

Summary of Greek Life Actions

Following Decision of Board of Trustees
of
Lafayette College

This is a document used by DKE chapter leadership capturing observations of the progress towards fulfilling the Board of Trustees' directive for the Greek community to ensure the continued success of Greek community at Lafayette College, DKE's alignment with the strategic direction of the College, DKE's compliance with current policy, and the enhancement of the overall health of the fraternity and sorority community.








Chapter leaders are expected to correct any mistakes in a timely fashion by submitting input to michael.s.delisi@gmail.com.

Introduction

Following 18 months of careful analysis, the Greek Life Working Group comprised of Trustees, members of the administration, members of the Faculty, students, and alumni produced 31 recommendations.

In October 2011 the **Board of Trustees** unanimously **approved 23** recommendations and **directed** the Administration and Faculty to **implement** them. The Board **deferred for further study 8** recommendations. The Board **rejected ZERO**.

















Key

Board Action	Description	Administration & Faculty Action	Description of observed 2011-2012 actions
	Board APPROVED and directed administration and faculty to implement		Implemented or action taken to implement (credit for any progress)
	Board DEFERRED for further study		No action or progress
			Actions that might oppose the item's spirit
			Actions opposing the item's spirit
			Actions actively oppose this item

Notes sections describe any notes/comments on each recommendation's progress towards implementation. These notes are based on the aggregate observations described on the last slide. If you disagree with a note, contact Michael De Lisi at michael.s.delisi@gmail.com

We need to do whatever it takes to remove the obstacles that made items red. Any items moving in the opposite direction than the Board of Trustees directed is very troubling even if the cause is simply the institutional inertia of the College. We need to help the administration and faculty break free of whatever is holding the College back from changing these items especially any with the "NO Symbol." If you observe any actions in the Lafayette Community that requires updating the status of one of actions or see a note that needs to be clarified/added/changed, contact Michael De Lisi at michael.s.delisi@gmail.com

Improving Relationships between the College and the Greek Community

Short Name	Board Action	BoT Action Date	Administration & Faculty Action
Partner with AISB		10/22/2011	
Greek Life in College PR		10/22/2011	
Balanced perspective on website		10/22/2011	
Partner with nationals		10/22/2011	
Parental involvement		10/22/2011	
Engage alumni for chapter house management		10/22/2011	
Strengthen alumni advising training		10/22/2011	
VP of Campus Life to secure more Greek Life resources		10/22/2011	

One Board approved item implemented. Several actively opposed.

Reliant upon heroes, not a culture of cooperation. Alumni association and alumni affairs representatives working with AISB. Campus Life has not acted to further a partnership- declining to answer questions about their plans for student life and threatening to ignore AISB input. Campus Life rejected offer from AISB to assist in implementing wellness model with Health Center but did request AISB representation on IAGGL. Campus Life barred the members of IAGGL from sharing minutes, notes or any specifics about the IAGGL process with the rest of AISB.

VTHs have improved communication within the Lafayette Community. Communication within alumni community improved greatly, but the PR remains relatively unchanged particularly to the faculty and public. Greek Life websites are difficult to find in comparison to peer institutions.

Reliant upon heroes. Director of FS Life working on website. ITS gave AISB website. Greek Life websites are difficult to find in comparison to peer institutions.









Solicit input, but then discards. Not a partnership. Six sorority nationals hired an attorney to jointly respond to hostile messages from IAGGL

Students involve their parents. Individual chapters engage parents of students.

College provides no assistance or structure as recommended. Reliant upon heroes. Some chapters engaged. Alumni offered to fund community training. Campus Life refused this offer.

Alumni offered to fund additional FTEs supporting Greek Life. Campus Life refused this offer.

The Greek Community as a Center for Academic Excellence and Innovation

Short Name	Board Action	BoT Action Date	Administration & Faculty Action
Tech Clinic Model		10/22/2011	
Academic use of chapter houses		10/22/2011	
Revamp accreditation program (COMPASS) with NIC guidelines		10/22/2011	
Encourage faculty involvement in Greek chapters		10/22/2011	

Board deferred majority for further study. COMPASS becoming Marquis















No comments on Tech Clinic

Administration comments to the student newspaper indicate faculty are so opposed to integrating academics with the Greek community that they view academic use of chapter houses as coercion that cannot be supported.

Students understand COMPASS/MARQUIS will be separate from IAGGL metrics. Creation of IAGGL metrics is reinventing the wheel instead of focusing accreditation in accordance with national best practice and guidelines already provided to the College

No faculty incentives in place. Students observe active disengagement in junior faculty who initially express interest. Students and administrators believe junior faculty fear professional retaliation if they support fraternities or sororities.

Supporting a Diverse, Inclusive, and Welcoming Greek Community

Short Name	Board Action	BoT Action Date	Administration & Faculty Action
Transparency in recruitment selection criteria		10/22/2011	
Purposeful new member education programs with College, alumni, parents, and nationals		10/22/2011	
Fund for financial support of joining Greek chapters		10/22/2011	
Open alcohol-free social events		10/22/2011	
Service learning partner with Easton		10/22/2011	
Culturally based fraternities and sororities		10/22/2011	
Leadership development program		10/22/2011	

Most items actively opposed or opposed in spirit despite Board approval

Director working with students to clearly communicate and publish membership standards via Lafayette's website.

