Chapter Advisor Workshop

April 1, 2017

Sponsored by:
Rensselaer Alumni Association
Alumni InterGreek Council
Office of Greek Life Commons
Advisor Workshop Agenda

- Welcome--Roger Grice, AIGC president
- Being a Chapter Advisor (along with resources available) - Chapter Advisor Manual—Jerry Witter, AIGC secretary
- Relationship Statement review/reinvest (expectations of stakeholders)—Jerry Witter, AIGC Secretary
- How to use the 5 Star Evaluation as a tool for chapter success
- Behavior expectations - Bob Eckart, AIGC Vice President
- Summer Arch Operations Impacts (officers, recruitment, year round ops)—Jerry Witter, AIGC Secretary
- Setting up next meetings, standardizing timing—Roger Grice, AIGC president
Why are we holding these workshops?

- Technically these were to be hosted by RPI as part of the Relationship Statement
- RPI Cabinet had thought we had been having these each semester
  - We pointed out with no Greek Dean for 4 of last 8 years, that has not happened
- January 9th the AIGC board met with Dr. SAJ and her cabinet as a special meeting of our meetings with VP Student Life Frank Ross (resigned in March)
  - Several outcomes of that meeting
Outcomes of AIGC Board Meeting with Dr. SAJ Cabinet

- Challenge to have expectations defined for Chapter Advisors
  - (kind of do in Relationship Statement, but could be enhanced by providing a Chapter Advisor manual)
- Challenge to improve social behavior
  - 2 suspensions and other cases on the books related to alcohol
  - Many sexual misconduct cases on campus with some related to Greek members
  - Harder drugs being used with a more casual attitude
- Challenge to increase membership numbers via recruitment to offset loss of juniors
  - Via matching the increase in the overall student population, without consideration of most effective chapter sizes for the diverse mix of chapters
- Challenge to create a live-in chapter house requirement for sophomores and seniors if there are empty beds available
  - Would offset the loss of the juniors for numbers, but not leadership; Dr. SAJ even suggested she would tweak the room lottery selection to give Greeks a lower priority to encourage them to live in
- Challenge to improve the life safety and sanitation standards of the houses after the recent EHS inspection summary report
  - May be one reason we aren’t fully occupied and a reason why arguments to house Juniors in the summer are falling on deaf ears
- Challenge to have RPI reinvest in the Relationship Statement and the obligations RPI is supposed to be providing for programs, monies, resources
  - Would help CLASS and Summer Arch as well as improve relations and health of the system
  - More exposure and promotion, even just acknowledgement, of Greek Life in campus programs – we are RPI students first & Greeks second
Some Questions to help guide our discussions today and highlight duties

1. How many attend of you attend a chapter meeting at least once a month?
   a. How many get copies of the minutes for every meeting?

2. How many of you meet with the exec council or individual officers monthly?
   a. How many get copies of the minutes for every exec council meetings?

3. How many of you participate in goal planning retreat with officers or the entire chapter?

4. How many have regularly attended AIGC general meetings?

5. How many of you have received the fall Inspection report? The spring?
   a. From whom did you receive it? (RPI; House Manager, Rick Manager; House Corporation?)

6. As CA how many of you received a copy of the modified 5 STAR in the fall – the questions and points

7. As CA, how many of you received information about the process for the Sophomore Waivers?

8. How of you received official notification of the termination of SPAM?

9. How many of you received the information about Bystander Intervention programs to supplement the termination?
Some Questions to help guide our discussions today and highlight duties

10. Did you get email from Meredith or RPI to be on the GLCA review committee?

11. How many of you are aware of the new online Google drive that OGLC is using to manage forms, documents, and submissions of paperwork?
   a. [Link to Google drive](https://drive.google.com/drive/u/0/folders/0B4mv6dP4Ie_ceGZPUU14STFHQm8)

12. How many are aware of the judicial process and Greek J-Board?

13. How many are aware of the current disciplinary actions/suspensions?

14. How many of you received the GPA report and know your standing?

15. How many of you saw the recruitment performance statistics from Fall and Spring of this year?

16. How many of you know what Title IX is and the impact it is having on RPI’s policies (XX reported cases of sexual misconduct)
   a. And what your responsibilities or limitations?

17. How many of you have met with or spoken with OGLC about chapter or Greek issues (other than the November “Meet and Greet” reception)?
   a. Which were initiated by you? How many initiated by OGLC?
Basic Premises for Advisors

- Chapters are different.
- Advisors are different.
- Advisors are volunteers.
- Advisors are advisors, not dictators.
- There is often no right answer.
- Common sense is supreme.
What/Who is an Advisor?

