Commission on the Future of Greek Life

Final Report

November 2020
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EXECUTIVE SUMMARY

In May 2019, Vice President for Student Affairs Michael N. Christakis, Ph.D., called for the creation of a Commission on the Future of Greek Life at UAlbany. The goal of the Commission was to develop a report for the Vice President that answers the following question:

Is it within our capacity at UAlbany to address the destructive behaviors too often associated with the culture of Greek life?

The Commission, made up of faculty, staff, students, community representatives, alumni, and inter/national fraternity/sorority organization representatives, met eight times throughout Fall 2019 and three times in Spring 2020 to better understand the history and current state of fraternities and sororities at the University at Albany. For the full membership roster, meeting schedule, and meeting minutes, see Appendices B, C, and D.

The Commission finds overwhelming evidence of success and alignment with UAlbany values and priorities in the fraternity/sorority community including student retention, sense of belonging, learning/development, career connections, positive community impacts, and influence on the national history of fraternities and sororities.

Keeping these strong indicators of potential for future success, the Commission on the Future of Greek Life also finds multiple areas of concern for the fraternity/sorority community that are impacted by and affect the entire UAlbany community including hazing, exclusivity, issues related to party culture including alcohol/drug use, neighborhood safety and environmental impacts, misogyny/sexual violence, and the presence of rogue groups.

It is evident that changes must be made, but also, that there are great possibilities for the fraternity/sorority community. Therefore, the Commission believes UAlbany should continue to support the fraternity/sorority community and has the capacity to address the destructive behaviors too often associated with the culture of Greek life that will positively affect the entire UAlbany community.
In partnership with the fraternity/sorority community, the Commission believes behavior changes can be made within the community that will impact student success for the entire UAlbany student body with focus on the following priority areas and recommendations:

**Accountability** - Increase accountability for student organizations.

- Create a Student Organization Code of Conduct applicable to all student organizations.
- Continue to advance and maintain the accountability provided through the self-governance procedures of the All Greek Council and their Greek Points system.
- Maintain and revise as necessary the Five Star Accreditation Program for all fraternities and sororities.
- Exercise the administrative actions as appropriate and as authorized by the Student Organization Handbook.
- Continue and enhance partnerships with inter/national organizations regarding fraternity and sorority standards, investigations and accountability.

**Partnerships** - Solidify relationships with both non-University affiliated and University affiliated individuals and organizations, especially faculty/staff advisors, that are mutually beneficial.

- Enhance mutually beneficial relationships with organizations external to the University, especially with inter/national fraternity/sorority organizations.
- Solidify relationships with Fraternity & Sorority Life and key offices on campus.
- Formalize and heighten the role of fraternity/sorority faculty/staff advisors.

**Positive, Inclusive Growth of the Community** - Once certain metrics have been reached including reductions in hazing and other problematic behaviors, the campus should consider looking into increasing fraternity/sorority membership while also continuing to cultivate and expand the diversity and inclusion features of fraternity and sorority life.

Eventually, grow membership in active and aligned fraternity/sorority chapters on campus.

- Support funding assistance opportunities for interested and current fraternity/sorority members to aid with membership costs.
- Ultimately, attract inclusive, open, and low-cost fraternities/sororities to colonize at the University.
- Formalize guidelines on inclusion for all student organizations.
- Develop support and resources for community members that address programming, event, and membership needs in relation to diversity, inclusion, and accessibility.
Quality of Living - Improve the quality of life for off-campus students and create on-campus living opportunities for fraternity/sorority members.

- Improve living conditions for students living off-campus, especially in the Pine Hills neighborhood.
- Continue to inform off-campus students of tenant rights and resources.
- Establish University presence in downtown neighborhoods with a physical building/office location.
- Increase the presence of University staff in downtown neighborhoods including partnerships with the Albany Police Department.
- Create an annual student off-campus housing directory.
- Establish an off-campus living student safety taskforce.
- Continue to address rogue groups through education and peer accountability efforts.
- Create on-campus special-interest housing for fraternity/sorority members.

Risk Reduction in Key Areas - Continue to support and/or implement multi-faceted, comprehensive plans for the UAlbany community, including a specific focus on fraternities and sororities in the areas of alcohol and other drug use, hazing, and sexual violence.

- Clarify policies/communications to students and student organizations on expectations regarding off-campus parties and alcohol/other drug use.
- Increase student organization training and coaching for safer parties.
- Re-introduce Greek STEPS in partnership with Counseling and Psychological Services and the Center for Behavioral Health Promotion and Applied Research.
- Increase staff support for the Hazing Investigator Model.
- Enhance written, formal procedures for the Hazing Investigator model (including a maximum time length of investigations) and support for hazing victims.
- Re-introduce the Hazing Prevention Coordinator role on campus.
- Partner with inter/national organizations and national associations focused on hazing prevention.
- Create incentives for fraternities and sororities to utilize safe and effective new member programs.
- Mandate Title IX training for all fraternity/sorority members.
- Embed opportunities for LGBTQ+ competency training for fraternity/sorority members.
- Explore volunteer opportunities for fraternity/sorority members to volunteer with organizations focused on sexual violence prevention and assistance.
➢ Continue to foster relationships with Fraternity & Sorority Life, the Office of Equity and Compliance, the Advocacy Center for Sexual Violence, and the NASPA Culture of Respect working group.

**Social Programming** - Increase opportunities and reduce obstacles for both off-campus and on-campus social programming.

➢ Increase access to fraternity/sorority funding for alcohol-free events.
➢ Increase opportunities for student education and development by student organizations through special funding opportunities for events with specific focus areas.
➢ Connect student organizations with safe venues for events in the Capital Region.
➢ Incentive student patronage of safe, off-campus activity venues.
➢ Reimagine the off-campus event form and form process for student organizations.
➢ Increase late-night, weekend on-campus programming opportunities for students.
➢ Increase student organization access to venue space on-campus, including both existing and new spaces.
➢ Reduce procedural barriers for student organizations planning on-campus events.
➢ Increase consistency in policies for student organizations reserving space across campus.
FINDINGS

The Commission finds many positive contributions of the fraternity/sorority community for members, the general UAlbany community, and beyond, including member retention, sense of belonging, student learning/development, and career connections along with community alignment with the University mission, vision, values and priorities, a focus on community involvement, and a national impact on the history of fraternities and sororities. The Commission also finds serious and dangerous issues within the fraternity/sorority community including hazing, exclusivity, issues related to party culture including alcohol/drug use, neighborhood safety and environmental impacts, misogyny/sexual violence, and the presence of rogue groups.

OVERVIEW: FRATERNITY/SORORITY COMMUNITY

As of Fall 2019, there were 34 fraternities and sororities recognized by Fraternity & Sorority Life, 3 fraternity/sorority affiliated honor societies, 1 governing council (All Greek Council or AGC), 6 sub-governing councils, and 289 active student members. The sub-governing councils include the Latino Greek Council (LGC), Multicultural Greek and Fraternal Council (MGFC), National Asian Panhellenic Council (NAPC/NAPA), University at Albany College Panhellenic (NPC/CPH/Pan-hel), National Pan-Hellenic Council (NPHC), and North-American Interfraternity Conference (NIC/IFC). The average GPA for Fall 2019 members was 2.92 compared to the undergraduate average of 2.94.

