



FRATERNITY & SORORITY COALITION
ASSESSMENT PROJECT

Acknowledgement and Thanks

We would like to thank the men and women of Southern Methodist University for actively participating in the recent visit of the coalition assessment team. All of us had a wonderful visit and developed a strong impression of the fraternity and sorority community at SMU.

The entire team appreciated the opportunity to meet with President Turner, Dr. Lori White, and Dee Siscoe, as well as everyone on the faculty and staff, and the other administrators who made time for this important project. We valued, and SMU will benefit from, the candor during our visit.

We especially would like to thank Shannon Sumerlin for being the campus contact and coordinating an extremely smooth visitation schedule. The opportunity to meet with, and interact with, the SAMSA staff, the Blue Ribbon Committee members, and all other professional staff members was quite enjoyable.

Knowing the undergraduates and alumni advisors are integral to the fraternity and sorority community, we want to thank the Interfraternity Council, Multicultural Greek Council, the National Pan-Hellenic Council, and the Panhellenic Association officers, chapter presidents, and new members, as well as the chapter and house corporation volunteers for taking time to participate in the process. We especially would like to thank the non-affiliated students and First Years for participating.

The team was impressed with the care and support the community is fortunate to have at so many levels. There is a clear, personal commitment on the part of many constituents. This caring and support is mirrored in the Coalition and is why this assessment opportunity is available.

The Coalition, made up of five interfraternal partners, including the Association of Fraternity Advisors, National Association of Latino Fraternal Organizations, National Pan-Hellenic Council, National Panhellenic Conference, and the North-American Interfraternity Conference has identified five areas to review when assessing a campus fraternity and sorority community. Those are:

- Developing Positive Interpersonal Relationships
- Leadership Development
- Build/Strengthen Social IQ, Citizenship, Service Learning
- Advance Academic Interest/Graduation of Membership
- Effective Campus Interface to and Support of Fraternity Sorority Community

The following is a comprehensive overview of what the assessment team learned before and during the visit. The report is divided into four sections: Basic Summaries, Areas of Strength, Areas of Improvement, and Recommendations, utilizing those five areas. Please review the information, use it to guide your strategic initiatives, and for the greatest impact we urge the Blue Ribbon Committee to turn this report into an actionable timeline.

If we can be of any assistance in that process, please do not hesitate to contact us at any time. Thank you again for your hospitality and we look forward to seeing the great things to come in the near future from the SMU fraternity and sorority community.

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Section 1 Basic Summaries

1. The fraternity and sorority community at SMU, in large part, is a very positive, wonderful option for students to connect in smaller communities while exploring opportunities for leadership development, academic guidance, service initiatives, and social interactions.
2. Contrary to interview comments that some students and alumni may believe the University wants to eliminate fraternities and sororities from campus, the opposite is true. The investment in the community is strong, with administrators wanting to strengthen the programs and services provided.
3. Fraternity men and women are viewed as campus leaders involved in a wide variety of activities, including student government, intramurals and service organizations.
4. The University depends on the fraternity and sorority community to rally and support campus activities and community events.
5. Many loyal, involved alumni and parents give their time and support as advisors for the fraternity and sorority chapters. Most advisors and house corporation members are very invested with their respective chapters.
6. Hazing is an area of concern for the member chapters of the Interfraternity Council, and although there are many rumors that hazing exists in some manner, it is hard to get hard facts to support the allegations. It was not a topic affiliated students were willing to talk openly about, but non-affiliated students often referred to it as a problem.
7. Alcohol and drugs seem to be central to the social aspects of the fraternity and sorority experience at SMU.
8. Alcohol issues associated with off-campus recruitment parties, hosted by men's fraternities for freshman students and attended by sorority women, often was noted. These also seem to occur during the summer, away from campus.
9. There appears to be a "don't ask, don't tell" mentality in the fraternities and sororities, especially related to alcohol and hazing.
10. Fraternities and sororities are not chartered student organizations, but receive their recognition through membership in one of the four governing councils.
11. Leaders in the MGC and NPHC councils feel there is disparity in all areas between their council and the IFC and Panhellenic.

