

Education/Training Report 2018

Fraternalities and sororities at LSU, as well as the National Pan-Hellenic Council (NPHC), Interfraternity Council (IFC), and Panhellenic Council (PHC) executive boards elect leaders in November/December each year (currently one chapter elects in April). As a result, the LSU Greek Life Office focuses all leadership training in early spring to accommodate the needs of those student leaders. The spring semester serves as a skill development and practice time to equip students to navigate the nuances of PHC and IFC fall formal recruitment, the education of new members, as well as the LSU football season. The challenges of the fall require the practiced skills of seasoned leaders who have executed peer accountability, large scale activities, as well as increased risk management conditions. This has served as a solid training model.

The Greek Assessment process follows the journey of the chapter leadership. The process begins measurement from late November capturing all activities, compliance, metrics, and data through the next October. At the end of each term, the outgoing chapter president, the newly elected chapter president, chapter advisor, House corporation president and/or faculty advisor (3 of the 5), meet with the Greek Life staff to review the compilation of activities, the status of the chapter, the Greek Assessment scoresheet. They also discuss the achievements as well as the challenges the chapter has or is facing and discuss assistance the University might provide.

The Greek Life Office programming and advising philosophy of the NPHC, IFC, PHC, Greek Board of Directors (GBOD), and Greek Leadership Institute (GLI) is one of intentional outcomes. Speakers and programs are optional for chapters. The Greek Life Office recognizes and appreciates the demands of inter/national organizations in the area of programming, community service, fundraising, education as well as the social components of Greek organizations and strives to create a balance of training on LSU oriented processes and expectations.

As a result, the University has established a minimum score of 70 (for housed chapters) and 60 (for unhoused chapters) in the Greek Assessment process to remain in good standing. Bonus points are available for chapters who would like to strive for higher scores allowing them to excel in areas of additional educational workshops, involvement in community and campus service and academic achievement.

Therefore, chapters that score 95 or above on the Greek Assessment receive the highest award given in the Greek community, the Outstanding Order of Omega (OOO) Chapter, at the Greek Awards Ceremony in April.

The Greek Assessment process is reviewed every three years by the Greek Life Office staff, chapter presidents and advisors. Recommendations for changed are presented to the Associate Vice President/Dean of Students for consideration. They are then adopted or tweaked and communicated through a workshop for the chapter leaders. The Greek Life Office maintains the scores, recording them for the last 20 years.

The following includes a narrative of all events, programs, trainings, presentations and workshops presented by the Greek Life Office in a calendar year. Attendance is taken at all events.

Spring

Program: Tri-Council Executive Board Retreat

Frequency: Annually **When:** January since 2014

What/How: Greek Life staff members conduct an intensive two-day retreat/training for council officers. Topics include skill development, Myers Briggs Personality Inventory, diversity and inclusion, leadership development and team building. The Council leaders are then prepped to assist in the Tri-Council Retreat execution as part of the leadership team.

Total Number of Students: 110

Program: Tri-Council Retreat

Frequency: Annually **When:** January since 2014

What/How: Greek Life staff with the Greek Leadership Institute (GLI) members conduct an intensive two-day over-night retreat/training for all incoming chapter presidents, council delegates, and council officers.

Topics include risk management training, diversity and inclusion, leadership development, team building and community building.

Total Number of Students: 110

Greek Assessment: 2 points

Evaluation/Assessment of Program: 2014-2018 Campus Labs survey to participants one week after Tri Council retreat to determine knowledge gained to include officer resources, leadership, inclusion, diversity, alcohol, hazing prevention and sexual assault prevention policies.

Program: HRE 4809- Greek Leadership Presidents Class

Frequency: Annually since 2017 **When:** Spring Semester

What/How: Associate director of Greek leadership and training teaches a 3-hour credit class for Greek presidents who enroll in HRE 4809. Enrollment is optional but encouraged.

Topics include risk management policies from the Office of Risk Management, LSU Code of Conduct from Student Advocacy and Accountability, and Mental Health Services. Other leadership development topics include personality assessment, inclusion and identity, to name a few.