Demographic information is available for Fall 2018 members. As shown in Figure 1 below, one point of pride for the fraternity/sorority community is the strength in diversity in terms of race/ethnicity:

\[ N = 332 \text{ (303 active members and 29 inactive members)} \]

- 57% Female

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2 ibid
3 Commission Onboarding Brief, 2019
- 86% Admitted as a freshman
- 2 International students
- 96% In-state residents
- 27% Living on-campus
- 9% Enrolled in Educational Opportunity Program (EOP)
- Top 5 majors (18% in a STEM field)
  - Business Administration (14%)
  - Economics (7%)
  - Communication (7%)
  - Psychology (6%)
  - Human Biology, Intended (6%)
- Race/ethnicity: see Figure 1 below

**Figure 1: Race/Ethnicity of Fraternity/Sorority Affiliated Undergraduate Students**

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Fall 2018 (n = 332)</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian or Alaska Native, non-Hispanic</td>
<td>0%</td>
</tr>
<tr>
<td>Asian, non-Hispanic</td>
<td>11%</td>
</tr>
<tr>
<td>Black or African American, non-Hispanic</td>
<td>12%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>25%</td>
</tr>
<tr>
<td>Native Hawaiian or other Pacific Islander, non-Hispanic</td>
<td>0%</td>
</tr>
<tr>
<td>White, non-Hispanic</td>
<td>48%</td>
</tr>
<tr>
<td>Two or more races, non-Hispanic</td>
<td>1%</td>
</tr>
<tr>
<td>Race/Ethnicity Unknown</td>
<td>3%</td>
</tr>
<tr>
<td>Non-Resident Alien</td>
<td>1%</td>
</tr>
</tbody>
</table>

Each fraternity/sorority participates in an accreditation program hosted by Fraternity & Sorority Life that assesses the organizations in the areas of community service, campus involvement, academics, All Greek Council involvement, and Fraternity & Sorority Involvement.
POSITIVE CONTRIBUTIONS

Many positive contributions can be seen not only within fraternity/sorority members, but also within the greater UAlbany, Capital Region, and national communities. For individual fraternity/sorority members, fraternities/sororities add value-added experiences in terms of retention, sense of belonging, student learning/development, and career connections. For larger communities, including the UAlbany community, fraternities/sororities contribute to the advancement of UAlbany’s mission, vision, values and priorities in many facets along with the mission/vision of the Division of Student Affairs and numerous individual departments. Fraternities/sororities at UAlbany also contribute greatly to community involvement efforts and have had a positive impact on the national trajectory of fraternities/sororities on a national scale.

FRATERNITY/SORORITY MEMBERS

As a member of a fraternity/sorority, students gain/enhance skills related to student learning/development, historically have achieved academically at a higher rate than non-members, feel a higher sense of belonging at the institution, and have opportunities for future career connections through networking with other members and alumni.

Retention

As presented by Michael Jaromin, Executive Director of Student Involvement, a study conducted in 2017 found that fraternity/sorority members were retained at a higher rate (95%) than non-members (82%). This may be in part due to the strong sense of belonging felt amongst fraternity/sorority members (discussed below).

Sense of Belonging

During our Open Forum and written statement period, many students spoke about how membership in their fraternity/sorority provided connection with their fraternity/sorority brothers/sisters, but also the UAlbany fraternity/sorority community at large, and the UAlbany community in general. Some students also spoke about fraternities/sororities providing them a
home on campus, a family, and a stronger sense of cultural identity. Many of these sentiments are also supported through the 2014 NASPA Consortium study.4

**Student Learning/Development**

Historically, students who are members of fraternities/sororities have similar or higher GPAs than non-members (not accounting for GPA exclusion differences as students who join a fraternity/sorority must have a 2.65 GPA).5 In addition to academic success, fraternity/sorority members have many opportunities for student learning and development outside of the classroom. During our Open Forum and written statement period, many students also discussed the skills they have gained or enhanced through their membership within a fraternity and sorority. These skills include, but are not limited to, conflict management, leadership, articulation of values and beliefs, communication, task delegation, and working in a team. The acquisition of these types of skills was also mentioned by many Commission presenters and reinforced by the 2014 NASPA Consortium study.6

**Career Connections**

Through the Open Forum and written statement period, it also became apparent that students who are members of fraternities/sororities take advantage of networking/career connection opportunities with fraternity/sorority alumni, many times resulting in future employment opportunities.

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4 [https://www.albany.edu/studentaffairs/assessment/assets/Naspa_Consortium-Fraternity_and_Sorority_Brief.pdf](https://www.albany.edu/studentaffairs/assessment/assets/Naspa_Consortium-Fraternity_and_Sorority_Brief.pdf)

5 While historically, fraternity/sorority members have attained higher average GPAs than the undergraduate differences, trends differed for Fall 2019. In Fall 2019, the fraternity/sorority average GPA was 2.92 compared to the undergraduate average of 2.94. Sorority women attained an average higher GPA (3.10) than the undergraduate women’s average (3.04), but men attained a lower average GPA (2.62) compared to the undergraduate men’s average (2.83). This data is from the Fall 2019 Fraternity and Sorority Report. ([https://www.albany.edu/involvement/documents/fall_2019_fsl_report.pdf](https://www.albany.edu/involvement/documents/fall_2019_fsl_report.pdf)).

6 [https://www.albany.edu/studentaffairs/assessment/assets/Naspa_Consortium-Fraternity_and_Sorority_Brief.pdf](https://www.albany.edu/studentaffairs/assessment/assets/Naspa_Consortium-Fraternity_and_Sorority_Brief.pdf)
UALBANY/CAPITAL REGION/NATIONAL COMMUNITIES

Alignment

The priorities, scope, and activities of many recognized fraternities and sororities align with the mission, vision, values, and priorities of the University, the Division of Student Affairs, and units within Student Affairs, especially in the areas of diversity, equity, and inclusion, academic excellence, and engagement and service. In regard to the institutional mission, vision, values, and priorities, as discussed in multiple presentations, the Open Forum, and written statements, many fraternities and sororities focus on areas that include academic excellence, creating connections, empowering students to author their own success, providing leaders knowledge to create a better world, access, integrity, inclusive excellence, common good, student success, diversity and inclusion, and engagement and service. In terms of the objectives of the Division of Student Affairs, many fraternities and sororities specifically focus on the areas of community connections, diversity and inclusion, and leadership and civic engagement. As discussed by D. Ekow King, Director of Intercultural Student Engagement, when thinking about the values of equity and inclusion as defined by the office, many recognized fraternities and sororities, especially culturally-based organizations, align with values of equity and inclusion including community connections, family formation, social justice, empowerment, and intersectionality.

Community Involvement

Many fraternity/sorority members at UAlbany are actively involved in the communities at UAlbany, the Capital Region, and beyond in several different facets:

- **Alumni Engagement** – Lee Serravillo, Executive Director of the University at Albany Alumni Association, pointed out that students who have an organizational/team affinity with UAlbany (including fraternity/sorority membership) are more likely to be engaged as alumni.

- **Community Service** – As mentioned in the All Greek Council presentation, the Open Forum, and in written statements, students who are members of fraternities/sororities donate thousands of hours in community service each semester. For example, in Spring
2019, over 3,800 hours were donated by members of the fraternity/sorority community.\(^7\)

- **Intergenerational Community** – Multiple presentations, Open Forum discussions, and written statements discussed the ability and power of the intergenerational fraternal community that includes, but also extends the UAlbany community.

- **Programs and Events** – During the All Greek Council presentation to the Commission, members spoke about the numerous (on average over 100 per semester) programs fraternities/sororities host for the UAlbany community. Further, as mentioned by many presentations, discussions during the Open Forum, and written statements, fraternities/sororities at UAlbany participate in many UAlbany events and work with the University to spread awareness on initiatives to both members and non-members.

- **Student Organization Leadership/Membership** – As discussed in the Open Forum and written statements, many fraternity/sorority members are also involved with other student organizations and associations at UAlbany. As mentioned by Dee Chin-Carty, President of the Student Association, and Arleny Alvarez-Peña, Associate Director of Fraternity and Sorority Life, four out of the five most recent Student Association Presidents have been part of a culturally-based fraternity/sorority.

- **University Recruitment** – As discussed by Commission members, the presence of fraternities and sororities may have a positive impact on recruitment and enrollment initiatives.

**Impact on the National History of Fraternities and Sororities**

Fraternities and sororities at UAlbany and the individual member’s part of these organizations have had an impact on the national landscape of fraternities and sororities, especially within culturally-based organizations. A total of four organizations, two Latina-based sororities, one Asian-interest sorority, and one Asian-interest fraternity, are considered “Alpha” chapters, meaning they formed at UAlbany and then expanded to other campuses.\(^8\) As discussed in a presentation by inter/national and umbrella organizations, in addition to individual


organizations, UAlbany fraternity/sorority alumni also played integral roles in the creation of two umbrella organizations, the National Association of Latino Fraternal Organizations (NALFO) and the National APIDA (Asian, Pacific Islander, Desi American) Panhellenic Association (NAPA).

DESTRUCTIVE BEHAVIORS

While there are significant positive contributions of the fraternity/sorority community, there are also significant issues. Based on presentations and data reviewed, the destructive behaviors of fraternities and sororities at the University at Albany fall under the categories of hazing and party culture. Within party culture, we see related destructive behaviors including alcohol/drug use, misogyny/sexual violence, a negative neighborhood safety and environmental impact (including noise, litter, fighting, and unsafe structures), the exclusive nature of these organizations, and the presence of rogue groups within the UAlbany student body.

