

**The University of Texas at Arlington
Fraternity and Sorority Life Task Force
Report and Implementation Plan – 2019**

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I. Introduction

The University of Texas at Arlington is home to 29 fraternal organizations: 16 fraternities and 13 sororities. There are a total of 871 fraternity and sorority members as of fall 2018 semester with an average chapter size of 29 members. There are also 9 fraternity/sorority houses on Greek Row, each with resident occupancy between 10 and 18 students in each house. Each active fraternity or sorority is required to be affiliated with one of four governing councils; Interfraternity Council (IFC), Multicultural Greek Council (MGC), National Pan-Hellenic Council (NPHC), and College Panhellenic Council (CPH).

The UTA fraternity and sorority life community consists of a diverse group of men and women from all over the country and world. The fraternity and sorority life community is an important component of the University of Texas at Arlington. Fraternal organizations seek to enhance a student's experience by providing members with opportunities to lead, serve, build positive relationships, and grow intellectually. They provide the opportunity to promote community values of integrity and learning in a diverse and inclusive setting with focus on academic support, philanthropy and community service, leadership development and lifelong friendships.

Yet today, there is a real need to shift the culture that exists in the fraternity and sorority community at UTA. This pause is not occurring due to an isolated incident.

Effective April 1, 2019, President Karbhari and the Vice President for Student Affairs approved a plan to suspend social activities across all of the FSL community, enabling the university to pause and thoughtfully consider proactive actions on the basis of which we can better strengthen and grow fraternity and sorority life. Recognizing the value that fraternal organizations can add to the student experience such as a sense of belonging, connectedness, social and academic support, and a vehicle for mentorship and guidance, UTA seeks to maintain its relationship with and support for national fraternal organizations on our campus.

On April 12, 2019, President Karbhari announced the formation of the Fraternity and Sorority Life Task Force comprised of students, staff, alumni, and representatives of national organizations. The President's expectations include: a thoughtful, proactive, and comprehensive review and assessment of the fraternity and sorority community, including best practices. The President also requested the Task Force make recommendations prior to the start of the fall 2019 semester.

II. Task Force Charge

Determine best practices and actions that will effect a positive shift in the culture of the fraternity and sorority community where priorities are focused on student safety, leadership and character development, community growth, and the espoused values of fraternal organizations including academic success, connectedness and service to the community.

The Task Force is charged with reviewing and recommending on the topics below.

- Policies and procedures regarding on campus and off campus social, educational and other events, new member education, event planning, and fire & life safety;
- The internal governance and accountability of fraternities and sororities by campus councils (i.e. CPH, IFC, NPHC, MGC);
- Current practices surrounding marketing to, and recruitment of, new members;
- Risk management practices within the fraternity & sorority community to prevent hazing, alcohol & drug abuse, sexual assaults, and other student safety issues;
- Cultivation of relationships with national headquarters, advisors, alumni and chapters, in order to build a lasting support network to develop and guide the community; and
- Other aspects of UTA Fraternity & Sorority Life as identified by the Task Force.

The Task Force shall collect information, review documents, and solicit feedback from F&SL organizations and other stakeholders as necessary to address these topics. In addition, a review of national best practices will be conducted which will help in shaping the task force recommendations.

III. UTA's Commitment to the FSL Community

UTA is committed to the growth and success of the fraternity and sorority community. UTA commits to implement focused efforts in the following areas which have been identified as having the potential for the greatest immediate impact on the viability of the fraternity and sorority community and student safety. The following steps will be implemented during the 2019-20 academic year:

- Realignment of The Office of Fraternity and Sorority Life (F&SL) to report directly to Senior Associate Vice President for Student Affairs.
- Hire an additional staff member to coordinate training and prevention programming for the FSL community.
- Increase training and awareness of anonymous reporting and existing amnesty policy.
- Conduct an external consultant review of the Office of F&SL during the fall 2019 semester. After this review, a 5 year cycle of reviews will be established. An ad-hoc committee will be convened to review and implement the recommendations of the review.
- In order to enhance its relationship with the fraternity and sorority community, the Office of F&SL will meet with the following stakeholders, each semester: chapter leaders, on campus advisors, off campus advisors, and visiting national staff members. This program will be implemented during the fall 2019 semester and each semester thereafter.
- F&SL will establish a handbook review committee, comprised of students and alumni, to review the Handbook on an annual basis to ensure that it reflects national standards, best practices and contains current information.
- In partnership with the national organizations represented on the campus of UTA, the Office of F&SL will work to arrange an on campus visit with each organization annually.