12. There seems to be a lack of education among many chapters as to what the fraternal experience is/should be. For many chapters, the experience is focused around social events with alcohol. This results in an inability to locate staff and faculty to advocate for the fraternities and sororities, especially during recruitment. There appears to be considerable resistance, and fear, to change.
13. There appears to be very limited support of the fraternities and sororities by the faculty. In fact, many faculty members advise their colleagues not to serve as advisors to the groups.
14. Graduation and retention rates are higher for fraternity/sorority members than unaffiliated students.
15. There is a concern in the fraternity/sorority community that a requirement for freshman and sophomores to live in university housing (where fraternity and sorority housing may not be included in this definition) will be detrimental to the fraternity and sorority community.
16. It was mentioned that some faculty would “like to see the Greeks go away” as their stereotype as partiers who lack academic priorities is perceived as hindering the goal of SMU in becoming a top institution.
17. Even though moving recruitment to the fall is a “dead issue” with the administration, it still remains a topic for discussion among many students and chapter advisors. When approaching recruitment timing, there seems to be a lack of critical thinking and a failure to look at all possibilities, mainly by the faculty.
18. It appears that fraternity/sorority members are strong, trained leaders providing leadership outside the fraternity/sorority community. It also appears these same students are serving in leadership roles within the fraternity/sorority community.
19. There are several unanswered questions with regard to the new social policy that the administration has been unable to address.
20. “The Boulevard” tradition sends out mixed messages to the campus. The campus is dry, but during football games, “the Boulevard” promotes tailgating and excessive drinking. The fraternity and sorority community seems to dominate the Boulevard activities.

Section 2 Strengths of the Community Based on Five Target Areas

It is the goal of the Coalition Assessment Project to help campuses identify the strengths of the fraternity/sorority community within the five target areas. These strengths were gleaned from the data shared by SMU and from on-campus interviews conducted with various community stakeholders. This list is not intended to be comprehensive.

Developing Positive Interpersonal Relationships

- The Panhellenic Council, Interfraternity Council (IFC), National Pan-Hellenic Council (NPHC) and the Multi-Cultural Greek Council (MGC) presidents meet monthly as a Greek Council to foster inter-Greek relationships. Organizations are supportive of each other, which is evident in philanthropy attendance.
- Fraternity and sorority members have a strong sense of pride in their affiliations and in being part of the fraternity and sorority community at SMU.
- Most chapter members seem to interact well with members of other chapters.
- Communication is good between the IFC and Panhellenic chapter presidents.
- There appears to be a strong interpersonal relationship between the NPHC and MGC councils and their respective chapters.
- Fraternity and sorority leaders are interacting in conjunction with their participation in other campus activities.
- Councils successfully intermingle for large philanthropic activities, including Relay for Life and Special Olympics.
- The percentage of chapters with an active chapter advisor is high.
- The chapter leaders understand the role of their chapter advisor and utilize their advisor(s) effectively. The advisors who met with the team seemed actively engaged in the life of the chapter and chapter members.
- The IFC chapters indicated a general comradeship with one another. The chapters work cooperatively when the focus is on an issue that mutually affects the men's fraternities.

Leadership Development

- Fraternity/sorority members are involved in leadership roles outside of fraternity and sorority life on campus.
- Fraternity/sorority members have opportunities for leadership programs: Futures Quest, UIFI, risk management, LeaderShape, TIPS, sexual assault session for first year students, etc.
- Several chapters were recognized by their inter/national organizations for successful operations and leadership.
- A leadership class is offered to fraternity and sorority leaders.
- The council sends representatives to the regional fraternity and sorority conferences.
- A sorority coordinates a leadership values/ethics program for the Greek community.
- There appears to be heavy involvement of fraternity/sorority members in the peer advising network and summer orientation programs.

