

LSU Greek Alumni Unity Council

*The Definitive Voice for LSU Greek Alumni
Committed to Eliminating Hazing & Substance Abuse*

October 19, 2017

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Representatives from thirty-seven LSU Greek organizations have formed the LSU Greek Alumni Unity Council, met several times, formed a 7-member board, and formulated numerous immediate and long-term recommendations for the betterment of our Greek system. We hope to collaborate with the University Task Force on Greek Life to initiate culture changes and partner with the university goal of keeping the Greek system alive and vibrant here at LSU.

Short-Term Immediate Controls (which could evolve into long-term)

To supplement the administration's October 4th mandates our suggestions include:

- Have a member of the Chapters' Advisory Board be present at ALL meetings (chapter meetings and new member meetings).
- Have multiple "designated" advisors available, subject to each organization's National policies
 - Require a minimum of one advisor to live in the greater Baton Rouge area
- Submit to LSU Greek Life the Chapter calendar of events at the start of each semester
 - Have post-event conversations of the events with chapter leaders and advisor(s); create a template for ease of review
- Improve Chapter officer training and accountability
 - Determine what officer training is currently available/required
- Reaffirm and go on record with a ZERO tolerance policy for hazing in any form

Long-Term Cultural Changes

The North-American Interfraternity Conference website, www.nicindy.org, states: The issues facing our communities are not new, yet our approach to tackling them needs to evolve. To shift campus culture and achieve the Vision for Fraternity Communities—to Engender Trust and Confidence in the Fraternity Experience—we must first embrace four basic assumptions about creating change in our communities.



NO SILVER BULLET

If there was one solution to fix negative aspects of campus cultures, it would have been done by now.

Complex problems require multiple strategies working in coordination over a sustained period to foster dramatic change.



COLLABORATION FOSTERS COMMITMENT

A top-down strategy of issuing a bunch of new policies without buy-in isn't going to move the needle.

Engaging stakeholders in solutions that impact their lives fosters the commitment required for authentic change.



GLOBAL STRATEGY, LOCAL TACTICS

A cookie-cutter approach for 800 different campuses won't work.

Each campus requires customized solutions that align with the industry's direction and its unique environment.



ONE BLOCK AT A TIME

Campus cultural change will not happen overnight.

Each campus needs an **intentional, phased approach** that moves its local culture in a positive direction.

Our Greek Alumni Unity Council believes that these cultural changes must involve shifting from a "pledge" mentality to a holistic member development mentality, eliminate all forms of hazing, and improve alcohol and drug abuse awareness on college campuses. To augment the NIC's phased approach to shifting a culture we have identified four categories where our Council would like to focus our long-term efforts. The discussion points indicated are evolving to meet current undergraduate needs:

1. Alcohol, Drugs, and Sexual Misconduct

- Develop campus-specific training, and reprogram social driven activities; combine with community-driven standards
- Shift alcohol consumption to a law enforcement issue rather than a university regulation
- Eliminate events with alcohol the first week of each semester
 - Chapters should host more Brotherhood/Sisterhood events this week
- Establish alcohol-free new member recruitment, philanthropic, and new member activities
- Recommend policies for more social events without alcohol between organizations and individually among sororities & fraternities

2. Education and Training

- The most significant way to influence a culture change
- Utilize and coordinate national, local and campus resources within each Chapter
- Employ a balanced approach to education and training about: hazing, sexual assault, alcohol & drug abuse, and high-risk behavior

- Implement a Bystander training program
 - A real world training regarding alcohol poisoning and drug overdose; what are the signs and how to respond
- Develop an Amnesty Program to encourage professional help without fear of LSU sanctions

3. Accountability

- Address individual and organizational accountability
 - Membership Contract to be signed every semester
 - General Responsibilities, Conduct, Financial, Release/Authorization for direct contact with parents, medical and academic issues, Separation of New Members
- Evaluate Theta Xi's Core Leadership self-governance model to supplement each organization's existing procedures
- Develop agreed upon health & safety benchmarks to show improvement or revise policies to achieve desired goals
 - GAUC has requested information regarding student hospital transport data to include the following and assess possible trends associated with hospital transports among students who are/are not associated with a fraternity or sorority:
 - Student status regarding Greek affiliation (Greek/non-Greek)
 - Semester/year of transport
 - Ideally, this report will include a history of all student hospital transports between 2009-2017

4. Greek Life Policies & Procedures

- Improve and coordinate education & training capabilities
 - Include alumni in Greek Life planning process
 - Develop more proactive training
 - Include post training evaluations on individual training sessions
- Maintain the dual path of accountability within LSU Greek Life department
- Update all council related agreements and ratify annually, including the 2008 Social Contract
- Request the LSU President and Senior Leadership officials participate directly in key Greek Life meetings
- Improve LSU approved security vendor options

- Revisit policy allowing chapters to “tailgate” at houses before and during games without registering as a party.
 - Better food options
 - More alumni participation at house than around campus
 - Consider anything after game ends a party that should be registered

Representing the 5,568 undergraduate men and women in our organizations we sincerely hope that our joint efforts with the LSU administration will enhance safety standards, promote and grow our Greek community and advance the educational mission of our university.

LSU Greek Alumni Unity Council Board Members

John Allen – Sigma Phi Epsilon

Tommy Bernard – Theta Xi

Blanche Lambert – Kappa Kappa Gamma

Shawn Lowe – Pi Kappa Alpha

Cheryl Payne – Pi Beta Phi

Sharon Pol – Delta Zeta

Marcus Sylvas – Phi Beta Sigma