



TEXAS TECH UNIVERSITY

Fraternity & Sorority Life Panhellenic Council™

Proposed to Panhellenic Delegates: April 13, 2015

Voted on by Delegates: April 27, 2015

2015 Special Committee Recommendations New Member Experience

In an effort to ensure that the Panhellenic Community at Texas Tech University continues to provide a new member experience that focuses on student success, a special committee was appointed to identify opportunities for improvement in the following areas related to the new member experience:

- Safety
- Academic Success
- Retention
- Inclusion
- Mentorship
- Transition

Current issues identified with the Panhellenic New Member practices at Texas Tech include:

- New Member expectations and standards are not clearly articulated.
- New Members are not provided enough time to establish peer and mentor relationships before they are introduced to the external aspects of the organization.
- New Member education programs attempt to fit all new member experiences into a short time frame, causing mental and physical distress.
- New Members struggle to successfully manage their time in the face of the excessive number of activities they are encouraged to participate in with their organization.
- Students for the most part are unaware of the dangers of the first four-weeks of the year, referred to as the “red zone”. Awareness of these dangers could prevent negative experiences.
- The focus of the “Big Sister” relationship has often times been glorified with gifts and events and not a meaningful mentorship structure.
- Chapters struggle to stimulate mentorship relationships between new members and upper classmen.

Suggested revised practices and policies:

- The community expectations and standards portion of the Sorority 101 program, provided to all PNM during recruitment will be expanded and further emphasized.
- New Member Educators will communicate chapter specific New Member expectations within the first week of membership. This will serve as a commitment from the chapter to do their best to not add, subtract or alter minimum expectations as outlined (similar to a course syllabus). Including but not exclusive to: accountability procedures, financial expectations, fines/points and excuse policies, academic standards, etc.
- Chapters will commit to focusing on building internal relationship and exclusively socializing internally for the first four (4) weeks of their program. Once relationships are formed within the chapter, members will be more aware of the limits and behaviors of their peers and will feel personally accountable for each others safety and well-being.
- Chapters commit to not offering more than three (3) days of activities* a week for new members to participate in. *If an exception needs to be made to account for a special event or single occurrence, permission may be granted by the Vice President of Panhellenic.*
- Every effort will be made to ensure that all programming provided is respectful of the new members' time and relevant to their personal development.
- Chapters are encouraged to prioritize the core curriculum provided by their national organization before any non-essential campus/chapter specific activities.
- Fraternity & Sorority Life, Panhellenic Council and chapter leadership will communicate on a monthly basis about predictive dangers and preventative planning that should be considered in regard to new and active members.
- Panhellenic Council will continue to provide Big Sister Orientation programming to lay the foundation for productive mentor relationships.
- Chapters will make every effort to focus on building big/little relationships through meaningful and intentional programming.
- Chapters are encouraged to create/focus on events and programs that encourage mentorship beyond the big/little or family structure. Chapters should also seek to create new bonds between sisters who share commonalities.

**Activities are outlined as any event the New Member class will attend as a group, including, but not limited to: new member education meeting, chapter meeting, ritual services, sisterhood events, mixers, social events, spirit events, service, philanthropy, etc.*

Optional activities and programs that are not offered to the full new member class do not have to be confined to the three (3) days of activities. These activities may include, but are not limited to: intramurals, study hours, SO Sing practice, bible study or other special interest gatherings.



TEXAS TECH UNIVERSITY

Fraternity & Sorority Life Panhellenic Council™

Proposed to Panhellenic Delegates: April 13, 2015

Voted on by Delegates: April 27, 2015

2015 Special Committee Recommendations National Panhellenic Conference, Agreement X

In an effort to ensure that the Panhellenic Community at Texas Tech University continues to closely align itself with the Unanimous Agreements of the National Panhellenic Conference the Special Committee discussed two areas of opportunity for improvement.

What is Agreement X?

The primary purpose of UA X is to protect our single-sex organization status. The requirement under law for groups such as fraternities and sororities to remain single-sex organizations was a fight our organizations' leaders lobbied for and worked hard to win in the 1970s. Title IX and the 1972 amendment to the 1964 Civil Rights Act, banned sexual discrimination in public and private educational institutions. Because we demonstrated value and the ability to remain independent, we were able to maintain the right to confine our membership only to women and to exist as single-sex organizations.

We have an ongoing responsibility to publicly demonstrate that our recruitment, education and inclusion of members into our organizations is without need or dependence on others — especially those of the opposite sex.

The two areas of opportunity to be addressed are:

- Promotion and Attendance of Each Other's Recruitment Events
 - Creation of apparel for the exclusive purpose of encouraging men to promote or influence membership in a specific sorority chapter (If I was a girl, ABC would be for me).
 - Sorority member's wearing apparel for the exclusive purpose of encouraging membership in a specific fraternity chapter (RUSH XYZ).
 - The attendance of Panhellenic women at men's recruitment events; including but not limited to unofficial evening events and bid day (night).
- Brand Identity and the Perception of Membership or Promotion
 - Wearing apparel of an organization in which you are not a member of that serves no purpose other than promoting that organization.

Current issues identified with the Panhellenic observance of Agreement X at Texas Tech include:

Promotion and Attendance of each other's Recruitment Events

- Members do not understand the importance and fragile state of our right as single-sex organizations.
- Attendance at fraternity recruitment activities (unofficial evening events) is a violation of Agreement X. Attendance may influence and distract the men that are in the pursuit of making a life-long membership decision. If alcohol is present, you are in violation of the fraternity's and your own national policies regarding NO alcohol allowed at recruitment events.
- Attendance at fraternity recruitment activities (bid day) is a violation of Agreement X, because bid day is considered a recruitment activity. Bid day is historically a high-risk event because of the celebratory nature and timing of the event. If alcohol is present, you are in violation of the fraternity's and your own national policies regarding NO alcohol allowed at recruitment events.
- Intentional promotion of an organization that is not your own for recruitment purposes.