Build/Strengthen Social IQ, Citizenship, Service Learning

- There are many philanthropic opportunities/programs and strong involvement in community and campus-wide philanthropic events such as Special Olympics and Relay for Life.
- The four councils and fraternity/sorority chapters financially support charities. Fraternities/sororities are actively engaged in philanthropic activities, raising funds for area non-profits.
- When asked, the fraternity/sorority community will rally support for campus activities.
- Collectively, the fraternity/sorority community provided 13,186 community service hours and raised \$370,587 in donations for charity in the last year.
- 80% of each chapter is required to participate in a community hazing education program.
- Chapters must have three members be TIPS (Training for Intervention Procedures) trained every semester.
- Every chapter must host an alcohol/drug education session.
- One international sorority has provided funding for a sexual assault seminar each year.
- Most of the NPHC and MGC organizations are involved in community service activities.
- The "Because I Care" program allows fraternity and sorority students the ability to provide intervention skills to other students and peers.

Advance Academic Interest/Graduation of Membership

- The all-fraternity and sorority chapter GPA's are higher than their peer GPA's.
- Student retention is higher among fraternity/sorority members than unaffiliated students.
- Chapters offer academic scholarships and incentives to their members.
- Educational programming is offered on time management, study skills, resume writing, and other employment related topics.
- The minimum GPA requirement set by the University is a 2.25, however SMU encourages chapters to strive for a 3.0 GPA or higher.

Effective Campus Interface to and Support of Fraternity/Sorority Community

- Most of the University administration has a positive attitude toward the fraternity/sorority community and recognizes the positive contributions it has made to the campus.
- The addition of a Director of Greek Affairs will be a positive example of University support to the fraternity/sorority community.
- The health and counseling departments have programs in place to assist the fraternity/sorority community in training and education regarding prevailing health risks.
- SMU provides institutional support for chapter financial management by allowing fraternities/sororities to place housing (IFC chapters only) on the student's university bill.
- There is inter-office collaboration with co-supervision of graduate resident assistants by Student Life and Residential Life.
- Many of the individual Council officers have respect for their university advisor (Shannon – NPC/IFC; JJ-NPHC; Chibundu-MGC). The organizations feel their advisor "gets them."
- With the advent of the Texas legislation regarding risk management, the university does a workshop that covers seven areas of risk—alcohol/drug education, hazing, travel, fire safety, weapons and explosive devices, sexual assault/harassment, party behavior.
- The University has significant financial investments in developing student leadership: sending 12 students annually to UIFI, a campus-based FuturesQuest, and LeaderShape SMU.
- Student Life expects its staff to have an open office where students are comfortable seeking assistance from anyone.
- Current investment in the Coalition Assessment sends a message of support.

Section 3 Limitations of the Community Based on Five Target Areas

Developing Positive Interpersonal Relationships

- There is interaction among individual chapter members and members of the IFC and Panhellenic Council boards, but it appears that there is not a great deal of collaboration, especially between IFC and Panhellenic and between the MGC and NPHC.
- There is a feeling by certain members of the University community that there is disparate treatment by the University between MGC and NPHC chapters and between the IFC and Panhellenic chapters.
- Many non-affiliated students feel overshadowed by fraternities and sororities. Most non-affiliated student leaders have a mixed opinion of the fraternity and sorority experience; some of the unaffiliated students' opinions were more positive than their fraternity/sorority peers, however a majority of unaffiliated students did not see positive benefits of the experience.
- All of the councils, especially IFC, seem to exhibit a lack of purpose which is having an impact upon their operations. There appears to be no shared or common goals among the four councils.
- Several individuals stated that there appears to be a clear "pecking order" of chapters.
- Members of NPHC organizations feel they are only asked to participate when the larger councils "need them to provide entertainment."
- Chapters are not holding members accountable for their individual actions. Chapters are not confronting each other for poor and dysfunctional behavior and are not holding other chapters accountable for their actions.
- It was reported that instead of complying with the rules prohibiting alcohol in recruitment, fraternity members look for loopholes in these rules.
- Most chapters have not become educated about the similarities and differences of the various chapters and individual councils. There is a perceived perception by many that the fraternity and sorority community advocates "homogeneity and exclusivity."
- There appears to be a lack of commitment by the University, all chapters, alumni and councils to the collective success of ALL chapters on campus.
- There is a perceived lack of accountability held upon the chapters by the University; it was reported that many chapters get "busted" and "sanctioned" semester after semester for the same offense.

