



Phi Sigma Kappa
Fraternity
1900-1901

November 17, 2022

Dr. Lisa C. Freeman
President
Northern Illinois University

Dear Dr. Freeman,

On behalf of the task force, we are pleased to submit this Recommendations Report completing the charge of the Presidential Task Force on the Revitalization of Greek Life.

We wish to thank you for giving us the honor and privilege of leading this task force. The task force was created because both you and the university understand that a healthy and vibrant Greek community is an important aspect of NIU's campus and the student experience. Additionally, you join us in believing that a values-based Greek life has the potential to provide a healthy learning environment where students can grow to reach their full scholastic and personal potential.

We would especially like to thank the numerous students, alumni, administration members, Greek leaders, city officials, law enforcement, advisors, stakeholders, researchers, experts and civic leaders who stepped forward to support the efforts of the task force and to lend their experience and expertise during the development of the recommendations contained in this report. The passion and commitment shared by all to building a healthy, vibrant and diverse Greek community became a continual source of inspiration and encouragement to the task force.

We would also like to extend our appreciation to our fellow task force and committee members as well as our staff liaisons for their hard work and commitment to the process of arriving at consensus around these recommendations. Each brought their diverse backgrounds and perspectives to the table, and we were able to come together to understand the issues of all four governing councils, as well as the community as a whole, to propose thoughtful, specific recommendations.

While much work remains to be done to revitalize Greek life at NIU, we wish to thank the university and especially the Division of Student Affairs for embracing the commitment to revitalization and for the work that has already been completed in implementing these recommendations. It is our hope that the recommendations included here will meaningfully contribute to the revitalization of the Greek community and the value of the student experience.

Go Huskies!

Jeff Liesendahl
Co-Chairperson

Melody Mitchell
Co-Chairperson

Introduction

The challenges experienced by the Greek life community at Northern Illinois University (NIU) over the last decade have been significant. On their own, the challenges of NIU's Greek life community are not dissimilar from challenges faced by many Greek life communities at other regional comprehensive universities: declining enrollment, shifting demographics and a shift to a compliance/risk management mindset within the fraternity/sorority community.

The reputation of Greek systems across the nation has been called into serious question with incidents of rampant alcohol and drug abuse, racism, sexual misconduct and hazing that result in harm and loss of life. Universities are now beginning to see chapters that have lost recognition because of conduct issues, that resist reform and that continue with underground events and activities.

What makes the NIU Greek life community unique is the timing and magnitude of these changes. Just as a significant enrollment shift was beginning to take place at the university, and as a multiyear budget impasse negatively impacted the state's public universities and their ability to invest in staffing, programs, spaces and activities in Greek life, NIU experienced unacceptable behaviors from its Greek community. These included the death of a fraternity student from hazing in 2012 that sparked the erosion of mutual trust and prompted the university to act with an even greater emphasis on compliance, discipline and risk management instead of areas such as leadership development.

The fraternity/sorority life unit (herein referred as FSL or FSL office) was compelled to move from an "advise and support" model toward a "compliance and enforcement" model of advising campus fraternities and sororities. Additionally, the decline in enrollment reduced the demand for student housing in DeKalb, which had a significant negative effect on the Annie Glidden North neighborhood where the majority of the Greek life students lived. The nearly simultaneous timing of these changes has proved to be a serious challenge to the fraternity and sorority community at NIU.

The community has dwindled in size; many chapters have been closed; some have lost or are on the verge of losing their houses; and relationships between students, alumni and the university are broken. The FSL office began maintaining Greek life membership records in 2010. It is estimated that Greek life peaked in the early 1990s with approximately 2,500 members when university undergraduate enrollment ranged from 16,400 to 18,200. Since that time, NIU undergraduate enrollment has declined, with 2020-2021 data showing undergraduate enrollment of 11,834. Greek life, however, has experienced more than double that level of decline, with 2020-2021 membership reported at 691 members.

Lastly, the arrival of COVID-19 brought new and greater obstacles to an already fatigued Greek life and further impeded the ability to provide a traditional on-campus student experience and Greek recruitment effort.

The Opportunity

NIU and the members of this task force believe that a healthy, vibrant and productive Greek life community can provide invaluable opportunities to bring students together and foster strong academic performance, leadership development, commitment to service, cultural awareness and lifelong friendships. Fraternities and sororities have been part of NIU's student experience for more than 75 years and require continual investment from the university, national chapters, advisors, alumni and current members to help ensure a long-lasting future.

Industry research supports the value of Greek life to the institution and the student experience:

- 75% of Greek members demonstrate strong satisfaction with their overall student experience.
- 83% of Greek members indicate stronger leadership confidence as a result of their membership.
- Greek alumni are more likely to feel that their alma mater prepared them well for life after college and that they gained important job-related skills.
- Despite being less diverse than students in general, Greeks reported higher levels of interaction with people different from themselves than did other students.
- Just over half of Greek alumni had jobs waiting when they graduated or found employment within two months, compared with 36% of nonaffiliated alumni.
- The majority (54%) of Greek alumni say they donated to their alma mater in the last year, versus just 10% of nonaffiliated alumni.

While the challenges faced by NIU's Greek life community are not simple with quick, one-size-fits-all approaches, the pandemic and issues of social justice and inequity have renewed in Huskies a desire to be a part of a connected and healthy community where all feel welcome and respected as they work to succeed. NIU's Strategic Enrollment Plans are also delivering positive results leading to year-over-year growth in enrollment of new students.

NIU is emerging stronger from a very challenging period of its history with a clear mission, vision and values, and a renewed commitment to providing every student with a sense of belonging, resources for personal and professional success, and the opportunity to contribute to our community and society. The university administration has taken notice that our Greek students are showing a readiness and aptitude to reinvest in their community.

Over the course of the spring 2021 semester, Greek Council leadership from the Interfraternity Council (IFC), Multicultural Greek Council (MGC), National Pan-Hellenic Council (NPHC) and the Panhellenic Council (PHC), along with chapter presidents, came together to formally define and commit to five shared values for their community:

- **SERVICE:** Unselfish concern and advocacy for others through the donation of time or money.
- **SCHOLARSHIP:** Prioritizing, planning and taking responsibility for high academic achievement as members and chapters.
- **SIBLINGHOOD:** The process of providing equitable resources, opportunities and creating an inclusive environment for coexisting in harmony and appreciation of each other while holding each other accountable.
- **LEADERSHIP:** Resilience and passion for membership work for their chapter, council, student organization, or other activities on- or off-campus.
- **CULTURAL AWARENESS:** Understanding and accepting each other's cultural differences and identities.

With renewed commitment, the start of a new, values-based foundation established by Greek life leadership, along with support from Greek alumni and the NIU Foundation, NIU President Lisa C. Freeman created the Greek Life Revitalization Task Force to help identify ways to move our Greek organizations and culture forward. President Freeman gave our task force the following charge:

"A healthy and vibrant Greek community is an important aspect of a residential campus and is consistent with NIU's desire for students to build communities and support one another and our university.

NIU has a proud history of student participation in Greek organizations that is rooted in long-lived values and embedded traditions consistent with those of the university.

The charge of this task force is to assess the current state of NIU's Greek community and offer recommendations on how to revitalize the Greek community and student experience.

In recognizing the complexity of the Greek community, it is important the task force assess all four governing councils and define recommendations for the entire community and specific councils."

Task Force Makeup

The task force was comprised of student representatives from all four Greek councils on campus, alumni of the Greek life community, NIU administrators and a DeKalb community representative. A full list of the members of the task force can be found in Appendix A. The task force held nine monthly meetings throughout the 2021-2022 academic year, beginning September 2021 and continuing through June 2022.

To conduct its work, the task force met with a number of key constituencies including President Freeman and other university officials; Greek student leaders from all four councils; DeKalb city officials; local law enforcement; Greek chapter advisors; national and regional Greek executive board members; Greek housing representatives; and Greek alumni. Discussions with these groups centered on various topics including the current state of Greek life; Greek councils' roles in Greek life; recruitment and retention; housing concerns and needs; student safety concerns; revitalization plans for the Annie Glidden North area; fundraising; and the future of Greek life. Of particular help was the engagement of outside organizations that are known nationally for their expertise in Greek life. Additionally, NIU's Center for Governmental Studies conducted focus groups and an online survey with Greek alumni to better understand the views and concerns of this group while obtaining their feedback and recommendations for revitalization.

Because of the immense scope of the work, and to allow members to go into greater detail into Greek life at NIU and nationally, the task force also created four committees that met multiple times throughout the year. Each comprised task force members and, to bring more perspectives into the process, additional Greek students, alumni and administrators. A full list of the committees' membership can be found in Appendix B.

Committees were charged as follows to develop recommendations for changes and improvements that would positively impact Greek life:

Recruitment

This committee reviewed the current recruitment and new member processes utilized by the four councils and worked with NIU administration and external experts to seek best practices on how to effectively market and recruit new members.

Housing and Alumni

This committee reviewed the unique housing issues and needs of each of the four councils. As part of this effort, the committee engaged with Greek alumni to understand their wants and concerns for Greek life at NIU, as well as how to optimize the role that alumni play in supporting Greek life at NIU. Additionally, the committee worked with NIU administrators, the City of DeKalb, alumni groups, housing corporations and other sources to seek best practices.

Policies, Procedures and Community Relations

This committee reviewed the current policies and procedures at NIU and at the national level that affect each council. Members sought to understand and maximize the relationships that Greek life has with independent students, faculty and alumni as well as with the DeKalb community as a whole. This committee also worked with the NIU administration, external experts and other sources to identify best practices that could be applied at NIU.

Safety, Accountability, Wellness and Service

This committee focused on understanding the safety, accountability and wellness needs of Greek students, as well as the opportunity for service at NIU and in the community. Members sought best practices in the Greek world for these areas, as well as siblinghood development, scholarship, leadership development, cultural awareness and service.

Expectations and Assumptions of the Task Force

Utilizing our diverse perspectives, experiences and expertise, members of the task force collaborated to develop a set of expectations and assumptions to guide our process and the development of the recommendations documented on Pages 13-26.