Brand Identity and the Perception of Membership or Promotion

- Awareness of the damage that can be done to an organization's image, branding and reputation by allowing non-members to wear your brand.
- Lack of accountability for those that misrepresent the image of the organization.
- Absence of respect and understanding for the letters of others (fraternities).
- Perceptions of a reasonable observer that the possession of apparel implies membership.

Suggested revised practices and policies:

Promotion and Attendance of each other's Recruitment Events

- Panhellenic will partner with FSL to educate leaders about the importance and fragile state of our right as single sex organizations.
- Panhellenic Council in partnership with Interfraternity Council and all member chapters will work to hold chapters accountable for unsanctioned recruitment events, while chapters will hold women accountable for their attendance at them.
- Panhellenic will continue to coordinate with Interfraternity council to schedule recruitment (bid day events) during times that will discourage open social events. Chapters will communicate their expectations to active and new members about the dangers of attending.
- Continue communication to new members at Sorority 101 about expectations for men's recruitment events.
- Effective immediately:
 - Chapters will no longer be allowed to create or distribute apparel to men with messaging intending to encourage or influence joining an organization.
 - Sorority members will be discouraged from purchasing apparel distributed by fraternity men that promote joining an organization.

Brand Identity and the Perception of Membership or Promotion

- Fraternity & Sorority Life will partner with the councils to encourage a deeper understanding of what it means to represent your letters and your organization in a way that protects your brand.
- Panhellenic will enter into a three semester process of limiting the distribution of apparel* to non-members.
 - Spring/Summer 2015
 - No distribution or purchase of apparel promoting an action of joining to potential members of the opposite sex
 - Communication to chapters and t-shirt chairs about changes for Fall 2015 and the reasoning and purpose for change
 - Fall 2015
 - Chapters are no longer allowed to provide apparel ordering links on social media
 - Spring 2016
 - Chapters are no longer allowed to place/fill orders or distribute apparel to non-members

**Apparel created specifically for an event (philanthropy, homecoming, parent's weekend, social, ect.) are exempt from restrictions.*



TEXAS TECH UNIVERSITY

Fraternity & Sorority Life Panhellenic Council™

Proposed to Panhellenic Delegates: April 13, 2015

Voted on by Delegates: April 27, 2015

2015 Special Committee Recommendations Safer Social Events

In an effort to ensure that the Panhellenic Community at Texas Tech University continues to support safe social interactions with all members of the Texas Tech community. Panhellenic, first and foremost, encourages all organizations to follow all council and national organization policies regarding events with or without alcohol.

The Special Committee discussed three areas of opportunity to make improvements to current social practices within the community:

- Purpose, Format and Value of New Member Mixers
- Size and Risk Factors Associated with the Format of Sorority Sponsored Social Events
- Support of Interfraternity Council in the Implementation of FIPG Standards

Current issues identified with the Panhellenic social practices at Texas Tech include:

New Member Mixers

- Mixers are often times poorly planned and provide little value beyond socializing to the attendees.
- The official mixer often times lead to after events that are unsafe and not under the supervision of responsible leaders.
- Any mixer or after event that includes alcohol is a violation of national headquarters policies and the IFC FIPG minimum standard of no alcohol at any new member event.
- Events are often times multiple times a week and occur late into the evening when attendees should be studying.
- Attendees are often times not driving themselves to the event, thus putting themselves in an unsafe situation.
- Emphasis on relationship building with IFC men may be keeping us from building relationships with other Panhellenic women and Texas Tech students.

Social Event Format

- Currently, social events planned by Panhellenic chapters that are coordinated between more than two chapters are only able to be accommodated by a small number of venues.
- Events that are excessively large become much more dangerous.
- Chapters providing transportation from the lodges are not as effective at preventing drinking and driving as it could be.

Support of FIPG Standards in the IFC Community

- Unsafe social events hosted by IFC chapters not only put their organizations at risk, but also our member's safety at risk.
- Panhellenic members attending men's social events have a false sense of freedom and lack of accountability.
- FIPG standards that are not being observed are making for poorly planned events that are beyond the control of the organization.

Suggested revised practices and policies:

New Member Mixers

- Chapters coordinating mixers will seek to:
 - Include multiple Panhellenic and Interfraternity chapters
 - Occur during appropriate and reasonable hours
 - Last no longer than 3 hours
 - Occur no more than once a week
 - Plan jointly between all organizations
 - Prevent unofficial after parties
 - Incorporate purposeful, positive and developmental activities
- All members in attendance will be expected to:
 - Attend at their own will
 - Arrive and remain sober
 - Provide their own transportation

Social Event Format

- Chapters will explore their ability and interest in pairing for social events in different formats.
- Chapters will explore alternate forms of group transportation, using Alpha Phi's current model as a benchmark program.
- Chapters are provided support through the Fraternity and Sorority Life Fireside Chats as they work to make any changes to their current model.

Support of FIPG Standards in the IFC Community

- The promotion of men's social events will no longer be allowed during chapter announcements without proper documentation from FSL that the chapter has attended a fireside chat to ensure the event is properly planned.
- Members will be educated and encouraged to report irresponsible behavior or events that make them uncomfortable to FSL and/or IFC to be addressed. Reports, given appropriate documentation and evidence, may be submitted anonymously for the protection of the complainant.