Chapters are different.

Chapters are different not only in their statistical and physical attributes, but above all in the quality of their organization, in their size, and in their esprit. Therefore, an advisor must take the information shared today and modify it to fit his particular chapter.

Advisors are different.

By accepting this position an advisor agrees to assist the undergraduate chapter in conducting its operations and in realizing its ideals and aspirations. However, each advisor will also have his own philosophy and unique approach to advising and should take those into account.

Advisors are volunteers.

The advisor is a volunteer and has other, more important demands on his time. The chapter must, therefore, avoid setting up unrealistic expectations of him.

Advisors are advisors, not dictators.

If push comes to shove, an advisor cannot force a chapter to do anything. His respect and authority are based upon the quality of his relationship with the brothers.

There is often no right answer (and even when there is, we may not have it!)

Common sense is supreme.

In the end, the effectiveness of an advisor is likely to be determined by the efficacy with which he applied this famous trait to his advising.
"How to Survive and be Happy though Surrounded by College Students" *

1. LISTEN.
2. KEEP SMILING. DON'T ASK THEM WHY THEY LOOK THE WAY THEY DO.
3. DON'T TELL THEM HOW HARD AND HOW JOYFULLY YOU WORKED IN YOUR YOUTH.
4. LEVEL WITH THEM.
5. DON'T TRY TO BE ONE OF THEM.
6. SHARE WITH THEM YOUR OWN HIGHEST HOPES AND FINEST PURPOSES.
7. BELIEVE IN THEM.

* Landrum R. Bolling, president of Earlham College, Richmond, Indiana
"How to Survive and be Happy though Surrounded by College Students"

1. **LISTEN.** You won’t learn much from young people if you do all the talking. You’ll be surprised at how much sense they talk, however senseless they may look.

2. **KEEP SMILING.** A large percentage of us of the older generation unconsciously or deliberately glare, sneer, frown when we look at college students. Most of them are remarkably perceptive; they know when we’re hostile. It is difficult for most people, young or old, to communicate with others who are clearly antagonistic.

3. **DON'T ASK THEM WHY THEY LOOK THE WAY THEY DO.** If they can’t explain it to their parents, they can’t explain it to you. Anyway, they don’t really know.

4. **DON'T TELL THEM HOW HARD AND HOW JOYFULLY YOU WORKED IN YOUR YOUTH.** Theirs is a different world; they have no conception of the world through which we lived in the Depression and in World War II and little curiosity to learn about it. Sad or wrong, but it’s true.

5. **LEVEL WITH THEM.** They are amazingly open and honest, if you approach them in a spirit of openness and honesty. And there’s little or nothing you can’t talk about.

6. **DON'T TRY TO BE ONE OF THEM.** Among the most pathetic creatures over 30 are those synthetic adolescents who try to dress, talk, act, and look like college students. Oh, there’s an occasional middle-aged folk singer who can get away with it. Most of the rest of us, on or off the campus, can’t.

7. **SHARE WITH THEM YOUR OWN HIGHEST HOPES AND FINEST PURPOSES.** It will surprise and delight them to discover that plenty of old people are idealists too. They have been fed too much nonsense about the lack of social purpose among their elders.

8. **BELIEVE IN THEM.** They’ll sense it when you do. And, as in all generations, they will respond, eventually, to that belief.

Landrum R. Bolling, president of Earlham College, Richmond, Indiana
## What/Who is an Advisor?

<table>
<thead>
<tr>
<th>Role</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Friend</strong></td>
<td>Certainly</td>
</tr>
<tr>
<td><strong>Father-figure</strong></td>
<td>Sure</td>
</tr>
<tr>
<td><strong>Leader</strong></td>
<td>Rarely</td>
</tr>
<tr>
<td><strong>Buddy</strong></td>
<td>In some cases</td>
</tr>
<tr>
<td><strong>Authoritarian</strong></td>
<td>No</td>
</tr>
<tr>
<td><strong>Mediator</strong></td>
<td>Frequently</td>
</tr>
<tr>
<td><strong>Brother</strong></td>
<td>Not Necessary</td>
</tr>
<tr>
<td><strong>Director</strong></td>
<td>Careful</td>
</tr>
<tr>
<td><strong>Confidant</strong></td>
<td>Of course</td>
</tr>
<tr>
<td><strong>Aloof</strong></td>
<td>Sometimes</td>
</tr>
<tr>
<td><strong>Authoritative</strong></td>
<td>Yes</td>
</tr>
<tr>
<td><strong>Counselor</strong></td>
<td>Yes</td>
</tr>
</tbody>
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Chapter Advisor Workshop - April 1, 2017
# Areas of Concern for an Advisor