Total number of students: 19

Program: Greek Chapter Officer Training/Workshop

Frequency: Annually since 2005 **When:** January

What/How: Greek Life staff and other University staff provide leadership, networking, education and training for incoming IFC, PHC, NPHC chapter officers at the beginning their term in January. The following officers are in attendance:

- Presidents
- Standards/Judicial chairmen
- Social/Risk Management Chairmen
- New Member Educators
- Philanthropy/Fundraising Chairmen

Topics covered include:

Presidents: PS 78,108, 63, 52 and added in 2014, PM 73, Tigerlink Training, Greek Life Office Policies

Social/Risk Management Chairmen: PS 78 and 108 and Responsible Social event planning, Tigerlink Training,

New Member Educators: PS 78, 108 and New Member education programs and pitfalls.

Judicial/Standards Chairmen: Judicial Board structure, Due Process, Partnership Process

Philanthropy/Fundraising Chairmen: Fundraising Policies, Tigerlink Training, Greek Life Office Policies

Total Number of Students: 160

Greek Assessment: 4 points

Evaluation/Assessment of Program: 2011 & 2018 Campus Labs survey to chapter officers one week after the training to determine whether participants gained a better understanding of topics presented to include Greek Life Office Policies, PS 78, PS 108, Fundraising Policy and LSU Code of Conduct.

Program: Incoming/Outgoing PHC Sorority Chapter Presidents and Advisor Dinner

Frequency Annually since 2004 **When:** January/February

What/How: Greek Life staff hosts a dinner for incoming/outgoing PHC sorority presidents/advisors in order to provide a space to discuss common issues, share tips and feedback, emphasize the importance of working together. Risk management issues are discussed, but not limited to exchanges, bus loading, senior nights out, chapter nights out, motivation of members, etc.

Total Number of Students: 24 students/12 advisors

Program: Sexual Misconduct (PM-73) Policy Training (*We're Committed*)

Frequency: Annually since 2015 **When:** February

What/How: Greek Life staff trains chapter executive board members on PM-73 and the application of PM-73 in the Greek community. A specific theme is selected based on the trends from accountability reports/council culture.

Total Number of Students: 110

Greek Assessment: 2 points

Evaluation/Assessment of Program: Spring 2018 feedback submitted by the chapter presidents enrolled in HRE 4809.

Program: EMPOWER Newest Member Leadership Experience

Frequency: Annually since 2000 **When:** March

What/How: Greek Life staff with the Greek Leadership Institute (GLI) members conduct an intensive three-day/two night over-night retreat for 2-7 newest members of each chapter. Small groups are created and led by two facilitators who are trained by Greek Life staff and GLI members. Topics include cross council education, Strengths Quest, diversity and inclusion, leadership development, team building, chapter goal setting and community building.

Total Number of Students: 180 participants, 28 senior student leaders

Greek Assessment: 2 points

Evaluation/Assessment of Program: Since 2008, Campus Labs has been utilized to send a survey to participants as a pre and post test to determine whether participants gained a better understanding of topics presented as well as program satisfaction. Focus Groups have been used on and off throughout the year.

Program: EMPOWER Facilitator Training

Frequency: Bi-weekly since 2008 **When:** November-March

What/How: Greek Life staff designated advisors meet bi-weekly with 24 chosen facilitators and GLI Senior Facilitators to train them on facilitation skills and Empower curriculum. Skills such as how to facilitate a small group, listening skills, facilitation, problem solving, group dynamics, dealing with different kinds of individuals in a group.

Total Number of Students: 28

Program: PHC, IFC, NPHC, GBOD, and GLI Executive Board Meetings

Frequency: 50+ years **When:** weekly or bi-weekly

What/How: Greek Life staff designated advisors meet weekly/bi-weekly with Council delegates/presidents to execute the business of the council. Skills such as how to run a meeting, committee work, delegation, time management, presentation/public speaking, problem solving, etc.

Total Number of Students: 7-10

Program: IFC/PHC/NPHC Council Meetings (PHC weekly to include executive board and 2-3 delegates per chapter, NPHC and IFC biweekly to include delegates and presidents)

Frequency: 50+ years **When:** weekly or bi-weekly

What/How: Greek Life staff designated advisors meets weekly/bi-weekly with Council delegates/presidents to execute the business of the council. Topics of concern, programming, events, as well as leadership development occurs.

