

**Greek Strategic Planning Steering Committee Meeting  
Wednesday, June 23, 2004**

**Welcome**

**Ground Rules (review)**

**Agenda for the Week**

**Summarize Process:** Built trust, SWOT analysis, frank discussions—fish bowl experience, created a mission, vision, and goals

**S C-M-V-G:**

*Elements we are really proud of:*

- Tradition that is intertwined with the history of the College (p. 1)
- Community (p. 1)
- Produced alumni that play a key role in the life of the College (p. 1)
- Retention (p. 1)
- Distracted by the actions of our members (p. 1)
- Has some negative traditions and a level of unhealthy secrecy (p.1)
- Celebrate accomplishments (p. 2)
- Has the opportunity to regain trust (p.2)
- Risky alcohol use (p. 2)
- Respond to the challenge with a unanimous voice (p. 3)
- Model of ethical leadership and responsible self-governance (p. 3)
- Encourage by parents (p.3)
- Unified community (p. 3)
- Order of Omega (p. 4)
- Positive recruitment (p. 4)
- Diversity (p. 5)
- Faculty Advisors (p. 5)
- Strengthen and define the rule of IFC and Panhellenic (p. 5)

*Editing to do:*

- P.1 last line: “difference” needs to be “difference”
- Vision statement: “known for fully utilized and superior housing” does not seem to fit with the other lofty elements of the vision statement—it seems to be a given; Dissent: nationally housing is a big deal; we have housing that a lot of seniors don’t want to live in; Some of the houses are only 50% full; we don’t have gender equity in our Greek housing; Consensus: leave it in but word it better; Suggestion: “a model of superior residential facilities that promote community”

- Mission Statement: “Creating and living responsibly in community” and “Fostering an attitude an attitude . . .” need consistency in grammar; Change to “Responsible community living” and “Service to college and community”
- Vision Statement change # 3 to “Respected by the entire campus community”
- Vision Statement # 7 change “open to diversity” to “welcomes diversity”
- Mission statement first sentence: change to “develop and support our members by . . .”
- Reorder Vision Statement: 1. a model of ethical leadership . . . , 2. distinguished by its academic achievement, 3. unified, 4. welcomes diversity, 5. Encouraged by parents, 6. respected, 7. alumni, 8. housing, 9. a premier system . . .

### **Steering Committee R&R:** (see handout under tab 3)

Discussion: 1. By whose authority does the committee act? 2. Is it mandatory for all groups to abide by the end result of the Strategic Plan? 3. What if an organization does not accept or live up to the Strategic Plan? 4. What tools and training do we need to implement the plan? 5. Does the committee have the support of the President, Student Affairs, the Greek chapters, COCO, faculty, alumni . . .? 6. How do we communicate the message and the support of the Plan?

Purpose: add “assessing and evaluating success” and “advocating the strategic plan” and change “Guidance to the Greek community and College Administration”; first bullet should be “lead the strategic planning process”

Committee Membership: good as is

Committee Member Responsibilities: change “attend all scheduled meetings”; delete #3.

*Discussion about relationship between members of the Steering Committee and the D&I Committee:* How do we want this committee to relate to the D&I committee? Do we keep the two groups separate? Do we send representatives to the D&I committee? Do all members of the Steering Committee go to D&I meetings and if so to what extent are they involved? Should Steering Committee members chair committees within the D&I committee? Certain individuals of the steering committee may have passions and gifts that make their serving on a D&I committee a great asset. Steering Committee may function somewhat as the exec for the D&I committee? How do we keep from spreading the D&I committee too thin? D&I committees tend to have a short term function whereas the steering committee needs to have a long term existence. Pointed out the

difference between the D&I process versus a long lasting supervisory committee. D&I Committee has a limited task.

Our answer will be a hybrid of these models. Current members may not be able to do both.

Steering Committee Roles:

Committee Co-Chair (SA staff member): Director of Student Activities

Committee Co-Chair (non-WJC staff member):

Meeting Recorder:

Staff Coordinator for Logistics: Deann Walters

Meeting Facilitator:

Specific Area Specialist:

Appointment & Tenure:

Change: “The Dean of Students will nominate volunteers to serve on the Steering Committee to be approved by the Committee.”

Tenure: All appointments will be for two years. Recognition of the sacrifice that this asks of the members, particularly with Faculty members. Gina will take a one year appointment to stagger the Faculty representative appointment.

**Case Study:** We did not have time for the Case Study tonight.

**Check-in; Parking Lot:**

- Remember slow process in turn-over to new system. It will probably take three years or more to cycle out of the people who were used to and prefer the “old” way.
- We are giving the members a new product than the one they bought.
- We need to be forthright with the people we are serving.
- Our hard work tonight will make future work easier.
- Eagerness to discuss bid day issues—how will our work translate into real life?

