

University of Pittsburgh
Office of Fraternity and Sorority Life

Community Action Plan

working document

UNIVERSITY OF
PITTSBURGH

studentaffairs

INTRODUCTION

The Division of Student Affairs is committed to providing University of Pittsburgh students with the best collegiate experience in the world. We recognize that such an experience includes a strong, healthy, and productive fraternity and sorority community that provides leadership, scholarship, service, and sisterhood/brotherhood for students who choose to join.

Some concerning incidents involving fraternities and sororities occurred in the Spring 2018 semester that caused us to pause and reflect on the future of fraternity and sorority life. Since January 2018, fraternity and sorority life student leaders and staff have been working on developing a comprehensive action plan that addresses concerning behavior, enhances the fraternity and sorority community, and creates a culture change.

The action plan will require commitment from all members of the Pitt community. We invite you to please read the action plan, and submit your helpful feedback via our input form. Input will be collected until April 11, 2018. After all input is collected, reviewed, and integrated into the plan, the final action plan will be publicly released following that process.

Thank you and Hail to Pitt!

POLICY

- Reaffirm the University of Pittsburgh Fraternity and Sorority Life Policies and Procedures and Cathedral Standards of Excellence.
- Require all chapters to register events including: social events with alcohol, social events without alcohol, philanthropy, educational, and recruitment/interest events with the Office of Fraternity and Sorority Life.
- Develop a University-wide committee to address hazing and other concerning behaviors to be comprised of students, faculty, staff, and community members such as Athletics, Pathfinders, ROTC, etc.
- Formalize, delay, and extend the Interfraternity Council (IFC) recruitment process.
- Complete the Office of Fraternity and Sorority Life intake checklist and formalize campus presentations plan approved by the Office of Fraternity and Sorority Life for culturally based organizations.
- Unsalted food and non-alcoholic beverages must be provided at every chapter event with alcohol.
- Three hours of community service required of each fraternity and sorority member, to be logged each semester.
- Each chapter is limited to one registered event with alcohol per weekend.
- There will be no hard alcohol/liquor served at any fraternity and sorority events including events at third party vendors.
- Ten sober members from each organization present are required at all events with alcohol.
 - For chapters that do not have 10 members, 30% of members from each organization present must be sober at events with alcohol.

EDUCATIONAL

Pre-Greek 101 Educational Sessions

All students who are interested in fraternity and sorority life are required to attend a Greek 101 session prior to recruitment or intake. These sessions will cover expectations for memberships, rights and responsibilities of new members, sexual assault prevention, alcohol safety, combat heteronormative traditions, hazing education, and transparency about what to expect. Leaders from each council and professional staff will develop and facilitate these sessions starting fall 2018. Sessions will be offered several times during the fall and spring semester.

Required Training

The Office of Fraternity and Sorority Life will schedule and require chapters to attend bystander intervention training and diversity programming starting in the fall 2018. These sessions will be a requirement in the Cathedral Standards of Excellence and scheduled throughout the fall semester.

Other

- The Office of Fraternity and Sorority Life will host an educational session about planning social events with alcohol and medical amnesty.
- Utilize council meetings for training and educational purposes.
- Host one risk management roundtable per month with council executive boards, chapter presidents, risk managers, and social chairs.
- Greek Leadership Academy offered in fall 2018.
- Rising Greek Leadership Academy offered for new members in spring 2019.
- President's Retreat will be held September 2018.
- Host monthly Tri-Council Meetings or *Family Dinners* to serve as an opportunity for continued educational opportunities and have campus partners present to community leaders.
- Provide regular resources to fraternity and sorority chapter advisors in the form of retreats, meetings, webinars, and newsletters.
- All chapter presidents, social chairs, and risk managers of each individual organization need to be TIPS (Training for Intervention Procedures) certified before hosting events with alcohol.
- New Member Education plans will be due the semester before recruitment/intake in order to receive feedback in a timely and useful manner from professional staff and council executive boards.

ASSESSMENT

- Conduct an external review of Fraternity and Sorority Life at the University of Pittsburgh by a third party consultant team. The community will be assessed from a macro to a micro level. Findings will be made public, however individual recommendations for each chapter will be shared only with the inter/national headquarter office and chapter advisors.
- Regular assessment of fraternity and sorority members' perceptions of the fraternity and sorority community (i.e. sense of belonging, hazing, sexual misconduct, racial climate, safety).
- Report a score card of each chapter on the Cross Cultural and Leadership Development web site starting summer 2018. Items that will be shared: number of the service hours, philanthropy money raised by each chapter, chapter GPA/QPA, conduct standing, Cathedral Standards of Excellence findings.
- Research and assess professional staff needs and housing needs for Fraternity and Sorority Life.
- Implement a year-round Judicial Board for councils (under chief justice and parliamentarian) to better hold chapters accountable on a peer-level for violations of council expectations.

SUPPORT AND PARTNERSHIPS

- Fraternities and sororities must abide by their Inter/National Office's required or suggested new member education plan and intake processes.
- Develop multiple methods for confidential reporting of hazing and other concerning behaviors and actively promote the various methods of reporting.
- Increase public recognition and utilization of Student Affairs Marketing to highlight community success in areas such as academic, philanthropic/service, and programmatic success with a quarterly newsletter.
- Require all inter/national headquarters to make contact with the Office of Fraternity and Sorority Life in person or via phone at least once an academic year and to have updated contact information on file with the University of Pittsburgh.
- Require all advisors to visit the chapter at least once a semester and maintain up to date contact information with the University of Pittsburgh. Document visit with the Office of Fraternity and Sorority Life.
- Each chapter must have a professional academic mentor and the Office of Fraternity and Sorority Life will provide a yearly training for individuals in this role.
- Host semester academic award ceremonies to highlight positive behavior and academic achievement.
 - Recognize those who joined Gamma Sigma Alpha and the Order of Omega.
 - Individually recognize those on Dean's List.
 - Awards will include highest overall GPA, most improved.
- Fraternity and sorority members and stakeholders will continue use of proper terminology such as: new members (instead of pledges), fraternity (instead of frat), sorority women (instead of sorority girls).
- Make more campus spaces available for social events with alcohol to provide a safe alternative and help defray the cost of hosting third party vendors (Alumni, O'Hara, William Pitt Union).
- Promote Late Nite Mini Grant Program to encourage late night programming without alcohol.