HAZING

Hazing continues to be a problem within fraternities and sororities. For example, during 2018-2019, at least seven recognized organizations (three CPH, three IFC, one NAPC) were investigated for hazing violations. In addition to specific conduct cases, perceptions about hazing suggest a wider hazing problem. A 2016 review of the mandated hazing prevention course for student leaders found that 43% of UAlbany students believe hazing is extremely or fairly common on campus, compared to the national average of 27%. Further, the 2014 NASPA Consortium focused on Fraternity and Sorority Life found that more fraternity/sorority non-members (26%) strongly agree hazing is a problem on campus compared to members (8%).

9 https://www.albany.edu/involvement/documents/fsl_chapter_conduct_5_8_2019.pdf
10 https://www.albany.edu/studentaffairs/assessment/assets/Naspa_Consortium-Fraternity_and_Sorority_Brief.pdf
PARTY CULTURE

Alcohol/Drug Use

Dr. M. Dolores Cimini, Director for the Center for Behavioral Health Promotion and Applied Research, presented to the Commission on a 2009 UAlbany Student Health Survey. This survey finds that students who are members of fraternities/sororities are more likely to use alcohol more frequently and consume more than five drinks in one setting than non-members. Dr. Cimini shared that these findings are consistent with national findings that fraternity and sorority members drink, smoke, and use other drugs more frequently than non-members. Other sources (multiple presentations to the Commission and two written statements) informed the Commission about open source alcohol options being present at fraternity parties, including “jungle juice” that contain substances like Xanax and contribute to dangerous substance polysubstance use and related consequences. Dr. Cimini also presented national data that found fraternity and sorority members to be at increased risk for a substance use disorder even a decade beyond graduation, such that risk continues beyond a students’ time at their college/university.

Neighborhood Impact

As discussed by Luke Rumsey, Assistant Dean of Students for Off-Campus Student Services, and found through written statements and Open Forum discussions, some events hosted by fraternities/sororities in the Pine Hills neighborhood and in venues across the Capital Region result in large numbers of attendees (on average, 100 – 300 attendees per event with multiple events occurring per night), health and safety issues, litter, noise complaints, and police involvement. As discussed by Mr. Rumsey, some of these events also create environments for unsafe structures with too many people in residential houses not built for these types of social activities, risking building collapse and other hazardous safety risks.

While these destructive behaviors have been found within fraternities/sororities, the Commission believes it is also important to note that these behaviors are also a problem amongst students not affiliated with fraternities/sororities, including rogue groups (discussed below). The Commission believes that even if the University stopped recognizing fraternities and sororities on campus, these persistent behaviors might continue to exist and negatively impact UAlbany students.
Misogyny/Sexual Violence

Dr. Amelia Barbadoro, Director of Equity and Compliance and Title IX Coordinator, and Carol Stenger, Director of the Advocacy Center for Sexual Violence, presented to the Commission on national statistics finding that fraternity men are significantly more likely to perpetrate sexual assault and sorority women are significantly more likely to be raped. While they were not able to provide specific figures to protect confidentiality, in their experience, they find that many allegations of sexual violence at UAlbany are associated with fraternity parties and organizations. A written statement received by the Commission further supports this sentiment.

EXCLUSIVITY

The Commission also discussed the single-gendered nature and exclusivity of fraternities/sororities and how this impacts diversity, equity, and inclusion efforts of the University. Because of the historical structure of fraternities and sororities, these organizations tend not only to be single-gendered, but also structured around race/ethnicity and/or religion. Further, these organizations have exclusionary membership practices (can deny students entry without specific cause) and may have high-cost membership dues, further excluding some potential members who are not able to pay these costs.

ROGUE GROUPS

Although not related to specific behaviors of fraternities/sororities, it is important to also note the role rogue groups (groups of students who have formed organizations claiming to be fraternities/sororities not recognized by UAlbany). These groups often contribute to the destructive behaviors mentioned above and at higher rates than recognized fraternities/sororities, which negatively impacts the image and goals of recognized fraternities/sororities. Further, they greatly impact the safety of the UAlbany student body, especially for students who choose to become members/participate in new member activities of these groups and for students who attend social functions organized by these groups.
To answer the central question posed to the Commission, the Commission believes that although the University at Albany does not have the full capacity to address the destructive behaviors too often associated with the culture of Greek life at UAlbany, the University, when in partnership with fraternity/sorority members, the City of Albany, inter/national organizations, alumni and other key stakeholders, can and will impact behavior change. Therefore, the Commission recommends the University should continue to recognize fraternities and sororities at the University.

The Commission based recommended strategies on the following philosophy statement in regard to the University’s relationship with fraternities and sororities:

Fraternities and sororities should be embraced at the University at Albany when they share similar goals, priorities, and values as the University and divisions and departments within the University. Fraternities and sororities can create meaningful opportunities for their members, the greater UAlbany community, and beyond, by helping students develop, succeed, and become leaders.

Fraternities and sororities have the opportunity to change historic patterns of destructive behaviors by forging strong bonds built on the foundation of organizational values, vision, mission and philanthropy. This change will only occur with buy-in from all stakeholders, trust, an appealing fraternity/sorority system, making more than minor changes to the system, and most importantly, behavior change. Fraternity/sorority leaders and members need to commit internally to making needed policy and behavior changes, which lead to deeper cultural shifts and eventually, a healthier community. For a strong fraternity/sorority community to persist, there must be strong support and accountability systems in place along with a culture of inclusion and restorative justice.

UAlbany should be home to fraternities and sororities that have missions, visions, values, and priorities consistent with those of the University. This community should be growing, inclusive,
accountable, transparent, safe for all students, and built on trust between administrators, students, and inter/national organizations. The community should be represented with organizations behaving in ways that the University can always be proud of.

**RECOMMENDATIONS**

The Commission believes that fraternities and sororities will be the leader of positive change in culture and behaviors for the UAlbany student body with the support of the University through the following recommendations developed by the Commission tailored specifically for the UAlbany community. The major areas of focus and change for the fraternity/sorority need to include an increase in accountability, partnerships, growth of the community, improved quality of living for students, risk reduction, and an increase in social programming opportunities.

An overview of priority areas and recommendations and associated intended impact can be found in Table 1 below:

**Table 1: Recommendations and Associated Intended Impact**

<table>
<thead>
<tr>
<th>Recommendation</th>
<th>Impact*</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Accountability</strong> - Increase accountability for student organizations.</td>
<td>○ Student Learning/Development</td>
</tr>
<tr>
<td>• Create a Student Organization Code of Conduct applicable to all student organizations.</td>
<td>□ Hazing</td>
</tr>
<tr>
<td>• Continue to advance and maintain the accountability provided through the self-governance procedures of the All Greek Council and their Greek Points system.</td>
<td>□ Party Culture (Alcohol/Drug Use)</td>
</tr>
<tr>
<td>• Maintain and revise as necessary the Five Star Accreditation Program for all fraternities and sororities.</td>
<td>□ Party Culture (Neighborhood Impact)</td>
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<td>• Exercise the administrative actions as appropriate and as authorized by the Student Organization Handbook.</td>
<td>□ Party Culture (Misogyny/Sexual Violence)</td>
</tr>
<tr>
<td>• Continue and enhance partnerships with inter/national organizations regarding fraternity and sorority standards, investigations and accountability.</td>
<td></td>
</tr>
</tbody>
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Partnerships - Solidify relationships with both non-University affiliated and University affiliated individuals and organizations, especially faculty/staff advisors, that are mutually beneficial.

- Enhance mutually beneficial relationships with organizations external to the University, especially with inter/national fraternity/sorority organizations.
- Solidify relationships with Fraternity & Sorority Life and key offices on campus.
- Formalize and heighten the role of fraternity/sorority faculty/staff advisors.

Positive, Inclusive Growth of the Community - Once certain metrics have been reached including reductions in hazing and other problematic behaviors, the campus should consider looking into increasing fraternity/sorority membership while also continuing to cultivate and expand the diversity and inclusion features of fraternity and sorority life.