Together, we identified the following:

1. A values-based Greek life has the potential to provide NIU's students with a unique campus experience that will build leadership skills, create lifelong relationships and foster an ongoing alumni affinity to NIU. The task force strongly supports NIU's Fraternity and Sorority Life Community Values:

- Service
- Scholarship
- Siblinghood
- Leadership
- Cultural Awareness

The NIU Greek life community, both students and alumni, should continually seek to hold themselves accountable to these values.

2. Greek life at NIU should be open to all students regardless of race, religious affiliation, color, creed, national origin, sexual orientation, marital status, physical disability or other characteristics protected by state or federal law. There should be a home in NIU's Greek life for all students who are willing to live by the community's values and seek lifelong opportunities for intellectual and personal growth.
3. The Greek life community at NIU should be a healthy learning environment where students grow to reach their full scholastic and personal potential. There is no place in the Greek life community for sexual misconduct or hazing in any form. The task force fully supports NIU's Sexual Misconduct Policy and its zero-tolerance policy on hazing.
4. The misuse of alcohol and drugs has been a continuing issue in the overall Greek community as well as NIU's Greek life community. Any use of illegal drugs, or the illegal or irresponsible use of alcoholic beverages in the Greek life community poses a significant threat to the health and safety of our students, and is contrary to the values and ideals of NIU's Greek life.
5. All NIU students, Greek or not, deserve to live and learn in a safe, healthy and supportive environment.
6. Successful NIU Greek life in the future will need to be different from successful NIU Greek life in the past. While the values of Greek life endure over time, certain aspects of Greek life in the past such as alcohol abuse, hazing, sexual misconduct and lack of inclusivity are harmful to students and have no place in modern Greek life. In the future, NIU's Greek system should influence individual student behavior and fraternity/sorority chapter culture to promote the positive values and ideals of Greek life while minimizing risky behaviors.
7. NIU should continue to vigorously embrace its students' rights to the legitimate freedom of expression, speech and association. The university should continue its commitment to the fair and responsive resolution to each student conduct case, ensuring consistent and equitable treatment of all participants in the process, including full consideration of the unique circumstances of each individual case and the use of restorative justice practices as appropriate to the situation. Through the student conduct process, NIU should provide opportunities for students to clarify values, develop decision-making skills and gain an understanding of the impact of their actions on themselves, others and their community.
8. The NIU Student Code of Conduct represents the bare minimum of acceptable behavior. Greek life's commitment to civility, mutual respect and tolerance should cause the members of NIU's Greek life community to adhere to an even higher standard of behavior in these matters — not because they are required to do so, but because a commitment to a values-based Greek life dictates it.
9. The Greek system at NIU is best served if students understand that joining a fraternity or sorority is not just a collegiate experience, but a lifelong commitment. The core values of being Greek bring to life the common thread of friendship, service, leadership and scholarship. Involved, engaged and supportive Greek life alumni will create a support base that will benefit not only those who belong to NIU's Greek life but also the entire NIU community.



Expectations and Assumptions of the Task Force continued

10. Full student self-governance, while ideal, is difficult to implement and fully achieve. It requires the unwavering commitment of students, the administration and alumni to allow the students to take ownership over their choices reaping the rewards and paying for the consequences of those choices. It is a powerful developmental tool and a laudable goal. However, it is important to remember the ever-revolving door of student members and leaders as well as the continuous need to equip students with developmental skills in these areas make this goal challenging.
11. The Greek life revitalization process is an ongoing effort. The decline in Greek life at NIU occurred over a period of more than 20 years and was the result of numerous factors. The creation of the task force and the issuance of this report are the start of the revitalization process. Although the administration has already implemented some of the task force's recommendations, the revitalization process will need to be a long-term effort that will demand the committed effort and resources of all interested parties.

Greek Life — Administration, Governance and Organization

NIU has a long history of Greek life on campus. The first sorority, which was later absorbed by Delta Zeta, was established in 1944. The first fraternity, founded in 1947, was later absorbed by Phi Sigma Kappa. NIU's first NPHC chapter, Alpha Phi Alpha Fraternity, Inc., was founded on campus in 1964. NIU also has one national organization founded on campus within our Multicultural Greek Council: Kappa Pi Beta in 2000.

Greek life flourished at NIU during the 1960s, '70s and '80s, with growth in chapters and memberships. The majority of the chapter houses were built on Greek Row in the late 1960s and early 1970s. The three councils at NIU during this time period — the Interfraternity Council, the National Pan-Hellenic and the Panhellenic Council — maintained chapter houses on Greek Row. Chapters from the newly formed United Greek Council (renamed to the Multicultural Greek Council in 2022) began to join NIU Greek life in the 1990s.

The administration of Greek life at NIU resides in the Division of Student Affairs under the Office of Fraternity and Sorority Life. Prior to the FSL office opening in 2018, the functions of the office were performed as a part of Student Involvement and Leadership Development. FSL was founded to provide advocacy for the fraternal experience at NIU, advising chapters and councils and provide support for programs, policy development, training and other educational opportunities. As a part of this role, FSL staff developed and published the first annual report for the department for the 2020/2021 academic year. The most recent annual report can be found in Appendix C.

FSL was launched with one director, one associate director and four graduate assistants. Today, the FSL office has just one full-time staff person and two graduate assistants, and a search for a new director is near complete at the time of this report's publishing.

The NIU Alumni Association also supports Greek life through the Greek Alumni Council, an affinity group representing graduates and friends of the NIU Greek system. The mission of the council is to:

- Serve as a vehicle to create and reinforce strong relationships among Greek alumni, the NIU Alumni Association and NIU.
- Foster the growth of NIU Greek students.
- Advocate for the Greek program.

Students also play a critical role in the governance of Greek life through four Greek councils which, combined, represent a total of 42 of chapters. The councils are:

Interfraternity Council (IFC): IFC includes 10 active chapters, eight of which have houses on Greek Row. Within the IFC, all chapters are affiliated with inter/national organizations; six are affiliated with the National Interfraternity Council (NIC) governing body. The NIC provides overarching governing standards, policies and general support for the students and the national organization members.

Multicultural Greek Council (MGC): MGC is home to 15 multicultural chapters serving Latinx, Asian and multicultural students at NIU. There are seven sororities, seven fraternities and one co-ed fraternity. All 15 chapters are affiliated with inter/national organizations, and nine chapters belong to one of two umbrella organizations. These governing bodies are the National Association of Latino Fraternal Organizations (NALFO) and the National APIDA Panhellenic Association (NAPA). These umbrella organizations provide support for member organizations.

National Pan-Hellenic (NPHC): NPHC has four sororities and five fraternities, all of which are historically African American and are commonly referred to as "The Divine Nine." All NPHC chapters are affiliated with national organizations and the NPHC governing body. The NPHC governing body provides overarching governing documents and policies, professional development for students and general support for member organizations.

Panhellenic Council (PHC): The Panhellenic Council hosts eight sororities. Five of these chapters are considered regular members, participate in a formal recruitment weekend in September and have houses on Greek Row. There also are two multicultural chapters and one local chapter in the council, which are categorized as associate members. Within the Panhellenic Council, seven of the chapters are affiliated with national organizations and five chapters are affiliated with the National Panhellenic Conference (NPC). The NPC provides governing policies and support in the areas of general operations, marketing and recruitment.

Greek Life — Administration, Governance and Organization continued

Chapters

A list of the individual chapters that comprise the four councils can be found in Appendix D. Each chapter is required to have a trained faculty/staff advisor who is a full-time NIU employee. Additionally, although the involvement varies, most chapters have at least one alumni advisor to support the chapter, and many have entire advisory boards that range in size from three to more than 15 members. Typically, PHC and NPHC's national organizations provide onboarding and training for their advisors. IFC and MGC onboarding and training is not consistent and varies significantly by organization.

When chapters are repeatedly in violation of social, alcohol and/or other policies, they risk losing recognition by the university and the associated benefits of recognition. National offices also have the right to revoke recognition for violations of university and/or national policies. While individual chapter members are required to follow the NIU Student Code of Conduct, the organization as a whole has no obligation to follow any university policies or requirements. Currently, three chapters that have lost their university recognition within the past several years are still recognized by their national organization and operating in the local community.

Chapters with Dedicated Housing

Housing options for NIU Greeks differ depending on the councils under which the chapters fall. MGC and NPHC chapters do not have formal houses. For IFC and PHC chapters, there are generally three types of housing support. The first is that the chapter house is owned, managed and operated by the national organizations. This is the case for almost all PHC chapter houses. Next, there are nationally owned houses where management falls to local alumni. This is the case for some IFC chapters. The final type of house management is where the house is owned, operated and managed locally. This is the case for some IFC chapters and one PHC chapter. In these instances, support varies from chapter to chapter and is dependent on how involved alumni want to be in the operation of the houses.

The chapter houses are contained within NIU's Greek Row, located on the northwest side of DeKalb in what is commonly referred to as the Annie Glidden North neighborhood. There are 13 fraternity and sorority houses on Greek Row, and more than half of all Greek life students live in these houses.

Core Themes

Through the invaluable aid of outside experts, research, listening sessions, brainstorm, community forums, honest dialogue and more, the task force identified a multitude of challenges and opportunities for revitalizing Greek life at NIU. While each council and chapter has its own needs, ideas and requests, the following core themes were found to be the dominant concerns across Greek life and informed the development of our recommendations. The core themes are as follows:

Greek life membership at NIU has declined much faster than undergraduate enrollment, and the decline has accelerated in recent years.

Membership has declined sharply since 2015, with the effects of the COVID-19 pandemic accelerating that decline. In 2021, membership was down to 666 members (6% of undergraduates). Undergraduate enrollment has declined 21% since 2015; however Greek membership has declined 62% in the same period, representing a reduction nearly three times that of the student decline. This decline also far exceeds national trends in Greek life membership.