- Faculty members expressed concern for “isolation, once they join” especially during the semester individuals become new members.
- Positive relationships between fraternity and sorority members and faculty appeared to be limited due to stereotypes associated with the behavior both in and out of the classroom. It was mentioned that faculty members don’t speak highly about individual fraternity/sorority members (especially those in IFC and Panhellenic chapters) with whom they had interacted; in addition they made assumptions about fraternities/sororities based upon what they had heard on campus and through student gossip.
- It was reported that there is limited interaction between the faculty/administration (other than with the fraternity and sorority life staff) and the fraternity/sorority community, other than if chapters are helping them with certain projects “inviting them to one of those scholarship dinner things where I am herded in and out in less than an hour.”
- It was reported that competition among many of the Panhellenic chapters during fall semester and formal recruitment is “brutal,” “cutthroat,” “unhealthy,” and can have an adverse reaction on freshman women who feel pressured or excluded.
- Individuals commented on the tension between chapters on campus, University administrators, and the inter/national offices.
- There is not a formalized Fraternity/Sorority Alumni Council or House Corporation Council which contributes to some advisors and house corporation members not working closely together.
- Advisors commented on a lack of communication, especially regarding the social event registration policy.
- Council members commented that they are not provided with the proper leadership training by the University with regard to expectations, policies, and procedures, thus causing them to struggle with direction.

Leadership Development

- Although the fraternity and sorority community has strong leadership, the leaders are not motivating the general membership to be more proactive. The bulk of the leadership responsibilities are being conducted by a small representation of the fraternity and sorority community.
- Many fraternity/sorority members are comfortable with the status quo, do not see the reason, and/or are unwilling, to pursue change. There are some chapter advisors and house corporation members who are comfortable with the status quo.

- There appears to be limited motivation and direction within IFC leadership and its overall development as a governing council. The IFC leadership does not accept responsibility for joint program planning with the Panhellenic, thus leaving the work for the Panhellenic Council officers.
- There are no community-building programs for the greater fraternity/sorority "COMMUNITY."
- There is a lack of formalized training from the University for the chapter and faculty advisors and house corporation members with regard to expectations, policies and procedures. This seems to create an uncertainty in what is expected of these individuals. House corporation members reported the fraternity and sorority life staff is not a strong advocate for the students, nor do they see the office as a partner between the University administration and the chapters/advisors.
- Chapter officers for the most part are outstanding; however, they struggle to encourage positive change within their chapters.
- Chapter leadership lacks an understanding of the seriousness of the risk management issues they and the chapters face on an almost daily basis concerning alcohol and substance abuse by their membership.

Build/Strengthen Social IQ, Citizenship, Service Learning

- There appeared to be a lack of cross-cultural competence among all fraternity and sorority members. The members have little interaction with students of a different race outside the fraternity/sorority community, and they do not have a strong understanding of cultural differences and the true value of diversity.
- There seemed to be general incongruence on what students say they are about and what they actually do as members of a fraternity/sorority. There is little connection to their values-based purposes.
- It was mentioned that some IFC chapters have parties at undergraduate or alumni member homes where alcohol is purchased by brothers and given to underage members and potential new members.
- At times, chapters and their members are participating in philanthropic or service projects because it is a requirement, not because they want to participate. The focus of the Panhellenic and IFC chapters is primarily on hosting events that raise money for non-profits rather than hands-on service opportunities in the community.
- Many philanthropy and service projects are costing the coordinating chapter(s) thousands of dollars to sponsor, oftentimes barely breaking even.

- A large percentage of fraternity members are not able to articulate the values of their organizations. Because of this, they are unable to articulate how their values are to be exemplified in their chapter activities and individual behaviors.
- Fraternity and sorority leaders appear to not be using all of the resources available to them for leadership programs, service programs and outreach programs.
- It appears to many chapters that the judicial process is not being properly used or credible. Because of this, it appears no one is reporting unacceptable behavior and violations of rules.
- Indications from several students interviewed were that “underground” hazing practices (more mental and emotional than physical) are possibly an issue among many fraternity chapters during the new member period for first year students.
- There were mentions by almost every population interviewed of prescription drug use, cocaine, body image/eating disorder issues within the fraternity and sorority community.
- Interviewees also felt deferred recruitment perpetuates the body image issues – “women have to look perfect all fall semester...” “drags out the problem – very anxiety ridden time for them.”

