

Salisbury University

Fraternity & Sorority Recognition Policy

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Updated April 2013
Updated March 2017
Updated February 2018
Greek Review Committee

Steering Committee Members

Vice President, National Pan-Hellenic Council (NPHC)

Vice President, National Panhellenic Conference (NPC)

Vice President, Interfraternal Council (IFC)

Vice President, National Multicultural Greek Council

Unaffiliated student member appointed by Student Government Association

Unaffiliated faculty or staff member

Assistant Dean of Students

Coordinator of Student Life

Introduction

The Salisbury University Fraternity and Sorority Life community is currently comprised of seventeen active chapters whose total membership of 900 students accounts for roughly 12% of the undergraduate population. That leaves approximately 88% of the student body which is either not aware of what Fraternity and Sorority Life has to offer, is simply not interested, or does not like the product our fraternities and sororities are presently providing.

The Center for Student Involvement and Leadership provides a variety of opportunities for student engagement including several organizations which offer academic support, networking, friendship, social activities, and leadership opportunities. Fraternities and Sororities offer all of these things and more. Separate recognition guidelines have been developed for Greek-letter organizations due to their complex and unique nature. The *Fraternity and Sorority Recognition Policy* allows Salisbury University to carefully manage the growth of its Fraternity and Sorority Life population and help to ensure a healthy, safe, thriving community.

Salisbury University recognizes that the expansion of Greek-letter organizations involves several invested parties: the international and/or national fraternity or sorority, governing council, and the University itself. The expansion policy, which will take into consideration the interests of all parties, supersedes all other policies. Greek-letter organizations are guests of the University and must follow all University policies in regard to affiliation.

In order to appeal to as many students as possible, the University recognizes the importance of offering a variety of fraternal experiences. It is understood that thoughtfully planned growth can bring universal benefits to all chapters, including recruitment momentum, greater visibility, a leadership infusion, and motivation for our existing groups to evolve.

Any National Fraternity/Sorority who has targeted Salisbury University for expansion must first contact the Center for Student Involvement and Leadership expressing their intentions in writing and requesting a meeting with the Coordinator of Student Life to discuss the expansion process. The University Steering Committee will meet to determine if and when the Alumni/Graduate Chapter or National Fraternity/Sorority will be invited on campus to recruit, and define the scope of that recruitment.

Salisbury University students wishing to form a fraternity/sorority interest group must first contact the Center for Student Involvement and Leadership expressing their intentions in writing and requesting a meeting with the Student Life Coordinator to discuss the expansion process.

It should be noted that the University reserves the right to deny recognition to any group that expresses interest.

Establishment Phase

a. Requests Generated by Students

Interested students should contact the (inter)national office for the organization they are interested in bringing to campus. Please let our office know how we can assist in connecting you with the appropriate fraternity or sorority staff for the organization you are most interested in. Requests generated by students can be initiated by as few as one student. Ultimately, the success of an expansion request will be driven by the number of interested students. The (inter)national office for the organization will be responsible for submitting the official expansion request to FSL.

The University Expansion Committee, advised by the Fraternity and Sorority Life (FSL) office, currently only considers membership by (inter)national organizations associated with the: National Association of Latino Fraternal Organizations (NALFO), National APIA Panhellenic Association (NAPA), National Multicultural Greek Council (NMGC), National Panhellenic Conference (NPC), National Pan-Hellenic Council, or North-American Interfraternity Conference (NIC). For more information about the member fraternities and sororities of these national organizations, please refer to their websites. Please also refer to our website: <http://www.salisbury.edu/csil/greek/index.html> for a listing of currently recognized chapters at Salisbury University.

b. Requests Generated by Alumnae

Alumnae of either Salisbury University or another university, should contact their (inter)national office to express interest in starting or restarting a chapter of their organization. Fraternity and Sorority Life values the relationship with engaged and involved alumnae, so please contact our office for assistance in contacting the appropriate fraternity or sorority staff for the organization. Our office maintains a strong relationship with many (inter)national organizations, and will defer to that organization to determine if they believe the time is appropriate to consider expansion. Fraternity and Sorority Life will not endorse the request of an alumnae group, but is open to considering any and all requests to join the Salisbury University community.

