INTERIM REPORT OF THE TEXAS TECH TASK FORCE ON GREEK ORGANIZATION CULTURE

December 5, 2014
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Like many institutional affinity groups and student organizations, Greek fraternities and sororities are an integral part of student life at Texas Tech University. At their best, Greek organizations represent leadership, community service, academic excellence, loyalty, and preparation for successful careers beyond graduation. However, Greek organizations have also been recognized for promoting less desirable behaviors and practices such as alcohol abuse, sexual harassment, and social elitism. The current Title IX climate in American higher education, and specifically Greek Life, has necessitated that Texas Tech University carefully examine the role of the Greek organizations on our campus. It has also provided the opportunity to consider ways to substantively and methodically address issues that have developed over the past several years but manifested themselves more recently.

I. HISTORY OF FRATERNITY AND SORORITY LIFE

Fraternal societies have always been a part of American culture, and many modern greek-letter organizations draw upon the history and traditions of the Free Masons. In higher education, greek-letter societies became instrumental to the training and maturation of students, historically males, as early as colonial America. Specifically, on December 5, 1776, at The College of William and Mary, Phi Beta Kappa became the first greek-letter organization to be founded in the United States. However, Phi Beta Kappa at the College of William and Mary looked very different from today’s greek-letter organizations. For example, the founding greek-letter organization’s membership was mixed with faculty and students. It focused essentially on the study and reflection of literary works. This purely intellectual and disciplinary foci was very distinctive in purpose and outcome from modern greek-letter groups.

There was a period of significant growth for greek-letter organizations leading up to the Civil War. Moreover, as women began to be admitted into colleges and universities, women-only groups began to form. First among them was the Adelphian Society (now Alpha Delta Pi) founded at Wesleyan College in Macon, Georgia in 1851. Eventually, African American and Latino/a greek-letter organizations began to emerge at Historically Black Colleges and Universities and other institutions where Latino/as were being admitted. At Cornell University in 1906, Alpha Phi Alpha was the first Black greek-letter organization to be founded, and, in 1931 at Rensselar Polytechnic Institute, Phi Iota Alpha became the first Latino greek-letter organization founded.

II. FRATERNITIES AND SORORITIES AT TEXAS TECH

Fraternities and sororities have played a vital role in the development of students and student leaders at Texas Tech University. Greek life began in 1952 with the founding of 17 greek-letter organizations. However, many of these groups were able to trace their history to social student organizations at Tech as far back as the late ‘20s. Currently, there are 11 sororities that comprise the Panhellenic Council at Tech and 22 fraternities that make up the Interfraternity Council (“IFC”). Seven fraternities and sororities make up the National Pan-Hellenic Council (“NPHC”), and 13 fraternities and sororities comprise the Multicultural Greek Council (“MGC”). Approximately 4,300 students, or 17% of the undergraduate population, are involved in Greek life at Texas Tech.

Fraternity & Sorority Life (“FSL”) at Texas Tech is currently supervised by the Dean of Students and two
full-time staff in the Center for Campus Life. The current line staff has personal or technical background in undergraduate fraternity and sorority life and are engaged in the professional field of greek oversight. This includes active participation in professional associations, research, facilitation, and other professional development experiences.

III. Task Force Background and Meetings

On September 17, 2014, Texas Tech System Chancellor Robert Duncan and Texas Tech President Duane Nellis announced the creation of a special Task Force to address recent concerns within the University’s Greek system. Senior Vice President and Vice Provost Juan S. Muñoz was appointed to serve as Chair of the Task Force, which was given the responsibility of ensuring a thorough review of current policies, procedures, and education programs relating to Greek organizations on the Tech campus.

Members of the Task Force appointed by Chancellor Duncan and President Nellis include: Zach Brady, attorney and Kappa Alpha Order alumnus; Shawn Cannon, real estate agent and Delta Tau Delta alumnus; Dr. Michael Farmer, Faculty Senate President; Dr. Judi Henry, Athletics Senior Woman Administrator; Dr. Raegan Higgins, Delta Sigma Theta alumnus and advisor; Bailey Iverson, current student and Delta Gamma member; Dr. Amy Murphy, Dean of Students; Vicki Nixon, Delta Gamma alumnus and advisor; BaLeigh Waldrop, current student and Student Government Association Vice President; Mark Warren, insurance agent and community member; and Holton Westbrook, current student and Pi Kappa Alpha member.