Advance Academic Interest/Graduation of Membership

- There appears to be a serious dip in academic performance with first-year students who participate in recruitment/new member activities. Faculty, especially those working with honor students, notice a significant decrease in performance from both men and women.
- The involvement of faculty in the lives of fraternities and sororities appeared to be limited (only five chapters have faculty advisers).
- Fraternity/sorority members reported the belief that faculty discriminate against them in the classroom. They are hesitant to wear their letters in class. Reports indicate faculty have inquired about a student’s fraternity or sorority affiliation on the first day of class through classroom surveys.
- While there is a system for entire fraternity/sorority chapter compliance, where chapters must maintain a 3.0 standard or are put on probation, there is no system in place for fraternity/sorority members to be held accountable when their grade point averages are not at an acceptable level.
- The minimum GPA to join an IFC fraternity, 2.3 for the first semester, is not in compliance with NIC Standards.
- Midweek parties have assisted in alienating the faculty. “Tuesday and Wednesday night parties bleed into the academic week.”

Effective Campus Interface to and Support of Fraternity/Sorority Community

- It was reported that judicial sanctions are not consistent for similar infractions and seem to be repetitive for similar incidents by the same chapter. Fraternity/sorority matters are handled by the Campus Judicial Board versus a separate Fraternity/Sorority Judicial Board.
- It was mentioned that administrators do not listen to the opinions of collegiate and alumni fraternity leaders, and in some cases don't ask opinions on issues that impact their organizations.
- It was reported that both fraternity and sorority leaders and advisors have a hard time dealing with the University mandated Social Monitoring and Social Conduct Registration Policies. The leaders/advisors would like chapters to have more opportunity for "buy-in."
- It was reported that the mandate that freshmen and sophomores reside in campus residences while considering fraternity and sorority houses as non-residential housing will have a significant negative impact on the fraternity/sorority community at SMU.
- It was reported that IFC leaders oftentimes express the sentiment "IFC is worthless." The issue is that the IFC leadership believes its voice is not heard by the administration with respect to rules affecting their chapters.
- The fraternity/sorority members seem to lack initiative needed to make positive changes in the fraternity/sorority community. They do not feel empowered. It appears students feel boxed in by University and chapter advisors they believe are making the decisions for them.
- The significant turnover with fraternity/sorority life staff in the last few years cause many chapter/faculty advisors to sense a lack of support by the University administration for recruitment and retention of high caliber candidates for the these positions.
- Chapter advisors and students have the impression that the University is "out to get them" and that "the University does not value the Greeks."
- Council members, especially MGC and NPHC, are challenged to feel supported by the "entire" fraternity and sorority life staff.
- There is a lack of trust for the fraternity and sorority life staff from a number of chapters and their advisors.
- SAMSA staff seems to be "stretched," as each staff person has multiple job responsibilities both inside and outside the area of FSL.
- Even though the fraternity/sorority community feels it has little to no input in policy changes made by the University, the community is expected to implement those changes.
- Some MGC and NPHC students feel that outside of their individual university advisors, the "other" advisors do not understand, nor respect, their issues.

Section 4 Next Steps for the Community Based on Five Target Areas

These recommendations are based upon the data the Coalition Assessment Team received from SMU and from the interviews conducted on campus with constituents and stakeholders. These recommendations respond to the strengths and limitations outlined in this report and are presented within the five focus areas of the assessment. Because the University is encouraged to use this report in developing an action plan for fraternity and sorority community improvement, these recommendations are provided in no particular order or priority.