The University Expansion Committee, advised by the Center of Student Involvement and Leadership office, currently only considers membership by (inter)national organizations associated with the: National Association of Latino Fraternal Organizations (NALFO), National APIA Panhellenic Association (NAPA), National Multicultural Greek Council (NMGC), National Panhellenic Conference (NPC), National Pan-Hellenic Council, or North-American Interfraternity Conference (NIC). For more information about the member fraternities and sororities of these national organizations, please refer to their websites. Please also refer to our website: <http://www.salisbury.edu/csil/greek/index.html> for a listing of currently recognized chapters at Salisbury University.

c. Requests Generated by (inter)national Office

Fraternity and Sorority Life truly values the involvement of the (inter)national headquarters in seeking membership to join the Salisbury University community.

Expansion directors are encouraged to make contact with the Coordinator of Student Life or the Director of Center of Student Involvement and Leadership should they be interested in expansion opportunities on campus. Initial contact can either take place in the form of an email or letter. Once received, either the director, or their designee, will be in touch to initiate conversations about expansion within our community. The initial communication with Fraternity and Sorority Life does not constitute the official expansion request; merely the interest in seeking membership in the community. An informal or exploratory campus visit should take place the semester prior to submitting the official expansion request. The (inter)national headquarters should contact the Fraternity and Sorority Life office to coordinate this visit.

The University Expansion Committee, advised by the Center of Student Life and Leadership office, currently only considers membership by (inter)national organizations associated with the: National Association of Latino Fraternal Organizations (NALFO), National APIA Panhellenic Association (NAPA), National Multicultural Greek Council (NMGC), National Panhellenic Conference (NPC), National Pan-Hellenic Council, or North-American Interfraternity Conference

Administrative Procedures for Expansion Requests

1. The fraternity/sorority interest group must affiliate itself with a National Fraternity/Sorority. No “local” Greek organizations shall be recognized.
2. The interest group must be able to obtain at least \$1,000,000 in liability insurance coverage through the National Fraternity/Sorority.
3. The National Fraternity/Sorority must be a member in good standing of one of the following national umbrella organizations:
 - National Asian Pacific Islander American PanHellenic Association (NAPA)
 - National Association of Latino Fraternal Organizations (NALFO)
 - National Multicultural Greek Council (NMGC)
 - National Pan-Hellenic Conference (NPC)
 - National PanHellenic Council (NPHC)
 - North-American Interfraternity Conference (NIC)
4. The National Fraternity/Sorority must agree to establish a single charter at Salisbury University for the purposes of initiating Salisbury University students only. There shall be no attempt to create a “metro” or “city-wide” charter relationship with chapters at other institutions. Salisbury University students who have already been initiated under an existing charter at another institution are ineligible to participate in the expansion process.
5. The interest group must recruit enough founding members to meet the National Fraternity/Sorority chartering requirements.
6. All members must meet the National Fraternity/Sorority and Salisbury University’s academic eligibility standards. Salisbury University’s minimum standards for any student to be eligible for membership include:

- Regularly enrolled, full-time Salisbury University student.
 - At least 12 earned college credits.
 - At least a 2.5 cumulative GPA and 2.5 semester GPA (or higher depending on Nationals' standards)
7. The interest group must secure a Salisbury University faculty/staff advisor.
 8. NIC or NPC interest group members, unless otherwise approved by Salisbury University, must have participated in fraternity/sorority recruitment with existing Salisbury University fraternities/sororities.
 9. An NIC interest group must agree to affiliate with the Inter-Fraternity Council.
 10. An NPC interest group must agree to affiliate with the Panhellenic Conference. All NPC Extensions will be conducted in accordance with the procedures outlined in the NPC Manual of Information.
 11. An NPHC interest group must agree to affiliate with the National Pan-Hellenic Council.
 12. The interest group must satisfy all Salisbury University expansion procedures before any members may be initiated and/or the chapter is granted a charter from the National Fraternity/Sorority.
 13. Should the interest group attempt to re-colonize a Fraternity/Sorority that has suffered a Revocation of Charter, the terms of the original sanctions must have been fulfilled, and all initiated members must have graduated. In all cases, the Dean of Students has the final authority to either re-affirm or mitigate a Revocation of Charter.

