

**GREEK STRATEGIC PLAN  
STEERING COMMITTEE MEETING  
Thursday, July 28, 2005**

**Dinner & Welcome (Ernie and Mark)**

Attending: Don DiPaolo, Sara Reynolds, Gary Armstrong, Colin Chambers, Marilyn Minter, Rick Winslow, Mark Nasteff, Ernie Stufflebean, Tyler Griffin, Mike Hodges Dermody, Sheryl Ferguson, Hannah Doberstine, Katie Hall, Robin Painter

**Goal Setting Assessment Meeting with Undergrads (Ernie)**

Review of previous night's discussion with student leaders of the changes effective Aug. 1. Some students in attendance the previous night were resistant to the coming changes

Discussion of better ways to distribute information to the organizations/students, helping to eliminate the "we" vs. "they" mentality. Suggestions: Email, round table, Greek Leader Training, go to each chapter and review the Strategic Plan and the expectations, add more students to the committee, create an ongoing year-round plan of communication, alumni advisors communicating their support.

Decision: Each chapter will have a presentation of the Strategic Plan at the beginning of the school year. Expectation will be presented. Chapter leaders and alumni will advocate for the plan. Men will present as soon as the students are back and women will present immediately after receiving new members.

Review of what each organization has already done:

ZTA: Sara and Melissa presented information. Most people do not really understand yet . . . they were not particularly interested and did not ask many questions. Sara believes that if she and advisor could present the information in a compelling way so that members would understand. Robin suggests having the mission statement, vision statement, and goals posted in each wing and house. (Sara)

AGD: Pretty much in same place. Discussed after the roll out and one other time. Would be good if advisors would get together and present it and show that they are behind the plan. Brochures would be helpful. (Hannah)

ADPi: Discussed in fall semester during chapter meetings. Undergrads on D and I committee shared as well. Execs have discussed it as a board and could communicate it better to the chapter. They have presented changes but believes they could be better prepared. Brochures would be helpful as well in the more intimate setting. All advisors are on board (Marilyn).

DZ: Katie shared the plan, doesn't know if chapter really listened. Felt it was difficult not having set deadlines so it didn't seem concrete. The chapter wasn't sure how it would affect them. Now that we have some concrete deadlines it will be easier to communicate with the chapter. (Katie)

FIJI: Advisors are well aware of it, but unsure how well the advisors have communicated their support to the undergrads. Would like to know the plan better and get with his cabinet and help them see this is their idea. Wants to prevent resentment or tuning it out. Help them to see that this isn't very different than what is already happening. Believes that the leadership is on board. Doesn't believe there is a need for a step by step analysis of the plan necessarily. (Mike)

LCA: Gary did presentation to the alumni board. The reaction was that they would support it but that there really wasn't any meat yet. Once there are some concrete things it will be easier to support and deal with. With undergrads there was discussion after the roll out, also invited Rick to come and talk about the plan. (Gary)

KA: Ernie presented to undergrads. Advisors received all public documents. Would something work at a chapter meeting? Yes. All of the KA's should have seen it at the roll out, but an annual update would be good. Would like Rick and Ernie to come. (Tyler)

We are now in year two. How can we provide a safety net for the plan and make sure everyone is on board?

It would be helpful to not only assemble brochures and identify members willing to deliver the message, but also to create a sheet of talking points so that everyone is getting the same message. Part of that could be a list of who has been involved in the process, particularly student involvement.

Review of the Assessment tool itself. Each chapter (except LCA) has filled out the assessment tool that will be used as a benchmark later in January. Advisors will receive a copy of the assessment that the undergrads filled out and should offer feedback.

### **Advisor Training (Don)**

The SWAT analysis indicated that the advisor training on campus was uneven. There were questions as to what the advisor role was on campus. Goal number four is advisor training.

Don shared his experience regarding the great importance of advisor training.

Discussion of why the summer advisor training fell through: summer is not a good time, unclear of the purpose (training or recruitment).

Decided that a shorter day in the fall would be better than a full day in the summer.

The training will be a time to gather advisors for additional support as well as a time for current advisors to get on the same page as to what their roll is on Jewell's campus aside from their national alumni advisor training.

Advisor training will be Nov. 12. Everyone will get training on advising, get clarity on the strategic plan, judicial system, build a team, supplement information from national organization's training, present role of advisors on WJC campus.

Don presented the tentative agenda and asked for feedback.