## Internal to the Chapter
- House Corporation
- Chapter Management
- Rush
- Relationships within the Chapter
- Abuses
- Brothers Personal Problems
- Social
- Scholarship
- Counseling for Career, Vocation, Education
- The House or Lodge
- Finances and Budget
- Pledge Education
- Ritual
- Discipline
- Athletics
- Alumni Affairs
- Liaison with the University

## External to the Chapter
- Liaison Regional and National Organizations
Advisor Expectations from Kent State

1. Building Greek Relationships: Breaking down the silos—US v. THEM
   ◦ Sorority to sorority and fraternity to fraternity relationship building
   ◦ Attendance at Greek Community programs and events
   ◦ Realizing our similarities as organizations rather than differences
   ◦ Utilizing other chapters as resources instead of seeing them as competition

2. Fostering Student Accountability
   ◦ Make a plan and make sure all players understand roles and expectations
   ◦ Attitude reflects leadership!

3. Fostering Communication: among the chapter, the community, and with the institution
   ◦ Technology challenges—old and young
   ◦ Between chapter and nationals
   ◦ Repetitive nature leads to communication erosion: lost in transit
   ◦ Adopt new technology: etiquette and awareness
Advisor Expectations from Kent State

4. Improving Chapter Relationships: Brotherhood/Sisterhood
   ◦ Chapter retreats
   ◦ New Member retreats
   ◦ Community service projects build fraternal sensibilities
   ◦ How to get the chapter to see a need for these activities: survey them and they can identify the problems. If it’s their idea they will buy into it.
   ◦ Keep retreats relaxed with less structure to ensure bonding
   ◦ Get members out of the house and into a new environment
   ◦ Have a regional retreat with several chapters
   ◦ Take a trip to National Headquarters
   ◦ Publicize the event so the chapter is well informed
   ◦ Put pictures on facebook depicting all of the fun members present had so member who were not present will want to come to the next one

5. Leadership Development
   ◦ Talk about current events/leaders
   ◦ Utilizing/ attending university programs
   ◦ Using leadership books and self-assessments
   ◦ This starts with our New Members—they should be given leadership resources from the start
   ◦ Take the lessons learned at conferences and retreats back to the chapter and apply them
RPI Resources and Processes

- Dean Bielaska’s Google Calendar and Google document drive for undergraduate officers
- April 3 – 3rd RPI Disbursement Due: should be remainders of all of monies received to day
- April 29: Last Weekend for Spring Social Events
- May 1:
  - Fall Billing Due: All Chapter Spreadsheets for Fall 2017 billing are due to Beth Pasinella at pasine@rpi.edu by 5 pm on May 1.
  - 4th RPI Disbursement of billing monies remainders of paid
  - Spring Grad Report Forms Due: Chapter FERPA Confirmation Forms are Due by 5pm to OGLC. Any Chapters who do not submit a completed form will not be permitted to pick up their Spring 2017 grade report.

- Health Center and Counseling Center Resources
RPI Resources in Health Center and Beyond

- AlcoholEDU
- BASICS: Brief Alcohol Screening and Intervention for College Students
- Relationship and the Social Scene
- Alcohol Anonymous meetings
- Bystander Intervention
- Health Education Programs
- TIPS for Universities
- Speaker Series
- Greek 101 and Social 101
- Substance Abuse Counselor: Lydia Rest
- Marijuana 101
- RA Training
- Resident Hall Office Hours

- The Counseling Center: Suite 4100 Academy Hall - 518-276-6479
- ALAC: Fourth Floor Academy Hall - 518-276-6269
- CCPD: DCC 209 - 518-276-6234
Drafting a Chapter Advisor Guide

- Other School Examples
  - WPI
  - UVa
- RPI’s Past Manual
Handbook for Chapter Advisors

Introduction and Overview of the Office of Fraternity and Sorority Life .............................................. 2
Introduction to the Greek Governing Councils ..................................................................................... 3
The Fraternal Organizational Agreement ................................................................................................. 4
Expectations for Fraternal Members ......................................................................................................... 5
Your Role as Chapter Advisor .................................................................................................................. 5
Tips for Becoming a Successful Chapter Advisor .................................................................................. 6
Serving as Chapter Advisor: What's in it for me? ..................................................................................... 6
Developing an Advisory Board .................................................................................................................. 7
Recruiting Advisors ................................................................................................................................... 7
Working with Chapter Officers .................................................................................................................. 8
Is this our responsibility? .......................................................................................................................... 9
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Fraternity and Sorority Chapter Advisor Manual