Marketing

UTA will work collaboratively with the 4 governing councils and industry experts to develop a marketing plan that highlights the benefits of fraternity and sorority life within the student experience. This plan will be developed during the fall 2019 semester and will remain a dynamic process for each successive semester.

University Resources

The following resources will be actively marketed to the F&SL community, advisors, alumni, and parents:

- Counseling & Psychological Services
- Office for Students with Disabilities
- Recruitment & marketing workshops in partnership with campus experts
- Philanthropy Workshops
- Event Planning Workshops
- F&SL Standards Incident Report Form
- Program Assistance Fund
- Travel Assistance Fund
- Leadership Development Fund

Communication

UTA will develop and implement a plan to communicate no less than once per month with all chapters leaders, on campus advisors, off campus advisors, registered F&SL alumni, and national staff members regarding information within the UTA fraternity and sorority community. In addition to regular communication, a plan to meet with each of these stakeholders, each semester, will be implemented during the fall 2019 semester and each semester thereafter.

Training

UTA recognizes that training for the F&SL community is intended to supplement a student's knowledge of UTA policies and organization operations and standards. Training will be grounded in the UTA Principles of Community and seek to enhance a student's knowledge on a broad range of topics. Training programs will explain standards for organizational operations and expectations.

The following risk mitigation and development programs represent a sampling of program topics offered between fall 2017 and spring 2019:

Ongoing:

- Chapter event planning meetings prior to events with alcohol and/or enhanced risk
- Individual member development sessions with chapter president and council advisor
- Required recruitment event registration with FSL office, followed-up with a meeting with the chapter coach to discuss and review policies and expectation

- Required recruitment and risk management training with the student leaders responsible for new member education and recruitment
- Submission of potential new member roster to ensure that required online training modules have been completed and that grade point average requirements are met
- *Talk about it Tuesday* Presentations – Monthly on various leadership development and chapter management topics (i.e. recruitment, personal development, global engagement, career readiness)
- Risk Management Blackboard training for presidents, one officer, and on campus advisor
- Housing inspections each semester with Environmental Health & Safety staff

Annually

- F&SL Kickoff
- FSL Advisor/President Meeting to review Minimum Standards and Chapter Pillars
- Hazing Prevention Week Programming
- Council Orientations – In person risk management education and member expectations for potential Members
- F&SL Leaders Retreat – Leadership and community development training
- Council Officer Training – Leadership development, role of an officer, expectations
- Council hosted workshops
- Council Orientations – In person risk management education and member expectations for potential Members
- Meeting with residents of chapter houses, EH&S, and UTA Police Department
- Implemented Potential Member Online Education Module- Areas of focus: F&SL expectations, hazing and alcohol/drug use and abuse. This module also incorporates the Community that Cares message.
- Advisor and Officer Training
- Implemented New Member Convocation

The Office of F&SL, along with the four governing councils, will continue to coordinate training programs to educate new members, chapter members, chapter leadership, and chapter advisors on topics related to organization management, group development, new member education, risk mitigation, and event management. Training topics will include, yet will not be limited to: marketing, recruitment, new member education, hazing, alcohol and other drugs, sexual assault prevention, consent, bystander intervention and fire and life safety. UTA will review and revise the training platforms in order to offer sessions to all members of the fraternity and sorority community. Participation in training will be required for all members, potential new members, and advisors, and will be offered both online and in person.

UTA acknowledges that training does not warrant that individuals will not violate the standards and expectations stated herein. It is the responsibility of each F&SL member and the F&SL community to ensure that behaviors comply with standards and expectations.