**Adjourn**

**Thursday, June 24, 2004**

## **Welcome and Eat**

### **Review and Case Study**

- One thing that has already come out of this process is that Greek Presidents are feeling able to trust Ernie with difficult issues.
- The issue of Bid Night was brought before Ernie: How are we going to handle Bid Night in light of our new mission and vision?
- Explained the process and history of Bid Night: Men get bid, are taken to the house, given dinner, and then on to the Bid Night parties. Alcohol is present. According to risk management there is to be no underage drinking. Problems have arisen with alcohol consumption. One explained that in his organization numerous rules are violated. He is not able to go to party without being compromised. Explained that advisors are compromised just by being an advisor.
- Explained women's bid parties and the involvement of sororities in the men's parties. It is understood that all sororities will appear at all parties. Women go in groups. One organization has a bus that goes to the parties. Nothing is announced about this at chapter meetings and the sorority does not pay any money for busses.
- What has gone wrong at these parties? Excessive drinking and out of control behavior. Men and women put themselves in compromising situations—alcohol poisoning.
- SA received call from Liberty and Kearney Police as well as a call from community members complaining about numerous incidents occurring on bid night including drunkenness, public sexual behavior, and other behavioral problems. Also received calls from parents and faculty members.
- After last year's Bid Night all Greek activities were suspended for a time. The College needed to act to keep students safe and to protect the College until SA could uncover all that happened and who was responsible.
- There is a ritual and tradition involved in Bid Night in which students identify each other as members of their respective groups.
- Student Leaders are concerned about being in charge of self-governance when it comes to Bid Night. Because of the tradition it is difficult to communicate the need for change.
- What is the question? Where do we go from here? Is the question 'how do we have bid night? What about following Risk Management? In reality do we really follow our Risk Management? Some organizations do follow risk management to a degree. Bringing underage drinking to the forefront: we don't know the experience level of the first year students. They are drinking to impress the upperclassmen and the upperclassmen never said that's not cool. We were doing the same thing as the first year students.

- How do you disregard the rules on Bid Night and then as an organization try to enforce the rules later? The National organization's policy is not written well—it is not cut and dry as is needed in situations like bid night. They leave too much for interpretation/ too many loopholes. This sets the students in a precarious situation—it sets the students to manipulate the system.
- Discussion about getting buses even if it isn't officially sponsored by the organization. If it looks like a duck, it's a duck. Think about liability issues.
- What do we do this year?? We confront the hard issues right off the bat. Is it the culture of rush that leads to some of the wild behavior? Perhaps we need to address the culture of rush. For instance, everything is separate rather than unified. Doesn't demonstrate the true meaning of Greek life. Need for an opportunity to be all together. What about an all Greek Bid night? It has been suggested having a bar-b-que, band, celebration in the fraternity complex.
- The bonding found in bid night drinking really can happen in other ways. Testimonials/life stories and then the ritual. "I don't think you want alcohol, you want bonding." There are other options other than alcohol out there. We have to decide if we are going to be hypocrites or not? Iowa, for example has decided they are going to be hypocrites—legal age is unrealistic, so they have chosen to teach responsible drinking. Do you want to say "no underage drinking"? If not, how does that affect SA? It's difficult when more than one side is right. Roles of reality, responsibility, and integrity. Everyone at this table is in a bind.
- The issue is that students today are coming to college with a lot of drinking experience. Why do we let freshmen come into our Greek system and put our chapters in compromising positions before they have even become members, before they have made promises to the organization? Suggested not allowing new members at the parties.
- Scale of options. 1. Keep going as usual, but try to limit the damage. No lying, accept the punishment. Recognize tradition and learning through experience. No hang ups about why people are being punished for bid night. You know its coming. 2. If we want a strong IFC, build one. Send IFC to check in on all parties. Three organizations will agree to rules ahead of time. Expectations will be clear well before Bid Night. After all is done and IFC has enforced, they will publish a report. IFC is going to act and be honest about what goes on (women must be added into this or they skate by causing trouble and not being held accountable.). 3. Someone (IFC?) announces there is no bid night. The tradition is over. Some other celebration will take place.
- If we go with option 2, we will need very discerning members of IFC and Panhel doing the observing. The difficulty is compounded when the parties are spread out in different locations. It will without a doubt be a challenging venture. This option helps goals 10, 8, 2, 3, 5.

- Challenge of having one united Bid Night is the friction that already occurs on the Fraternity complex could be compounded when alcohol is added.
- Reread mission and vision statement before deciding which of the options to choose. What does this say about which of our options are viable? One says C is his true hope, but would settle with B. Asked of students: what scares you about making a change? Who are you as leaders? We may need to talk about how to get everyone else on board. It may not happen this year. Presented idea to IFC and it did not go over well—he is afraid it will jeopardize the whole process. No one would show up and they would do their own thing. Can we slow down and take a detour to make this work? This is a lot of pressure on the students who are present.
- The members of the current Greek community have been sold sex and alcohol. We are presenting a different option.
- We didn't come here to nibble at the edges. If you read our vision and mission the only option is to come up with something entirely new. You keep bid night, but it doesn't look anything like what it has in the past. How can you make their first experience in the organization be something that goes entirely against the ritual. If you want to live up to our mission and vision there will be a price to pay. It does not necessarily have to happen all at once. If your goal is not to get to the third option, I don't know why we are here. What is the product we are selling?
- We have to focus not on what we are taking away but what we are going to add. Surround Bid Night that are rich in the values of the mission and vision—it diminishes the importance of the alcohol. Nurture and grow the things that are good and you will squeeze out the bad. In our system we do not emphasize the good enough. What are we going to do this bid night that will make the new members feel good about their decision and will celebrate the good of Greek life. Focus on the good of the experience and the unified community.
- People don't adapt well to change. My biggest fear is that people will not accept it and will attack us as the bad guys.
- If you had a blank checkbook, what would your ideal "Alpha Moment" be?
- To students: Leaders pay prices. Being a leader is difficult. You will pay a price this year? How can the people at this table support you as you pay those prices?

