Committee Members
Graham Bates (Iota Chi Rho)
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Amy Chambers (alumna, Zeta Chi)
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Executive Summary
The committee met eight times between July 2013 and May 2014. The collective experience, opinions, and ideas of students, alumni, and staff provided a unique and collaborative opportunity to evaluate and envision a successful community now and many years into the future. The recommendations below reflect the high standards we hope to hold fraternity and sorority organizations to in regards to recruitment and orientation, best practices and standard practices in the field, and are a direct result of data collected from the 2014 fraternity and sorority new active class and active members (sophomores, juniors, and seniors). For access to survey data, please contact committee chair Jamie Thompson.

Significant recommendations include: 1) community-wide educational components facilitated by external (off-campus) professionals regarding recruitment and hazing awareness/anti-hazing trends and best practices; 2) removal of alcohol from all formal recruitment events; 3) length of orientation reduced to four weeks from five weeks; 4) alumni advisor approval of each organization’s orientation calendar; and 5) required alumni advisor involvement in the orientation program (involvement to be determined by the organization and advisor).

Definitions
PNM: a potential new member, someone who is actively going through the recruitment process.
RSVP: The first round voting process for the dual-match system utilized by Trinity University. The PNM narrows his/her options and formally notifies organizations of interest in joining a fraternity or sorority.
Preference (Pref Day): The second round voting process for the dual-match system utilized by Trinity University. The organizations’ casts two rounds of voting during this process and the PNM ranks his/her desired organizations by preference.
Four pillars: Camaraderie, Scholarship, Service/Philanthropy, Leadership
Greek 101: The information session at the beginning of the official recruitment process (fall semester) where organization presidents speak to all interested PNMs about their organizations in a large group setting in Laurie Auditorium. Greek Council members also speak regarding the process and what to expect.
Greek 201: Held the night before Bid Day, Greek 201 is a anti-hazing and information session for PNMs who are anticipating taking a Bid the next day. This session is led by Greek Council and includes a video about Gordie Bailey, a first year fraternity man at the University of Colorado, who passed away after a night of hazing and drinking in his fraternity house. The PNMs are also educated on orientation expectations.

Recruitment Recommendations
1. Organizations should clearly articulate minimum membership requirements to PNMs at the first second, or third round recruitment event. (This could be in writing on a flyer or in a formal presentation.) At a minimum, organizations should provide this information on their website.
2. Eliminate silence during RSVP day and Preference week.
3. Greek Council should continue to talk about, share, and distribute information about the four pillars of fraternity/sorority life. Remind PNMs about the four pillars at Greek 201.
4. Support Greek Council’s approved 2014-2015 calendar and continue as a template into the future. In summary: Recruitment Kickoff begins Alumni Weekend, first round events follow for two weeks (Monday-
Thursday), second round events follow (Monday-Thursday) for two weeks (coed or single-gender). All first and second round events are complete before Thanksgiving. RSVP takes place the first Friday of class in January. Third round events take place the following week. Preference Day is the Monday of Bid Day week. Bid Day falls one week later than it has in previous years.

5. Eliminate alcohol from the second round recruitment event. (This supports what Greek Council proposed and the community approved for next year’s recruitment calendar of events.)

6. Organizations should share with PNM the significant time commitment of orientation prior to or at the third round recruitment event. The Greek Council recruitment & orientation co-chairs should email the recruitment list (men and women) in January to briefly summarize the orientation experience and encourage PNM to ask individual organizations about the estimated time commitment.

7. Institute community-wide training from a professional consultant regarding recruitment “how to’s,” tips, and suggestions. This would be both a skill-building workshop and leadership opportunity for organizations around the topic of recruitment. The event should be included as a Greek Council standards event in the fall semester and the entire community should be encouraged to attend. When possible, a more intimate workshop and conversation will occur with select leaders from each organization. Repeat every two-three years to introduce new ideas and train new student leaders.

Orientation Recommendations

1. Greek Council should consider hosting a speaker or consultant whose expertise is values-based organizations and shares a message connected to the four pillars of fraternity and sorority life. The event should be included as a Greek Council standards event during orientation (spring semester) and the entire community should be encouraged to attend.

2. Support and endorse the 2014-2015 approved Greek Council calendar that provides a four-week window for orientation. Orientation should not exceed a four-week period at any time moving forward.

3. Organizations should share an orientation calendar with new actives on Bid Day that includes day/evening commitments during the week and day/evening commitments during the weekend. (The calendar does not need to include details about the event or the location; however, new actives should be given the opportunity to plan in advance.) When submitting an orientation calendar to Greek Council for approval, the new active version should also be submitted for review.

4. Orientation calendars submitted to Greek Council should describe the orientation activity and the corresponding organizational value(s) that are addressed.

5. All orientation programs should include the following elements: all-organization activities and get-to-know you opportunities, new active class activities and get-to-know-you opportunities, sharing of organizational history and values, alumni involvement, a service event(s), and study hours. Greek Council should include a checklist of these items on the calendar policy so organizations are aware of and reminded to include these elements in their calendar when planning.

6. The orientation calendar should include at which events alumni will be invited.

7. An alumni advisor should review the organizational orientation calendar and the new active orientation calendar prior to submitting it to Greek Council and provide an electronic signature or written approval of the calendar.

8. Alumni should be involved in the orientation process. Examples include: Connect in person or virtually during orientation; attend a meeting for Q&A; attend orientation activities; alumni/new actives call each other to get to know each other; new actives write letters/emails to alumni and alumni respond; etc.

9. With the assistance of a professional consultant, Greek Council and Campus & Community Involvement staff should develop comprehensive anti-hazing training for orientation chairs and alumni advisors (to be conducted once/year). Consider a multi-media approach that can be accessed virtually for advisors who are not local. Require participation by no fewer than three members/organization and at least one alumni advisor each year.

10. Articulate to alumni the value of being involved in and engaged in the recruitment and orientation processes. Campus & Community Involvement staff should share data from the Blueprint: Recruitment & Orientation Committee surveys from spring 2014 that illustrates to alumni what students desire and what
they believe works best. This data should be synthesized into a summary form and shared electronically and online in a creative way.

11. Greek Council should explicitly define and describe dry orientation to organization leaders at a meeting in the fall and again in the spring prior to Bid Day. Similarly, Greek Council should explicitly define and describe dry orientation to PNMs at Greek 201 prior to Bid Day.