The Task Force held five meetings in the Fall 2014 semester. At the first meeting on October 8, 2014, Chancellor Duncan and President Nellis directed the members to examine Greek life at Texas Tech, including issues regarding Greek organizations’ compliance with overall institutional policies, rush and pledging, social/travel events, general supervision of Greek organizations, policies on sexual harassment, leadership development, advisor responsibilities, hazing, and alcohol use.

In addition to the appointed Task Force members, the following external experts were invited to present on topics related to the charge received by the Task Force. They include:

- Harriette Baker, Fraternity & Sorority Life – 10-8-14
- Trey Robb, Fraternity & Sorority Life - 10-8-14
- Dr. Elizabeth Sharp, Chair Gender Equity Council – 10-23-14
- Dr. Charlotte Dunham, Director Women’s Studies - 10-23-14
- Keri Shplet, Multicultural Greek Council - 11-4-14
- Christopher Watts, National PanHellenic Council - 11-4-14
- Dr. Paul Frazier, DIDECE VP and NPHC Advisor - 11-4-14
- Dr. Susan Tomlinson, Faculty and Neighborhood/Community Leader – 11-21-14

IV. Issues Identified and Addressed

During subsequent meetings of the Task Force, several salient themes affecting responsible Greek life began to emerge. Among those issues were: the absence of consistent guidelines and sanctions for misbehavior; recurring violations of recruitment policies and procedures; lack of skill building and leadership development among Greek members; hazing issues; lack of a strong disciplinary role by IFC Judicial Board; alcohol use and abuse; sexual misconduct; problems associated with social events; and lack of regular and sustainable involvement from informed, local advisors.

Solutions explored by the Task Force included several recommended initiatives: mandatory leadership training for Greek officers; development of a “sanctions grid” for organizational and member misbehavior; requiring
annual accreditation for Greek organizations; revision of the schedule for Greek rush; mandatory training for advisors; mandatory training for members, including sexual assault and alcohol responsibility training; and creation of an advisory board with broad, rotating representation to oversee compliance with existing and new requirements.

The general tone of the Task Force was to help encourage the development of enhanced organizational responsibility and discipline rather than the creation of significantly greater policies and regulations in which Greek organizations are not invested. Other observations and insights included more effectively involving parents on issues affecting the Greek community, implementation of minimum standards and requirements for Greek social functions, launching of an online reporting website for hazing and other organization misconduct, and establishment of more effective communication between Texas Tech and Greek organizations’ national staff and governing bodies.

Based on these broad and comprehensive discussions, Task Force members identified six major categories within which the 29 interim and long-term recommendations would be subsumed. These functional categories include: New Member Experiences; Leadership Development; Responsible Social Events; Accountability and Reporting; Stakeholder Communications; and Staffing and Resources.

**NEW MEMBER EXPERIENCES**
Recruitment processes and new member experiences exist to promote member development and orientation.

**LEADERSHIP DEVELOPMENT**
Fraternities and sororities have the opportunity to be active learning laboratories for members, resulting in the development of leadership skills, prevention/intervention methods, and the critical thinking skills necessary to lead others.

**RESPONSIBLE SOCIAL EVENTS**
Fraternities and sororities plan and host large-scale social events and fundraisers, many of which include alcohol.

**ACCOUNTABILITY & REPORTING**
Responding to inappropriate behavior from fraternities and sororities and individual members requires a balanced approach of opportunities and incentives to report, as well as consistent and fair accountability.

**STAKEHOLDER COMMUNICATIONS**
Fraternity and sorority life has a broad range of stakeholders with interest in the success of the system. Creating and sustaining positive, healthy relationships is critical.