- Eventual growth in membership of active and aligned fraternity/sorority chapters on campus.
- Support funding assistance opportunities for interested and current fraternity/sorority members to aid with membership costs.
- Attract inclusive, open, and low-cost fraternities/sororities to colonize at the University.
- Formalize guidelines on inclusion for all student organizations.
- Develop support and resources for community members that address programming, event, and membership needs in relation to diversity, inclusion, and accessibility.

Alignment
Community Involvement
Impact on the National History of Fraternities and Sororities
Student Learning/Development
Student Success/Retention
Exclusivity
Hazing
Party Culture (Alcohol/Drug Use)
Party Culture (Neighborhood Impact)
Party Culture (Misogyny/Sexual Violence)
Rogue Groups
### Quality of Living
- Improve the quality of life for off-campus students and create on-campus living opportunities for fraternity/sorority members.
  - Improve living conditions for students living off-campus, especially in the Pine Hills neighborhood.
  - Continue to inform off-campus students of tenant rights and resources.
  - Establish University presence in downtown neighborhoods with a physical building/office location.
  - Increase the presence of University staff in downtown neighborhoods including partnerships with the Albany Police Department.
  - Create an annual student off-campus housing directory.
  - Establish an off-campus living student safety taskforce.
  - Continue to address rogue groups through education and peer accountability efforts.
  - Create on-campus special-interest housing for fraternity/sorority members.

### Risk Reduction in Key Areas
- Continue to support and/or implement multi-faceted, comprehensive plans for the UAlbany community, including a specific focus on fraternities and sororities in the areas of alcohol and other drug use, hazing, and sexual violence.
  - Clarify policies/communications to students and student organizations on expectations regarding off-campus parties and alcohol/other drug use.
  - Increase student organization training and coaching for safer parties.
  - Re-introduce Greek STEPS in partnership with Counseling and Psychological Services and the Center for Behavioral Health Promotion and Applied Research.
  - Increase staff support for the Hazing Investigator Model.

|-----------|------------------------|------------------------------|--------------------------|--------|-----------------------------------|--------------------------------------|------------------------------------------|-------------|
- Enhance written, formal procedures for the Hazing Investigator model (including a maximum time length of investigations) and support for hazing victims.
- Re-introduce the Hazing Prevention Coordinator role on campus.
- Partner with inter/national organizations and national associations focused on hazing prevention.
- Create incentives for fraternities and sororities to utilize safe and effective new member programs.
- Mandate Title IX training for all fraternity/sorority members.
- Embed opportunities for LGBTQ+ competency training for fraternity/sorority members.
- Explore volunteer opportunities for fraternity/sorority members to volunteer with organizations focused on sexual violence prevention and assistance.
- Continue to foster relationships with Fraternity & Sorority Life, the Office of Equity and Compliance, the Advocacy Center for Sexual Violence, and the NASPA Culture of Respect working group.

| Social Programming | o Alignment  
|                   | o Community Involvement  
|                   | o Student Learning/Development  
|                   | o Student Success/Retention  
|                   | □ Party Culture (Alcohol/Drug Use)  
|                   | □ Party Culture (Neighborhood Impact)  
|                   | □ Party Culture (Misogyny/Sexual Violence)  
|                   | o  

- Increase access to fraternity/sorority funding for alcohol-free events.
- Increase opportunities for student education and development by student organizations through special funding opportunities for events with specific focus areas.
- Connect student organizations with safe venues for events in the Capital Region.
- Incentive student patronage of safe, off-campus activity venues.
- Reimagine the off-campus event form and form process for student organizations.
- Increase late-night, weekend on-campus programming opportunities for students.
- Increase student organization access to venue space on-campus, including both existing and new spaces.
- Reduce procedural barriers for student organizations planning on-campus events.
- Increase consistency in policies for student organizations reserving space across campus.

* ○ denotes a positive contribution
□ denotes a destructive behavior

In many instances, the Commission finds that alcohol and other drug use is the root of many of the other destructive issues found within the community. While specific recommendations related to alcohol/drug use are listed below, the Commission believes many of the other categories of recommendations begin to address contributing factors and outcomes of alcohol/drug use as well. Further, most of the recommendations below address issues broader than the fraternity/sorority community, as the majority of the destructive behaviors identified involve and impact the entire UAlbany student body.

The Commission notes that these recommendations are not resource neutral. In order for the areas included in this report to accomplish these recommendations, there must either be an increase in resources (human and fiscal) or a change in priorities in the unit that would impact other initiatives currently offered. In addition, while Fraternity & Sorority Life will benefit from the collective power of the campus addressing the items in this report, if the Greek community grows significantly – as we hope and believe it can if these changes are enacted – then the staffing model in that area will need to be reevaluated as well.

These recommendations are based on the information analyzed and discussed by the Commission and therefore only represent a specific snapshot in time. The content of this report is for informational purposes only and should not be construed to affect current University policies and procedures. In the event that amendments or updates are made at a later date to such policies and procedures, these recommendations will be reviewed to ensure continuing alignment.
ACCOUNTABILITY

Increase accountability for student organizations.

- Create a Student Organization Code of Conduct applicable to all student organizations.
- Continue to advance and maintain the accountability provided through the self-governance procedures of the All Greek Council and their Greek Points system.
- Maintain and revise as necessary the Five Star Accreditation Program for all fraternities and sororities.
- Exercise the administrative actions as appropriate and as authorized by the Student Organization Handbook.
- Continue and enhance partnerships with inter/national organizations regarding fraternity and sorority standards, investigations and accountability.

While the University has a robust Student Code of Conduct, there is no formal code for student organizations. A formal code of this nature for all student organizations, including fraternities and sororities, would enhance accountability and uphold due process rights for these organizations, while also providing consistency across organizations. The Office of the Dean of Students should work with the Office of Student Activities, the Office of Enterprise Risk Management and Compliance, the Office of the Vice President for Student Affairs, and the Office of General Counsel to develop this code and create related proper staffing structures and procedures.

Other forms of accountability that need to continue to be maintained include the self-governance procedures of the All Greek Council (AGC), the Five Star Accreditation Program upheld by Fraternity & Sorority Life, and administrative actions authorized by the Student Organization Handbook. The All Greek Council has developed a self-governance peer-accountability point system for violations of All Greek Council policies. The All Greek Council peer-judicial board reviews reports of violations by chapters and may assign AGC points and/or other AGC sanctions. Further, at any time, the All Greek Council can refer a chapter for campus administrative review. The Fraternity & Sorority Life Five Star Accreditation program includes bi-annual reviews of all recognized fraternities and sororities utilizing many components, including but not limited to, academic standards, leadership development requirements, campus involvement requirements, internal operations and risk management standards, and service/philanthropy requirements. Further, the Student Organization Handbook provides
guidance and outlines administrative actions for all student organizations. In addition, all inter/national organizations have expectations and accountability mechanisms in place for their respective fraternities/sororities. UAlbany should continue and enhance partnerships with inter/national organizations to facilitate adherence and accountability for both University and inter/national organization policies and expectations.

PARTNERSHIPS

Solidify relationships with both non-University affiliated and University affiliated individuals and organizations, especially faculty/staff advisors, that are mutually beneficial.

Non-University Affiliated

- Enhance mutually beneficial relationships with organizations external to the University, especially with inter/national fraternity/sorority organizations.

There are many essential non-University affiliated groups/organizations that UAlbany should continue to partner with to mutually benefit these groups/organizations and fraternities/sororities. These groups/organizations include, but are not limited to:

- Albany Police Department
- Inter/national organizations
- Local schools (K-12)
- Neighborhood Associations

In regard to the partnership with Albany Police Department, opportunities should be focused on educational related partnerships and opportunities, rather than traditional enforcement. In relation to inter/national organizations (discussed more explicitly in the Positive, Inclusive Growth of the Community section below), specific opportunities may include regular check-ins and work at the council level in addition to work with specific fraternities/sororities.
University Affiliated

- Solidify relationships with Fraternity & Sorority Life and key offices on campus.
- Formalize and heighten the role of fraternity/sorority faculty/staff advisors.

