

University of Pittsburgh
Office of Fraternity and Sorority Life

Community Action Plan

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 an action plan that addresses concerning behavior, enhances the fraternity and sorority life experience, and creates a culture change. University of Pittsburgh's fraternity and sorority life community is deeply rooted in the institution's history and appropriate actions are being taken to ensure the longevity of the community. The Office of Fraternity and Sorority Life Community Action Plan is to provide policy, educational initiatives, assessment, and transparent support and partnerships that will guide the Office of Fraternity and Sorority Life, students, and other stakeholders in working towards a safer fraternity and sorority life community. This document will be continually evaluated and modified to assure we continue to enhance the Fraternity and Sorority Life community, and address any concerning behaviors.

Thank you and Hail to Pitt!

POLICY

- Reaffirm the University of Pittsburgh Fraternity and Sorority Life Policies and Procedures and ensure dissemination of the policies and procedures to the fraternity and sorority life community.
- Update the Cathedral Standards of Excellence (CSOE), the chapter accreditation program, to provide clearer guidance on expectations. Expectations will be based on the number of chapter members to create equity, not equality, in chapter expectations. This will provide achievable and realistic expectations for each chapter.
- Require all chapters to register events with alcohol, non-members, and events occurring off-campus. Event registration will fulfill policies and documentation for CSOE.
- Develop a University-wide committee to address hazing and other concerning behaviors to be comprised of students, faculty, staff, and other key stakeholders, such as, Athletics, Pathfinders, and ROTC, etc.
- The Interfraternity Council (IFC) Recruitment will be modified in the following ways:
 - IFC will create and publicly promote a centralized list of all fraternity recruitment events. All recruitment events will need to be submitted to IFC by time and date set by IFC.
 - A uniform release of official bids, approved by the Office of Fraternity and Sorority Life (OFSL), will be distributed to potential new members on the final day of recruitment each semester.
 - IFC executive officers and members of the OFSL will attend recruitment events to provide support and answer questions about fraternity and sorority life.
 - Begin hosting an IFC Day of Service during recruitment.
 - After this recruitment period, chapters can engage in continuous/24-7 recruitment.
- Complete the OFSL intake guidelines and the campus presentation plans approved by the OFSL for National Pan-Hellenic Council organizations and culturally based organizations.
- Each chapter will be limited to 18 social events with alcohol per semester.

- At all social events with alcohol, the president and risk manager must act as event monitors in addition to one event monitor for every 25 people attending the event. (Example: 75 attendees = president, risk manager, and three additional event monitors). Chapters may have more event monitors, but this is the minimum requirement.

EDUCATIONAL INITIATIVES

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 basic fraternity and sorority life terminology, expectations for membership, rights and responsibilities of new members, sexual assault prevention, alcohol safety, combating exclusive traditions, hazing education, and transparency about what to expect. Leaders from each council and professional staff will develop and facilitate these sessions starting in fall 2018 for those wishing to seek membership in spring 2019. Sessions will be offered every other week at varying times and dates in the fall and spring semesters to accommodate those wanting to seek membership in spring 2019. Those seeking membership in fall 2018 will attend a Greek 101 session after bids are distributed.

Required Training

The OFSL will schedule and require chapters to attend bystander intervention training and diversity programming starting in fall 2018. These sessions will be a requirement in the CSOE and scheduled throughout the fall semester.

Other Educational Initiatives

- Utilize council meetings for training and educational purposes and include a risk management roundtable once a month by council leadership.
- The OFSL will offer a Greek Leadership Academy, Rising Greek Leadership Academy, and a President's Conference starting in fall 2018.
- Host monthly Tri-Council meetings or family dinners to serve as an opportunity for continued education and have campus partners (Pitt Police, Title IX, etc.) present to community leaders, and continue to foster Tri-Council unity. Chapter presidents (or a chapter representative) and council executive officers are expected to attend these meetings the first Monday of every month starting in October.
- Provide regular resources to fraternity and sorority chapter advisors in the form of retreats, meetings, webinars, and newsletters.
- For organizations who host events with alcohol, officers tasked with managing the events (president, social chairs, risk managers, etc.) will need to attend the University of Pittsburgh Student Health Services' Alcohol Management Program before hosting an event with alcohol.
- New member education plans will be due in a time agreed upon by the representing council and/or the OFSL in order to receive feedback in a timely manner from professional staff and council executive boards.
- The OFSL will provide annual hazing prevention training to those officers tasked with recruitment/intake and new member education. All chapters, councils, community stakeholders, and campus partners can request hazing prevention training through the OFSL. Hazing recognition and prevention training will be presented at the Greek 101 session for all potential new members.

ASSESSMENT

- Conduct an external review of Fraternity and Sorority Life at the University of Pittsburgh by a third party consultant team to identify risk management concerns within the community. An executive summary of the findings will be made public.
- Regular assessment of fraternity and sorority members' perceptions of the fraternity and sorority community (i.e. sense of belonging, hazing, sexual misconduct, racial climate, and safety).
- An annual Fraternity and Sorority Life Report will be released. Items that will be shared include, but are not limited to, number of service hours, philanthropy money raised by chapters, chapter academic standings, conduct standings, CSOE findings, and fraternity and sorority life awards.
- Research and assess professional staff needs, housing needs, and a long-term fee funding model for the OFSL.
- 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

- Host academic award ceremonies each semester to highlight 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, and most improved.
- Fraternities and sororities must abide by their inter/national office's required or suggested new member education plans and intake processes.
- Develop methods for anonymous reporting of hazing and other concerning behavior 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.
- For the sake of partnership and collaboration, inter/national headquarters and OFSL are expected to connect at least once an academic year in person or via phone. The local chapters will provide updated contact information of their inter/national organization representative with the OFSL. The OFSL will share community academic semester reports and quarterly community newsletters with the inter/national headquarters.
- Chapter advisors are expected to visit or have a phone meeting with their chapters at least once a semester, receive their chapter's minutes, be aware of chapter functions, be knowledgeable of OFSL policies and procedures, and maintain up to date contact information with the University of Pittsburgh.
- Each chapter must have a professional academic mentor (PAM) and the OFSL will provide a yearly training for individuals in this role.
- Fraternity and sorority members and stakeholders will continue use of proper terminology such as: new members (instead of pledges), recruitment (instead of rush), fraternity (instead of frat), sorority women (instead of sorority girls).
- Explore more campus spaces, cost effective means of transportation, and low-cost third party vendor options to provide a safe alternative and help defray the cost of hosting third party vendor events.