Portions of this manual were adapted from the University of Minnesota Faculty/Staff Advisors Manual, the Sigma Alpha Epsilon Chapter Advisor’s Guide, and the Association of Fraternity Advisors Chapter Advisor Manual.
RPI DOSO RPI Had one before 2006

- Welcome Letter from the Director of Greek Programs.
- Campus Resource List
- Chapter Directory
- Definition of an Advisor.
- Role of an advisor
- Mission Statements
- Annual Chapter Audit
- Awards of Excellence
- Alumni Inter-Greek Council Role
- Student Development Theory, handout
- Semesterly Calendar (Distributed at Advisors Meetings)
- Campus Polices
  - Hazing
  - Sign and posters
  - Rensselaer Judicial System
  - Sexual Harassment
- Greek Life Policies
  - IFC Rush Rules
  - Panhel Rush Rules
  - Social Policy
  - Insurance Requirements
- Rensselaer Polytechnic Institute Handbook
- Parents Guide to Greek Life
- Greek Life Book

With the 2006 “New Directions” and CLASS we never got to implement the training or publish this resource
Relationship Statement Reinvestment

- **Why it exists?**
  - The Dream for vibrant Greek System at RPI

- **How we can use it?**
  - Relearn what is in it that has waned with not having a Greek Dean 4 of last 8 yrs and in the aftermath of several Institute initiatives with implementation of OGLC and Sophomore Housing

- **What can the Relationship Statement do?**
  - Be a framework of best practices for undergraduates, alumni, and R.P.I. Administration
  - Establish “We Will” commitments for all stakeholders
  - Find synergies with the Student Life Performance Plan and experiential opportunities for Summer Arch
Timeline History

- A Greek Life Task Force formed in Fall 1989
  - Working group assessed aspects vibrant Greek System
  - Worked to avoid a “Recognition” document schools at time were imposing
  - Many meetings with students, alumni, and Institute representatives
- 1991 the Statement of Relationship was docketed with signatories from all stakeholders
  - In 1996 the relationship was fully exercised when RPI was first thinking of requiring sophomores to live in dorms, where committees were set up and looked at all aspects and ultimately decided a different tact
- In 2001, the Greek LIFE Forum was held and an outcome was to update the Relationship Statement which new version was docketed in 2005
  - Took a long time to get the revision, but added some more recognition requirements, added a rush/recruitment section to guaranteed freshman rush, added life safety & sanitation section, moved Greek Housing support to an appendix
  - Things got held up partly due to a rash of behvavioral issues and several suspensions in 2003-4 school year (which led to the 2006 Greek New Directions decree)
  - The current docketed RS effective January 2006 was meant to have a 2 yr renewal
Timeline History

- In Spring of 2006, the Greek Life Initiatives were announced by RPI with no forewarn
  - Major upheaval caused 4 tiger teams to be set up for alcohol, housing, recruitment, residential learning, and the implementation of the
  - Other outcomes were the 5 Star accreditation, SEMM, and Good Samaritan Protocol
- In 2007 - 2008 a revision of the Rel. Statement was being prepared but stalled
  - CLASS and Residential Commons move Greeks to Residential Life
  - Several We Wills were slated for deletion due to lack of resources from RPI (these were kept in an appendix to serve as reminder to possibly bring back in the future)
  - Ultimately signatures were being gathered and early approved but never docketed for effective date of January 2010
- In 2009, Sophomore Living in dorms requirement announces and Greek Life Commons was formed
  - An Agreement document was made to have Greeks participate in the vision of GLC as part of CLASS Initiative
  - This allowed Greeks to house sophomores, since part of CLASS was to engage sophomores in on-campus housing Residential Commons
  - Even though the RS was still recognized by the stakeholders, this ultimately continued the wane is fulfilling the various We Wills through to today
The Statement of Relationship between R.P.I. and Social Fraternities & Sororities at Rensselaer

- Rensselaer acknowledges the contributions of the Greek system to the development of its students as well as for its role in enhancing positive relations with the community at large.
- The Greek community acknowledges the encouragement and support it receives from Rensselaer.
- Both entities recognize the importance of fostering, supporting, and initiating programs to perpetuate this mutually beneficial tradition.
- Therefore, we have forged this document as an expression of our resolve to achieve greater excellence and new strength in this relationship, while preserving the rights, independence, and integrity of Rensselaer and the Greek community.
- Our mutual goal is to strengthen and enhance the Greek system and the partnership it enjoys with Rensselaer. It is our intent that this Statement of Relationship, conceived as the foundation of an evolving process, will become a national model of excellence.
The We Will’s of the Relationship Statement

- Rensselaer and the Greek organizations agree that there are essential, minimum actions the signatories must perform under this agreement; these are referred to with imperative language such as "shall," "must," and "will."