There is a mutual lack of trust between Greek life, the FSL office and the university. Students and administrators expressed that trust has eroded over a period of many years and needs to be prioritized. At various points throughout the past year, student participation in our task force process was lower than expected, which we attribute to their lack of trust that the effort would be worthwhile or directly beneficial to Greek students. Nonetheless, we believe broad opportunities exist for meaningful communications and interactions with current and prospective students. Open, direct and frequent communications are essential not only to have trust, but to create a culture where values are seen and heard, and where the community's contributions are celebrated. The Greek community needs to have clear goals to support its values along with a full understanding of how the university will invest and support its efforts. It is imperative that this start with the rollout of the Greek Life Revitalization Task Force Report and Recommendations and by creating opportunities for students and administrators to come together to discuss and collaborate on the development of an implementation plan to move Greek life forward. Greek students want to know that the university will support and advocate for them.

The FSL office has historically had a compliance/discipline mindset rather than a development/promotion mindset. The perception of the Greek life community is that the FSL office has kept the community at arm's length and has focused on overly complex and complicated policies and paperwork as well as discipline rather than teaching and guidance.

Certain university policies and procedures, as well as their enforcement, unfairly affect Greek students and their organizations. There is a strong perception that some of the university's policies are counter to a culture that is pro-Greek and that the FSL brings a punitive mindset when enforcing these policies rather than taking a more supportive, flexible position. Students and the Greek system as a whole will benefit and be more responsive to a more simplistic, positive and educational approach with clear and consistent values-based policies, procedures and restorative justice opportunities to foster a responsible and accountable community.

FSL's inadequate and inconsistent staffing has been detrimental to Greek life, and its focus on interacting primarily with chapter presidents and council officers has not been effective. Without the right resources and support, areas such as new member recruitment, communications, providing meaningful leadership development opportunities and enacting easy-to-navigate processes and conduct resolution resources have suffered. Additionally, the lack of staffing has made the challenge of coordinating multiple organizations with varying amenities and resources, standards, expectations and involvement from national offices, alumni and Housing Corps ineffective and unproductive. The FSL unit spends a disproportionate amount of time advising and supporting governing chapter presidents and council officers. Unfortunately, this philosophy has severely hampered the impact and reach of the FSL office.

The university's more-than-10-year delay in completing the NPHC Yard has created widespread resentment and trust issues within the NPHC community. The Yard is a physical tribute to the Divine Nine and their organizational history on campus. Through various discussions with active NPHC students and alumni, the task force learned about a widespread concern stemming from the



Core Themes continued

university's delay in completing the construction of a NPHC Yard on the NIU campus near Stevenson Towers. These delays, including difficulty in obtaining national organization approvals and the turnover of staff in Student Affairs, effectively brought this project to a halt. The task force is proud to have played a role in helping to get the NPHC Yard project finished. It was rededicated Oct. 8, 2022, as part of the NIU's Homecoming celebration. While the completion of this project was a major step forward, the lingering resentment and trust issues still need to be addressed.

Current student-led Greek recruitment efforts (without university involvement) are not effective and most often do not reach a diverse mix of top students and student leaders. Greek life recruitment at NIU can be described as disjointed and unorganized, and ruled by a scarcity mindset. The effects of the COVID-19 pandemic have further exacerbated the ability of fraternities and sororities to recruit new members. Even in good times, each council has different timelines, national requirements and expectations, which further the confusion for prospective members and which fuel unhealthy competition. Fortunately, broad opportunities exist for the university to partner with Greek life for meaningful communications and interactions to attract prospective students into Greek life. There is also significant opportunity to involve other areas of the university, such as Admissions, Marketing, Alumni Relations and the Foundation, to leverage their expertise and channels to support enhanced communications and drive new student recruitment versus relying on Greek students alone to manage these efforts.

The safety concerns in the Annie Glidden North neighborhood are a major issue to Greek life students living on Greek Row. Being Greek means being together. Students want and need places where they are comfortable and encouraged to gather; student feedback was clear that they don't always feel safe in their off-campus surroundings

on Greek Row. The significant investment of time, ingenuity, planning and dollars are necessary to enhance existing spaces/housing and consider new ones, as well as support the revitalization of the Annie Glidden North neighborhood. The university should dedicate to investment in physical spaces that provide all students with opportunities to safely and equitably socialize, host activities, cohabitate and/or build pride.

University-sponsored trainings associated with Greek life focus almost solely on policy compliance and procedures. While those areas are important, students need training and engagement activities that will help build their academic abilities, cultural competency, leadership skills, community health, personal well-being and more. In coordination with alumni and faculty/staff advisors, opportunities exist to create enriching experiences, trainings and development programs at the chapter-level to promote the community's five shared values.

NIU Greek alumni feel their Greek life experience was very important and are disappointed as they perceive the university is not supporting Greek life. This is straining their ongoing relationship with the university. A deficit of alumni engagement exists at the chapter level for most Greek organizations. The task force found that the burden is often being shouldered by a small number of alumni who are attempting to play vital roles but lack the time and support they need. Greek leaders (especially fraternities) expressed concern that chapter advisors and alumni advisors do not have proper training or are either nonresponsive or not providing guidance to leadership/members. The quantity and quality of engagement of NIU Greek alumni will have a significant impact on the prospects for revitalization of Greek life at NIU. Some of the university's most involved alumni are Greek and have made significant contributions to the NIU community in a multitude of ways over the years.

Recommendations

After months of information gathering, thoughtful consideration and collaboration, the task force is pleased to share a comprehensive list of recommendations spanning general ideas to specifics on recruitment, housing, alumni, policies, safety and accountability. Some recommendations are already underway, and many can be acted on in the short-to-midterm; others require significant time and capital investment.

General Recommendations

1. Focus on rebuilding mutual trust between the university and Greek life.

For any of the recommendations outlined in the remainder of this report to have any impact on the culture and success of the Greek life community at NIU, the rebuilding of mutual trust between the university administration and the Greek life active and alumni community is essential. Trust has been broken over a lengthy period; it will take time to rebuild this trust and a dedicated effort and commitment from both the university and the Greek life community to achieve it. The creation of this task force is the first step in that process. Proactively working to implement the task force's recommendations is the next step, and follow-through on promises is essential.

2. Shift the Greek life mindset from "Adapt or Die" to "Adapt and Thrive."

The Greek community at NIU, especially IFC and PHC, has often been reactive to conditions such as enrollment decline, changing student needs and neighborhood deterioration. The Greek community would benefit from more proactive efforts of how it can influence these conditions and evolve for the better rather than conceding it must just react to them. Higher education and the campus environment around the nation, and specifically at NIU, have and will continue to evolve rapidly. The values of NIU's Greek life community are as relevant to today's NIU students as they were in 1944 when the first sorority was founded at NIU. Today's students strongly care about service to community, scholarship, and diversity and inclusion. They crave siblinghood and desire to learn how to be leaders. Greek life can and should adapt to thrive in today's environment.

3. Increase FSL office staffing.

The FSL office is currently staffed with an associate director and two part-time graduate assistants. For any reinvigoration strategies to have a chance for successful implementation, a full team of professionals dedicated to system implementation and student education, advocacy and support is needed.

The university is already moving in the right direction by conducting a search for a director of the FSL office, which is anticipated to be complete this fall.

The university should also explore funding models to increase the level of graduate assistants available to work with local chapters. For example, the Colorado State FSL office shares the cost of graduate assistants with alumni clubs who voluntarily contribute funding to provide the additional consulting and leadership skills provided by the graduate assistants to their active chapters.

4. FSL should prioritize supporting and advocating for students.

A fundamental shift in the FSL office's philosophy regarding its work is required. The FSL office must move away from a mindset focused solely on policy compliance and embrace a philosophy of support and advocacy for all Greek councils and chapters. This shift in philosophy should be reflected in tangible actions demonstrating the university's support of the community. These actions should include:

- FSL staff attending meetings to interact with students, listen to concerns and discuss ideas for advancing the Greek life community.
- A noticeable shift from the significant level of time and effort spent on issues related to policy enforcement, event registration and compliance to issues related to chapter coaching/support, community visibility and community health.
- A strategic plan for the office that prioritizes personal relationships with chapter leaders, community health and community growth as well as intentional partnerships with chapter advisors, national headquarters, alumni and other stakeholders.

Recommendations continued

5. **Development and alignment of effort with strategic priorities.**

The FSL office currently operates without a set of overarching strategic priorities. Because of that, the efforts of FSL staff seem disjointed and lack a cohesive focus.

The FSL office should utilize the findings of this report and the analysis done by professional consultants to develop a set of three to five strategic priorities. Once these priorities are established, all FSL staff efforts (programming, advising, chapter goal setting, etc.) should be designed around advancing these priorities.

The FSL office should then also develop and implement an ongoing assessment plan to understand, over time, the impact that its efforts have in moving the needle in each strategic area.

6. **Shift advising and communication structure to chapter officer pods.**

FSL staff report spending a significant amount of time supporting councils and council officers whose impact on the community, according to chapter leaders, is negligible. Less time should be spent in one-on-one meetings with council officers, and more time should be devoted to supporting chapter officers in group settings. Instead of time spent advising councils, time should be spent advising, supporting and communicating with “pods” of various chapter officers. While the specific time spent in this area should be driven by new strategic priorities, the FSL staff should engage in biweekly training/roundtable meetings with recruitment chairs, new member educators, accountability/standards chairs, brotherhood/sisterhood chairs and other chapter officers who are critical to advancing FSL strategic priorities at the chapter level. The FSL staff should only meet in person with the governing councils on a biweekly or monthly basis to handle council-level business; the time saved by this change should go to supporting student leaders in these leadership pods.

The creation of these student pods would serve the dual role of helping bridge the gap and build meaningful relationships among and between officers of different chapters, helping address the challenges associated with negative competition and an overall lack of Greek unity, particularly among fraternities.

There has already been some progress on implementing this recommendation via a pilot that started this academic year. At this time, FSL is starting with monthly meetings with various officers with the hope that the hiring of more staff will allow an increase to the recommended biweekly meetings.

7. **Working with national offices to attempt to reinstate unrecognized chapters.**

As the university and FSL office move from a compliance mindset to a support mindset for the Greek life community, and implements the recommendations expressed in this report, FSL should work with organizational leaders to develop and implement a reinstatement plan for inactive chapters. FSL must also tailor its strategies to consider the organizational hierarchy for reinstatements because the reinstatement process might be different for the chapters in the four councils. It would be in the best interest of all parties to have these chapters reinstated and appropriately following the rules and standards of the university and the respective councils.