Recommending five advisors, but it is up to the advising team to determine responsibilities of each advisor.

Rick expressed a need to prepare the next generation of advisors so that when current advisors who have so much experience move on, there is someone to fill the void who has gained experience over time

Some recommended advising roles:

- Risk Management Advisor
- New Member Education Advisor
- Recruitment Advisor
- Financial Advisor
- Ritual Advisor(?)

Everyone agreed to commit to getting their team here. Currently represented by advisors: AGD, ZTA, KA, LCA. Others will be contacted.

Don will lead advisor training this year, but in future years the advisors will lead this training. Don envisions advisor training every year, although it may be all advisors or only new advisors. May be time to do goal setting or discuss changes that need to take place.

### **Academic Update Report (Ernie)**

Ernie gave an academic report. Overseas grades are not yet calculated in the spring report.

Discussion regarding the new standards. If a member is not at the standard, the chapter may appeal to the College and meet with Rick, IFC, and Panhel and come up with conditions under which the member may remain active while working to bring up his/her grades. Committee members do not want to call members with deficient grades "inactive".

Gary suggests adding to the new standards a provision for a student who is convicted of academic misconduct that they should face the same consequences.

Chapters need to take a proactive stance with this policy—they need to approach individuals who may be in jeopardy and encourage them to use the fall semester to get in good standing.

This is a self-governance issue—chapters need to follow national standards. WJC is raising the bar. Rick is willing to offer some flexibility in order for chapters to help members improve their academic standing, so long as actual improvement takes place. All members should sign a release allowing the college to release grades to advisors.

### **Response to Dr. Sallee's Memo (Don)**

Summary of the memo offered. Sallee is asking for action in regards to hazing, alcohol abuse, and developmental support of new members. How does the committee want to respond?

Discussion of Hazing—suggestion that we provide information regarding the definition of hazing and what will take place if hazing occurs. Many people do not understand what exactly falls under the category of hazing.

Gary suggests giving card with definition to all actives and initiates. Consequences must be clear as well—individuals may be expelled from college or chapter or chapter may be closed. You must be clear of expectations. People have a responsibility to report and if you don't report they are guilty. What is zero tolerance?

Response: IFC/Panhellenic will give information card on zero tolerance policy to campus first week of school. Card will include college standard, web site, zero tolerance. Consequences may include expulsion and loss of chapter charter. SA will present information to parents during orientation asking them to report hazing they hear from their students. Hazing education will be a part of new member education.

Alcohol Abuse: Sallee proposes monitoring of all Greek social events.

Response: All parties will be registered with risk management outlined. IFC/Panhel will put together monitor team that may show up to check on a given party. Monitors will follow same plan as at bid night. This applies to all parties not only parties where alcohol will be present. All parties will be registered whether or not alcohol will be present.

Developmental Support of New Members: New member education program will be turned in to SA. Panhel and IFC have new polished presentation for recruitment and Greek life that will address these issues. Students suggested an all first year Greek unity event where information could be dispensed. Chapters should set internal standards for class attendance—most chapters already have academic standards for new members that could be articulated.

What should the response to Dr. Sallee be? Show with actions and then send a follow up memo in Dec.

### **Review Proposed Judiciary Process (Rick)**

Rick reviewed the background of the document and went through the document page by page. Rick answered technical questions brought up by SC members and took notes regarding necessary changes to the document. Rick explained that a list of possible sanctions and explanation that GJC may determine an appropriate sanction will be added to the end of the document.

GJC may take action against an individual member or may require an organization to take action against a member.

A vote was taken in favor of endorsing the document per the changes to be made by Rick and reviewed by committee. Everyone present voted to endorse the document (11-0).

SC understands that all policies are reviewed and updated each summer. May be wise to review at a later date how the chief justices will be determined.

### **Clearly define membership limitations for those academically ineligible (Rick)**

Move out of the house/wing, not allowed to attend social functions, student cannot affiliate on campus. The college cannot remove membership. See above discussion in academic report.

### **Update on Preparations for Nov. 11-12 Steering Committee Meeting (Mark)**

- **Confirm dates**
  - Friday, Nov. 11: Steering Committee meeting, dinner at 5:30, meet at 6:00.**
  - Saturday, Nov. 12: Advisor Training, 8:30am-noon**
- **Strategic Plan progress report with chapter/plan assessments**
- **Priorities for coming meeting**
- **Additional undergraduates**
- **Identify what's next**