IV. Chapter Expectations

In order to be considered an active fraternal organization, host events, remain eligible for recognition as a top performing chapter, and be considered as a member in good standing within the fraternity and sorority community at UTA, each chapter must operate in a manner that aligns with and supports the [UTA Principles of Community](#). As a part of a self-governing community, each chapter must uphold the policies of UTA and their respective organization's standards of operation related to alcohol and other drugs, hazing, sexual assault, fire and life safety, recruitment, new member education, and academic achievement. Additionally, each chapter must meet the Chapter Minimum Standards as outlined in the F&SL Handbook, each semester. Chapters not meeting the expectations will be subject to appropriate reviews and interventions. Minimum standards include, yet are not limited to the following:

1. Chapters will maintain an active membership of no less than 8 members
2. Chapters will maintain no less than a 2.50 semester GPA for all members and new members
3. Chapters will maintain both an off-campus (alumni/ae) and on-campus advisor (faculty/staff)
4. Chapters will provide an accurate membership and housing roster (if applicable) each semester
5. All members must complete a minimum average of 10 documented hours of service per semester
6. Each chapter member must sign and submit a statement of commitment agreeing to uphold the UTA Principles of Community, UTA F&SL policies, and national policies annually
7. All members of a fraternity or sorority will complete online training related to alcohol and other drugs, hazing, sexual assault prevention, bystander intervention, and consent by the established deadline each year. Training must be completed before a chapter will be permitted to host an event.

V. Task Force Focus Areas

The following focus areas are vital for chapters to implement and/or adhere to in order to ensure the growth and future success of the F&SL community, and gain national prominence within their respective organization.

Recruitment

In cooperation with F&SL, each council will work to develop recruitment plans that are organized in a manner that promote student safety and the positive values of fraternity and sorority life.

Recruitment plans will:

- Address risk management issues commonly associated with recruitment events such as alcohol, hazing, and servitude.
- Include a comprehensive marketing plan and implementation strategy for the respective council that highlights the many benefits for students to associate with the fraternal community.
- Develop guidelines for open recruitment, formal recruitment, and ongoing recruitment efforts for each governing council in alignment with UTA and national policies.

Any event or activity related to the new member joining process (e.g., recruitment, intake, rush, etc.) must be substance free. No alcohol or drugs may be present if the event or activity is related to new member activities, meetings, or initiation into an organization, including but not limited to “bid night,” “big/little” events or activities, “family” events or activities and any ritual or ceremony.

New Member Education

For fall 2019, the new member education process will last no longer than 8 weeks. If a chapter’s national organization standards require and/or allow a new member education period of less than 8 weeks, the organization will complete its new member education process within the shorter time frame.

Beginning spring 2020, and each semester thereafter, the new member education process will last no longer than 6 weeks. If a chapter’s national organization standards require and/or allow a new member education period of less than 6 weeks, the organization will complete its new member education process within the shorter time frame.

Each chapter must submit a new member education plan to their advisors, national office, and the Office of F&SL no less than 2 weeks prior to the start of the education period. Approval must be obtained from these entities in order for the chapter to begin the new member education process.

New member education plans will include:

- Completed Chapter Recruitment Information Form which includes dates and timeline for the new member education process and an outline of what is to occur during the education process as well as after initiation is completed
- Plan must demonstrate how it aligns with the UTA Principles of Community, Office of F&SL policies, and the new member education requirements of the national organization
- All (inter)national and/or regional paperwork that requires a signature from the F&SL staff
- A copy of all marketing materials in print or digital format

Prior to any recruitment and/or marketing of potential/new member education activities, the chapter President, recruitment chair, new member educator, and advisor must meet with their chapter coach.

The Office of F&SL will offer a mandatory new member education training program for all registered potential new members. All new members must complete training during the semester in which they are joining. Training will encompass, yet not be limited to, tracts that focus on the benefits and history of Greek life, community building and expectations, recruitment, marketing, risk reduction, event planning, chapter standards, UTA code of conduct, and applicable policies and procedures. This training will be scheduled throughout the new member education period each semester.

Housing

In order to align with current NPC policies and the majority of NIC organizations that currently reside on campus, all chapter facilities on campus will be free of alcohol and other drugs, to include individual bedrooms and private living quarters regardless of the age of the resident. Events held at any chapter facility on campus will be free of alcohol and other drugs.