To receive recognition, these chapters should be required to pledge that they will follow all rules and standards of the university and their respective councils. It might be appropriate to reinstate these chapters into a clearly defined probationary status. This probationary status would be removed when/if the chapter successfully completed the defined probationary process.

If these chapters decide not to apply for reinstatement or will not/cannot complete the probationary process, then the university should continue to not recognize these chapters and advise students not to join these organizations.

8. **Partner with the NIU Foundation to raise funding to support Greek life initiatives.**

The university should partner with the NIU Foundation to seek donations to financially support Greek life educational programs as well as to subsidize the operations of the FSL office. The task force partnered with the NIU Foundation on the task force’s efforts and received generous support from alumni and Greek alumni organizations. These fundraising efforts could be expanded to provide valuable support for educational programming in



Recommendations continued

the areas of leadership development; health and wellness; and diversity, equity and inclusion. The task force received clear feedback from alumni during the focus groups of their desire to support the university in its Greek life revitalization efforts.

9. **Study aspirational fraternity and sorority communities.**

The task force believes the FSL office would benefit from researching other similar institutions with sorority and fraternity communities that are operating at a relatively high level. None of these communities are perfect, of course, but as models for staffing structure, programming plans, community culture and growth systems, these schools provide peer institutions with opportunities to learn. Through discussions with industry experts and with other FSL offices, the task force identified 11 public universities with between 12,000 and 20,000 students and relatively strong Greek life communities. This list includes:

- Appalachian State University
- University of North Carolina - Charlotte
- Florida Atlantic University
- Bowling Green State University
- University of Wyoming
- Ball State University
- University of Idaho
- Murray State University
- University of Nebraska at Kearney
- Colorado State University
- University of Southern Mississippi

The FSL office should also study Historically Black Colleges and Universities (HBCUs) that have especially effective NPHC chapters.

10. **Ongoing improvement and maintenance for the NPHC Yard.**

The Yard is the space on campus where students and alumni who are members of the NPHC can gather, hold special events, take pride in their organization and celebrate their heritage. While the completion of the NPHC Yard is extremely positive, the university must develop an improvement and maintenance plan to upkeep the NPHC Yard's grounds. Without such a plan, the task force is concerned that the NPHC Yard will not be properly maintained.

11. **Implementation plan.**

The university should create an implementation plan to ensure that the recommendations from this report that are accepted by the president are completed in a timely manner.

Recruitment

1. **Enhance recruitment efforts and simplify the process to express interest.**

Recruitment is tied to the larger picture of Greek life. NIU must work on creating a desirable Greek life culture in all aspects to recruit the student leaders of the future. The path forward is not "survival of the fittest." The path forward is what is best for the entire community, while understanding that the differing history and traditions of individual chapters or councils might not allow for a one-size-fits-all recruitment model. To this end, we recommend creating comprehensive marketing strategies, training and development that consider the nuanced membership intake processes for all Greek organizations.

The Greek community would benefit from working with NIU's admissions/registrar/orientation departments to create an opportunity for all incoming students to indicate their level of interest in Greek life on university registration materials. Whether this is a check box on official registration forms or a survey sent by the university, this is by far the holy grail of fraternity/sorority leads-generation. Research indicates that far more students are interested in the idea of sororities and fraternities than those who ultimately follow through. The university should determine who they are when they start school and reach out to them directly.

FSL should develop and implement a holistic Greek life marketing strategy to include:

- Use of a core marketing narrative that honors the diverse Greek organizations and their historical traditions on campus and nationally.
- Update the FSL website to have more of a marketing focus. The target audiences of the website should be, in priority order: potential members, families of potential members and current members. Make sure there is deep, emotional, visual, narrative-reinforcing content for the first two

Recommendations continued

audiences especially. Ensure it is easy for prospective members to indicate interest.

Progress is already being made on this front as the FSL website was rebuilt in the summer of 2022.

- Social media and traditional marketing campaigns, launched in collaboration between the Division of Enrollment Management, Marketing and Communications and FSL, with an emphasis on amplifying the brands of MGC and NPHC.
- Use of a formal Request for Information (RFI) form for potential NIU students that includes an option to select interest in Greek life.

An RFI form was added to the FSL website in the summer of 2022.

- Targeted outreach strategies tailored for each Greek council related to recruitment criteria (academic and financial requirements, commitment, potential calendar of events, pre-member education program, etc.).
- Production of an annual Greek life commercial that reinforces the core marketing narrative.
- Creation of a marketing tool kit to ensure a consistent and inclusive message. Use the tool kit for all recruitment marketing and to share with admissions/orientation ambassadors.
- Creation of “swag with a purpose” to promote general Greek life.

2. **Pre-member education.**

Launch a pre-member education program so new Greek life prospects understand and consider all options available to them and are aware of the diverse councils and their requirements.

3. **Exposure to pre-members and families.**

Identify more opportunities to put FSL staff and students in front of pre-members and their families at orientation, move-in and Week of Welcome events. Events should be designed to cultivate connections between current and potential members, and showcase leadership, academics, philanthropy, networking and alumni connections.

The task force is happy to see that the university has started to implement this recommendation as the FSL office was represented at new student orientation in summer 2022 and chapters participated in move-in and Week of Welcome events.

4. **Create a Greek life ambassador program.**

Ambassadors are student leaders who are focused on promoting Greek life by helping as many students as possible to fill out the interest form, guiding students through the joining process and telling the positive story of Greek life at NIU. Ambassadors should be trained to help interested students navigate the recruitment processes for all councils. In addition, ambassador-type training should be available to Greek members who are already involved in other campus leadership positions such as orientation leaders, community advisors, service scholars and peer mentors. Greek members should also be encouraged to apply for campus leadership positions.

5. **Establish “proof of life” in central campus.**

Use branding and ambassador presence in the Holmes Student Center, residence halls and other shared spaces to promote a vibrant Greek life culture. Consider creating other spaces on campus, similar to the NPHC Yard, where Greek life members can congregate and socialize. There are numerous other opportunities to create more of a physical presence of Greek life on campus, such as branded golf carts; running a constant “lemonade tent” in a certain location; flags and signs; and public artwork representing or created by members of fraternity/sorority life. Shift the physical attention of Greek life from off-campus houses to campus.

Such spaces on campus would help the student body to see the positive side of the Greek life experience, create easier opportunities for students to interact with Greek life students and allow exposure to the Greek life experience.

6. **Engage student leaders in the development of recruitment strategies that they can take back to their chapters.**

Support the chapters in the deployment of those strategies. More specifically:

- Every council and every chapter should develop a comprehensive recruitment plan that includes specific member goals, timelines and accountability in alignment with national protocols when appropriate.
- Plans should address new member onboarding and socialization, creating a sense of belonging, building affinity and social identity, creating opportunities for leadership and service,

Recommendations continued

engagement opportunities for upper division students, alumni networking, and connection.

- Hold focus groups designed to determine why students are, or are not, joining.
- Formally review recruitment results against agreed upon recruiting goals and make modifications to ongoing recruitment strategies and plans.

7. **Expand lead generation.**

Use a consultant partnered with the FSL office to assist the councils to engage with university partners and alumni in new-member lead generation by providing training on modern recruitment processes and promoting a positive culture. Lead generation and community promotion will need professional staff leadership and consistent engagement. There are also opportunities for the university itself to tie together lead generation and promotion of a positive fraternity/sorority community. Engaging admissions, marketing, housing and the cultural resource centers in a concerted effort to promote a positive narrative around fraternity/sorority life, and to drive leads into the growth system, will be essential.

8. **Provide recruitment training.**

Greek life members will need consistent and repeated training on the marketing narrative and on how to express the narrative through their own stories. They also need annual training on good recruitment philosophies and techniques. Every semester, the community should experience meaningful educational moments that prepare them to communicate the narrative and to build trust with potential members.

An emphasis should be placed on training new members as they most often have closer access through classes and residential living to potential members. The councils should consider working on the recruiting “certification” program for new members.

9. **Continue to partner with NIU’s cultural resource centers to enhance recruitment.**

FSL can partner with these centers to provide activities aimed at leadership development and cultural education, social connections and community service to help to recruit a more diverse set of students to Greek organizations.

10. **Create an ongoing Greek life recruitment implementation team.**

Create a recruitment implementation team to determine feasibility, designate timelines and accountability, conduct periodic assessment, report outcomes, and recommend updates. This group would also be responsible for tasks such as:

- Identifying structural barriers to diversity and access within the community, and ways that recruitment systems can be altered to promote diversity and inclusion.
- Conducting an analysis of membership costs and identifying ways in which the costs might be lowered (acknowledging that membership costs for some chapters are set by their national offices).
- Setting goals and evaluating progress.

11. **Develop an expansion plan.**

FSL should create a long-term expansion plan in which new chapters would be added to the Greek life community as Greek membership grows. National offices often have existing multiyear expansion plans in place so the FSL will need to plan years in advance for future expansion. Priority should be given to chapters that no longer have active participation or presence on campus but have an active, involved alumni base. Focus should then be shifted to fraternity and sorority national offices that are properly staffed and have recent success at campus expansion.

Housing

1. **Develop a long-term Greek life housing strategy.**

The university needs to develop a long-term Greek life housing strategy for all councils. Because the majority of Greek life students live off campus, the university has historically had minimal involvement with Greek housing. However, the task force strongly believes that the quality, functionality and safety of Greek housing will have a significant impact on the academic and social experience of Greek students, the remaining student body and the university community as a whole.

Recommendations continued

2. **Create and use a housing-and-gathering-spaces framework to guide future discussion.**

Future discussion about Greek housing should include more inclusive language and move away from “some Greek organizations are housed, and others are not” and “traditional Greek housing versus no housing.”

The task force is happy to see that the university has already started to move away from this language.