Throughout the Commission process, it became apparent that many University affiliated offices and departments are interested and willing to continue/increase partnerships with Fraternity & Sorority Life and fraternities/sororities. These partnerships are essential, but to be effective, they need to be built into the fabric of the University and encouraged, supported, and celebrated by University leadership. One way of accomplishing this may be to formally incorporate topics related to fraternities and sororities (including alcohol/other drug use, building community, and hazing) into the University’s curricula. Together, fraternities/sororities and their partners can work to fulfill institutional priorities including student success and retention, diversity and inclusion, and engagement and service. Partners should include, but are not limited to:

- Athletics
- Academic Affairs
- Admissions
- Advising Plus
- Albany Police Department
- Alumni Association
- Association of Fraternity/Sorority Advisors
- Campus Recreation
- Career and Professional Development
- Center for Behavioral Health Promotion and Applied Research
- Center for Leadership and Service
- Communications and Marketing
- Educational Policy and Leadership graduate program
- Faculty/Staff Advisors
- Dean of Students Office
- General student body
- Residential Life
- University leaders
- University Police Department

Currently, all fraternities and sororities at UAlbany are required to have a faculty/staff advisor, but the level of involvement and engagement of these advisors vary widely. To ameliorate this, the University should work to update job descriptions for fraternity/sorority faculty/staff advisors to make them uniform and specific. Further, to increase faculty/staff participation, the Commission recommends including an extra service stipend, a formal addition to employee
program plans, and/or a course release. Consistent training and communication plans to faculty/staff advisors also need to be priorities.

For all partnerships to be successful, UAlbany may want to consider developing a list of parameters or guidelines that outline the responsibilities of being a partner with UAlbany Fraternity & Sorority Life.

MEMBERSHIP AND INCLUSIVITY OF THE COMMUNITY

Once certain metrics have been reached including reductions in hazing and other problematic behaviors, the campus should consider looking into increasing fraternity/sorority membership while also continuing to cultivate and expand the diversity and inclusion features of fraternity and sorority life.

Membership

- Once fraternity and sorority problematic behaviors have declined and stabilized, grow membership in active and aligned fraternity/sorority chapters on campus as well as attract inclusive, open, prominent and low-cost fraternities to colonize at the University
- Support student-initiated efforts to aid with membership costs

The fraternity/sorority community has been declining in membership for the past few years, with over 500 members in Fall 2014 and just under 300 members in Fall 2019. Since there are many benefits of joining a fraternity/sorority that directly relate to student success (a key priority of the University), both the University community in general and students who are interested in joining the fraternity/sorority community could benefit from membership growth in the community. In partnership with inter/national organizations and once fraternity and sorority problematic behaviors have declined and stabilized the University should work to assist existing chapters with membership recruitment planning and work to recruit new chapters to campus.

While the recommendation related to increased roles for faculty/staff advisors is discussed in the Partnerships section above, the University will need to consider how increased membership in fraternities/sororities will impact staffing in Fraternity & Sorority Life, Student Activities, and the Dean of Students offices. If the community sees significant growth, additional staff and/or
the reallocation of staff may be needed in these areas. A review of current Student Activities (including Fraternity and Sorority Life) staffing plans may also be beneficial.

One barrier to entry for many students is the cost associated with membership in terms of dues to inter/national organizations, which can be over $2,000 to join and over $1,000 each semester for some organizations. These costs should be more readily available to students during the interest/joining process.

Eventually, the University should also work to recruit inter/national organizations that align with UAlbany values, especially in the area of diversity and inclusion, open membership policies, and have low student costs. One possible way of attracting these types of inter/national organizations along with building rapport with existing inter/national organizations partners is to invest in sending more UAlbany representatives to the Association of Fraternity/Sorority Advisors annual meeting and hosting an informational event there.

_Diversity/Inclusion_

- Formalize guidelines on inclusion for all student organizations.
- Develop support and resources for community members that address programming, event, and membership needs in relation to diversity, inclusion, and accessibility.

Historically, fraternities and sororities have been gendered institutions built on foundations of unequal access to education based on characteristics such as gender, sexual orientation, race/ethnicity, financial access, religion, ability and citizenship status. To acknowledge this history, the Office of Student Activities and the Dean of Students Office should work together to formalize guidelines that promote diversity and inclusion and holds student organizations accountable for racist/abelist/homophobic/transphobic/heterosexist/sexist and other types of non-inclusive actions individually and as a group. Specific language and recommendations for organizations in the guidelines should address transgender/nonbinary populations, sexuality, cultural identity, accessibility, faith-based inclusion, health status, and financial access. These guidelines should also be inclusive of land acknowledgements to honor indigenous communities. Using these guidelines, a list of inclusive organizations at both the local and national levels could be created and maintained each semester. The Lambda10 project could provide a strong basis for these efforts.
In addition to formal guidelines, Student Activities should also focus on developing support and resources for the Student Activities community to address programming, event, and membership needs in relation to diversity, inclusion, and accessibility. This could include bi-annual training for professional staff and student leaders in the areas of LGB+ and Trans/Non-Binary expansive identities/inclusion, cultural inclusion, accessibility and sustainability. An annual educational forum for LGBTQ+ individuals interested in joining fraternities and sororities may also be beneficial.

QUALITY OF LIVING

Improve the quality of life for off-campus students and create on-campus living opportunities for fraternity/sorority members.

Off-Campus Living

- Improve living conditions for students living off-campus, especially in the Pine Hills neighborhood.
- Continue to inform off-campus students of tenant rights and resources.
- Establish University presence in downtown neighborhoods with a physical building/office location.
- Increase the presence of University staff in downtown neighborhoods including partnerships with the Albany Police Department.
- Create an annual student off-campus housing directory.
- Establish an off-campus living student safety taskforce.
- Continue to address rogue groups through education and peer accountability efforts.

Off-campus living options and quality of life off-campus are issues faced by many off-campus students, including fraternity/sorority members. Although many offices at UAlbany have made this a priority, off-campus living needs to be a priority for the University as a whole, especially through the lens of improving the downtown experience as a retention tool. The University should work to make the experience for students living downtown safer and something to be proud of. To do this, the University should explore options to continue to educate students about tenant rights and resources and continue to advocate for students living downtown. In addition, the University should increase its presence downtown. One option could include
establishing a highly visible downtown location for Off-Campus Student Services with extended night hours (ideally, 8:00pm – 5:00am), especially on weekends. In addition, UAlbany could increase its presence in this area by partnering with the Albany Police Department to host joint walks and pop-up type events with UAlbany staff in an effort to showcase support for off-campus students rather than purely accountability and enforcement.

The University should also consider creating a process to collect off-campus housing information for students. Creating a directory of all off-campus residences of students could be beneficial for the Dean of Students Office and continued partnerships with the Albany Police Department to increase accountability of fraternities/sororities, combat unrecognized group activity, and for health and safety considerations for students.

Many of the issues related to party culture, structural and safety issues in the Pine Hills neighborhood with fraternities/sororities are also wider issues for UAlbany students and the Pine Hills community as a whole. The Commission believes that many of these issues may also be partially relieved with an increase in socially programming spaces and opportunities, a recommendation discussed further below in the Social Programming section. In addition, a partnership with the City of Albany to create a taskforce focused on these issues, specifically how they relate to UAlbany students, should be established with stakeholders including, but not limited to, Off-Campus Student Services, University Police Department, Albany Police Department, Neighborhood Associations, Residential Life, and fraternity/sorority members. One specific item for the taskforce to review is how to continue to inform the off-campus community (including students) on rogue groups and creating opportunities for the University community to hold these groups, and individuals participating in these groups, accountable.

Other potential areas for the taskforce to review include roommate matching opportunities/mechanisms and outreach/education possibilities to the local business community on alcohol/drug use and implications of related paraphernalia and rogue groups.

On-Campus Housing

- Create on-campus special-interest housing for fraternity/sorority members.

To increase feelings of sense of belonging among fraternity/sorority members and to decrease the severity of party culture behaviors and the use of/creation of unsafe structures, an increase in on-campus special interest housing options for fraternity/sorority members may be
beneficial. Options could include fraternity/sorority housing on Alumni Quad and/or fraternity/sorority interest housing in conjunction with or modeled after the Living-Learning Community system. Opportunities may also exist for partnerships with alumni organizations and inter/national organizations for personalizing and decorating space inside and outside of fraternity/sorority interest housing themed appropriately for each participating fraternity/sorority. For on-campus housing to be successful for fraternity/sorority members, cost will need to be a top priority.

**RISK REDUCTION IN KEY AREAS**

**Continue to support and/or implement multi-faceted, comprehensive plans for the UAlbany community, including a specific focus on fraternities and sororities in the areas of alcohol and other drug use, hazing, and sexual violence.**

*Alcohol and Other Drug Use*

- Clarify policies/communications to students and student organizations on expectations regarding off-campus parties and alcohol/other drug use.
- Increase student organization training and coaching for safer parties.
- Re-introduce Greek STEPS in partnership with Counseling and Psychological Services and the Center for Behavioral Health Promotion and Applied Research.