Total Number of Students: 10-50

Greek Assessment: 1 point

Program: Greek Ambassador Training

Frequency: Biannually since 2014 **When:** September & January

What/How: Greek Life staff designated advisor coordinates and trains the Greek Ambassador team on presentation skills, as well as all aspects of marketing IFC, PHC, NPHC and Greek life as a whole at all Orientation, Admissions and Enrollment gatherings and activities.

Total Number of Students: 15

Program: Greek Life Presentations at University Recruiting/Admissions Events

Frequency: Biweekly (20+ years) **When:** Spring and Fall Admissions Events

What/How: Greek Ambassadors facilitate presentations on Greek Life as a whole at events for prospective students each spring and fall. Greek Ambassadors also represent Greek Life at Info Fairs where they talk one-on-one with prospective students and parents. These events include Destination LSU, Kickoff LSU, and Admitted Students Day.

Total Number of Students: 15

Program: Chapter Presidents & Advisors Meetings

Frequency: Monthly (chapter presidents); Biannually (chapter advisors)

What/How: Greek Life staff meets monthly with chapter presidents to share information and discuss community topics of interest or concern. Risk management topics are typically within those conversations to include over the past several years: alcohol at fundraising events, Exchanges, loading of buses on campus for off campus social events, theft, pranks, hazing and knowledge of hazing, hospital transports.

Chapter advisors join those meetings once a semester to discuss community issues and review procedures and practices as needed.

Total Number of Students/Advisors: 50 students/30 advisors (varies by year)

Greek Assessment: 1 point

Program: House Director Meetings

Frequency: Annually **When:** January

What/How: Greek Life staff meets with house directors to discuss PM 68, PS 78, PS 108 and their responsibilities in reporting. Minutes are distributed.

Total Number of House Directors: 25-30

Program: Council Judicial Board Training

Frequency: Annually since 2011 **When:** March

What/How: Greek Life & Student Advocacy and Accountability staffs train the PHC, IFC and NPHC judicial boards which includes LSU Student Code of Conduct, respective council policies and case studies.

Total Number of Students: 20

Program: New Member Educator Training

Frequency: Annually **When:** April 2018 (Added as a result of the Presidents' Directives)

What/How: Greek Life trains the IFC and PHC New Member educators on New Member education curriculum standards with a focus on building a new member experience to include programming, calendaring, facilitation and problem solving.

Total Number of Students: 35+

Program: Chapter Judicial Board Training

Frequency: Annually **When:** April 2018 (Added as a result of the Presidents' Directives)

What/How: Student Advocacy and Accountability trains the IFC, NPHC, and PHC Judicial/Standards boards on judicial process standards with a focus on process development and execution as well as proper format for submitting the program to the university.

Total Number of Students: 39 + with advisors

Program: Regional Info Sessions for PHC Potential Members

Frequency: Annually (20+ years) **When:** February-April

What/How: Panhellenic Council and/or PHC Advisor present to high school students in various regions around Louisiana and Texas. Topics covered include: overview of Panhellenic Council and Formal Recruitment details.

Total Number of Students: 10

Program: Recruitment Chairman Training

Frequency: Annually (PHC since 2015; IFC since 2017) **When:** April

What/How: Greek Life staff trains the IFC and PHC Recruitment Chairmen on Council Recruitment Rules focusing on University, national organization and council policies and alcohol.

Total Number of Students: 35+

Note: NPHC certify graduate chapters to facilitate both intake and new member education in a pre-prescribed process.

Program: PHC Recruitment Counselor/IFC Recruitment Counselor Training

Frequency: Annually (PHC since 2005; IFC since 2017) **When:** April

What/How: Greek Life and IFC/PHC VPs of Recruitment train the IFC and PHC Recruitment Counselors on Council Recruitment Rules, roles and responsibilities, and expectations in preparation for the fall

recruitment program. Training also includes communication with potential new members once assigned.

Total Number of Students: 180+

Program: PM-68 Training/ House Corporation Board Annual Meeting

Frequency: Annually **When:** May, since 2006

What/How: Director of Greek Life meets with House corporation board members to discuss PM 68/Life safety items and general housing management topics. Minutes are distributed.

Total Number of House Corporation Members: 35+

Program: NPHC New Member Orientation

Frequency: Biannually since 2013 **When:** Prior to start of MIP

What/How: NPHC Advisor visits each NPHC chapter facilitating membership intake and reviews the LSU Hazing policy and what to expect during their new member process. New members are encouraged to ask questions and verify that they are aware of the hazing policy.