**STAFFING & RESOURCES**
Adequate staffing and resources to support Fraternity & Sorority Life should be considered.
V. INTERIM RECOMMENDATIONS

The Task Force recommends that the following steps be implemented for the Spring 2015 semester:

1. Revise the Interfraternity Council Fall 2015 Recruitment schedule and guidelines;

2. Add mandatory prevention and education curriculum for actives and prospective new members at the commencement of formal recruitment;

3. Limit the opportunities for unsanctioned fraternity and sorority events by restricting the hours per week and timing for new member activities;

4. Establish uniform new member education start period for each Council and require reporting to the Center for Campus Life;

5. Reduce the time period for new member education training and specifically pilot, with a sample of volunteer chapters, a maximum 8-week new member education period;

6. Implement sanctions, including one-year deferred recruitment, for organizations found responsible for violations of recruitment and new member policies;

7. Ensure positive mentor relationships for big brother/big sister programs and new member education;
8. Mandatory Spring 2015 programs for full chapters will include:
   a.) Bystander intervention training;
   b.) Manhood and masculinity training;
   c.) Sexual misconduct training;

**LEADERSHIP DEVELOPMENT**

1. Implement a revised risk management and leadership development curriculum;

2. Require January 10-11, 2015 Leadership Summit for Fraternity & Sorority Presidents;

3. Require January 12, 2015 Leadership Summit for Fraternity & Sorority Presidents, Social Chairs, New Member Educators, and Risk Managers;

4. Create an elective course to support the development of established and up-and-coming Greek leaders;

5. Create mandatory course for FSL Presidents;

**RESPONSIBLE SOCIAL EVENTS**

1. Introduce “Ladder of Risk” training, Fraternal Information and Programming Group (“FIPG”) standards, and harm-reduction techniques in event planning;

2. Develop new policies and guidelines for event planning, including third-party vendor options, tailgate recommendations, council-specific social event guidelines, out-of-town functions, and other best practices;

**ACCOUNTABILITY & REPORTING**

1. Re-focus the Council Judicial Boards;

2. Require Judicial Boards to partner with Office of Student Conduct and assist in the investigation and adjudication of accountability standards for recruitment and new member program violations, academic performance, intramurals, new social event guidelines, and other relevant concerns;

3. Require Council Judicial Boards to include a faculty or community representative as an *ex-officio* member;

4. Review new sanctioning grid developed by the Center for Campus Life;

5. Launch an online reporting website for organization conduct concerns, including defined options for self-
reporting and cooperative resolution processes;

**STAKEHOLDER COMMUNICATIONS**

1. Establish a standing FSL Advisory Council to continue with recommendation implementation and oversight upon the termination of the Greek Life Task Force;

2. Support the organization of a Good Neighbor Group as a structure to receive and vet neighborhood complaints involving students;

3. Require all Greek organizations to have advisors in Lubbock who attend fraternity/sorority meetings on a regular basis and have attended required advisor training.
   - Organizations with 50 members or less must have at least one advisor,
   - Organizations with 51-100 members must have at least two advisors,
   - Organizations with over 100 members must have at least three advisors;

4. Create regular communications to local chapter advisors and advisory boards and to national headquarters staff;

5. Develop specific parent, faculty, and community communications;

**STAFFING & RESOURCES**

1. Add to the existing organization structure with appropriate staffing and resources;

2. Move toward dedicated staff for each of the four Greek Councils;

3. Strengthen the Greek organization registration/certification process at the university level; and

4. Implement Risk, Intervention, and Safety Education ("RISE") Office for continuous training and expertise.

The Task Force will continue to meet regularly in the Spring 2015 semester and will provide an additional report to the President and Chancellor, along with enhanced recommendations, by June 2015.
We, the undersigned, have reviewed and endorse the recommendations contained in the Interim Report from the Task Force on Greek Organization Culture. We are thankful to President Duane Nellis and Chancellor Robert Duncan for the opportunity to contribute to this important effort. While we understand that the changes resulting from these recommendations will take time, we are encouraged by the direction and effort captured by this interim report. We anticipate a more thorough and complete analysis, as well as additional recommendations, as we continue our deliberations over the spring 2015 semester.