Chapters must submit a roster of all individuals living in chapter facilities each semester no later than the established due date. All members must sign an acknowledgement form by the established deadline each year acknowledging the alcohol and substance rules for chapter facilities. The Office of F&SL will create, distribute and collect the forms. The chapter may not register events until the housing roster is submitted and all active members have signed the acknowledgment.

Each organization with a chapter facility on campus will identify a Chapter Fire Marshall (CFM) and participate in ongoing fire and life safety training with the University's EH&S Office and the State Fire Marshal's Office each semester. The CFM will be responsible for attending scheduled training sessions and submitting monthly property inspection reports to the Office of F&SL.

Each organization must identify an alumni advisory board member that will serve as the Chapter Housing Compliance Officer and provide their contact information to the Office of F&SL by September 1 annually. Each advisor must sign a statement indicating that they have not been found responsible for involvement in events that would endanger the health and wellness of others and their willingness to abide by all UTA policies.

The role of the Chapter Housing Compliance Officer will be to ensure all UTA, chapter, governing council and national policies and procedures are followed. The Chapter Housing Compliance Officer will work closely with the Chapter's House Manager to ensure compliance is achieved. Chapter Housing Compliance Officers will be required to attend annual training with the Office of F&SL which will include, yet not be limited to, training on UTA Principles of Community, the no alcohol and substance housing policy, hazing prevention, and fire and life safety standards and policies. This training will be held within the first 6 weeks of each semester.

Auxiliary Groups

In alignment with national standards and best practices, organizations within the F&SL community will have and enforce a policy prohibiting cross-organizational auxiliary groups (i.e. "little sisters") associated with their chapters.

Each organization must submit their policy, along with an acknowledgment signed by each member, by the established due date each year.

Organizations that support or sponsor auxiliary groups, or are alleged to support or sponsor auxiliary groups, may be subject to interim suspension while the allegation is reviewed and adjudicated.

Risk Management

Each fraternity and sorority must have and enforce a risk reduction and mitigation plan which is reviewed by the Office of F&SL, and approved by the chapter's advisors, and national office.

The Risk Management Plan must be fully aligned with UTA and national standards as well as best practices for fraternal organizations and include tenets related to alcohol and other drugs, hazing, sexual assault, fire and life safety, and risk management education.

Each organization must submit their plan, along with an acknowledgment of responsibility to operate within the guidelines of the plan signed by each member, by the established due date each year. The chapter may not register events until all active members have signed the acknowledgment.

Organizations that violate, or are alleged to have violated, their risk reduction and mitigation plan, may be subject to interim suspension while the allegation is reviewed and adjudicated.

Event Planning / Risk Mitigation / Alcohol

To be eligible to host an event or activity with alcohol, each member of the chapter must have completed the online risk reduction training within the current academic year.

Prior to hosting an event or activity, each chapter must complete an event registration form, submit all required documents, and meet with a staff member from the Office of F&SL to review the chapter's risk mitigation plan. Events may not be held until the Office of F&SL accepts the risk mitigation plan.

Chapter events and activities with alcohol must be held within a 50 mile radius of the UTA campus.

Events and activities being held outside of a 50 mile radius of the UTA campus must receive prior approval from the Office of F&SL. These events and activities may not include alcohol.

All events with alcohol must be conducted at a third-party venue. The following documents must be submitted to the Office of F&SL along with the event registration form: a copy of the venue's business license, TABC licenses and permits, and insurance coverage.

An alumni advisor or a representative from the national organization must attend all chapter events or activities in accordance with national policies and F&SL handbook of operating procedures. The name and contact information for the advisor or staff member attending the event must be provided on the event registration form.

No fraternity or sorority may host or attend a BYOB function.

During the fall 2019 semester, chapters that complete all required steps will be permitted to host no more than 2 events or activities at which alcohol is present. If events are held in compliance with the accepted risk mitigation plan the number of allowable events and activities that a chapter may host with alcohol will be removed in subsequent semesters.

Training

All chapter members, chapter officers, council officers, council members, and advisors must complete annual training with the Office of F&SL.

All members of a fraternity or sorority will complete online training related to alcohol and other drugs, hazing, sexual assault prevention, bystander intervention, and consent by the

established deadline each year. Training must be completed before a chapter will be permitted to host an event.