- Other aspects of the agreement, in accordance with our desire to seek new and inventive steps toward excellence, designate more flexibly with language such as "consider," "should," "encourage," and "expect."
Operations and Programming Covered in the We Will Agreements

- Terms and Stages of Chapter Recognition
- Alumni/ae and Adviser Participation
- Standards, Policies, Regulations
- Rush/Recruitment Intake
- New Member/Pledge Education Programs
- Academics
- Stability of Greek Records
- Greek L.I.F.E. (Leadership, Innovation, Fortitude, Evolution)
- Community Education
- Conduct of Individual Members and Chapters
- Community Relations
- Recognition of Excellence
- Safety, Sanitation, and Fire Protection
- Annual Review
The We Wills Format

- Developed by Greek Life Task Force back in 1990-1991
- Revisited in 2001 with Greek LIFE forum when Dr Jackson arrived
- Led to 2005 revision of the Relationship statement – mainly dealing with some name changes and document relevance (Student Handbook references, Greek Housing support, programs)
- RS meant to be a living document to be revisited every 2 yrs for updates, but also an annual assessment of the performance to commitments of all the stakeholders: undergraduates, alumni, and RPI administration
  - This part of keeping it living was never well realized and was disrupted completely when the 2006 Greek Life Initiatives were announced and then in 2009 with CLASS and Greek Life Commons being created.
  - Things were already confused with the identity of the AIGC (were they representatives from chapter advisors? Were they house corporations? Were they alumni associations?) so leadership and partnerships waned.
- Now is a time to reinvest in the Relationship Statement in context of CLASS and Greek Life Commons for us to once again lead by example
Current Fulfillment of the We Wills

Performance to Relationship Statement "We Wills"

- Greeks
- RPI

Check out the details spreadsheet
The We Wills Magic Wand

- Too many commitments to cover them all.
- Instead brainstorm: If you had a magic wand and infinite money, what would you do?
  - You say the School is against us, what want from school to show they truly are an advocate and support us
  - What things do you want alumni to do to support the GLC – things which you would be willing to support once you become an alumnus?
Relationship Statement End
CLASS and the 5 Star Evaluation

- **Section I: Personal Development** (180 points, 10 Bonus points)
  - Scholarship
  - Ritual

- **Section II: Professional Development** (175 points, 10 Bonus points)
  - Membership Recruitment and Development
  - Administrative Responsibility/Chapter Management

- **Section III: Leadership Development** (215 points, 40 Bonus points)
  - Leadership Development and Campus Involvement
  - Chapter Standards and Membership Accountability

- **Section IV: Community** (180 points, 20 Bonus points)
  - Alumni and Advisor Relations
  - Greek Relations

- **Section V: Communiversity** (195 points, 20 Bonus points)
  - Community Engagement
  - Housing

- **Section VI: Cultural Development & Electronic Media and the Arts** (55 points, 10 Bonus points)
  - Cultural Development & Arts
  - Electronic and other Media
5 STAR as a chapter success tool

- Get the points rating summary back after the Greek Awards Ceremony and review for strengths and weaknesses
- RPI should provide a best practices, or even post the chapter applications for comparisons (Lehigh does this)
- RPI should put to a press release to the Poly to educate the Admin, staff and other students to recognize the chapters
  - Also each of the awards should have a press release to The Poly and the Inside Rensselaer and Alumni Magazines
- Use the areas and the points as a guide for officer transition retreats and full chapter retreats before school starts
- Use the application form in the fall semester and for fall/spring officer transitions to mark progress to goals and achieving 5 Star Status
Campus Policies - Start
Behavioral Issues – Misuse of Alcohol

- Alcohol Incidents: Greek
- Prevalence/Availability of alcohol during Rush
- SEMM/SPAM/SOAP
Behavioral Issues – Sexual Misconduct?