Dr. Juan S. Muñoz, Senior Vice President & Vice Provost, Chair

Zach Brady, Kappa Alpha Order, Alumnus

Shawn Cannon, Delta Tau Delta, Alumnus

Dr. Michael Farmer, Faculty Senate President

Judi Henry, Athletics Senior Woman Administrator

Dr. Raegan Higgins, Delta Sigma Theta, Alumnus

Bailey Iversen, Delta Gamma Member

Amy Murphy, Dean of Students

Vicki Nixon, Delta Gamma, Alumnus

BaLeigh Waldrop, Student Government Association

Mark Warren, Community Member

Holton Westbrook, Pi Kappa Alpha Member

12/4/14

Date
VI. APPENDIX

Appendix 1: Task Force Meeting Dates

Appendix 2: Task Force Agendas

Appendix 3: Task Force Meeting Summaries

Appendix 4: Task Force Member Biographies
Appendix 1: Task Force Meeting Dates

TASK FORCE MEETING DATES AND PRESENTATIONS

October 8, 2014 - Guests Robert Duncan, Chancellor, and Dr. Duane Nellis, President
Presentations on IFC and Panhellenic organizations by Center for Campus Life staff

October 23, 2014 - Presentations by Women’s Studies Program and President’s Gender Equity Council

November 4, 2014 - Presentations on MGC and NPHC organizations by Center for Campus Life Staff

November 21, 2014 - Presentation by Dr. Susan Tomlinson on Neighborhood Associations
AGENDA
Task Force on Greek Organization Culture
October 8, 2014
12:50-2:00 P.M.

I. Introduction

II. President’s Charge

III. Chancellor’s Charge

IV. Understand the Context – *Trey Robb & Harriette Baker*
   a. Primer on Fraternity & Sorority Life
   b. TTU Policies that apply to Fraternity & Sorority Life
   c. OPEN DISCUSSION

V. Understand Prevention – share foundational information on Principles of Prevention and Why Behaviors Occur – *Dr. Amy Murphy*
   a. OPEN DISCUSSION

VI. Problem Analysis – *Sofia Chapman*
   a. Spaces and places where problems are worse
   b. Misperceptions about behaviors or beliefs
   c. Action/inaction that facilitates behaviors
   d. Policies that don’t work or aren’t enforced
   e. Other opportunities to “interrupt” these behaviors

VII. Identify measures to intervene and tactics to support changes
   a. Make desirable behavior easier
   b. Make undesirable behavior harder
   c. Reward desirable behavior
   d. Raise cost of undesirable behavior

VIII. Opportunities for community dialogue and participation in the process

IX. Next meeting, date, and time

X. Questions and adjournment
AGENDA
Task Force on Greek Organization Culture
October 23, 2014
9:00 – 10:30 A.M.

I. Welcome

II. Website - [http://www.depts.ttu.edu/uesa/greek_task_force.php](http://www.depts.ttu.edu/uesa/greek_task_force.php)

III. Women’s Studies’ Observations – Dr. Charlotte Dunham
   a. OPEN DISCUSSION

IV. Gender Equity Council Observations – Dr. Elizabeth Sharp, Chair
   a. OPEN DISCUSSION

V. Problem Analysis
   a. Where are the problems?
   b. Prioritizing areas of concern
   c. Action/inaction that facilitates behaviors

VI. Identify measures to intervene and tactics to support changes

VII. Next meeting – 9 a.m. Thursday, Nov. 6, Room 244 Admin. Bldg.

VIII. Questions and adjournment


Sexual Violence on Campus - [http://www.mccaskill.senate.gov/SurveyReportwithAppendix.pdf](http://www.mccaskill.senate.gov/SurveyReportwithAppendix.pdf)
AGENDA
Task Force on Greek Organization Culture
November 4, 2014
11:45 a.m. – 1:15 p.m.
Room 215, Administration Building

I. Welcome

II. Presentation on Multicultural Greek (MGC) organizations – Keri Shiplet, Asst. Dir. For Student Organizations, Center for Campus Life
   a. OPEN DISCUSSION

III. Presentation on National Panhellenic Council (NPHC) organizations – Christopher Watts, Graduate Asst., Office for Campus Life
   a. OPEN DISCUSSION

IV. Problem Analysis
   a. Examples of accreditation/standards programs
   b. Examples of other higher ed large-scale efforts re Greek organization culture

V. Identify measures to intervene and tactics to support changes
   a. Task Force on Greek Organization Culture Worksheet

VI. Next meeting – 9:00 a.m. – 10:30 a.m.; Friday, Nov. 21, 2014; Admin. Room 215

VII. Questions and adjournment
AGENDA
Task Force on Greek Organization Culture
November 21, 2014
9:00 a.m. – 10:30 a.m.
Room 215, Administration Building