All Greek students have housing in one form or another, but different organizations take different approaches to housing. Overlaying the housing models are the questions of geography (oncampus, offcampus or mixed) and ownership/management (university, private or a public/private partnership). An example is offered below:

- Model A) Solo/Self-Contained. A Greek organization has its own structure that contains both the residential and gathering spaces for their members.
- Model B) Shared/Self-Contained. Multiple Greek organizations share a structure with their own residential spaces/wings and have shared gathering spaces within the structure.
- Model C) Distributed/Shared. The Greek organization does not have its own residential structure. Members live in separate apartments, townhomes, residence hall units, etc., but share a common structure that contains dedicated gathering and meeting spaces.
- Model D) Distributed/No Gathering. The Greek organization does not have its own residential structure, but members live in separate apartments, townhomes, residence hall units, etc. The organization does not have its own or shared gathering and meeting spaces that are dedicated to Greek organizations.

3. **Commit to sustaining (and possibly expanding) the existing Greek Row.**

The university should commit to sustaining and regrowing Greek housing in the existing Greek Row area in the Annie Glidden North neighborhood. NIU has been an active supporter of neighborhood revitalization in the Annie Glidden North neighborhood, which includes Greek Row and much of the off-campus housing for students. NIU and its students will be some of the greatest benefactors of a revitalized Annie Glidden North neighborhood.

For decades, Greek housing has been an anchor in the neighborhood. A commitment to sustaining Greek housing in the neighborhood and success in reinvigorating Greek life would have a significant positive impact on improving the quality of life for all students and residents living in the neighborhood.

4. **Create gathering/meeting space in the Annie Glidden North neighborhood.**

The university should explore options to create space in the Annie Glidden North neighborhood for gatherings, events, meetings and other activities for NPHC and MGC chapters. Feedback from both NPHC and MGC has been that their housing situations are unique and require different solutions. Members have expressed that many of their students and chapters are satisfied with their current housing arrangements or do not have the membership size or finances in place to pursue chapter housing. However, both students and alumni have expressed interest in locations for gatherings, events, meetings and other activities. A similar approach could be explored for IFC and PHC chapters that do not desire or cannot afford Greek housing at this time.

5. **Facilitate the renovation of existing Greek housing.**

The university should partner with the NIU Foundation to identify one IFC and one PHC chapter in the best positions to renovate and modernize their existing housing and develop fundraising efforts to accomplish that goal. The university and NIU Foundation could work together with the chapters to make the necessary connections and build alumni engagement to support fundraising to carry out these improvements. A similar approach could be taken with one chapter not currently on campus. If successful, these examples could serve as models for other chapters and inspire additional investment and alumni engagement.

6. **Greek starter housing.**

NIU and the Greek community should explore starter housing concepts for Greek organizations without existing housing in Greek Row. An example of starter housing could be providing an incubator space in which one or more smaller organizations could thrive. This incubator space could allow groups to have defined main or satellite locations to promote their chapters. New groups could have defined meeting space to support recruitment and organizational development. These smaller ➤

Recommendations continued

spaces could support a larger social, common space. An example of this could be as simple as coordinating so that the members of a small chapter individually rent all of the apartments in a six- to 10-unit apartment building that has a shared meeting/chapter/event room.

7. **Develop alumni housing corporations.**

FSL should partner with each chapter that has, or aspires to have, housing to work toward developing a strong alumni housing corporation. FSL staff could gather best practices and provide the training, examples and materials to assist in the founding of housing corporations. Additionally, the FSL staff should foster relationships and best practices in the existing alumni housing corporations.

8. **Support the redevelopment of Hillcrest/Blackhawk Focus Area.**

The university should work closely with the City of DeKalb on creative and innovative ideas for how redevelopment in the Annie Glidden North Revitalization Plan's "Hillcrest/Blackhawk Focus Area" can further improve the educational, social and cultural experiences of students.

9. **Attract alumni investment.**

NIU, the NIU Foundation, the City of DeKalb, Opportunity DeKalb and other partners should develop a strong outreach and marketing plan to connect Greek alumni with investment and redevelopment opportunities in the DeKalb community, particularly Greek housing and the Annie Glidden North neighborhood.

10. **Develop Greek Row branding.**

NIU should work closely with the City of DeKalb and Greek organizations to create more branding, definition and identity for Greek Row. This could include streetscape improvements and signage.

The recent addition of NIU-branded Greek Row street signs is a good first step.

11. **Create a Greek Row gateway.**

The university and local partners should consider how Russell Road and Welsh Park could serve as a gateway and center of activities for some Greek life activities, creating a bridge from campus to Greek Row. Many participants commented to the committee that Greek Row feels disconnected from the rest of campus. Some alumni shared that they do not visit their former chapters when

they are back on campus. The plan could include programs and events in Welsh Park related to Greek recruiting and Greek philanthropy along with opportunities for students to interact and contribute to the entire neighborhood.

Alumni

1. **Invest in chapter advisors.**

Additional time should be devoted to the recruitment, training and support of chapter advisors. Ultimately, the success of Greek chapters at NIU is largely dependent on the quality of advising that each chapter receives. FSL staff should establish that each chapter generally will have a gold standard of five (and no fewer than three) chapter advisors and that those chapter advisors must receive adequate training from both the university and their respective national organizations. Although the gold standard is the ultimate goal, the task force realizes that all chapters might not have the bandwidth or capacity to have five advisors and should not be penalized for being unable to do so. Ideally, the university should promote and recruit advisors into a consistent, five-person chapter advisory team model, incorporating the following positions:

- Primary Advisor — overseeing advisory team and advising chapter president.
- Financial Advisor — support chapter treasurer and house manager, and serve as liaison to university for housing/financial related issues.
- Membership Education Advisor — support chapter new member educator in development and implementation of new member education program and other chapter educational and brotherhood/sisterhood programs.
- Recruitment Advisor — support chapter recruitment chair in development and implementation of chapter's recruitment program.
- Faculty/Scholarship Advisor — support chapter academic/scholarship chair in development and implementation of chapter academic improvement initiatives.

Once chapter advisors are identified and recruited, a comprehensive communications and training plan should be developed. Chapter advisors should



Recommendations continued

meet (in person or virtually) as a group at least twice per semester and should receive electronic communication from the FSL on a regular basis. The university should also develop a comprehensive training schedule for chapter advisors.

2. **Develop Greek life communication plan.**

The creation of the task force was a great start; however, NIU needs to develop and deploy an ongoing communication campaign designed to engage and update Greek alumni on progress and developments. Greek alumni strongly indicated during the focus groups that they were still very interested in Greek life at NIU but received little communication about Greek life from the university or knew how to assist. A communication plan will grow continued affinity with NIU and the Greek community, facilitating ongoing alumni involvement and support.

3. **Facilitate Greek alumni involvement.**

The university should create more opportunities for Greek alumni to engage at the council level and across councils, especially as it relates to networking. More opportunities like this could foster connection and collaboration, and also help engage Greek alumni whose chapters are no longer active on campus.

4. **Foster Greek life community career development.**

The university should create a working group composed of FSL staff, the Alumni Association, Career Services and other constituencies to further explore and benchmark career development opportunities between students and alumni.

platform for Huskie Hub (which the university has already completed in August 2022) and evaluating the current registration system are the primary recommendations for improving the on-campus events policy and procedure. More specific recommendations include:

- Most of the specifics within the policy should be built into the registration form, and the policy itself reworked to be an overview and a timeline for how to properly plan events.
- Refine the steps and language around the approval routing. Edit the process to include advisor notification, but not approval that requires them to go into the system and select “approve.” This is the bulk of reported issues with the approval step.

This has already been implemented by the university.

- Change the language around the approval step for reservations, A/V and other entities that are part of building out an event. Those entities are not “approving”; they are simply part of the process.
- Build out a comprehensive training model for student organizations. Optional virtual training for event planning is not well attended or communicated. To set up student organizations for success, required training on how to run a successful organization should be implemented. This training would include the event registration process and how to host a successful event.

Based on conversations with Student Affairs prior to the release of this report, the university has already started a new training program this summer for student organizations.

Additionally, the university and student organizations must know the approval process required by the national organization on planning and hosting events on campus.

2. **Off-campus events policy/procedures.**

The university should revise its Off-Campus Events policy and create improved procedures and training to ensure that the policy is easily understood, equitable and user-friendly. Our recommendations are built around the need for more training and education, reducing unmanageable expectations and involving the councils in the process.

The university should develop and implement a

Policies and Procedures

Policies and procedures within the Greek community, and within student organizations as a whole, need to shift away from the assumption that organizations will find loopholes and/or not comply. Better training models should be built into support understanding of policies, how to host events and how to put safety at the forefront of planning.

1. **On-campus events policy/procedures.**

The university should revise its On-Campus Events policy and create improved procedures and training to ensure that the policy is easily understood, equitable and user-friendly. Implementing a new



Recommendations continued

comprehensive Sober Party Monitor (SPM) program for registered social events occurring off-campus. Prior to hosting any social events, each organization should be required to submit an event security plan for social events held at chapter houses, detailing the positioning and responsibilities of SPMs. The event security plans involving SPMs should include, at minimum, the following:

- Designated number of SPMs based on estimated attendance.
- Station and positioning of SPMs (e.g., one at each entrance helping with security, one stationed to prevent access to residential areas, two stationed at the alcohol check-in station for BYOB events, etc.).
- An expectation that all SPMs check/sign-in with campus police at both the beginning and the conclusion of each event.
- An expectation that SPMs work with campus police or other university entities in completing incident reporting following events.

In addition, training for SPMs should be developed, focusing primarily on identifying and assisting students who have over-consumed alcohol, preventing alcohol-related deaths and providing bystander training aimed at intervening to prevent sexual assault. While numerous training programs of this nature exist, the Red Watch Band Program offers the most evidence-based training related to alcohol intervention, and the Green Dot Program offers the most evidence-based training related to bystander training and sexual assault prevention. This training should also incorporate a focus on the university's alcohol amnesty policies.

- Revise the current policy to focus on risk and remove unrealistic expectations. Specifically:
 - Implement a Risk Management Policy similar to Ball State University as this was deemed by the task force to be an appropriate example of a university risk management policy.

The university adopted a Risk Management Policy in August 2022 utilizing the Ball State policy as a framework.