Total Number of Students: 50+

Evaluation/Assessment of Program: 2010 and 2017 Campus Labs survey to determine knowledge gained on PS 108 and increase awareness of Greek Life resources and policies.

Summer

Program: NPHC/IFC/PHC Executive Board Freshmen Orientation (FOAP Meet the Greeks Presentation)

Frequency: Annually since 2004 **When:** Spring and Summer FOAP Sessions

What/How: Greek Life staff coordinates and trains the Council Executive Board members on presentation skills, as well as all aspects of marketing IFC, PHC, NPHC and Greek life as a whole for the 19 FOAP sessions.

Total Number of Students: 15

Program: Chapter Advisor Training

Frequency: Annually **When:** June 2018 (Added as a result of the Presidents' Directives)

What/How: Greek Life, et al, will coordinate and deliver training for the IFC, NPHC, and PHC advisors University mandated training with a focus on working with today's college student, student development, University Policies and Expectations, campus resources, etc.

Total Number of Advisors: 140 advisors +

Program: Greek Life Chapter Advisors Seminar

Frequency: Annually since 2008 **When:** July

What/How: Greek Life staff and outside presenters train Chapter and University Advisors. Topics include Risk Management Education, Policy Education, Mental Health, Advising Today's College Students and Title IX education.

Total Number of Advisors: 50+

Evaluation/Assessment of Program: 2013-2015 Campus Labs survey sent to chapter advisors one week after the seminar to determine whether participants gained a better understanding and knowledge of topics presented to include sexual assault prevention, hazing prevention, alcohol, mental health in students and working with today's college student.

Fall

Program: PHC Recruitment Counselor/IFC Recruitment Counselor Training

Frequency: Annually since 1990 **When:** August

What/How: Greek Life and IFC/PHC VPs of Recruitment facilitate a more intensive training of the IFC and PHC Recruitment Counselors on Council Recruitment Rules, roles and responsibilities, including but not limited to problem solving, listening skills, group facilitation skills, counseling on the membership selection process, handling frequently asked questions, campus resources, campus involvement, university procedures, academic importance, new member expectations, etc.

Total Number of Students: 180+

Program: PHC Recruitment Chairman and Advisor Training

Frequency: Annually (20+ years) **When:** August

What/How: Greek Life staff trains the PHC Recruitment chairmen and advisors on Council Recruitment Rules focusing on University, national organization and council policies.

Total Number of Students: 35 + advisors

Program: NPHC Greek Code Group Training

Frequency: Annually since 2014 **When:** August prior to start of semester

What/How: Greek Life staff facilitates the training of the NPHC Greek Code facilitators on roles and responsibilities, including but not limited to problem solving, listening skills, group facilitation skills, counseling on the NPHC Intake process, handling frequently asked questions, campus resources, campus involvement, university procedures, academic importance, new member expectations, etc.

Total Number of Students: 15+

Program: PS-78 Training/ IFC/PHC/NPHC Fall Kick Off Meeting

Frequency: Annually since 2006 **When:** August prior to start of semester

What/How: Greek Life staff meets with chapter advisors from groups that have events on campus with alcohol per PS 78 to review policy details to ensure their events comply with all university policies.

Total Number of Advisors: 20+

Program: PM-68 Training/ Fall Kick Off Meeting

Frequency: Annually since 2006 **When:** August prior to start of semester

What/How: Greek Life staff meets with housed chapter presidents, house corporation board presidents, advisors and house directors to revisit PM-68 to ensure housing requirements are met according to the memorandum.

Total Number of students/advisors/house corporation board members/house directors: 130+
Greek Assessment: 10 points

Documents are recorded and tracked by Greek Life Office. In the Fall, weekly reminders are sent to house corporation presidents to ensure timely submission. House director vacancies for more than 2 months result in formal correspondence from the Director of Greek Life that they have one month to comply and the house corporation will not be allowed to house LSU students. No violations have occurred after this letter has been sent.

Program: LSU IFC/PHC Sorority Social Contract regarding exchanges/Fall Kick Off Meeting

Frequency: Annually since 2008 **When:** Fall

What/How: In 2008, the IFC and PHC presidents, advisors and council delegates unanimously agreed to abide by a social contract regarding exchanges. This is reviewed at Kick Off in August and Chapter Officer training in January.