I. Welcome

II. Presentation by Dr. Susan Tomlinson, Assistant Dean, Honors College, on Neighborhood Associations
   a. OPEN DISCUSSION

III. Identify measures to intervene and tactics to support changes
   a. Task Force Worksheet

IV. Review draft Interim Report

V. Next meeting – TBD

VI. Questions and adjournment
AGENDA
Task Force on Greek Organization Culture
December 4, 2014
11:00 a.m. – 1:00 p.m.
Room 244, Administration Building

I. Welcome

II. Review draft Interim Report

III. Tentative Dates for 2015 meetings
   a. January 29
   b. February 26
   c. March 26
   d. April 30
   e. May 14 (extended meeting?)

IV. Questions and adjournment
SUMMARY OF 10/8/14 MEETING OF THE TASK FORCE ON GREEK ORGANIZATION CULTURE

In attendance: Chancellor Robert Duncan (Invited Guest), President Duane Nellis (Invited Guest), Dr. Juan Muñoz (Chair), Shawn Cannon, Dr. Michael Farmer, Dr. Judi Henry, Dr. Raegan Higgins, Bailey Iverson, Dr. Amy Murphy, Vicki Nixon, BaLeigh Waldrop, Holton Westbrook, Chris Cook (Managing Director of Communications & Marketing), Dr. Sofia Chapman (Presenter), Trey Robb (Presenter), and Harriette Baker (Presenter)

Staff: Paul Ruiz

- Dr. Muñoz called the meeting to order.
- Dr. Duane Nellis provided the Task Force his charge.

Task Force member Mark Warren arrives; Task Force member Zach Brady joins by speakerphone

- Chancellor Robert Duncan provided the Task Force his charge.

Chancellor Duncan and President Nellis leave the meeting.

- Dr. Muñoz noted that the public discussion regarding the Task Force may be helpful in getting the attention of the Greek community.
- Trey Robb, Unit Coordinator, Fraternity and Sorority Life IFC Advisor, presented data on Greek organizations at Tech and noted that a “Mission and Commitment” document has been drafted and is being distributed to the Greek community.
- Harriett Baker, Unit Coordinator, Fraternity and Sorority Life, Panhellenic Advisor, covered material on the Texas Tech Student Code of Conduct, Bystander Responsibility, and Self-Reporting of Violations of the Code of Conduct
- Harriet described the self-reporting provisions of the Code of Conduct and covered the FIPG Risk Management Policy.
- Dr. Sofia Chapman, Director of the Office of Student Conduct, addressed problem analysis as it involves members of the Greek community in order to identify the proper means to intervene and tactics to support change.
- Dr. Murphy noted that the “Prevention: A Guiding Philosophy” handout is a good resource.

- Dr. Muñoz explained that, at every meeting, one or two people will be asked to speak to the Task Force
  - They will be asked to prepare a 5 – 7 minute presentation on their perspective on the issue
  - Future meetings will last 1½ hours
  - Set of recommendations will be developed based on the opinions of the 12 members of the Task Force and presentations made by individuals who were not part of the Task Force themselves

- Dr. Muñoz opened up the floor for dialogue among Task Force members

Dr. Muñoz adjourned the meeting.
SUMMARY OF 10/23/14 MEETING OF THE TASK FORCE ON GREEK ORGANIZATION LIFE

In attendance: Dr. Juan Muñoz (Chair), Zach Brady, Shawn Cannon, Dr. Michael Farmer, Dr. Judi Henry, Dr. Raegan Higgins, Bailey Iverson, Dr. Amy Murphy, Vicki Nixon, BaLeigh Waldrop, Mark Warren, Holton Westbrook, Brandon Lipps (Chancellor’s Office), Dr. Charlotte Dunham (Presenter), Patricia Earl (Women’s Studies Office), and Dr. Elizabeth Sharp (Presenter)

Staff: Paul Ruiz

- At 9:02 a.m., Dr. Muñoz called the meeting to order and welcomed Task Force members.