Requirements to be submitted to the University Expansion Committee –

The University Expansion Committee is advised by the Coordinator of Student Life and has been charged by the Director of Center of Student of Involvement and Leadership office with considering all requests for expansion/extension to the campus community. The committee will review all submitted materials, coordinate presentations, and make final recommendations to the Director of Center of Student Involvement and Leadership regarding those (inter)national organizations that should become members of the fraternity and sorority community. The University Expansion Committee will consider all requests submitted and will ultimately make decisions that are aligned with the mission of Salisbury University and will enhance the academic/co-curricular learning experience of campus life by enabling students to unlock their potential as members our community. Organizations of specific interest to Salisbury University will be those that can create a meaningful experience that supports the Division of Student Affairs.

1. The interest group must provide the Student Life Coordinator a document packet including the following:
 - a) A letter from the sponsoring National Fraternity/Sorority acknowledging support of the interest group.
 - b) Proof of \$1,000,000 liability insurance coverage.

- c) Interest group roster (Name, Student ID #, Phone #, Local Address, Email, Position)
 - d) Contact information for all relevant National Fraternity/Sorority staff, local alumni/graduate advisors, and the Salisbury University faculty/staff advisor.
 - e) Copies of all relevant National Fraternity/Sorority policies, procedures & programs including:
 - i. Constitution and By-Laws.
 - ii. Expansion/Colonization program, including chartering requirements, timeline, and the level of support the National Fraternity/Sorority will provide during this time period.
 - iii. Academic Achievement/Scholarship program, including academic requirements and resources.
 - iv. Recruitment program, including a strategic plan for building and sustaining interest group membership.
 - v. New Member Education/Intake program.
 - vi. Financial policies, including all interest group, individual member and chartering obligations.
 - vii. Membership/Leadership Development program.
 - viii. Community Service/Philanthropy program.
 - ix. Public Relations program.
 - x. Risk Management/Substance Abuse/Hazing/Sexual Assault policies.
 - xi. Standards/Judicial/Code of Conduct policies.
2. A record of the National Fraternity/Sorority expansion history, including:
- a) Total # of active undergraduate chapters and locations.
 - b) Location of all new chapters, colonies, and interest groups created within the past 5 years and the contact information for that University's FSL Advisor.
 - c) Location of all chapters, colonies, and interest groups suspended or closed within the past 5 years, the reasons for the suspension or closing, and the contact information for that University's FSL Advisor.
 - d) The location and contact information of local alumni/graduate chapters (if applicable).
3. The University Steering Committee will meet to review the documentation packet provided. If the packet is complete, accurate, and consistent with the mission and values of Salisbury University, the interest group will be assigned a meeting time with their respective council.

Procedures for Fraternity and Sorority Expansion

1. The interest group will make two formal presentations to the Salisbury University Fraternity and Sorority Community introducing the membership, defining the organization's mission and purpose, and explaining what the organization will contribute to the campus. The first presentation will be closed to the University Steering Committee. The second presentation will be made to the respective governing council. If the chapter does not have a governing council on campus the interest group will meet with the student activities staff. Both presentations should include a comprehensive Q&A segment. The interest group is

encouraged to invite National Fraternity/Sorority staff as well as alumni/graduate advisors to participate.