Developing Positive Interpersonal Relationships

- SMU's fraternity and sorority life staff should consider engaging its industry partners (NPC, NPHC and NIC, in particular) in co-sponsoring the full-day all-Greek leadership retreat currently offered each semester to continue to 1.) help each council discover and define its purpose, and 2.) develop a plan specific to the councils at SMU regarding how to collaborate for the overall benefit, growth and health of the fraternity and sorority community.
- At the retreat, the fraternity and sorority life staff should continue helping chapters expand their pool of potential new members by encouraging the leadership of the councils to consider marketing the fraternity/sorority experience to:
 - sophomores and juniors, encouraging member chapters to stop recruiting only freshmen, and to
 - faculty, staff, and administration, promoting benefits of fraternity and sorority life, including the need for, and benefits of serving as, faculty/staff advisors.
- In addition to the retreat, SMU's fraternity and sorority life staff should consider other coordinated efforts that include all four councils in order to foster an increase in inclusive community initiatives.
- The fraternity and sorority life staff and council leadership is encouraged to continue coordinating monthly, joint council meetings among the IFC, MGC, NPHC, and Panhellenic.
- To eliminate the feeling by certain members of the University community that there is disparate treatment by the University between MGC and NPHC chapters, and to facilitate increased interaction among individual chapter members and members of the IFC, MGC, NPHC, and Panhellenic Council boards, it is recommended that the University consider hiring a full-time staff member in the newly developed department of Fraternity and Sorority Life. The person holding this new position also could work with SAMSA, taking on responsibilities needed to reach the collaborative goals of that effort.

Leadership Development

- Because the councils would benefit from working together in any joint activity, the fraternity and sorority life staff should consider encouraging the council leadership to develop collaborative philanthropic and service opportunities with shared responsibility in the planning and coordination of the initiatives.
- Likewise, the councils should be encouraged to create a fraternity/sorority newsletter, highlighting events, policies, etc., that is distributed at least three times a year to the various on- and off-campus constituents.
 - A valuable, regular component of this could be from the fraternity and sorority life staff regarding best practices in motivating chapter membership toward positive change.
- The fraternity and sorority life staff should consider involving chapters, alumni and inter/national headquarters in the recruitment and engagement of alumni advisors, insuring that all constituents are providing chapter support and that all chapters have a consistent level of support.
- To increase alumni engagement and encourage greater interaction and sharing of ideas and best practices, the fraternity and sorority life staff should consider creating an Alumni Advisory Board and/or House Corporation Council that would meet on a regular basis. In addition, SMU should consider leveraging this demonstration of strong support for the fraternity and sorority community by having the Vice President of Student Affairs assist in the initial gathering of Council members.
 - Once established, the Alumni Advisory Board should consider membership encompassing not only alumni, but also undergraduates and University staff.
- SMU's fraternity and sorority life staff should consider hosting an annual officer training, development, and transition program that would allow for all leaders to begin "on the same page" with consistent information and education.
- To move beyond the status quo, council officers and members of the fraternity and sorority community should be encouraged to continue to actively participate in regional fraternity/sorority conferences and national leadership opportunities such as UIFI, Futures Quest, IFC Academy and LeaderShape.
- The fraternity and sorority life staff should consider engaging the North-American Interfraternity Conference to present joint programming that would address the specific needs of SMU's IFC – its training and development, as well as developing the commitment of its leaders in working toward contributing to the goals of governance and the initiatives of the greater fraternity/sorority community.

Build/Strengthen Social IQ, Citizenship, Service Learning

- The fraternity and sorority life staff should consider encouraging the four councils to lead all fraternities/sororities in actively raising the profile of the fraternity and sorority community through positive communication. Students should be allowed to develop their own promotion plans centered around inviting the press to educational, cultural, and philanthropic events, writing articles for the school newspaper, and having their members become involved with the school newspaper.
- The fraternity and sorority life staff should consider engaging all on- and off-campus partners that support the fraternity and sorority community in making it a priority to increase the accountability and enforcement of risk management policies.
 - To address confusion of the proper procedures, part of this effort should consider specific policies and educational programs on the implementation of effective guest lists.
 - The fraternity and sorority life staff could develop partnerships with different, integral, constituents through the coordination of an SMU Bar and Retail Coalition, utilizing the U.S. Department of Higher Education's Center for Alcohol and Other Drug Prevention's model.
 - The fraternity and sorority life staff should engage inter/national headquarters staff in planning how to most effectively address fraternity functions at off-campus locations, including summer recruitment cookouts, apartments, and alumni homes.
- In order to develop new and innovative ways to increase service efforts and involvement by chapters and councils, the University should find new ways to recognize outstanding efforts in the areas of service and philanthropy. The fraternity and sorority trade associations, as well as inter/national headquarters staffs, are good resources for best practices.
- In order to establish a baseline for accountability, the fraternity and sorority life staff should consider providing fraternity/sorority members and their advisors with training on their umbrella organization standards. Involving the inter/national organizations and the fraternity and sorority trade associations would help all involved be accountable to overall success regarding standards compliance.