- As most off-campus Greek events with alcohol take place within the IFC houses, we recommend the university model expectations around the Alcohol and Drug

Guidelines established by the National Interfraternity Council (NIC). The current policy is already mostly aligned, but items such as specific number of drinks to be tracked by bartenders are not found within NIC or Ball State University.

The new policy has been written to be more closely modeled after the NIU guidelines.

- Reduce the timeline for a guest list submission to 12 hours before the event.

This change was made in the new policy.
- Ensure the registration process does not ask for cumbersome information unrelated to the event. The current system is tied to on-campus events and forces the organization to go through unnecessary steps. Either build in the ability to skip unnecessary steps or create a separate registration process.

Functionality has been built into the new platform to make the registration process easier for off-campus events.
- Collaborate with the Interfraternity Council on training, event submissions and event approvals.

Additionally, the university and student organizations must know the approval process required by the national organizations on planning and hosting events on campus.

3. Relationship statement.

The university should develop a relationship statement outlining the rights and responsibilities of campus fraternities and sororities and outlining the university's relationship with, and support of, campus fraternities and sororities. While a number of models of these relationship statements exist, the following models should be considered because of their clarity and the fact that these campuses also feature fraternity/sorority housing that is near, but technically off, campus:

- Washington State University
- The University of Montana
- The University of Idaho
- Purdue University

Recommendations continued

Additionally, many HBCUs have models to follow as well.

FSL staff should create a handbook specific to the Greek community that covers elements that are currently in the relationship statement such as policies, requirements, values, etc.

Progress has been made on implementing this recommendation as the FSL office started reworking the relationship statement during summer 2022.

4. **Misconduct policy changes.**

The university currently has no distinct written procedures for how allegations of misconduct involving registered student organizations will be investigated and adjudicated beyond the Code of Student Conduct. Instead, the university attempts to graft organizational misconduct onto the individual Student Code of Conduct, but the process lacks clarity and consistency and is viewed as overly punitive. The university should develop a separate policy outlining how allegations of misconduct involving registered student organizations will be investigated and adjudicated. The university should consider adopting the Dyad Strategies Model Policy for Student Organization Conduct.

5. **Implement biweekly case conference meetings between FSL and the Office of Student Conduct.**

One of the challenges that emerged in this review related to the organization misconduct process is the lack of communication between FSL and the Office of Student Conduct. This is particularly problematic as it relates to monitoring compliance with sanctions issued through the process. The university should implement a “case conference” model in which the staffs from the FSL unit and the Student Conduct Office meet on a biweekly basis to discuss:

- New reports of misconduct.
- The status of ongoing investigations.
- The status of cases in the adjudication process.
- The status of sanctions for cases that have been resolved.
- Patterns of behavior.

The task force notes that regular meetings between FSL and the Office of Student Conduct started during fall semester 2022.

6. **Insurance.**

The task force recommends that the university stop requiring additional insurance from fraternities and sororities. No other student organizations are required to maintain such insurance, making this requirement an unfair and unreasonable requirement. Chapters with houses/facilities will already have an insurance policy, which is one of the main areas of concern. Additionally, we recommend that the university shift from requiring insurance to establishing a mindset where risks are objectively evaluated and appropriate education, procedures and policies are created to mitigate those risks.

Safety, Accountability, Wellness and Service

1. **Safety.**

The task force’s recommendations here represent a long-term strategy aimed at formalizing the university’s relationship with off-campus fraternity/sorority houses and maintaining a safe environment for all stakeholders. Specifically, we recommend the following:

- Address safety and social culture at off-campus houses: Underlying most problems within the fraternity/sorority community is the social culture and safety of events occurring in fraternity housing on the perimeter of campus. The university’s relationship with these houses and the events that take place within them must be altered.
- Continue police and security partnering: The NIU Department of Police and Public Safety should continue its strong partnership with the City of DeKalb Police Department, focused on public safety and building relationships in the neighborhood to help all students feel safe, secure and welcome. NIU should continue to utilize private security for patrolling Greek Row within the Annie Glidden North neighborhood until conditions no longer warrant it.
- Expanded MOU between university and DeKalb City Police: The current MOU between campus and city police is narrowly tailored as a mutual aid agreement and information-sharing agreement. As such, it fails to fully capture the need for a proactive police presence in the neighborhoods where the majority of student social events are taking place and where students report significant safety

Recommendations continued

concerns. The MOU between University Police and the City of DeKalb Police Department should be expanded to include the following:

- The creation of a joint unit that patrols the identified campus fringe to establish an increased police presence in these neighborhoods. While there are several examples of these types of units, the gold standard for campus police fringe units is the partnership between the University of Alabama Police and the Tuscaloosa Police Department.
 - The establishment of community-oriented policing standards for this campus fringe. These standards should include the development of relationships with both the owners, managers and residents of these properties, and increased patrols around these properties.
 - Develop a stronger relationship between NIU Police, DeKalb Police, community, and NIU administration.
 - Participate together in service projects (NIU Police, DeKalb Police, Greeks).
 - Continue to provide Greek liaison police officers. Expand this with the City of DeKalb as students are primarily having interactions with the City of DeKalb police officers.
 - Hold events together to break down the transactional nature that currently exists.
 - Continue to increase lighting on Greek Row. Encourage all Greek houses to install cameras around the buildings; these could be basic doorbell cameras at entry points.
 - Continue to provide security checks for Greek houses and provide recommendations to increase security for all members (card readers, fencing, window locks, etc.)
 - Mandatory safety training to be held with NIU Police and City of DeKalb police personnel at the beginning of the year. Recap what went well and how to improve relationships on completion of the year.
2. **Proactive education around the NIU Safe App.**
The university has invested significant resources into the NIU Safe App, a phone-based application that allows students to have their movements tracked and to alert police to problems when

walking around or near campus. However, there is minimal awareness in the community regarding the application, how it is used and how it can keep students safe. FSL, working in conjunction with UPD, should incorporate training related to the NIU Safe App into community and chapter training. Ideally, this will become mandatory new member training.

3. **Develop a comprehensive programming model.**

Current training models represent a check-the-box compliance mindset and focus primarily on campus policies and procedures. A new strategic plan for FSL should develop a series of community-wide and chapter-specific educational offerings. Based on the task force's research, the following areas should be targeted:

- Recruitment and retention.
- Alcohol and other drug abuse, misuse and prevention.
- Sexual assault awareness and prevention.
- Belonging and connection.
- Leadership development, with an emphasis on emerging leaders.

In addition, existing training should be assessed and evaluated. In particular, a committee including students and faculty/staff should be tasked with making revisions to the CODE diversity training. The current new-member training should also be reevaluated to shift away from policy compliance toward a small-group orientation program designed around Greek unity.

Lastly, FSL staff should work to align its efforts with Alcohol Education and Bystander Intervention offices, particularly in the area of investing in peer educators within the fraternity/sorority community. Both of these areas have existing peer educator programs. Intentional effort should be made to have peer educators in each fraternity/sorority chapter on campus.

Training should be impactful and meaningful. Training programs should utilize professional speakers and have an impact upon the students. For example, when talking about hazing, speakers can be hired from the anti-hazing coalition to provide an example of the consequences that can occur when organizations engage in hazing. These real stories will provide a better learning experience for students rather than just listening to rules and watching a Blackboard or video.



Recommendations continued

4. **Expansion of training related to Title IX/sexual misconduct and creation of a deputy Title IX coordinator for educational compliance.**

There is minimal targeted training in the Greek community related to Title IX and sexual misconduct. The Title IX coordinator should appoint a deputy coordinator who is specifically tasked with coordinating all sexual assault/violence prevention education on campus. This person should be specifically tasked with the following:

- Ensuring compliance for mandated education for all incoming students.
- Collecting annual statistics related to Title IX/Sexual Violence prevention programming (number of students reached, registered student organizations receiving programming, types of programs delivered, content areas covered, etc.) and identifying gaps in the delivery of Title IX education.
- Coordinating the timing, content and delivery of various departmental educational programs, with content focusing particularly around the emotional trauma and harm associated with sexual assault.
- Ensuring additional training for high-risk student populations (fraternity/sorority members, varsity and club sport athletes, etc.). Within the fraternity/sorority community, this training should include:
 - How/where to report sexual violence on campus.
 - Sexual assault prevention.
 - Bystander training.

The university should continue to provide or add the following NIU training for Greeks:

- CODE workshops.
- Social policy.
- CSA training.
- New-member workshops.
- Hazing prevention.
- Presidents Academy.
- Emerging Leaders Academy.
- Help all students identify mental illness, what action steps to take and who to contact.

5. **Provide Greek life values training.**

FSL staff should work with the Greek councils to provide joint council training that emphasizes the importance of members living the Greek life community values that have been agreed to by all four councils. All Greek members should know NIU's established Greek values, what they mean, positive actions that promote values, negative actions that hinder the ability of members to live up to those values and the importance of each value. The training sessions should comprise members from all four councils, allowing Greek students to interact with members from other councils while learning that the community's values unite all.

6. **Improve Greek life GPAs.**

Through the course of its research, the task force learned that fraternity chapters have GPAs lower than the rest of the student population (that is not the case for sorority chapters). The Greek life community and, specifically, the fraternities should recommit to their shared community value of scholarship: the prioritizing and planning of, and taking responsibility for, high academic achievement as members and chapters. Each council and chapter should strive to exceed its applicable GPA average (all men, all women and all university). Each council and chapter should have a scholarship officer whose role is to implement programs to promote scholarship and assist in the improvement of average GPAs. Numerous resources are available from the national offices of councils and chapters to guide the implementation of the improved scholarship program. The scholarship officers should work with their executive boards and FSL staff to utilize these resources to implement an improved scholarship program. The average GPAs of the councils and chapters should continue to be monitored each semester and the scholarship programs adjusted and improved as necessary. Minimum GPA standards should be uniformly implemented and consistently enforced to qualify for membership, active status and officer eligibility.

7. **Targeted support for cultural-based groups and promote MGC and NPHC.**

As programming models are developed, special attention should be paid to cultural-based groups. Students already report feelings of pressure around over-programming, and any additional training should be considered in light of this



Recommendations continued

pressure. Programming for MGC and NPHC groups should focus particularly around “adding value” to the fraternity/sorority experience. Topics around leadership and personal development should be prioritized to maximize the appeal of these organizations to prospective members.