- Dr. Charlotte Dunham of the Texas Tech Women’s Studies Program presented a PowerPoint slide show providing observations on the Greek life situation

- Dr. Muñoz asked how important it is to include faculty and staff in the solution to the Greek culture change

- Dr. Elizabeth Sharp of the Texas Tech President’s Gender Equity Council presented a PowerPoint slide show providing observations on the Greek life situation
  - Has a unique insight into the issue, as she was a member of a sorority and appreciates the Greek community

- Dr. Muñoz asked the Task Force to recall its charge from the President and the Chancellor
  - What can we recommend in December to implement for Spring 2015?
  - Focus on recommendations and outcomes
  - Where are the problems? Long, sustainable cultural issues
  - Talk about things the Task Force CAN change

- Dr. Muñoz directed the Task Force focus on identifying where the problems are occurring

- Dr. Muñoz agreed with the idea that students’ parents and the Office of Parent and Family Relations should be involved
- Mr. Collins stated that Greeks should be held to a higher standard
  - Fraternities should implement sanctions for members’ DWIs
  - Dr. Muñoz added that, in such a situation, secondary adjudication may be appropriate

Task Force members noted:

- The Greek community is asking for more direction in risk management
- Students can be turned around, just need to find the right key
- General agreement with Presidents’ Class leadership course idea
- A strong IFC needs to play a bigger part
- Leadership development is a very important aspect of Greek life
- Dr. Muñoz noted that scholarship and leadership go hand-in-hand and that a different definition of leadership needs to be inculcated in the TTU Greek community
  - He informed the Task Force that the presenters at the next Task Force meeting will cover Greek organizations in the National Panhellenic Council and the Multicultural Greek Council
  - Representatives from the IFC can be invited to the following meeting
  - Presentations will form the basis for the interim report to be released by the December recommendation deadline

Dr. Muñoz adjourned the Task Force meeting at 10:34 a.m.
SUMMARY OF 11/4/14 MEETING OF THE TASK FORCE ON GREEK ORGANIZATION CULTURE

In attendance: Dr. Juan Muñoz (Chair), Zach Brady, Shawn Cannon, Dr. Michael Farmer, Dr. Judi Henry, Dr. Raegan Higgins, Bailey Iverson, Dr. Amy Murphy, Vicki Nixon, BaLeigh Waldrop, Mark Warren, Holton Westbrook, Keri Shiplet (Presenter), Christopher Watts (Presenter), and Dr. Paul Frazier (Guest)

Staff: Paul Ruiz

- At 11:47 a.m., Dr. Muñoz called the meeting to order and welcomed Task Force members.

- Keri Shiplet highlighted some of the differences between MGC organizations and IFC/Panhellenic Greek organizations

- Chris Watts presented information on NPHC organizations
  - History - In 1990, NPHC organizations eliminated pledging

- Dr. Muñoz questioned whether resource issues are the same for NPHC and MGC organizations

- Dr. Paul Frazier, Assistant Vice President of the Division of Institutional Diversity, Equity & Community Engagement and Advisor to an NPHC fraternity was invited by Dr. Muñoz to share some observations about NPHCs at Tech

- Dr. Muñoz explained that the “Fraternity and Sorority Life Conduct” handout was being provided in response to a request for the information by a Task Force member

- Mr. Brady asked about the IFC Judicial Board
- Referring to item 4 on the agenda, Dr. Muñoz said that examples of accreditation/standards programs and of other higher ed large scale efforts regarding Greek organization culture will be distributed at the next meeting.

Task Force Members noted:

- Need to work with and provide support to the IFC J-Board
- It all goes back to a strong IFC and J-Board
- It all comes down to accountability
- TTU faculty want to see minimum GPA set at 3.0 for participation in Greek life

Dr. Muñoz adjourned the meeting at 1:22 p.m.
SUMMARY OF 11/21/14 MEETING OF THE TASK FORCE ON GREEK ORGANIZATION CULTURE

In attendance: Dr. Juan Muñoz (Chair), Shawn Cannon, Dr. Raegan Higgins, Bailey Iverson, Dr. Amy Murphy (by speakerphone), Vicki Nixon, Mark Warren, Brandon Lipps (Chancellor’s Office), and Dr. Susan Tomlinson (Guest)

Staff: Paul Ruiz

- At 9:03 a.m., Dr. Muñoz called the meeting to order, welcomed Task Force members, and introduced Dr. Susan Tomlinson, Assistant Dean, Honors College