- RPI had XX reported cases as of January
  - YY involved a Greek member?
- Usually cases are tied in with alcohol or other drug incidents (or vice versa upon pulling thread)
- RPI is seemingly overwhelmed and thus a slow judicial process
  - Newer Title IX and Clery Act Federal regulations
Behavioral Issues – Drugs on Campus

- Marijuana
  - Decriminalization and casual attitudes
- Herion
  - [Link](https://www.statnews.com/2016/09/29/fentanyl-heroin-photo-fatal-doses/)
  - [Link](https://www.drugabuse.gov/drugs-abuse/heroin)
- Fentanyl
  - [Link](http://www.projectknow.com/what-you-need-to-know-about-fentanyl-laced-heroin/)
  - [Link](https://www.drugabuse.gov/drugs-abuse/fentanyl)
SEMM Permitted Events

- **Chapter Event (In-House) using a Third Party Vendor:**
  - These events are by invitation only. If non-members are in attendance, capacity must be within the facility’s maximum occupancy of its assembly space. Invitations are limited to one individual who is named per invite. Third Party Vendor events must end no later than 2:00 AM and alcohol service is limited to no more than 4 hours and 1 drink/ (person 21 years old or over)/hour during the event. Event must be registered through OGLC.

- **On-Site Chapter Event (BYOB):**
  - These events are invitation only. If non-members are in attendance, capacity must be within the facility’s maximum occupancy of its assembly space. Invitations are suggested to be limited to two individuals invited per member, but in total cannot exceed the guidelines outlined in the event size restrictions on page 5 of this manual. Alcohol service is limited to no more than 4 hours and 1 drink/ (person 21 years old or over) and Bring Your Own. Distilled spirits including all hard liquor are prohibited. On-site Chapter Events must end no later than 2:00 AM. Event must be registered through OGLC.

- **Off-Site Chapter Event**
  - These events do not have to be registered, however it is still encouraged that the organization register any events with alcohol. It is expected that all organizations use the same risk management approach for off-site events as they would for on-site events. (i.e. formals, semi-formals)

- **Note:** Open Social Events with alcohol are PROHIBITED.
IFC Rush Policies from 2013?

2. Formal Recruitment is, at all times, dry. No alcohol, alcohol containers or controlled substances should be in use or be visible on the premises of any fraternity or in the living area of any fraternity during any time potential members are present.
   a. This includes all formal and informal recruitment activities associated with the Interfraternity Council and Rensselaer Polytechnic Institute regardless of event location.
   b. At no time during recruitment may a fraternity, a member, or any other person make alcohol available to any first-year potential member who is present.
   c. If any chapter is caught serving, consuming, or purchasing alcohol while a potential member is present during Recruitment, that chapter will be in violation of Recruitment Policy carrying a minimum of a minor penalty with final decision of penalty at the discretion of the Greek Judicial Board.
      a. These policies will be enforced at all times during and after the recruitment period. Absolutely no lenience will be given for this matter as these policies are directly related to those adopted by Rensselaer Polytechnic Institute.
   d. Violation of this policy will result in the penalties listed in the Dry Recruitment section of this document (see Article IV, Section 1, #1c).

Rush Policy 2013
RPI Alcohol Policies

The “Zero Tolerance” Policy

INSTITUTE-RECOGNIZED STUDENT GROUPS AND ALCOHOL

As stated in the Institute Regulations on Alcohol section in this handbook, any Rensselaer recognized student organization found to have served alcohol to an underage individual at any event (on- or off campus) will, at minimum, be subject to a mandatory two-semester suspension. In addition, all organization alcohol privileges are subject to revocation while a group is under investigation and for the duration of the disciplinary process.

At the end of the designated suspension period, an organization can be reinstated if all conditions have been met. Conditions for reinstatement include a probationary period for a minimum of one semester following a suspension, but are not limited to, educational programming/training, restrictions on alcohol, and hiring a Rensselaer approved adviser to live in residence.

Sanction was changed to 1 year minimum and live-in advisor to return in early 2000’s
Good Samaritan Policy

- An individual who receives emergency assistance and/or medical treatment due to alcohol or drug consumption and completes an alcohol and other drugs assessment, education activities and/or treatment as assigned through the Rensselaer Health Center will not be subject to judicial action for violating Institute Alcohol & Other Drug Policy.

- A person who calls for emergency assistance and/or medical treatment due to alcohol or drug consumption on behalf of another person will not be subject to judicial action for violating Institute Alcohol & Other Drug Policy, but may be required to attend an alcohol and other drugs education program if deemed necessary by the Rensselaer Health Center.