Training for chapter and council leaders will be scheduled throughout each semester and will include, yet not be limited to: recruitment, marketing, risk reduction, event planning, chapter standards, UTA code of conduct, and applicable policies and procedures. The training will be offered through various platforms which will encompass both in person and online training.

Training for new members will be scheduled throughout each semester and will include, yet not be limited to: recruitment, marketing, risk reduction, event planning, chapter standards, UTA code of conduct, and applicable policies and procedures. The training will be offered through various platforms which will encompass both in person and online training.

The training and advising of the FSL Standards Committee will be assigned to the Office of Community Standards.

Accountability and Leadership Development

The Office of F&SL, employing best practices and in alignment with TX Education Code Chapter 51.936, Subchapter Z, will create a *Chapter Status Report* which contains information and data on each chapter. The *Chapter Status Report* will be posted on an easy to access and navigate page within the F&SL website. The *Chapter Status Report* will include the following data related to the chapter: number of members, number of new members, academic performance, community services hours, philanthropy efforts, awards/recognition, and required conduct violations and corresponding sanctions.

The F&SL Standards Committee will review the *Chapter Status Report* and develop chapter specific performance enhancement plans to address noted deficiencies.

Each chapter must submit a Chapter Pillars of Excellence packet each year to the Office of F&SL by the established due date. The packet submission process will be aligned with national programs so that submissions will mirror packets submitted to each national office.

Each governing council will submit names of representatives to serve on the F&SL Programming Board. This board will be comprised of one representative from each council and responsible for planning F&SL community-wide events, including recruitment. Students recommended for service on this board must have no less than a 2.50 cumulative GPA, and be in good standing with UTA and their organization.

Advisor Certification

All chapter advisors and faculty/staff advisors will participate in a certification training conducted by the Office of F&SL. The training sessions will be required of all chapter advisors and faculty/staff advisors on campus regardless of their affiliation with a fraternal organization. The certification training curriculum will align with current best practices employed by national fraternal organizations.

Chapter advisor certification training will occur within the first 8 weeks of the semester and will be offered periodically throughout the year. Certification will expire after two years. Advisors with current/active certifications are not required to attend certification training sessions. A record of certified advisors will be maintained in the Office of F&SL.

Each chapter must submit the contact information for at least one Alumnae/Graduate chapter advisor and one faculty/staff advisor by October 1 annually. Advisors should be alumni, affiliated, or honorary.

The Office of F&SL will host no less than four advisor roundtable meetings annually. All advisors will be required to attend no less than one roundtable each semester.

The chapter advisors and faculty/staff advisors training will include a module on standards of the modern fraternal community and appropriate interactions with the undergraduate members of their respective organization.

Fraternity and Sorority Alumni Council

The F&SL Alumni Council (FSAC) reports to the Vice President for Student Affairs on broad matters of policy, planning and administration related to the FSL community. The FSAC will assist with communication between the university and active members and alumni members of the FSL community. Members of the FSAC serve at the pleasure of the VPSA.

Membership on the council will rotate every 2 years and will include a representative(s) of all governing councils. Nominations and recommendations for membership will be allowed. Alumni nominated to serve on the council will be appointed by the VPSA.

The FSAC will convene no less than 2 times each semester.

The FSAC will collaborate with the UTA Alumni office to enhance F&SL alumni engagement and support.

A webpage will be added to the Office of F&SL website with information regarding this Council, including current members.

Individual Member Commitment to Fraternity & Sorority Life

Each chapter member will attend a commitment program that is inclusive of all chapter members annually. Commitment programs will be hosted by the Office of F&SL on various dates within the first 2 weeks of each fall semester. All members must submit a signed commitment statement before an organization will be permitted to host events.

At a minimum, the commitment from each member will include strict compliance and support of the following:

- The University's Principles of Community
- Upholding chapter values
- All applicable policies, procedures, bylaws and handbooks for fraternity and sorority life
- Refraining from engaging in or allowing hazing, alcohol & drug abuse, or assaults, within fraternity and sorority life

As a part of the commitment statement, each student will sign a FERPA waiver to release their academic and student conduct records to their national/regional organization.