- Dr. Tomlinson noted that she is a longtime resident of the Tech Terrance neighborhood and a former President of the Neighborhood Association and explained that Tech Terrace residents have some concerns:
  o Neighborhood Association has not found much traction in shutting down late night/early morning parties
  o Tap into the sense of leadership of Greek organization
  o Neighborhood Association proposes that three neighborhoods form a Neighborhood Board of permanent residents

- Dr. Amy Murphy said she was supportive of working with the Board in a pilot project

- Regarding Task Force speakers, Dr. Muñoz noted that Dr. Bill Dean was originally scheduled to address the Task Force but was unable to attend due to classes he was teaching
  o Dr. Dean will be one of the first speakers to address the Task Force in the spring

- Dr. Muñoz referenced an article from the Inside Higher Ed website entitled, “Colleges turn to campuswide bans for fraternity, sorority parties”

- Dr. Muñoz presented the draft Interim Report to the Task Force
- Under the “New Member Experiences” theme, Dr. Murphy explained that moving activities to later in the day will hopefully discourage unsanctioned late-night activities afterwards

- Under the “Leadership Development” theme, Task Force members questioned whether the leadership course would be effective

- Under the “Responsible Social Events” theme, Task Force members observed that, if the recommendations work well, the Task Force will be well on its way to changing the Greek organization culture

- Under the “Accountability and Reporting” theme, Task Force members noted that, as presently configured, the IFC J-Board is comprised solely of students; there was a question regarding addition of a recommendation that requires the IFC to expand its J-Board to include others, such as community and/or faculty members

- Under the “Stakeholder Communications” theme, Task Force members were informed that the Fraternity & Sorority Life Advisory Council will be empaneled in March 2015

- Under the “Staffing and Resources” theme, Task Force members opined that the Office of Student Conduct must have more than one person to keep tabs on what the Greek organizations are doing

- Dr. Muñoz mentioned an NPHC event that will be held in the spring
  o Recommended by Dr. Higgins

- Dr. Murphy informed the Task Force that she and her staff will be attending the annual meeting of Association of Fraternity Advisors during the first week of December

Dr. Muñoz adjourned the meeting at 10:47 a.m.
**Dr. Juan S. Muñoz** is the Senior Vice President for Institutional Diversity, Equity & Community Engagement and Vice Provost for Undergraduate Education & Student Affairs. Dr. Muñoz received his Bachelor’s degree in Psychology from the University of California Santa Barbara and, after serving in the U.S. Marine Corps during the 1990 – 1991 Gulf Crisis, he earned a Master’s degree in Mexican-American Studies from California State University Los Angeles. Dr. Muñoz earned his Doctorate of Philosophy from the University of California, Los Angeles, where he studied Curriculum & Instruction in the Division of Urban Schooling. Dr. Muñoz has been at Texas Tech University since 2004.

**Zachary S. Brady** is a partner in the Lubbock law firm of Brady & Hamilton, LLP, where he practices primarily commercial litigation and agriculture law with a focus on real property litigation. Zach graduated from Texas Tech University *magna cum laude* with a degree in Agriculture Communications. His campus involvement at Texas Tech included serving as Student Association President, President of Kappa Alpha Order, and as an executive officer of the IFC. He graduated from the University of Texas School of Law, With Honors, in 1999. Zach served as a Special Assistant to Senator Robert Duncan from January 1997 – June 1999. He has served as an Advisor to the Kappa Alpha Order fraternity, a member of the Interfraternity Council (“IFC”).

**Shawn D. Cannon** is a real estate broker for Tech Terrace Real Estate, a full-service real estate brokerage specializing in the historic Tech Terrace neighborhood near Texas Tech University. Shawn attended Texas Tech University from 1991 to 1995 and studied Communications. He is involved with the Texas Tech chapter of Delta Tau Delta as a Chapter Advisor and House Corporation President.

**Dr. Michael Farmer** is an environmental economist working primarily on the issue of water allocation and its consequences on land use. He currently has a dual appointment in the Departments of Agricultural and Applied Economics and Natural Resource Management. Dr. Farmer has a Bachelor’s degree in History from Xavier University and a Master’s and a Doctoral degree in Natural Resource Economics from The Ohio State University. Dr. Farmer currently serves as President of the Faculty Senate. He joined Texas Tech in 2005.