2. All interest group operations and activities, including meetings, recruitment events, publicity, new member education/intake, social activities, etc. must be pre-approved by the Student Life Coordinator.
3. If the interest group receives preapproval, then they, along with the National Fraternity/Sorority staff, and local alumni/graduate advisors will meet as requested to periodically update the University Steering Committee on the status of the expansion/colonization process.
4. The interest group will be placed on “Pre-Active” status for a period of 2 semesters. During this time, the interest group will be expected to comply with all University, FSL Governing Council, National Fraternity/Sorority policies, as well as local, state, and federal laws. The interest group will document completion of the minimum standards and expectations set forth by the Salisbury University Greek Assessment Program (SUGAP). Should a passing SUGAP score be achieved, the interest group will be granted “Active” status, gaining full Council membership rights, if applicable, and eligibility for National chartering and initiation. Unless additional time is required by the National Office, the interest group must receive their National charter and members must be initiated within 2 semesters of achieving “Active” status. Failure to do so will result in the termination of the expansion process. Salisbury University will disband the interest group and issue a Cease and Desist Operations Order.
5. Should a failing SUGAP score be achieved, the interest group will remain on “Pre-Active” status for another 2 semesters to correct any deficiencies. The interest group will then participate in a second SUGAP evaluation. Should a failing SUGAP score be achieved again, the expansion process will be terminated. Salisbury University will disband the interest group and issue a Cease and Desist Operations Order.
6. Failure to fulfill any of the stated procedures in the order outlined may result in the suspension or termination of the expansion group as determined by the Greek Steering Committee.

Loss of Recognition

A Salisbury University Fraternity/Sorority with “Active” status may lose recognition for any one of the following reasons:

Membership Attrition

By definition, an undergraduate chapter must be comprised of enrolled collegiate members to remain active and in good standing. The chapter must re-generate membership on a continual basis in order to sustain itself long-term. When the situation arises where a Chapter does not have any remaining undergraduate members, the Chapter shall be immediately placed on “Inactive” status.

Even though the National Fraternity/Sorority may still consider the Charter “Active” at this time, Salisbury University will suspend recognition until sufficient undergraduate membership can be recruited to revitalize the Chapter.

An “Inactive” Chapter applying for re-instatement will be granted “Pre-Active” status immediately and allowed to continue with the remainder of the expansion process, if the following stipulations are met:

- The National Fraternity/Sorority still recognizes the Charter as “Active”.
- The Chapter has not been on “Inactive” status for longer than 2 years.
- The Chapter has not been on “Inactive” status at any other time during the past 5 years.
- The Chapter is not under any conduct sanctions which limit active status.
- Qualified undergraduate students have committed as new members.

If the “Inactive” Chapter is unable to meet all of the above conditions, the expansion process must be started again from the beginning.

Should the “Inactive” Chapter’s Alumni/Graduate Chapter or National Fraternity/Sorority have an interest in rebuilding membership, they must first contact the Center for Student Involvement and Leadership expressing their intentions in writing and requesting a meeting with the Student Life Coordinator to discuss the expansion process. The University Steering Committee will meet to determine if and when the Alumni/Graduate Chapter or National Fraternity/Sorority will be invited on campus to recruit, and to define the scope of that recruitment.

Salisbury University Greek Assessment Program (SUGAP) Failure

If a Chapter achieves 3 SUGAP failures (<70%) within a 4 year time period, the Chapter will have its charter revoked. Salisbury University will disband the Chapter and issue a Cease & Desist Chapter Operations Order. The Chapter is ineligible to apply again for expansion until the terms of the Order have been fulfilled and all initiated members have graduated.

Organizational Sanction

Per the Student Code of Conduct, Policies, & Procedures, any student group that violates Salisbury University policy may be subject to the following organizational sanctions:

- Loss of recognition
- Revocation of Charter

Should a Chapter be sanctioned with a Revocation of Charter through an Administrative or Community Hearing, Salisbury University will disband the Chapter and issue a Cease & Desist Chapter Operations Order. The Chapter is ineligible to apply again for expansion until the terms of the sanctions and Order have been fulfilled, and all initiated members have graduated. In all cases, the Dean of Students has the final authority to either re-affirm or mitigate a Revocation of Charter.