In addition, the university should investigate the possibility of a joint staffing model, with staff members in the various cultural resource centers designated to spend around 20% or 25% of their time working in FSL directly supporting cultural-based groups. A shared staffing model would allow for more intentionality and clarity regarding the support for cultural-based groups on campus and would eliminate much of the confusion regarding the roles played by the various offices involved in supporting these groups.

The university should find meaningful ways to amplify the presence, brand and voice of MGC and NPHC councils and chapters. Considering all factors, the biggest growth market for the overall fraternity/sorority community is with these councils, and they currently are underrepresented.

8. **Efforts to boost accountability at the chapter level.**

Currently, many problems within the community stem from what students and advisors describe as a lack of internal accountability within their chapters. This is consistent with a growing body of national research suggesting that post-millennial students struggle with confrontation and conflict resolution, two skills critical to effective peer-to-peer accountability. FSL staff should prioritize working with chapter leaders and advisors to develop and implement formal and informal systems of accountability within fraternity/sorority chapters; assisting chapters in developing key performance indicators (KPIs) related to internal accountability; developing incentives for chapters that achieve certain KPIs related to internal accountability; and providing training for new members around healthy conflict and confrontation. Develop an accountability board (one member from each chapter) that will provide recommendations on how to hold each other accountable.

9. **Council self-governance, constitution and meeting training.**

FSL staff should work with and coach the councils to improve their governance processes

and to provide training and counseling on good governance practices. Specifically, the FSL staff should work with each Greek council to update its constitution, help members understand Robert’s Rules of Order and develop skills of leadership, governance, self-monitoring, financial management and self-evaluation. The FSL staff could recruit alumni with relevant experience to help coach and potentially serve as advisors to the councils. Additionally, FSL staff could leverage the resources and guidance provided by the councils’ national headquarters.

The councils should specifically strengthen and clarify the roles of their judicial boards to ensure chapters are compliant with council bylaws and policies while having clear processes to adjudicate violations. The councils should also consider the implementation of Party Patrols that are implemented at other campus Greek systems. Party Patrols are comprised of a rotation of council officers and chapter presidents who visit chapters during parties to ensure compliance with applicable council policies.

Moving in this direction will allow NIU’s Greek life students the chance to practice their leadership and organizational skills, to take responsibility for outcomes, to build community and to better understand what it means to be responsible for themselves and for others. The ultimate goal of this effort would be to eventually move the councils toward full and effective self-governance; however, limited self-governance would be a significant improvement from the current state.

10. **Increase mental health resources.**

Because of the increase in mental health changes noted in the Greek community, the university should add additional mental health counseling/consultation resources to eliminate the long delays that are currently being encountered in setting up appointments.

11. **The FSL office should partner with the Greek life community to host an annual safety and well-being symposium.**

The Greek community should try to confront head on the community’s negative stereotypes of Greek life by developing, promoting and hosting an annual and branded safety symposium on campus in the fall. This symposium would be



Recommendations continued

created as a service to the community and would be geared to all NIU students. The symposium would focus on issues facing all college students such as personal safety, sexual assault, alcohol/drugs abuse, hazing and mental health. Outside speakers, as well as faculty, NIU Counseling and Consultative Services, FSL, NIU police and DeKalb police, can be invited to interact with students and to provide resources and best practices. This type of engagement will help to strengthen relationships between the police departments and students.

12. **Development of all-Greek programming board.**

To address the lack of community among and between governing councils at NIU, and to reduce the involvement of the Student Government Association in planning fraternity/sorority events, FSL should work with governing council leadership in the development of an All-Greek Programming Board (AGPB). Consisting equally of representatives from each of the four governing councils, the AGPB should be charged with the following:

- Development and planning of communitywide programs and events, including Greek Week and Meet the Greeks.
- Incentivizing cross-council collaboration.
- Community awards and recognition.

13. **Cultivate a stronger relationship with the Division of Intercollegiate Athletics.**

The Greek community should develop a stronger relationship with NIU athletics. The following actions should be implemented:

- Athletes and Greeks could jointly conduct community service.
- Greeks could attend sporting events and sit in a section designated for them.
- Greeks could be invited to exclusive athletic events.
- Greeks and their alumni could be recognized at sporting events.

14. **Expand philanthropy.**

Look for new and innovative ways to connect Greek student philanthropy and volunteerism with local opportunities, events and programs. Start by updating an inventory of existing Greek student philanthropy and volunteerism, then, seek opportunities for more local partnerships. Publicize the stories and outcomes. Allocate dedicated resources and staffing for this purpose.

Ongoing Need

The decline in NIU's Greek life occurred over a period of more than 20 years. The task force believes that the revitalization of Greek life at NIU will be an ongoing process that will take several years with the committed effort of all the interested parties. The task force believes that it is essential that the university establish various ongoing committees and working groups focused on the various aspects of Greek life to facilitate the joint work and collaboration needed from Greek life students, alumni and the NIU administration to successfully achieve revitalization.

To illustrate the types of joint effort that will be needed for revitalization, the following are examples of activities performed by task force members who stepped up beyond our charge to assist Greek life at NIU. These types of activities, as well as long-term strategic planning and execution, will be needed to ensure a healthy, vibrant Greek community in the future.

DZ House

The task force members were alerted that the Delta Zeta National Housing Corporation (DZ NHC) had listed for sale the local Delta Zeta (DZ) sorority house located on NIU's Greek Row. Upon investigation, it was learned that DZ NHC had decided to sell the local DZ house and operate the local DZ chapter without a chapter house. This decision had been made by the Delta Zeta headquarters because of a combination of low recruitment for the local DZ chapter and significant concerns about safety in the Annie Glidden North neighborhood where NIU's Greek Row and the local DZ house was located.

The task force members were very concerned that the loss of the local DZ house would be a further detriment to the recruitment issues of the local DZ chapter and the potential future existence of the local DZ chapter, which had a proud 50-plus-year history at NIU. Additionally, having another empty chapter house on Greek Row would contribute to the ongoing issues in the Annie Glidden North neighborhood.

Task force member Jill Krueger, an alumna of the local DZ chapter, took the lead in helping address this effort. She investigated the issues further by meeting with the FSL office, the active members of the local DZ chapter, the local alumnae of the DZ chapter as well as DZ headquarters personnel. Additionally, she met with local real estate managers and investors active in NIU's Greek Row.

Krueger and the alumnae explored various options, including forming an alumnae housing corporation or seeking a real estate investor to purchase the chapter house. They also worked with the active members of the local chapter to bolster their recruiting efforts and strengthen their chapter. Additionally, they briefed the interested parties about NIU's and the City of DeKalb's significant efforts to revitalize and improve the safety of Greek life and the Annie Glidden North neighborhood. Ultimately, between strengthening the local chapter, rallying alumnae support and educating about the revitalization efforts of NIU and the City of DeKalb, Krueger and the alumnae convinced DZ NHC to not sell the local chapter house and support the chapter going forward. The DZ house was taken off the market, and the local DZ chapter has moved back into the house for the 2022-2023 school year. The local chapter had a strong spring and fall rush and is well on its way to returning to viability.

NPHC Yard

Upon learning of this issue and the deep frustration from active and alumni members of the NPHC, the task force raised the issue with senior administration officials at the university. The task force then partnered with the Division of Student Affairs, the Division of Academic Diversity, Equity and Inclusion, the NIU Foundation and the NIU Center for Black Studies to develop a plan to secure funding to complete the construction of Phase 2 as well as Phase 3 so that the long-delayed project could be completed. The funding was secured in May 2022 through a combination of internal university funding, task force fundraising and a contribution from the NIU Foundation. The Division of Student Affairs worked with Facilities Management to manage the completion of Phases 2 and 3. The project was completed in time to have the rededication of the Yard ceremony as part of the Homecoming celebration in October 2022.

Sigma Pi investigating reopening chapter

Task force members arranged for national executives from various fraternities and sororities to speak at one of our meetings to discuss what they would be looking for from a university and its Greek system to consider restarting a chapter on campus. Through that meeting, the task force had several continuing discussions with Jonathan Frost, executive director/CEO of Sigma Pi fraternity, about how strong the local Sigma Pi alumni group was (a key requirement to return to campus) and how Sigma Pi would be well positioned to potentially

Ongoing Need continued

return to campus. Task force member Jeff Valentine, an alumnus of the former NIU chapter of Sigma Pi, set up further conversations with the FSL office and local alumni, culminating in a Sigma Pi-sponsored alumni dinner where tentative plans were discussed to consider rechartering the NIU chapter in 2024-2026. Active discussions and planning are currently continuing toward that goal.

NIU Foundation fundraising campaign

The task force partnered with the NIU Foundation to fundraise to support the work of the task force. The NIU Foundation set up a Revitalize Greek Life fund; more than \$60,000 was raised through direct solicitation and various campaigns. This represented the first fund set up within the NIU Foundation to specifically support Greek life. The task force received significant feedback from Greek life alumni that they would be willing to support Greek life initiatives.

The task force recommends going forward that the university establish dedicated committees, working groups and/or councils to support the revitalization efforts and the ongoing strategic and advisory needs of Greek life at NIU. The task force recommends that, at a minimum, the following groups should be established to focus on the needs of Greek life:

- 1. Greek Life Advisory Board**

This board, composed of Greek life students and alumni as well as university personnel with representation from each of the councils, will focus and advise the university on the long-term strategic needs of Greek life at NIU. The board will work closely with Greek life students, Student Affairs and Greek life alumni to promote a vibrant, healthy and flourishing Greek life community. The initial focus of this board will be to work with Student Affairs and, specifically, the FSL office to assist in the implementation of the recommendations of the task force.

- 2. Greek Life Housing Advisory Board**

The task force believes that housing plays an extremely important role in a vibrant, healthy Greek life community. The housing needs of Greek life students, including each council, are sufficiently unique to require a dedicated focus. All Greek life students live somewhere, and the focus of this board is to advise the university on how Greek life students at NIU can have safe, beneficial housing, whether on Greek Row or in university or local housing, that maximizes their student experience.