Advance Academic Interest/Graduation of Membership

- The councils and the fraternity/sorority chapters should consider developing a specific marketing plan to reach out to the University community for broader involvement by faculty and staff, including utilizing faculty and staff as speakers on topics of interest to members.
- The community also should consider genuinely engaging in a discussion about first-year student academic success, a discussion that includes faculty as well as inter/national staff assistance in identifying the importance and meaning of chapter academic values.

- The fraternity and sorority life staff should consider encouraging the councils to create an event for all faculty and staff affiliated with fraternities/sororities (even if their chapters are not represented on campus). The councils should be free to develop the plan, with an eye toward identifying individuals for future participation as program speakers, facilitators, or as faculty advisors for chapters/councils.
- The IFC and Panhellenic Council should be encouraged by the fraternity and sorority life staff to continue to uphold and reinforce their academic goals and standards with their chapters and their members, as well as provide NIC and NPC programming that provides an objective, third-party voice in underscoring the importance of academics and standards.
- The fraternity and sorority life staff should consider encouraging the MGC and NPHC Councils to explore the creation of scholarship officers, encouraging chapters to do the same, and engaging NPHC leadership in underscoring the chapter benefits of promoting scholarship and standards.
- SMU can demonstrate how fraternity/sorority life is engaging students in real learning through co-curricular experiences by assessing the experience. The fraternity/sorority life staff will find value in the assessment as it should provide a benchmark and illustrate how being a fraternity/sorority member adds to the value of education and the overall academic experience of the SMU student. Findings and outcomes could be quantifiable material for the marketing and image-building publications and efforts recommended earlier.
- The Blue Ribbon Committee for this assessment should consider revisiting SMU's standards, expectations, and relationship statement to confirm these support trusting relationships with a clear philosophy of shared values.

Effective Campus Interface to and Support of Fraternity/Sorority Community

- The addition of a weekend training retreat and goal setting workshop, sponsored by the fraternity and sorority life staff, would be beneficial to the alumni volunteers in establishing purpose and direction for a renewed partnership with the University.
- To add a resource and a partner in support of chapter development, the fraternity and sorority life staff should consider creating a training program for chapters on effective recruitment techniques in collaboration with the Inter/national organization headquarters. This partnership also could assist in securing speakers and/or facilitators to reinforce educational messages for students at SMU.
- With the guidance and encouragement of the fraternity and sorority life staff, the Panhellenic Council should continue to assess the need for sorority expansion. Given the current sorority membership size at SMU, it is recommended that the Panhellenic Council give serious consideration to expansion of the sorority community, allowing for additional chapters and an overall community-wide reduction in membership numbers to facilitate closer bonds, increased communication, additional leadership opportunities, and an improved overall experience for SMU's sorority membership.