Alcohol and other drug use is one of the primary concerns of the Commission and therefore, many of the recommendations in this document address problems and opportunities related to this topic including the majority of recommendations related to social programming and quality of life issues. Other recommendations to address risky alcohol and other drug use and settings that breed this risk include ensuring that policies clearly outline expectations for individuals and organizations, incorporating safe party coaching and training opportunities for fraternities/sororities, and considering policies regarding the use of sober monitors at events. In addition, the University should work to support alcohol/other drug reduction efforts housed within the Center for Behavioral Health Promotion and Applied Research for the general student community and to re-introduce the evidence-based Greek STEPS program focused on the fraternity/sorority community. Staffing considerations related to this effort need be considered, including partnering with other on-campus resources and talent.
Hazing Prevention

- Increase staff support for the Hazing Investigator Model.
- Enhance written, formal procedures for the Hazing Investigator model (including a maximum time length of investigations) and support for hazing victims.
- Re-introduce the Hazing Prevention Coordinator role on campus.
- Partner with inter/national organizations and national associations focused on hazing prevention.
- Create incentives for fraternities and sororities to utilize safe and effective new member programs.

Hazing continues to be a persistent and serious issue at UAlbany. A comprehensive hazing prevention plan will need to consist of multiple areas of intervention. One key area will be increasing support for the Hazing Investigator Model organized through the Office of the Dean of Students. The development of the Hazing Investigation Model in 2017 is proving successful, but with the increased use of the model, there are also increased needs for support for this model based on the current length of investigations (averaging over one month per case) and staff caseload in the Office of the Dean of Students. In addition to addressing staffing needs, formal procedures should be created/documented to outline the process for student organizations (including a maximum time length for these investigations) and support mechanisms for victims of hazing.

Hazing prevention needs to continue to be a priority for the entire UAlbany community including fraternity/sorority students and their families, student organizations, athletic teams, faculty, staff, and the general student body. One way of ensuring there is a universal-level of hazing prevention for the community (including education, coordinated reporting options, and transparency) in addition to targeted and coordinated approaches for sub-populations including fraternities/sororities, is by re-introducing a Hazing Prevention Coordinator on campus.

Hazing prevention cannot occur in a silo. The University should consider partnering with inter/national organizations and national hazing prevention groups including the Hazing Prevention Consortium. Further, the University should continue to invest in hazing prevention education by continuing to send select staff to national hazing prevention trainings. Possibilities include the Hazing Prevention.Org Institute for Hazing Prevention and the Interdisciplinary Institute for Hazing Prevention. In addition, the University should consider partnering with
fraternities and sororities on campus by providing incentives to recognize organizations that have or are working toward strong, safe, and effective new member programs.

Sexual Violence

- Mandate Title IX training for all fraternity/sorority members.
- Embed opportunities for LGBTQ+ competency training for fraternity/sorority members.
- Explore volunteer opportunities for fraternity/sorority members to volunteer with organizations focused on sexual violence prevention and assistance.
- Continue to foster relationships with Fraternity & Sorority Life, the Office of Equity and Compliance, the Advocacy Center for Sexual Violence, and the NASPA Culture of Respect working group.

Findings of the Commission include a correlation between alcohol and other drug use and instances of sexual violence and the Commission believes strategies to reduce risky alcohol and other drug use will also decrease instances of sexual violence. In addition to addressing alcohol and other drug use, the University should mandate expanded Title IX training for all fraternity/sorority members rather than just for members holding a leadership position, an initiative starting to be implemented by Fraternity & Sorority Life this semester. The University should also explore volunteer opportunities that allow fraternity/sorority members to recognize the impact of sexual violence. In addition, Fraternity & Sorority Life should continue to partner with the Office of Equity and Compliance, the Advocacy Center for Sexual Violence, and the NASPA Culture of Respect working group on new programs and initiatives targeted to the fraternity/sorority community related to sexual violence and bystander intervention.

SOCIAL PROGRAMMING

Increase opportunities and reduce obstacles for both off-campus and on-campus social programming.

A lack of safe social programming opportunities impacts all students. An increase in social programming in collaboration with the University and fraternities/sororities, especially late-night (after 10:00pm) weekend events (Thursday, Friday, and Saturday nights), may decrease
party culture related behaviors for all students by providing alternate opportunities for socialization that work toward decreasing numbers and duration of high-risk alcohol related events.

**Funding**

- Increase access to fraternity/sorority funding for alcohol-free events.
- Increase opportunities for student education and development by student organizations through special funding opportunities for events with specific focus areas.

Fraternities and sororities host many programs and initiatives that benefit the UAlbany student body and community. These efforts often come with a cost. Currently, due to various policies and procedures related to how student organizations are recognized by the University, fraternities and sororities do not have the same access to funding as other student organizations. To support these beneficial fraternity/sorority sponsored programs and initiatives, the University should consider opportunities that increase fraternity/sorority access to funding for alcohol-free events including partnerships with the Student Association and inter/national organizations. Additional funds for both on-campus and off-campus events could continue to incentivize safe events for the student body.

Within the past few years, the Student Association has established a budget line (approximately $6,000) to assist non-Student Association funded groups including fraternities/sororities with events. Increased funding through this line or other potential collaborations could be beneficial. In regard to working with inter/national organizations, fraternity/sorority members sometimes pay thousands of dollars in fees to their inter/national organizations. Exploring options for direct funding support from these headquarters to the University could be beneficial to assist in the sponsorship of alcohol-free events. Another funding source opportunity could include incentivizing student organization programming partnerships with Student Activities through the establishment of grant funding programs within Student Activities.

In addition to social events, additional funding should be allocated to student organizations (including fraternities and sororities) who host educational events for the student body, especially if these events are targeted to the identified risk areas (alcohol and other drug use, hazing prevention, and sexual violence), diversity/inclusion, or other key areas focused on student success and student health/well-being.
Off-Campus Priorities

- Connect student organizations with safe venues for events in the Capital Region.
- Incentive student patronage of safe, off-campus activity venues.
- Reimagine the off-campus event form and form process for student organizations.

One issue that became apparent in the work of the Commission is the lack of off-campus venue locations available to UAlbany student organizations, especially in Albany. Because of this, many student organizations have found the need to host events in surrounding areas including Saratoga and Chatham. UAlbany should continue to work on partnerships and communications with Capital Region venues, entrepreneurial alumni, and event companies (including bus companies) to help find safe locations for off-campus events. One way to do this may be by working with the Albany Chamber of Commerce to start a higher education social programming working group with other Capital Region campuses, venues, and potentially, law enforcement agencies.

Specific opportunities may include a focus on the Pine Hills neighborhood and creating a discounted ticket/partnerhip with local venues including bowling alleys and movie theaters. In addition to local venues, residential events should also be addressed through re-imagining the Off-Campus Event Form.

Currently, all student organizations must submit an off-campus event form for events at off-campus event venues, but only fraternities/sororities submit a form (Party Smart Form) for off-campus events at off-campus residences. The Office of Student Activities and Fraternity & Sorority Life should work with the Office of Enterprise Risk Management and Compliance and the Office of General Counsel to update the purpose, process, and policies related to this form. In addition, widening the scope of this form to all student organizations should be considered. This form could also be tied in with on-campus event planning/management forms using systems like EMS or MyInvolvement.

When considering any new off-campus social programming opportunities, special consideration should be given to bussing options (especially late-night), staffing needs, and costs students and student organizations would be responsible for.
On-Campus Priorities

- Increase late-night, weekend on-campus programming opportunities for students.
- Increase student organization access to venue space on-campus, including both existing and new spaces.
- Reduce procedural barriers for student organizations planning on-campus events.
- Increase consistency in policies for student organizations reserving space across campus.

Students and staff have also expressed concerns related to access to space suitable for student and student organization on-campus event needs. Appealing on-campus social programming needs to include increased access to venue space (Campus Center, residential spaces, new spaces, etc.) on the uptown and downtown campuses, fraternity/sorority-only meeting spaces, and funding support for staffing needs, entertainment, and catering. Specific programming opportunities may include increased opportunities for e-sports, an increased partnership with Athletics for fraternity/sorority sponsored half-time performances, fraternity/sorority designated seating for athletic events, and partnering with Campus Recreation to bring back a midnight basketball type program.