Total Number of students/advisors: 130+

Program: PHC Sophomore Chapter Convocation

Frequency: Annually for 20+ years **When:** August

What/How: The Panhellenic Council hosts a chapter convocation for Sophomore sorority women prior to the start of formal recruitment. Topics include new member education expectations and social responsibilities as they pertain to new members.

Total Number of Students: 2,000+

Program: PHC/IFC Potential Member Convocation

Frequency: Annually (20 + years) **When:** August

What/How: PHC Executive Council, IFC Executive Council, and Council Advisors present to potential members prior to the start of formal recruitment. Topics covered include an explanation of the recruitment process, as well as member expectations.

Total Number of Students: 1400+ (council executive boards + potential members)

Program: PHC/IFC Potential Member Parent Convocation

Frequency: Annually (PHC: 20 + years; IFC: 7 years) **When:** August

What/How: PHC Executive Council, IFC Executive Council, and Council Advisors present to the parents of potential members prior to the start of formal recruitment. Topics covered include an explanation of the recruitment process, as well as member expectations.

Total Number of Students: 18 (council executive boards) + parents

Program: PHC New Member Convocation

Frequency: Annually since 2009 **When:** Day after PHC Bid Day

What/How: Dr. Lori Hart addresses all PHC new members who participated in formal recruitment on risk management as a new member to include alcohol education.

Total Number of Students: 1100

Evaluation/Assessment of Program: Focus Group of New members from each chapter after the session.

Program: IFC New Member Convocation

Frequency: Annually since 2015 **When:** Day before IFC Bid Day

What/How: Dr. Lori Hart addresses all IFC new members who participated in formal recruitment on risk management as a new member to include alcohol, hazing prevention, drug, sexual assault prevention education. Greek Life staff presents policy information.

Total Number of Students: 500

Program: Alcohol, Hazing prevention, Drug, Sexual Misconduct and Bystander Intervention Risk Management Training

Frequency: Annually since 2007 **When:** Sept/Oct.

What/How: A Greek Life staff member visits each chapter at their chapter meeting (2007-2014 and again in 2017. 2015-2016 was presented in the Theatre to all actives and new members) and presents a 45-minute workshop on PS 78/108/63/PM 73. This presentation is mandatory for all chapter members and new members of the IFC, PHC and NPHC communities.

Total Number of Students: All Greek students

Greek Assessment: 16 points

Program: Hazing prevention Education Prevention Week

Frequency: Annually since 2007 **When:** September

What/How: Greek Life Office send a letters to parents of all IFC and NPHC new members on warning signs of hazing. The letter is also sent to the IFC and NPHC chapter president and advisor.

Marketing includes Reveille Ads, Campus Computer Screen Savers, posters, ODOS and Greek Life website education.

Evaluation/Assessment of Program: 2010-2014 Campus Labs survey to chapter presidents, new member educators and all new members one week after all presentations to determine whether participants can describe the relevance and value of the Greek Life hazing prevention, illegal drug, alcohol awareness, sexual assault prevention and bystander intervention education presentation. This assessment also included effectiveness of Hazing Prevention awareness program and how it benefits their individual chapter as well as the value of the letter sent to parents of IFC and NPHC new members regarding signs of hazing prevention.

Program: IFC Individual Chapter Consulting

Frequency: Annually in 2015 & 2016 **When:** Fall

What/How: IFC contracted and funded a third party consultant, Dr. Gentry McCrery, in 2015 and 2016 prior to IFC formal recruitment, to meet with each chapter's leadership to discuss privately replacing hazing practices. Meetings were optional.

Evaluation/Assessment of Program: Chapter presidents and IFC executive board met to discuss the effectiveness of the conversations after the meetings occurred.

Program: Hazing prevention Statement Form Submission

Frequency: Biannually since 2002 **When:** Fall & Spring

What/How: Each chapter president must submit a signed hazing prevention statement form stating that their chapter has read and understood the LSU Hazing policy.

