**The Interfraternity Council at Indiana University:**

Recent Changes Post Suspension

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# Introduction

On November 27th, 2017 the Indiana University Interfraternity Council Executive Board met with the presidents of all member chapters and voted unanimously to suspend all social activities in which alcohol is present and unsupervised new member education programs effective until March 1st, 2018. With this suspension in place, IFC at Indiana University has set out to foster active conversations with key stakeholders in the community, including our partners on campus, our national headquarters, and alumni, in order to arrive at concrete solutions to enhance the health and safety of this community. This document outlines the key changes that IFC will be implementing in order to create a sustainable environment in which all our chapters can excel.

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## Academic Standards

### Pre-Suspension:

Prior IFC Executive Boards have had academic requirements in place, but these were not strictly enforced by the IFC Exec or the member chapters. This led some chapters in the community to shift towards a culture with lighter emphasis placed on academic achievement. Through this, a trend was noticed. All of the fraternities who were recently removed from campus had posted chapter average GPAs below the IU All Men’s Average for three consecutive semesters.

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### Post-Suspension:

Recently, the IFC Vice President of Membership Development has created the IFC Academic Board of Directors, appointed a Director of Academics, and will utilize a committee structure, made up of officers with specifications to help better serve Greek individuals. This Academic Board of Directors will serve as a network and resource for students with the primary goal of improving academic performance across the Greek Community. Additionally, the Board will also be in charge of managing the MyGreekStudy software that will soon be available to all IFC members.Through these resources, IFC will be better positioned to help improve the academic performance of its members.

## Sober Social Events

### Pre-Suspension

In the past, IFC has not required its member chapters to hold sober social events with the sororities that they usually participate in regular social events with.

### Post-Suspension

In previous meetings, IFC has discussed imposing a minimum required number of sober social events each semester. However, due to the severity of other issues the Greek Community is facing, we have not reached a final decision on the specific details of sober social events. Following the completion of the suspension, we will be working closely with the Panhellenic community to create a tangible plan for these events that will help our chapters better balance their social calendars with more sober events helping to remove the cultural focus on alcohol.

## Commitment to Educational Programs

### Pre-Suspension:

In the past, educational programs held by IFC were not as impactful as desired. Despite their name, these educational programs did not totally educate the Greek Community on the serious issues it was facing, namely sexual assault, mental health, and other related sensitive topics, due to the lack of engagement from the members themselves.

### Post-Suspension

The IFC community has now decided to require educational programs which better not only the Greek Community, but the Indiana University Community as a whole. We plan every semester to require multiple keynote speakers, presentations at chapter houses, and workshops designed to better our awareness in the areas plaguing our community, especially those mentioned above while communicating their importance and relevance to our members. Already, IFC is working with Ben Nemtin, a passionate keynote speaker, for an event in April where he can share his personal and engaging story about mental health.

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## Community Service Projects

### Pre-Suspension

Before the suspension, community service projects had not been required by IFC. The only requirements for community involvement stemmed from the national headquarters of each individual chapter.

### Post-Suspension

Our IFC community felt that every fraternity was founded on a set of core values one of which, whether explicitly stated or not, is service. In order to fulfill this commitment to service, IFC believed it necessary to require one major community service event every semester with at least eighty percent of the chapter donating a minimum of one hour. Through this requirement, fraternities at IU will form a solid foundation for working to improve the community around them while returning focus to the key values our fraternal community is built upon while, hopefully, fostering relationships with community partners for increased service participation in the future.

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## Community Expectations for Recruitment

### Pre-Suspension:

When taking office, the new IFC Executive Board reflected on their rush experiences and agreed that the system was adequate but could be improved. Recruitment orientation did not engage its audience and lasted 3 hours. A functional database for chapters to connect with recruits was never created which left potential new members at a disadvantage. A few chapter recruitment events were essentially parties and risk management concerns. Restrictions or minimum requirements for the quality of members participating in recruitment were nonexistent which resulted in suffering chapter GPAs as well as other problems arising from members who are usuallyy screened during a fully proper recruitment.