Student social programming space should be a priority on-campus and UAlbany should work to remove obstacles for student social programming. This includes creatively finding existing space for student use for all types of programming including both large-scale events and smaller events, such as places to watch sporting events as a small group. Currently, many on-campus classrooms and event venues are off-limits to student organizations. In addition to considering existing space for student use, UAlbany should also consider how to make new and renovated spaces more student-friendly in the planning phases for these spaces. Another challenge student organizations face when reserving space on campus is the inconsistency in policy and lack of information/communication available regarding space reservations on campus. The University should work to create consistent policies and transparent information and communication regarding student organization space reservations.

Other barriers to student programming should be considered including the high-cost and lack of authentic food choices available through UAlbany Catering, and other procedures that may burden student organizations trying to plan events. One possibility to streamline planning may
include using University-wide electronic event planning and management software currently available through software including EMS and MyInvolvement.

When considering any new on-campus social programming opportunities, special consideration should be given to staffing needs and costs students and student organizations would be responsible for.

CONCLUDING REMARKS

While the Commission on the Future of Greek Life finds many areas of concern for the fraternity/sorority community, an overwhelming amount of evidence points to the great contributions and impact of the fraternity/sorority community on its members and the general community at large. To decrease the likelihood of destructive behaviors and increase the impact of positive contributions, the Commission recommends focus on the following priority areas of accountability; partnerships; positive, eventual inclusive growth of the community; enhanced quality of living; risk reduction in key areas; and social programming.

While the majority of Commission members were able to come to consensus on most recommendations, there are some areas where opinions differ. To address these differences, Commission members were invited to write brief statements of support and/or dissent, which are included in Appendix E.
APPENDICES

APPENDIX A: TIMELINE

The recommended implementation timeline is as follows*:

FALL 2020

1. Enhance relationships with external partners
2. Solidify and codify relationship with key on campus offices
3. Clarify expectations regarding off-campus parties and alcohol/drug use
   a. Reimagine off-campus event registration form
4. Increase training for student orgs for safer parties
5. Re-examine hazing investigator model
6. Continue to foster relationship between compliance and fraternity/sorority life
   a. Mandate Title IX training

SPRING 2021

1. Create special interest housing for fraternity/sorority members
2. Enhance written and formal procedures for Hazing Investigations
3. Partner with national organizations focused on hazing prevention
4. Embed LGBTQ+ training for fraternity/sorority members
5. Increase late night weekend on campus programming

FALL 2021

1. Formalize, heighten and if possible, incentivize role of advisors
2. Support student-initiated efforts to aid with membership costs
3. Increase presence of University staff downtown including partnerships with APD
4. Continue to address rogue groups
5. Re-introduce hazing prevention coordinator
6. Increase funding for alcohol-free events
7. Increase funding for student org events with key focus areas
8. Increase student org access to on-campus venues
9. Reduce barriers for planning on-campus events

SPRING 2022

1. Establish off-campus living task force
2. Connect student orgs with safe venues
FALL 2022

1. Establish student org code of conduct
2. Improve off-campus living conditions
3. Re-introduce Greek STEPS

FALL 2023

1. Establish presence downtown
2. Create off-campus student directory
3. Once fraternity and sorority behaviors have declined and stabilized,
   a. Grow membership in active and aligned fraternity/sorority chapters on campus as well as
   b. Attract inclusive open and low-cost fraternities to colonize

* Timeline subject to change at anytime
APPENDIX B: MEMBERSHIP

Dr. Robert Griffin (Chair), Dean of the College of Emergency Preparedness, Homeland Security & Cybersecurity (IFC)

Arleny Alvarez-Peña ('04, '06), Associate Director of Fraternity & Sorority Life (LGC)

Travis Apgar ('96, '97, '03), Rensselaer Polytechnic Institute Assistant Vice President and Dean of Students (IFC)

Jennifer Baldwin ('08, '19), University Police Department Inspector

Mark Benson, Director of Athletics (IFC)

Julie Bunson, National Panhellenic Conference Staff (NPC)

Alexandra Catalano ('20), Undergraduate Student (NPC)

Teresa Chan ('20), Undergraduate Student (NAPC)

Fiona Cray ('20), Undergraduate Student

Courtney D’Allaird ('09, '15), Assistant Director of Intercultural Student Engagement

Dr. Bryan Dosono, National APIDA Panhellenic Association Board Member (NAPC)

Melissa Ertl ('19), Doctoral Student (NPC)

Leah Golby ('91), Pine Hills Neighborhood Association Board Member

Brian Hawley, Albany Police Department/Neighborhood Engagement Unit Police Officer

Dr. Lani V. Jones, Associate Professor, School of Social Welfare (NPHC)

Sari Khatib ('05, '07), Interfraternity Council Advisor (NPHC)

Kyle Martin, North-American Interfraternity Conference Staff (IFC)

Cameron Mendez ('22), Undergraduate Student (IFC)

Dr. Paul Miller, Capital District National Pan-Hellenic Council Representative (NPHC)

Dr. Tamra Minor, Chief Diversity Officer (NPHC)

Monica L. Miranda ('96, '01), National Association of Latino Fraternal Organizations, Inc. National Representative (LGC)

Ariel Nuñez ('20), Undergraduate Student (LGC)

Sheri Stevens ('07), Community and Public Service Program Director

Moises Urena ('21), Undergraduate Student (NPHC)

Dr. Emily Feuer (Non-Voting Facilitator), Student Affairs Assessment and Planning Assistant Director (NPC)
APPENDIX C: MEETING SCHEDULE

The Commission met for a two-hour duration eight times during the Fall 2019 semester and three times during the Spring 2020 semester:

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<td>Introduction</td>
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<td>• National fraternity/sorority landscape (Dan Wrona, RISE Partnerships)</td>
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<td>• UAlbany fraternity/sorority landscape (Michael Jaromin, Student Involvement)</td>
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<td><strong>September 18</strong></td>
<td>Destructive Behaviors Panel</td>
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<td>• Community Standards (Brian Stephenson)</td>
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<td>• Off-Campus Student Services (Luke Rumsey)</td>
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<td>• University Police Department (Investigator Benjamin Nagy)</td>
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<td>• Equity and Compliance (Dr. Amelia Barbadoro)</td>
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<td>• The Advocacy Center for Sexual Violence (Carol Stenger)</td>
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<td>• Center for Behavioral Health Promotion and Applied Research (Dr. M. Dolores Cimini)</td>
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<td><strong>October 2</strong></td>
<td>Positive Contributions Panel</td>
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<td>• Student Activities (Pamela Alexander)</td>
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<td>• All Greek Council (Teresa Chan (Lead), Erik Chung, Jonathan Collins, Justin Collins, Juliana Gadaleta, Kamary Morales, Moises Urena)</td>
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<td>• Intercultural Student Engagement (D. Ekow King)</td>
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<td>• Student Association (Desann ‘Dee’ Chin-Carty)</td>
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<td>• Alumni Association (Lee Serravillo)</td>
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<td>• Umbrella/Regional and Inter/National Organizations (Monica Miranda (Lead), Julie Bunson, Dr. Bryan Dosono, Kyle Martin)</td>
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<td><strong>October 16</strong></td>
<td>Open Forum (followed by a written statement submission period)</td>
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<td>October 30</td>
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<td>- A Timeline of Past Interventions (Arleny Alvarez-Peña, Fraternity &amp; Sorority Life)</td>
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<td>- Straw vote on keeping and changing the fraternity/sorority system</td>
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<td>November 13</td>
<td>Future Aspirations</td>
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<td>- Aspirations for the Fraternity/Sorority Community (Dan Wrona, RISE Partnerships)</td>
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<td>- Developing Recommendations</td>
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<td>March 5</td>
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APPENDIX D: MEETING MINUTES

Commission on the Future of Greek Life

September 18, 2019 | 7:00pm – 9:00pm

Meeting Minutes

Members Present: Alvarez-Peña, Arleny; Apgar, Travis; Baldwin, Jenn; Benson, Mark; Bunson, Julie; Catalano, Alexandra; Cray, Fiona; D’Allaird, Courtney; Dosono, Bryan; Ertl, Melissa; Golby, Leah; Griffin, Robert; Hawley, Brian; Jones, Lani; Khatib, Sari; Martin, Kyle; Minor, Tamra; Miranda, Monica; Nuñez, Ariel; Stevens, Sheri; Urena, Moises

Guests of the Chair Present: Alexander, Pamela; Barbadoro, Amelia; Cimini, M. Dolores; Feuer, Emily; Jaromin, Michael; Lauricella, Nancy; Nagy, Benjamin; Rivero, Estela; Rumsey, Luke; Stenger, Carol; Stephenson, Brian

The meeting convened at 7:03pm.