The ongoing deterioration and significant issues surrounding the Annie Glidden North neighborhood (which historically had a majority Greek life student population), and its effect on the Greek life community as well as the university and the City of DeKalb, call out the need of the university to have a long-term strategic plan for Greek housing.

The initial focus of this board will be on implementing the real estate recommendations of the task force and to work with the City of DeKalb and NIU to continue to address and advocate for the specific needs of the Greek life community as part of the revitalization of the Annie Glidden North neighborhood. Longer term, this board will focus on the unique housing needs of each of the councils and seek to implement a strategic plan to maximize the impact of housing in the Greek life community.

- 3. Greek Alumni Council – NIU Alumni Association**

Involved alumni who are experienced in the needs of a modern Greek life community are the lifeblood of a vibrant, healthy Greek life community. The existing Greek Alumni Council, an affinity group in the NIU Alumni Association representing graduates and friends of the NIU Greek system, should be reinvigorated to accomplish its mission:

- To serve as the vehicle that creates and reinforces strong relationships among Greek alumni, the NIU Alumni Association and NIU.
- To foster alumni support to revitalize and expand Greek life at NIU.
- To advocate for the Greek program.

This council should recruit qualified alumni who can serve the Greek life community as mentors, chapter and career advisors, and board members and officers of Greek life alumni and housing corporations. This council could help promote social functions such as Homecoming that will continue to connect the Greek life alumni with Greek life students and the rest of the NIU community.

The university and this council should partner with the NIU Foundation and the Division of Student Affairs to increase the visibility and engagement of the council to include a scholarship program for undergraduate students and promote fundraising to support the needs of the Greek life community. Further, this council could provide volunteer opportunities for all Greek alumni that include recent graduates, and could serve as a hub for interaction for alumni across all four Greek councils.

Appendix A: Task Force Members

Students

Alex Bueno (Interfraternity Council)
Harvey Lingao (United Greek Council)
Julia Martucci (Panhellenic Association)
Jeremiah Ray (National Pan-Hellenic Council)

Alumni

Michael Johns (National Pan-Hellenic Council)
Jill Krueger (Panhellenic Council)
Jeff Liesendahl (Co-Chair, Interfraternity Council)
Melody Mitchell (Co-Chair, National Pan-Hellenic Council)
Jeff Valentine (Interfraternity Council)
Deyci Ramirez (CHANCE counselor, NIU Division of Academic Affairs, Multicultural Greek Council)

Administration

Charlie Fey (Interim Vice President for Student Affairs for AY21-22, Interfraternity Council)
Anton Goff (Senior Associate Athletic Director, National Pan-Hellenic Council)
Anne Hardy (Director of Scholarships and Student Financial Advising Services and a Greek chapter advisor)
Anthony Preston (Assistant Dean, Graduate Business Programs and a former Greek chapter advisor)

Community Member

Chad Glover, Opportunity DeKalb Member

Staff Liaisons

The work of the task force was greatly aided by the support and coordination of our staff liaisons:

Matt Streb (Chief of Staff to the President, Liaison to the Board of Trustees)
Meg Junk (Chief of Staff to the Vice President for Student Affairs)
Aubrey Hense (Associate Director for Fraternity and Sorority Life)

Appendix B: Task Force Committee Membership

Task Force Committees

The task force formed four committees and recruited additional members to assist in the completion of the committees' work. The committee chairs and the committee members are as follows:

Recruitment

Anne Hardy, chair, task force member
Jeff Liesendahl, task force co-chair
Alex Bueno, task force member
Alex Cruz, NIU student
Taylor Hayden, NIU administration
Michael Johns, task force member
Julia Martucci, task force member
Honor Morgan, NIU student
Kelly Olson, NIU administration
(non-voting member)
Vann Reamer, NIU student
Alyssa Wojciechowski, NIU student

Policies, Procedures and Community Relations

Charlie Fey, chair, task force member
Melody Mitchell, task force co-chair
Deyci Ramirez, task force member
Jeremiah Ray, task force member
Meg Junk, staff liaison
Aubrey Hense, staff liaison

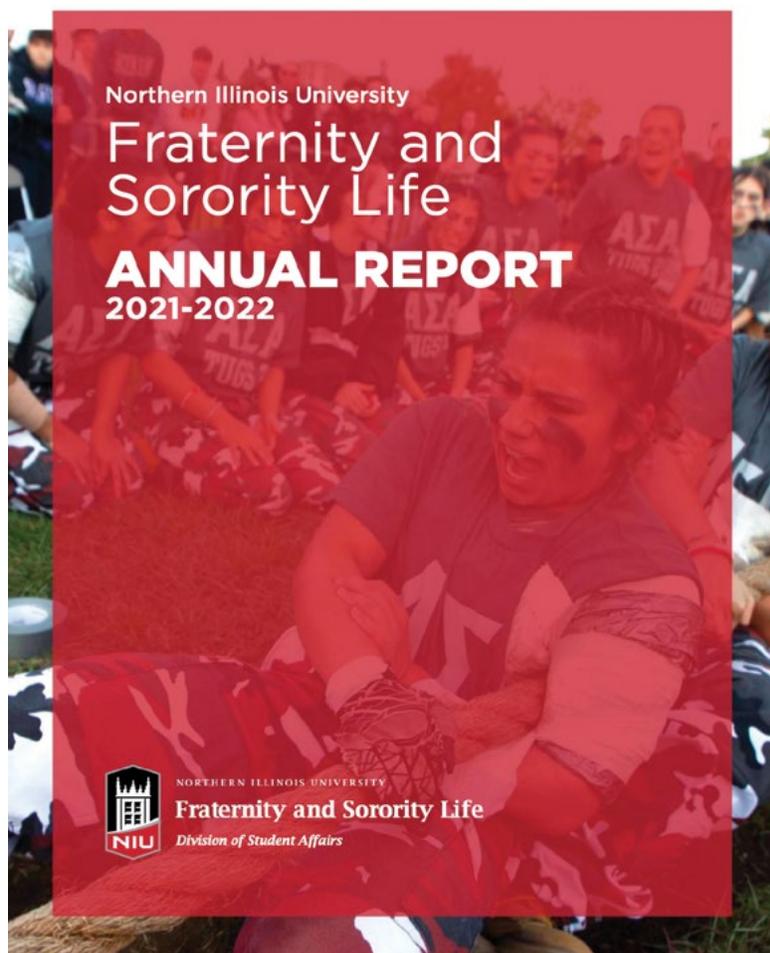
Housing and Alumni

Chad Glover, Chair, task force member
Jeff Liesendahl, task force co-chair
Daron Brown, NIU alumnus
LaBrian Carrington, NIU alumnus
Anton Goff, task force member
Kaitlyn Kranzer, NIU student
Ciara Myhre, NIU student
Glenn Roby, NIU alumnus (non-voting member)
Jeff Valentine, task force member

Safety, Accountability, Wellness and Service

Anthony Preston, chair, task force member
Melody Mitchell, task force co-chair
Jill Krueger, task force member
Harvey Lingao, task force member
Pete Garrity, NIU alumnus
Rose Henton, NIU administration

Appendix C: FSL Office Greek Life Annual Report



2021-2022 Fraternity and Sorority Life Annual Report
located here at

go.niu.edu/greek-life-annual-report



Appendix D: List of Chapters

Recognized, active chapters by council:

Interfraternity Council

Alpha Kappa Lambda
Alpha Sigma Phi
Delta Chi
Phi Kappa Psi
Phi Kappa Sigma
Phi Sigma Kappa
Sigma Alpha Epsilon
Sigma Nu
Sigma Phi Epsilon
Tau Kappa Epsilon

Multicultural Greek Council

Alpha Kappa Delta Phi International Sorority, Inc.
Alpha Phi Gamma National Sorority, Inc.
Alpha Psi Lambda National, Inc.
Alpha Sigma Omega Sorority, Inc.
Chi Sigma Tau National Fraternity, Inc.
Gamma Phi Omega National Sorority, Inc.
Kappa Delta Chi Sorority, Inc.
Kappa Phi Lambda National Sorority, Inc.
Kappa Pi Beta National Fraternity, Inc.
Lambda Theta Phi Latin Fraternity, Inc.
Lambda Upsilon Lambda Fraternity, Inc.
Phi Rho Eta Fraternity, Inc.
Sigma Lambda Beta International Fraternity, Inc.
Tau Phi Sigma Fraternity, Inc.
Zeta Sigma Chi Multicultural Sorority, Inc.

National Pan-Hellenic Council

Alpha Kappa Alpha Sorority, Inc.
Omega Psi Phi Fraternity, Inc.
Alpha Phi Alpha Fraternity, Inc.
Phi Beta Sigma Fraternity, Inc.
Delta Sigma Theta Sorority, Inc.
Sigma Gamma Rho Sorority, Inc.
Iota Phi Theta Fraternity, Inc.
Zeta Phi Beta Sorority, Inc.
Kappa Alpha Psi Fraternity, Inc.

Panhellenic Council

Alpha Phi
Alpha Sigma Alpha
Delta Gamma
Delta Zeta
Lambda Theta Alpha Latin Sorority, Inc.
Sigma Lambda Gamma Sorority, Inc.
Sigma Lambda Sigma
Sigma Sigma Sigma

Unrecognized, active chapters by council:

Interfraternity Council

Omega Delta
Phi Kappa Theta
Sigma Alpha Mu

Unrecognized, inactive chapters by council:

Interfraternity Council

Alpha Epsilon Pi
Delta Upsilon
Lambda Chi Alpha
Pi Kappa Alpha
Phi Kappa Phi
Sigma Pi
Theta Chi

Alpha Epsilon Pi and Delta Upsilon were closed because of their declining membership. The remaining chapters were unrecognized because of conduct violations relating to hazing, sexual misconduct and/or alcohol policy violations.

Multicultural Greek Council

Delta Psi Alpha

Panhellenic Council

Alpha Delta Pi
Alpha Omicron Pi
Sigma Kappa

Sigma Kappa was unrecognized because of conduct violations. The other two chapters were closed because of declining membership numbers.