CB	21CB	1	1	1	1	1	1	1	1	1

Short term: risk ratings

Council	Chapter	Demographic Information			Student Conduct		Chapter Issues				
		Active Members	% Issues ⁶	Registered Events	Probation	Suspensions	Drug	Alcohol	Title IX	Hazing	Other
Inter-fraternity Council ¹	A1	11	27%	10							
	A2	169	30%	85			1	2	1		1
	A3	35	23%	19							1
	A4	20	15%	4							

Chapter	Individual Issues ¹⁰					Rating ¹¹
	Drug	Alcohol	Title IX	Hazing	Other	
A1	1	2				
A2	9	37			4	
A3		4	1		3	
A4	1	2				

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

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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

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Discussion