- Though not popular with everyone, but with a goal of alleviating tension around this topic, the fraternity/sorority life staff should consider a regular assessment and exploration of the recruitment timeline (first semester recruitment vs. deferred recruitment).
- SMU would benefit from the councils and fraternity and sorority life staff working together, with input from inter/national headquarters staff and fraternity and sorority trade association leadership, to draft a policy clearly defining dry recruitment, summer recruitment, and expectations for fall semester activities. As part of this effort, the University and councils should consider developing printed material specifically addressing new member educational concerns:
 - responsible alcohol use, sexual assault prevention, time management, mental health issues/counseling resources (disordered eating, etc), and shared interfraternal values and expectations.
 - hazing awareness and prevention. This presents an opportunity to partner with other on-campus organizations with a shared interest, specifically the Athletic Department, student organizations, the band, etc.
- With the encouragement of the fraternity and sorority life staff, and by utilizing University departments such as the Health Center and Counseling Center, the fraternity and sorority councils and the chapters should consider developing programming opportunities for the fraternity/sorority community outside of the traditional hazing, alcohol, and drug prevention programs.
- The councils, along with the fraternity and sorority chapters, should consider involving the President, Vice President of Student Affairs, and faculty members in fraternity/sorority life through well-planned (with agenda) dinners with chapters/councils, leadership and educational workshops.
- Regular conversations between SMU's fraternity/sorority professionals and the inter/national headquarters would open the lines of communication and model positive interaction for the undergraduates. The fraternity and sorority life staff should consider providing updates to headquarters about all chapters (scholarship, chapter size, philanthropic and service projects, issues confronting the chapters and community) as this would benefit ensuring collaborative support for the SMU chapters.
- All of the councils should consider working with the SMU Alumni and Development Offices to create an all-fraternity/sorority event with chapter members and alumni to engage everyone in the advancement of the community.
- The Blue Ribbon Committee for this assessment should consider reviewing the new event registration process addressing concerns expressed by student leadership (i.e. dry events or functions should not have to be registered).

- The fraternity and sorority life staff should consider consulting with inter/national officers about the wisdom of adopting FIPG/FRMT recommendations for model policies and procedures for social events with alcohol, with a goal being a common standard applied to all organizations.
- The Social Event Registration Policy seems to be unclear in purpose and scope, and the Greek Life staff should consider providing clarification of procedures and expectations.
- Organizational sanctioning guidelines are consistent for all student organizations, not just fraternity and sorority life, and judicial oversight is handled through the Dean of Student's Office. As a result, the fraternity and sorority life staff should consider partnering with the Dean of Student's Office staff in reviewing and clarifying the effectiveness and purpose of judicial sanctions so that chapters are not having two or three hearings a year before being significantly sanctioned.
 - As part of this, and to further engage the University community in the life of the fraternity/sorority community, the staff should consider a yearly educational requirement for chapters in relation to programs provided by the University Police.
 - To involve students in the process, the staff should consider working with fraternity/sorority leadership to organize a fraternity/sorority hearing board to adjudicate violations of policies. If created, this judicial entity should incorporate members from all four councils to emphasize equitable sanctioning regardless of chapter or council affiliation.
- To emphasize the level of commitment and resources allocated to this student community that represents a significant percentage of the overall undergraduate population, the University should consider establishing an Office of Fraternity and Sorority Life independent of SAMSA.
 - To further emphasize the University's already apparent commitment to fraternity and sorority life, SMU should consider having the Director of Fraternity and Sorority Life report to the Vice President of Student Affairs.
 - SMU also should consider the equitable allocation of staff time, utilizing non-traditional models of advising. This would be consistent with a message of commitment in the progressive development of the community (i.e. advisors do not have to be a member of an organization they advise).
- The fraternity and sorority life staff should consider the beneficial outcomes of more adequately defining the relationship of fraternity/sorority housing and SMU housing. Specifically, it would benefit the staff and community to mutually understand whether fraternities and sororities are student housing, and more specifically it would help all to understand if the sorority houses are campus or student housing.
 - Part and parcel to this, the Blue Ribbon Committee formed to facilitate this assessment, along with the Residence Life and Student Housing staffs, should join with the fraternity and sorority life staff to create the way to help the councils and chapters understand how the two-year live-in requirement will affect fraternities/sororities if Greek housing is not considered SMU campus housing.

Disclaimer

This assessment report is for educational purposes. It is intended for use solely as a development guide to assist in strengthening Greek letter organization systems. It is not intended to address any particular organization. This assessment report by its nature includes assessments the sources of which would be deemed hearsay in a court of law as the assessment includes as bases for it a variety of statements and opinions by varying sources, the underlying truth of which were not necessarily verified or attempted to be verified or supported as part of the assessment process. The names of persons who were sources of information for this report have been purposely not included in this report. Documents leading up to the compilation of this report will be destroyed pursuant to the respective document retention policies of each of the organizations participating in this assessment report.