### **D&I Committee—R&R**

Purpose: add "timelines" in the second purpose; Question about the inclusion of "goals" in the second purpose—change to "further develop . . ."; Add fourth purpose: "Foster support by communicating, educating, and seeking feedback from constituents regarding the Strategic Plan"

Committee Membership: Change to "Representatives of the Steering Committee"  
Change "volunteers" to "faculty, alumni, and parents"

Committee Member Responsibilities: change “four meetings” to “attend four meetings a year and complete any necessary tasks”; Fuse categories of Membership and Responsibilities; add “complete additional tasks outside meetings”

D&I Roles: Person in charge of each goal will be called the “Goal Coordinator”;

Appointment and Tenure: “The Dean of Students with the approval of the Steering Committee . . . .”

**Review Goals / D&I Assignments:** Names are tentative. Ernie and his staff will approach individuals and encourage them to participate in the given area.

### **Parking Lot Discussion**

July plan: We may need to have a preliminary meeting in July with the new people perhaps Sunday night. Monday: D&I. Tuesday: D&I first half then Steering Committee Meeting.

Bigger plan: In effort to build trust: one or two meetings a year Steering Committee will meet with the D&I committee. **OR** Meet four times a year: Day one is D&I and Steering Committee Day two is just Steering Committee. **OR** D&I becomes the “Design Committee” and is an ad hoc group that is a shorter commitment—member serves, does the work, and then is done. This method allows us to put some finite structure/light at the end of the tunnel on fulfilling goals.

Questions raised: 1. At this point can we even say what our needs will be? It would be good if we could come up with at least a tentative plan. 2. What is the real distinction between the two groups? D&I: hard hands on work, SC: overseeing governing body. (Usually the SC comes in a different phase.) SC should ask the hard questions and be the big picture people. SC is the check and balance. In the future SC will assess the success of the project. What if each goal had a member of the steering committee to take some ownership of it, even if as an ex officio member?

Resolved: We now have “Design Committee” rather than a D&I committee. SA and IFC/Panhellenic become the implementers.

### **What does this structure actually look like?**

*One Possible Vision:* 10 of the SC members adopt a Goal to sit in on; have a date to work towards to hand off goal to IFC/Panhel/SA; design committee groups meet on their own to work on goal development; Goal coordinator presents to SC; SC gives feedback; eventual hand off to IFC/Panhel/SA to do the day to day work; SC continually assesses state of Greek Life.

*Second Possible Vision:* SC members serve on goal, July DC meets, ongoing meetings with individual goal groups as needed; Nov. SC meets to review prelim or final report of DC groups; implement what we can; Jan-March DC groups continue meeting as needed; April SC meets to hear final DC reports; May SC meets to determine final timeline for implementation; ongoing quarterly SC

meetings to review implementation, review strategic plan, ongoing needs. Some elements of the new plan will begin right away while others will be implemented down the road. Some of our present practices already fit into our goals.

*Input:* This will all take a lot of time. Consensus is that each goal group needs a steering committee member on it. Come up with main plan in July and then spend the rest of the year working out the details. What is a reasonable plan?

July: Day one—community building/fun/bring everyone up to speed/ introduce idea of goals. Day two—spend time in small group discussing goal and come up with a couple strategies, but focus on one with excellence. Each group decides what happens next in terms of meeting.

Future: Suggest future meetings be a two day affair where the first day is the DC and the second day is the SC. We could do a one night meeting where the SC meets first hour and DC meets second hour. We'll flesh out the meeting plan in July.

### **Back to Assignments:**

1. Self Governance: Mark Nasteff, Katie Hall
2. Unified Community: Brandy McKnelly
3. Recruitment/New Member: Hanna Dobberstine
4. Alumni & Advisors: Nelson Kanning
5. Promote Greek Community: Robin Painter
6. Academic Achievement: Gary Armstrong
7. Partnerships: Graham Houston
8. Leadership Development: Tyler Griffen
9. Diversity: Gina Lane
10. IFC & Panhellenic: Tyler Nivens

### **Next Steps**

#### **Agenda—July**

**Roll-out Plan:** Perhaps Parent's Weekend: Dinner, program, and a band at the fraternity complex.

**Calendar:** Reserve Sept. 22-23. Meeting is Wednesday. Roll out is Thursday.

### **Group Reflection**

### **Adjourn**