College restricts new member education periods counter to the guidelines of nationals. College restricts new membership eligibility counter to NIC and national guidelines

Campus Life imposed new requirements for Greek student leaders to abandon internships and research opportunities to attend committee meetings while classes are not in session, which means students of limited financial means who rely on income during these periods can no longer be considered for chapter leadership positions. This imposes new requirements for chapters to ensure they recruit men and women of financial means to participate in any committee meetings held on short notice during interim and summer sessions or to increase dues to reimburse members participating in hearings for lost wages and travel costs.





















Faculty prohibited three of four fraternities from hosting alcohol free social events for other students for almost the entire academic year

No comments on service learning partner with Easton

Prior to Board decision to defer, Administration denied recognition to culturally based fraternities who applied for recognition with Lafayette College students already initiated into their fraternities.

Alumni offered to fund bringing a leadership development program to campus for the entire Greek community. Campus Life refused this offer.

Well-Being in the Greek Community

Short Name	Board Action	BoT Action Date	Administration & Faculty Action
Comprehensive wellness model for positive, healthy lifestyle		10/22/2011	
Students plan alcohol education and prevent (Greeks Advocating Mature Management of Alcohol)		10/22/2011	
Adopt <i>Outside the Classroom</i>		10/22/2011	
Faculty include high risk alcohol in class curriculum		10/22/2011	
Work with alumni on off campus social events		10/22/2011	
Hazing prevention conferences and campuswide Tip Line		10/22/2011	
Educate community on individual v group conduct		10/22/2011	
Train Student Conduct Committee; integrate alumni		10/22/2011	
Create IFC and Panhellenic Judicial Boards		10/22/2011	
Separate Director of FS Life from adjudicating conduct		10/22/2011	

More Board approved items have been opposed than implemented

Handbook remains unrevised, with the sections surrounding alcohol, wellness, and conduct remain substantially unchanged for years. However, contrary to the previous Alcohol Task Force recommendations chaired by Ed Ahart, Campus Life no longer provides TIPS certification with the State of Pennsylvania to help students identify intoxicated people. Faculty continue to ignore past study recommendations and advice of Counseling Center professionals to revamp the policies and procedures. No announcement of a schedule to revise the Handbook, although the College did just announce another Alcohol Policy and Procedures Review Group.

FS students host alcohol education events.

At direction of FS Life, FS students participate in more modules than unaffiliated students

No comments on Faculty including high risk alcohol in curriculum





Alumni relayed concerns to the administration that current College policy and insurance/risk management guidelines incentivize events to be held off campus. Current College policy remains unchanged with no FS representation on the recently convened group (Summer 2012)

No hotline established. Students using Counseling Center resources.

No education present. Conduct Committee hearing results contain little to no rationale explaining the desired outcome of the hearing, the reason groups are found responsible instead of individuals, and justification of severity of penalty when setting aside the Student Handbook.

20 minutes of training of Conduct Committee is still significantly below peer

College Recognition and Assessment of Greek Organizations

Short Name	Board Action	BoT Action Date	Administration & Faculty Action
Time and Responsibility Grid		10/22/2011	
Oversight Committee		10/22/2011	

Where is the College's published Time and Responsibility Grid?

No published Time and Responsibility Grid. (This is document is chapter leadership's attempt at filling this void).

IAGGL held many meetings to draft metrics

Summary

Of the recommendations, members of the Administration and Faculty have:

- 5 – Implemented
- 14 – No public action/progress
- 12 – Opposed (directly and indirectly)

Despite the Board approval and direction to implement 23 recommendations

Heroic efforts of individuals seem to be swimming upstream against something opposing the direction of the Board

What is your takeaway?

Any ideas on what the something is that's holding the administration and faculty back? Is it simply institutional inertia that we can help them overcome?

On behalf of the Student Conduct Committee, which has senior faculty and high level administrators in Campus Life, the incoming Chair writes, “*..the call for increased alumni involvement is merely a recommendation from a campus wide committee and is not in and of itself a college policy.*” DKE thought the Board of Trustees set College policy and that the Board directed the faculty and administration to implement 23 recommendations, including the one the Chair mentions here.

July 18 update:

President Weiss testified during Chi Phi's trial that the Board of Trustees asked the administration to initiate 23 recommendations of the WGGL, which the Board endorsed in October 2012.

Is DKE wrong that the Board of Trustees sets College policy? If so, we need to find who sets College policy. If not, then at best the senior faculty and high level administrators leading the Student Conduct Committee are unaware of the Board of Trustees' policy, which poses serious challenges at the fringes of DKE's ability to influence. At worst, they are actively opposing the Board of Trustees and working directly counter to the Board's stated public goals, which means we need to choose who's policies to align with – the Board's or the faculty/administration.

These documents created and
maintained by Michael De Lisi '03
for the alumni and student
leadership of Delta Kappa Epsilon

Based on conversations with current students (affiliated & independent), alumni (affiliated & independent), current members of the faculty, and members of the administration observing the progress towards fulfilling the Board of Trustees' directive for the Greek community to ensure the continued success of Greek community at Lafayette College, DKE's alignment with the strategic direction of the College, DKE's compliance with current policy, and the enhancement of the overall health of the fraternity and sorority community.

Deke's leadership needs to help the administration & faculty implement the Board of Trustees approved recommendations IMMEDIATELY.

Last updated July 2012

If you notice any changes, think we have something wrong, missed something, or have a general concern about the status of any item in this document, contact Michael De Lisi at michael.s.delisi@gmail.com

We are extremely concerned at the lack of progress towards implementing the Board's direction or even a publicly available schedule for when the administration and faculty plan to address the Board's direction to implement 23 items because we are already 1/3 of the way through the Board's timetable. If there any updates, notify Michael immediately because time is of the essence.