**Dr. Judi Henry** is the Senior Associate Athletics Director/Senior Woman Administrator for the Department of Intercollegiate Athletics at Texas Tech University. Since joining the Department, Dr. Henry has served as the sports supervisor for several sports programs, and she has overseen other areas within the Department. Dr. Henry also works in conjunction with Coach Marsha Sharp in further developing the Leadership Academy. Dr. Henry joined the Texas Tech staff in 1980 in the Department of Student Affairs, ultimately serving as Dean of Students and Assistant Vice President for Student Affairs.

**Dr. Raegan Higgins** is an Assistant Professor in the Department of Mathematics and Statistics. She joined the Texas Tech faculty in 2008 after earning her doctorate at the University of Nebraska-Lincoln. Her dissertation work was in the area of oscillation criteria for dynamic equations on time scales. Dr. Higgins received her Bachelor’s degree in mathematics from Xavier University of Louisiana. She currently serves as Faculty Advisor of the Eta Lambda Chapter of Delta Sigma Theta Sorority, Incorporated, a member of the National Pan-Hellenic Council. Dr. Higgins is also a member of the Lubbock Alumnae Chapter of Delta Sigma Theta Sorority, Incorporated, where she is an immediate past first vice-president.
Bailey Iverson is a Senior at the Rawls College of Business majoring in Marketing and Management. She serves as Student Assistant to the Vice-Chancellor for Institutional Advancement. As a member of President's Select, Bailey acts as a student ambassador for the Texas Tech University Admissions Office, the Athletic Office, and the President’s Office. She currently serves as Vice President of Member Education for Delta Gamma, a National Panhellenic Conference sorority.

Dr. Amy Murphy is the Dean of Students at Texas Tech University and Managing Director of the Center for Campus Life. She is also the Deputy Title IX Coordinator for Students and Chair of Texas Tech’s Behavioral Intervention Team. Dr. Murphy works closely with the Associate Vice Provost for Student Affairs in the oversight of ten Student Affairs Departments, including the Office of Student Conduct, Student Disability Services, Student Counseling Services, Career Services, and Parent & Family Relations. In the role of Managing Director of the Center for Campus Life, Dr. Murphy helps provide oversight and advisement to more than 450 registered student organizations, including 52 inter/national fraternities and sororities.

Vicki Vannoy Nixon is a former public relations consultant, specializing in political campaigns. She served as Regional Director for Congressman Kent R. Hance for ten years. A former member of Delta Gamma, a National Panhellenic Conference sorority, Vicki serves as Advisor to the Texas Tech chapter and is President-elect of the National Fraternity and Sorority Political Action Committee. She currently serves on the Texas Tech Alumni Association’s National Board of Directors.

BaLeigh Waldrop is a Senior at the Rawls College of Business studying Accounting. Originally from Hobbs, New Mexico, BaLeigh currently serves as Internal Vice President of the Texas Tech Student Government Association. She is also a member of Mortar Board, the Chancellor’s Ambassadors and participated in the President’s Congressional Internship in Washington, D.C.

Mark Warren is an independent insurance agent in Plainview, Texas. He is President of the Independent Insurance Agents of Plainview. Mark and his wife Freada have established the Clay R. Warren Memorial Scholarship, a tribute to their son, a 2002 graduate of Plainview High School and a student at Texas Tech when he died in a one-car rollover that occurred while he was returning with fraternity friends from a retreat near Silverton. The Warren Family and the Texas Tech Center for Campus Life worked together to create the Clay R. Warren Risk Management Retreat in an effort to educate others about the results of poor decision-making and risk management practices. Members of social fraternities and sororities are required to attend the Clay R. Warren Memorial Risk Management Retreat annually.

Holton Westbrook is a Junior Agriculture Economics major from Stephenville, Texas. A former state officer for the Future Farmers of America, Holton currently works as a Student Assistant in the President’s Office. He is a member of President’s Select, is the Student Government Association’s Parliamentarian/At-Large Senator, and serves as Vice-President of Pi Kappa Alpha, an IFC fraternity.