### Post-Suspension:

With the mindset of making new recruits the priority, the IFC Community set out to make advancements in the recruitment process for the future of the IFC community. The fraternity recruitment process is difficult to perfect, but strides have been taken to improve the experience for potential new members and our member chapters, and we believe we are reminding potential new members that joining a fraternity is both a commitment and a privilege, not an entitled right. These changes provide a guideline for chapters to work with while still in full compliance with their national headquarters’ recruitment requirements.

### Changes to the IFC Recruitment Process:

* IFC agreed upon installing the requirement of a minimum 2.8 GPA for rushees.
* A grade appeals system allowed those who did not meet the GPA requirement to petition for participation in recruitment if external factors caused their low GPA.
* A Grade Appeal Committee was formed of unbiased and experienced members of the community to ensure all appeals were viewed equally and in due process.
* IFC will be receiving Student Conduct reports to ensure that potential recruits are in good standing with the University.
* Orientation was shortened to a 45-minute session and featured:
  + Members of the IFC Executive Board explaining the true function of the IFC community and the basics of its structure.
  + A clear and concise explanation of the recruitment process
* Chapters are now split up evenly into two or more groups for staggered open house, so that every chapter has equal exposure.
* Recruits are well-informed of the scheduling in order to minimize confusion.
* Hosting a completely sober rush is now a strict requirement, with serious consequences for violation
* The fully-functional GreekLink system is in place allowing potential new members and chapters to connect and obtain information about IFC rush through a digital platform.

## Cohesive New Member Education Process

### Pre-Suspension:

Historically, New Member Education in the IFC community has never had a concrete or standardized structure to serve as a guideline for member chapters. The lack of such a resource has led to dramatically different New Member Education processes based largely upon the guidelines from each chapter’s own national headquarters. Additionally, this meant that IFC had little to no knowledge of how each chapter’s New Member Education process was performing.

### Post-Suspension

As an IFC Community, we have worked to develop an 8-week, standardized New Member Education process. After closely reviewing each and every chapter’s previous New Member Education processes, we formed a general template that focuses on the three most beneficial and frequently recurring themes: Brotherhood, Academics, and Campus Involvement. By focusing on these three main topics, our goal is to transform New Member Education into a process that resembles a course being offered to new pledge classes and drastically helps them improve to become better young men.   
  
With this Standardized New Member Education Plan, IFC now has insight into the start date, completion date, and general content of every chapter’s New Member Education process. Additionally, we believe this will focus our Greek Community towards the values we hold as truly important, while helping us to rid ourselves of the negative occurrences that can take place during New Member Education. Again this program serves as a framework or guideline and is no way meant to conflict with the standards of a chapter’s national headquarters.

## Effective Internal Standards Board

### Pre-Suspension:

Recently, a number of chapter Standards Boards have underperformed across the board, a common issue that degrades the discipline and accountability within chapters. Many of the Standards Cases brought against chapters at the IFC and University level stem from issues that should have been managed at the chapter level before they escalated to a point where outside authority intervened. Dangerous drinking behavior, conflict between members, and drug use are all concerns that should be eliminated before becoming an epidemic within the chapter. Unfortunately, a small number of chapters have standards boards that range from inefficient to non-existent leading to a lack of adherence to and respect for the standards set forth by their organization.

### Post-Suspension:

At the conclusion of this suspension, we will be improving the performance of chapter standards boards through a series of requirements listed below. In the future, we will continue to work with chapter standards boards to improve their efficiency and train their members to properly investigate and hold hearings. Through all of this, we hope chapter standards boards will reach peak performance and help to significantly decrease the number of investigations brought upon chapters by the IFC Standards Board, the Indiana University Student Organization Conduct Board, and the national headquarters of our member chapters. We expect that these guidelines will be enacted in accordance with the standards requirements of a chapter’s national headquarters.