- A representative of an organization hosting an event is expected to promptly call for emergency assistance and/or medical attention due to consumption of alcohol or other drugs. This act of responsibility will mitigate the judicial consequences against the organization resulting from violations of the Grounds for Disciplinary Action at the time of the incident for violating Institute Alcohol & Other Drug Policy. The organization’s membership may be required to attend an alcohol and other drugs education program if deemed necessary by the Rensselaer Health Center. However, failure to call for emergency assistance and/or medical treatment will be considered an “intolerable circumstance” affecting judicial sanctions against the organization if violations of Grounds for Disciplinary Action have occurred.

Was altered to add some relations to the Sexual Misconduct Policy
The Termination of SPAM
What’s next to clean it up? – SOAP?

• SPAM terminated by RPI late summer 2016
  ◦ With Title IX and Clery Act changes, new liability exposure caused them to reconsider
  ◦ We had heard rumors of changes being considering, but never were engaged with policy change (like we were with SPAM and SEMM implementation) – we found out when the SEMM was revised and students were told

• Was supposed to be backfilled with Bystander Intervention
  ◦ What has been done?
  ◦ Students have taken up charge to develop a SPAM replacement, but have been slowed by Wellness Center and OGLC, but Student Union is supportive

• Student Organization Accountability Program (SOAP) being developed by a group of student with the Student Senate
RPI Bystander Intervention

- What Can I do to help prevent sexual misconduct?
- Be NERDS! NERDS are active bystanders! If something doesn’t seem right to you, it probably isn’t! Trust your gut! It’s better to be safe than sorry!

- Steps Toward Taking Action
  - Notice an event
  - Evaluate it as a problem
  - Recognize your role in addressing it
  - Determine when & how to intervene
  - Safely intervene

http://studenthealth.rpi.edu/health-promotion/sexual-misconduct
What are some safe ways to intervene?

- Find a friend, party host, SPAM monitor, bartender, RA, or just another person and ask for help or another opinion.
- Check in with the person you’re concerned about and see if he/she is okay.
- Call for help.
RPI Judicial Process

- Under the Behavioral section
- Title IX cases and process
- Member/Chapter judicial process
  - Timeline
  - Why delays and delays
  - Appeals
- Longer sanctions being given out and enforcing the live-in advisor
  - But with no communicated expectations or discussion of liabilities (are they a “reporting officer”?)
Campus Policies - End
Summer Arch Issues

- Officers
- Classes
- Chapter dynamics and cohesion
- Living in Houses
Health of the Community

- Student Life Performance Plan FY17 draft
  - Section on Greek Life that had not been discussed with AIGC
- Rush/Recruitment Trends
- Brainstorm ideas for Recruitment
  - Accepted Student Days
  - First Year Mailings
  - RPI Website promotion, acknowledgement
  - Student Orientation
    - Counselors, presentation, handouts, Poly centerfold
  - NRB activities and presentations
  - Formal Fall Rush
    - IFC/Panhel generic, Meet the Greeks
    - Student Union Activities Fair
    - Length of time (extend one week?)
  - Formal Spring Rush
FY17 Student Life Performance Plan

Strategy: Enhance support for fraternity and sorority members.

- Action 1 Review and revise the Greek Life Commons Agreement to strengthen support for CLASS, Title IX efforts and adherence to Institute policies. (Collaboration with General Counsel; FY17)
- Action 2 Develop relationships with inter/national fraternity and sorority headquarters. (FY17)
- Action 3 Conduct outreach with Rensselaer fraternity and sorority alumni/ae members. (Collaboration with Institute Advancement; FY17)
- Action 4 Ensure quality standards related to safety, security, cleanliness, and financial health of the Greek Commons are maintained. (Collaboration with Finance, Administration, Human Resources; FY17 – 18)
- Action 5 Develop and implement live-in student advisor positions for each Greek house. (FY17 – 19)

Are these still part of the SLPP now that Frank Ross has departed?
Summer Arch Key Issues/Impacts

• Juniors not allowed to live in Greek Houses
  ▪ Can they be in clustered living or forced to live with whoever RPI says
  ▪ Potential for year round operations would be enhanced with living in chapter houses

• Officer transitions and continuity of chapter operations and leadership development

• Affinities to chapter and school broken during “away” time

• Academic class sequencing all messed up for exempted students and unknown numbers for each “away” time and smaller departments are forced to attend when told
The Recruitment Trends

- Aggregate performance over the long haul
- Recent details of IFC bids given and accepted in Fall and Spring
- Recent details of Panhel recruitment
- Potential impact of FYE/NRB and now Summer Arch
  - Dr. SAJ and Cabinet think we should just recruit more members since the class sizes are bigger and then will solve not having Juniors on campus or in houses – what to people think about that?
IFC and Panhel Membership Numbers

Total Greek Membership Numbers

Fraternity Average
Sorority Average
Fraternities struggling:
- Impact of FYE?
- Of Suspensions?
- Of poor practices?
- Poor Reporting?

