



## **FIPG: Origin, membership, policy, key provisions**

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- Created in 1986 by a handful of men's national fraternities. Original acronym: Fraternity Insurance Purchasing Group
- Now over fifty members including 17 women's national fraternities and sororities. Fraternal Information and Programming Group. Risk management consortium.



## **FIPG: Origin, membership, policy, key provisions (cont'd)**

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- **Policy:** Includes sections on alcohol & drugs, hazing, sexual abuse/harassment, fire, health and safety and education.
- **Alcohol:** Closed event, meaning a guest list must be used. BYOB or Third Party Vendor must be employed for events with alcohol. No co-sponsorship with taverns. Alcohol and new member education.
- **Hazing:** Utilizes definition developed by the Fraternity Executives Association.
- **Firearms are prohibited in chapter houses.**



## Trends

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- Litigation resulting from hazing, alcohol-related incidents.
- More concerns with privacy, landlord/tenant disputes, suicides or unnatural deaths, defamation of character. The Millennial parents are being heard from as well. Greek leaders must look through several different lenses before taking action.
- Traditional housing—large houses packed with members—are becoming a rarity, replaced by houses with single rooms, more services.
- A sea change in the manner in which national organizations respond to deaths or serious injury situations. The trend is to reach out, not pull back.



## When enough is enough:

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- The number of chapters closed by men's national organizations has continued to increase.
- Anecdotally, there are more unrecognized chapters—chapters not recognized by the host institution but which continue to be recognized by the national organization.
- Collateral damage or unintended consequence factor: When national organizations act decisively and the charter is revoked, that generates more underground or unrecognized groups. No one has authority or jurisdiction over the group.



## **Freedom of speech:**

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- At a public institution, the hands of the administration may be tied through the First and Fourteenth Amendments. Typical case: inappropriate or racist party themes or costumes.
- Those restrictions do not apply to the national organizations.



## **Multi-cultural groups expanding exponentially**

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- Organization and chain of command may differ from more traditional groups
- Different issues, such as events based upon culture



## Freedom of Association: The College of Staten Island Case

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- Colony of a men's national fraternity seeking recognition



## The Rider University case:

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- Significant vibrations from the New Jersey grand jury indictment of two administrators and a live-in graduate advisor after the death of a freshman in a fraternity house. The death was attributed to alcohol consumed during a “big/little” event in the chapter house. The freshman was joining the fraternity and therefore the activity was indeed hazing.
- The cases against the Dean of Students and the Greek Advisor were dismissed by the prosecuting attorney about three weeks later but the case continues to reverberate around the country.



## The Rider University case: (cont'd)

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- Graduate student was given more extensive training and was to be a “Sober presence” in the chapter house. This case brings renewed scrutiny to the job description and responsibilities and definitions contained therein for a graduate advisor or house director and indeed for advisors at all levels.
- What are the expectations for intervention in or prevention of illegal activities? Will this have a chilling effect upon the efforts by institutions to provide leadership and the living/learning philosophy in houses or groups through advisors?



## The Rider University case: (cont'd)

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- At this point in time, two of the three remaining individuals charged with hazing under New Jersey law, including the graduate advisor, have been accepted into a pre-trial diversion program. A civil suit against the university and the national fraternity, among other defendants, was filed recently.
- Other cases of interest



## How the NPC women do it!

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- Our structure within the **National Panhellenic Conference**
- Our approach to rules
- Our current approach to social policy
- Relationships
- Relationship statements
- What we can do better



## Our structure within NPC

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- Founded in 1902
- United through a series of unanimous agreements
- Respect for autonomy of individual groups
- Leadership rotates among 26 groups
- Board of Directors, Executive Committee
- Standing committees



## Our Approach to Rules

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- UNANIMOUS AGREEMENTS include agreements on:
  - jurisdiction of the college Panhellenic
  - recruitment and membership
  - standards of ethical conduct
  - extension
  - judicial procedures
  - questionnaires and freedom of association.
- The desired environment is a level playing field



## Our current approach to social policies

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- Many NPC organizations are FIPG +
- Event planning = more than just logistics
- Education is key
  - Multiple opportunities
  - Multiple constituencies and mediums
  - Shared practice of men's and women's groups
- Governing Documents



## Relationships

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- Highly valued
- Respect for the host institution
- Communication/ partnership with Student Affairs office
- Trend is to include, partner and be proactive



## Relationship Statements

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- Began to emerge and increase in number in the last 20 years
- Tended to take one of two approaches
  - Articulate specific standards (e.g. Maryland plan)
  - More of a “contract” of minimum expectations
- Continued recognition depends on a chapter’s successful completion of the reporting required and meeting the standards (grades, meeting attendance) specified in the contract each year.



## Relationship Statements (cont'd)

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- Expectations range anywhere from chapter grade requirements to community service hours
- How proposed or renewed statements move through NPC
- How they can positively impact the community
  - Delaware, Maryland
- How they can become ineffective
  - Colorado



## The next generation? Campus Assessments

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- Franklin Square group convenes 2002
- Franklin Square concept results in:
  - Call for Values Congruence 2003
  - NPC publishes its response about its values, programming and accountability soon after.
  - NIC establishes standards 2005
  - NIC and NPC develop their own assessment plan in response to the assessment recommendation in the Call FVC 2006
  - Assessment pilots begin 2007