Total Number of Students: All chapter presidents

Greek Assessment: Part of the 12 points of submission of paperwork

Program: Mock Trial – A Risk Management Education Workshop facilitated by attorneys and Greek Life staff

Frequency: Annually from 2011-2014/ At individual chapter request 2011-present **When:** Spring

What/How: Mock Trial facilitated by Greek alumni attorneys (volunteers) and staff. The mock trial describes a mock Incident/case study on alcohol and/or hazing prevention based on a Bid Night (IFC) /Intake (NPHC) /Social Event (PHC) incident occurring with an IFC/PHC/NPHC chapter.

This was the spring risk management workshop through 2014 then the topic changed to Sexual Assault Prevention/Misconduct. PHC and Greek Life staff continued using the Mock Trial as educational training when hosing social functions off campus.

Total Number of Students: 120 students

Program: PHC Potential New Member Safety Session

Frequency/When: Fall 2017

What/How: Open Eyes Emergency Safety professionals facilitated a self-defense and safety training for all PHC potential new members in the formal recruitment process, sponsored by PHC.

Attendance was not taken.

Total Number of Students: 1200 PHC Potential New Members

Program: PHC Active Member Safety Session

Frequency/When: Fall 2017

What/How: Open Eyes Emergency Safety professionals facilitated a self-defense and safety training for all PHC active members, sponsored by PHC.

Attendance was not taken.

Total Number of Students: 20

Program: Hazing prevention workshop for Resident Assistants and new Resident Coordinators in Residential Life

Frequency: Annually since 2007 with the exception of **2014** **When:** Fall

What/How: Greek Life staff trains new RAs and RCs during their fall scheduled trainings in a 45-minute workshop on the LSU hazing prevention policy to include hazing signs, culture and reporting. Online training was offered by Res Life in the years the in person training did not occur.

Required Participants: New RAs

Evaluation/Assessment of Program: Residential Life has perhaps included this session on their evaluation of all training.

Program: Greek Leadership Institute Retreat

Frequency: Annually since 2011 **When:** September

What/How: Greek Life staff trains members of GLI in a 4-hour retreat for focusing on higher level leadership concepts and teachings, review all GLI programs and initiatives, expectations, facilitation, curriculum development, PR, etc.

Total Number of Students: 8

Program: Greek Board of Directors Retreat

Frequency: Annually since 2012 **When:** September

What/How: Greek Life staff members conduct a 5 hour retreat/training for GBOD members to include skill development based on their respective roles, Myers Briggs Personality Inventory, leadership development and team building, leading and motivating committee members. The board members are then prepped to facilitate committee selection and training.

Total Number of Students: 18

Program: Greek Board of Director Committee Retreat

Frequency: Annually since 2012 **When:** November

What/How: Greek Life staff members conduct a 2 hour retreat/training for GBOD board and committee members to include skill development based on their respective roles, Myers Briggs Personality Inventory, leadership development and team building, presentation skills, time management and organization.

Total Number of Students: 45

Program: Good to Great Leadership Workshop

Frequency: Annually since 2014 **When:** October

What/How: Greek Life staff members conduct a 3 hour workshop focusing on Jim Collin's book "Good to Great".

Total Number of Students: 120

Program: Tri-Council Installations/Transition

Frequency: Annually since 2015 **When:** November

What/How: Greek Life staff coordinates and facilitates an installation and transition period for all incoming council officers. Topics include position responsibilities, transition meetings with their respective position and council advisors, office policies, etc.

Total Number of Students: 25

Program: Greek Assessment Workshops

Frequency: Annually **When:** Year Round

What/How: The Greek Life staff facilitates the Greek Assessment process. A component of this process allows chapters to host educational workshop for bonus point opportunities. The Greek Life staff provides a list of campus and community partners for organizations to use a resource. Topics include: Sexual Misconduct, Wellness, Academic, & Diversity/Inclusion.

Program: Greek Assessment Meeting with Chapter Presidents and Advisors

Frequency: Annually since 2007 **When:** November

What/How: The conclusion of the Greek Assessment process includes the submission of supporting documents and a meeting with the Director of Greek Life and their respective council advisor. Three out of Five of the following must attend this meeting: Outgoing chapter president, Incoming chapter president, chapter advisor, house corporation president, Faculty advisor. During this meeting, the chapter representation and Greek life staff discuss in detail the progress of the chapter, their Greek assessment score, judicial status, leadership preparations, evaluation of weakness, etc.