Y axis scaled so both spans are 400 students

Fraternities Lower due to low fall rush -50 and 3 suspensions ~150

Chapter Advisor Workshop - April 1, 2017
IFC and Panhel Fraction of Student Population

Percentage Greek Men and Women

Spring Term Year

- S92: 31% Men, 23% Women
- S93: 32% Men, 23% Women
- S94: 33% Men, 24% Women
- S95: 34% Men, 26% Women
- S96: 37% Men, 33% Women
- S97: 31% Men, 31% Women
- S98: 31% Men, 28% Women
- S99: 32% Men, 32% Women
- S00: 32% Men, 33% Women
- S01: 33% Men, 32% Women
- S02: 32% Men, 29% Women
- S03: 32% Men, 28% Women
- S04: 32% Men, 29% Women
- S05: 33% Men, 29% Women
- S06: 32% Men, 28% Women
- S07: 32% Men, 29% Women
- S08: 31% Men, 26% Women
- S09: 32% Men, 26% Women
- S10: 31% Men, 29% Women
- S11: 31% Men, 32% Women
- S12: 32% Men, 32% Women
- S13: 33% Men, 33% Women
- S14: 32% Men, 32% Women
- S15: 31% Men, 29% Women
- S16: 32% Men, 26% Women

Chapter Advisor Workshop - April 1, 2017
Panhellenic Recruitment Metrics

**Chapter Total After Recruitment**

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**Average Chapter Size (Post-Recruitment)**

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Panhellenic Overall Growth

Number of Women in Sororities

- 2010: 264
- 2011: 266
- 2012: 209
- 2013: 203
- 2014: 234
- 2015: 245
- 2016: 256

NPC Chapters vs. All Sororities
IFC Recruitment Trends

**Academic Year IFC Rush**
- Downward trend for fall numbers and acceptance ratio
- Upward trend for numbers in the spring
- After this spring formal rush period, a working group with RPI, alumni, and undergraduate chairs should assess and recommend changes, new promotion, new times to interact year round

**Fall Semester IFC Rush**

**Spring Semester IFC Rush**
Trends for Offering and Accepting Bids in Fraternities

- More bids were actually given this year, but more duplicates and fewer accepted
Greeks have Significantly Higher Retention and Graduation Rates

Average Retention Rates for RPI Students Cohorts 1999 & 2000

<table>
<thead>
<tr>
<th>Percent Still Enrolled</th>
<th>Greek</th>
<th>Non-Greek</th>
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<tr>
<td>Fall (FR) Entering</td>
<td>100.00%</td>
<td>100.00%</td>
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<tr>
<td>Fall SO, 1st to 2nd Yr</td>
<td>97.27%</td>
<td>89.06%</td>
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<tr>
<td>Fall JR, 2nd to 3rd Yr</td>
<td>93.27%</td>
<td>83.73%</td>
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<tr>
<td>Fall SR, 3rd to 4th Yr</td>
<td>91.18%</td>
<td>79.36%</td>
</tr>
</tbody>
</table>

Year of Attendance

Chapter Advisor Workshop - April 1, 2017
Greeks have Significantly Lower Drop Out Rates

Attrition Rates for RPI Students (Freshman 1999 Cohort)

- Fall (FR) Entering: 0.00%
- Fall SO, 1st to 2nd Yr: 2.73%
- Fall JR, 2nd to 3rd Yr: 10.94%
- Fall SR, 3rd to 4th Yr: 16.27%

Bar graph showing the percent no longer enrolled by year of attendance.
Recruitment and Promotion Ideas

- Add questions to Summer SO Survey
  - Mandatory to take and can focus questions to prompt First Years to think about rushing
- Add questions to Senior survey to find out about job placement and salaries
  - OIR needs help of IFC and Panhel to get higher participation in the non-mandatory surveys
- Add RPI OIR facts to First Year Mailings, SO sessions, NRB session, and recruitment material
  - Higher Retention numbers (important for finishing school w/ high tuition)
  - # Greeks on sports teams
  - Higher job placement and salaries (important for Summer Arch)
  - Housing Room and Board prices as a savings to RPI and allowing starting as sophomores
- Make use the RPI recruitment people and methods that they use for High School Juniors to First Year students during SO and NRB and formal rush periods