### Standards Board Requirements:

* Every chapter must have an active standards board
  + The board must be lead by a chairman elected by the chapter
  + The board must be composed of the lesser of either ten percent of the active members within the fraternity or eight members
* This board will be required to hold at least one weekly meeting updating the chapter on any open conduct cases against members of the organization as well as any necessary meetings for the hearings of those cases.
* The chapter standards board must provide all members a fair appeals process and the ability to anonymously report conduct issues through an online form.
* Each chapter standards board must, by the 5th day of each month, submit a full report to the IFC Vice President of Standards

## Standardized Risk Management Practices and Expectations

### Pre-Suspension:

Risk Management at Indiana University is ever-changing with room for continued growth. One of the most significant issues within the IFC Community has been the lack of consistency within Risk Management between fraternities and sororities. This frequently results in confusion between paired organizations on the terms of sober teams, how events are run, how to respond to issues that arise during an event, and many other important risk factors.

### Post-Suspension:

Due to the persistence of these issues, the Indiana University Interfraternity Council and Panhellenic Association made it a priority to create a standardized risk management plan that will help to limit the occurrence of these issues. Working in close collaboration, IFC and PHA identified common issues present within the IU Greek System, discussed how these issues become prevalent, and created a plan that works address the issues while preventing others from arising. It is expected that every Indiana University Greek Organization who is a member of either the Interfraternity Council or Panhellenic Association will implement this risk plan as a baseline for how their chapter risk management should operate. By adding these risk guidelines, the IFC members have given themselves the ability to supervise risk management at an IFC level as opposed to strictly a university level.

### The IFC and PHA Joint Risk Management Plan:

* All sober monitors will now undergo some form of Drug Interaction training, such as ASTP or an equivalent training, in order to eligible to serve as a designated sober monitor at any event.

* Every event must have at least 1 sober monitor for every 20 attendees with a minimum of 5 monitors being non-first semester members.
* At least 2 members of the chapter executive board must serve as sober executives for the duration of an event.
* Any event must have one, and only one, designated entrance and exit for all members at the event, except during an emergency evacuation.

* All events must be registered with Indiana University and each respective council at least 5 days prior to an event.
* Group messages between chapter Risk Managers, Social Chairs, Presidents, and scheduled Sober Executive Council Members must be created between the paired organizations who will be present at an event at least 5 days prior.
* All social events must have an established guest list finalized at least 24 hours prior to the event.
* These events will not be allowed to open to anyone who is not on the established guest list or a part of the organizations involved in the social event.
* There will be a required recording system for all attendees of a party, made up of the attendee’s name and their times associated with the check-in and checkout.
* A member of the chapter executive board will be responsible for overseeing the check-in and check-out of every attendee.
* All attendees will have their ID checked prior to entering an event with attendees at or over the age of twenty one receiving a wristband.
  + Only those with a wristband will be served drink alcohol at an event.
* Beer and wine are the alcoholic beverages allowed to be served. No hard alcohol (over 14% alcoholic concentration) will be allowed at any social event
* Should there be a conduct issue with a member of a chapter involved in the social event, the member shall be referred to the chapter standards board within 24 hours of issue’s occurrence. The chapter standards board will thoroughly and fairly investigate all accusations lodged against members of their chapter.
* Should an unexpected emergency arise at a social event, standardized emergency action protocols have been set forth at the end of the plan for all chapters.

## Social Event Limitations

### Pre-Suspension:

Previously, IFC had proposed little, if any, limitations on the social activity of its members chapters. Under the current culture of the Greek Community at IU, we as an IFC and PHA believe this can no longer be the case.

### Post-Suspension:

As a whole, Risk Management is something that is ever changing, and it is the hope of the Interfraternity Council and Panhellenic Association that these limitations, in addition to standardized risk practices, lay the groundwork for a safer and more inclusive greek system. We hope the Joint Risk Management Plan will be used as a minimum standard for final chapter risk management plans, and that it will continue to be updated and improved by future Interfraternity Council and Panhellenic Association executive councils. In the spirit of improving safety within the Greek Community, the Interfraternity Council and Panhellenic Association has voted into effect new social restrictions.

### Social Limitations:

* Chapters can participate in no more than three social events with alcohol per week.

* Each week, only one of these social events can have a total of four organizations participating, more commonly known as a “quad”.

* No social event with alcohol will be allowed to include a total of more than four organizations
* All social events with alcohol will be limited to a maximum duration of 5 hours

* All concerts organized by member chapters must be hosted at a third-party location. No concerts can be hosted at fraternity associated locations.