I. Welcome - Dr. Robert Griffin

Dean Griffin welcomed members and guests and introduced members who were not present at the first meeting. Because of technical difficulties, members who were attending the first meeting remotely were not able to introduce themselves so time was provided for them to do so. Dean Griffin also announced that student representative Billy Smart resigned from the Commission and the Commission is working to find a student representative affiliated with the Interfraternity Council.

II. Approval of Minutes of September 4, 2019 - Dr. Robert Griffin

The minutes were approved with no members in opposition.
III. **Informed Information Gathering** - Dr. Emily Feuer

Dr. Feuer reminded the group on the central question the Commission is working to answer: Is it within our capacity at UAlbany to address the destructive behaviors too often associated with the culture of Greek life? She explained the focus of the evening was on destructive behaviors and went over strategies Commission members may want to focus on while taking notes and asking questions related to defining destructive behaviors. She also showed the format the Commission members would be expected to follow when submitting notes and observations through a shared document. All notes and observations are due September 25, 2019.

IV. **Panel Presentations** - What are the destructive behaviors too often associated with the culture of Greek life at the University at Albany?

Dean Griffin introduced panelists, reminded panelists of a ten minute maximum for all presentations, and let Commission members know that questions could be asked after all presentations were complete.

- **Community Standards** - Brian Stephenson

  Mr. Stephenson discussed major incidents that the Office of Community Standards has dealt with involving both recognized and unrecognized fraternities and sororities dating back to 2012. Mr. Stephenson also discussed the impact of these cases on the student body and administrative offices that play a role in these cases. In the presentation, slides on the hazing investigation process were also included, but were not discussed due to time constraints. These slides are available to Commission members in the shared folder.

- **Off-Campus Student Services** - Luke Rumsey

  Mr. Rumsey spoke about the function of Off-Campus Student Services and issues affiliated with fraternities and sororities and their off-campus residences and event venues including quality of life, safety, and large events. Pictures and videos were included of dwellings and neighborhood streets during and post-events. Additional data and topics are included in the slides, but were not discussed due to time constraints. These slides are available to Commission members in the shared folder.

- **University Police Department** - Investigator Benjamin Nagy

  Investigator Nagy discussed incidents related to fraternities and sororities the University Police Department has encountered including sexual assault, hazing,
drug/alcohol use, common sources of alcohol, criminal mischief, Campus Center late night events, and events related to Homecoming.

- **Equity and Compliance** - Dr. Amelia Barbadoro

  Dr. Barbadoro spoke about specific challenges associated with fraternities and sororities in regard to Title IX processes and data, national statistics on campus sexual assault and fraternities/sororities, and actions UAlbany can take to ensure fraternity/sorority members are educated on Title IX issues and prevent sexual violence within the fraternity/sorority community.

- **The Advocacy Center for Sexual Violence** - Carol Stenger

  Ms. Stenger discussed an overview of the Advocacy Center for Sexual Violence and the support of fraternities and sororities with office-related events. Ms. Stenger also spoke about national statistics on campus sexual assault and fraternities/sororities and potential reasons for why these correlations may exist. Further, Ms. Stenger shared central themes about fraternity/sorority related instances of sexual violence at UAlbany.

- **Health Promotion and Applied Research** - Dr. M. Dolores Cimini

  Dr. Cimini spoke about national statistics on alcohol and other drug use among fraternity/sorority members and data from a study specific to alcohol use among fraternity/sorority members compared to non-members at UAlbany. Dr. Cimini also discussed specific interventions that have been implemented in the past or currently at UAlbany to address alcohol and other drug use within the fraternity/sorority community.

V. **Panel Question and Answer Period**

  Commission members asked panelists a variety of questions related to breaking down information by race/ethnicity and recognized/unrecognized status, policies regarding Title IX training and student organization conduct processes, and details about off-campus behavior.

VI. **Wrap Up and Next Steps** - Dr. Robert Griffin

  Dean Griffin thanked panelists for presenting and reminded Commission members of the next meeting on October 2.

The meeting adjourned at 9:06pm.
Meeting Minutes

Members Present: Alvarez-Peña, Arleny; Catalano, Alexandra; Chan, Teresa; D’Allaird, Courtney; Dosono, Bryan; Ertl, Melissa; Golby, Leah; Griffin, Robert; Hawley, Brian; Jones, Lani; Khatib, Sari; Mendez, Cameron; Miller, Paul; Minor, Tamra; Miranda, Monica; Nuñez, Ariel; Stevens, Sheri; Urena, Moises

Guests of the Chair Present: Alexander, Pamela; Chin-Carty, Desann; Chung, Erik; Collins, Jonathan; Collins, Justin; Feuer, Emily; Jaromin, Michael; King, D. Ekow; Lauricella, Nancy; Serravillo, Lee

The meeting convened at 7:03pm.

VII. Welcome - Dr. Robert Griffin

Dean Griffin welcomed members, panelists, and guests. He also introduced a new Commission member, Cameron Mendez and gave an opportunity to Mr. Mendez to provide a brief introduction. Dean Griffin reminded members of the Open Forum on October 16 in the Campus Center Auditorium and let members know the Open Forum would start promptly at 7:00pm.

VIII. Approval of Minutes of September 18, 2019 - Dr. Robert Griffin

The minutes were approved with no members in opposition.

IX. Thinking Ahead - Dr. Emily Feuer

Dr. Feuer reminded members about the central question the Commission is looking to answer, the focus of the last meeting, and the focus for the current meeting. Dr. Feuer also spoke about the Commission’s timeline for the rest of October.

X. Panel Presentations - Why do we have fraternities/sororities at UAlbany?
• **Student Activities:** Pamela Alexander

Ms. Alexander spoke about the role of student activities/involvement on college campuses and the mission/vision of the Office of Student Activities at UAlbany. She provided data showcasing student outcomes and perceptions for those involved in general student organizations and fraternities/sororities at UAlbany.

• **All Greek Council:** Teresa Chan (Lead), Erik Chung, Jonathan Collins, Justin Collins, Moises Urena

Ms. Chan discussed priorities of the All Greek Council and the new structure of the Council. Mr. Chung, Mr. Urena, and Mr. Collins spoke about their positions within the All Greek Council. Ms. Chan also discussed how the Council is focused on setting a positive example for newer organizations to the Council and the long-lasting nature of fraternity/sorority membership.

• **Intercultural Student Engagement:** D. Ekow King

Mr. King provided an overview of the Office of Intercultural Student Engagement and how fraternities and sororities, especially but not limited to culturally-based organizations, align with specific aspects of the mission and vision of the office.

• **Student Association:** Desann ‘Dee’ Chin-Carty

Ms. Chin-Carty shared information on leadership roles fraternity/sorority members have had and currently have at UAlbany. Ms. Chin-Carty also provided results of a survey she conducted with fraternity/sorority members on the impact of fraternity/sorority membership on skill building, values, and general development.

• **Alumni Association:** Lee Serravillo

Mr. Serravillo discussed the Alumni Association’s role in sponsoring social activities leading to alumni engagement and philanthropy. He also discussed how affinity-based engagement, including fraternity/sorority affiliation, generally leads to stronger affinity with the University. Mr. Serravillo mentioned examples of past partnerships the Alumni Association has had with fraternities/sororities.

• **Umbrella/Regional and Inter/National Organizations:** Monica Miranda (Lead), Julie Bunson, Dr. Bryan Dosono, Kyle Martin
Ms. Miranda informed the group about the different fraternal umbrella organizations and how fraternity/sorority goals align with UAlbany’s mission, vision, values, and priorities. Ms. Miranda also discussed how a lack of recognition for fraternities/sororities would impact UAlbany and explained different aspects related to fraternity/sorority recognition. Lastly, Ms. Miranda spoke about the behaviors associated with a successful and effective culture within Greek life at UAlbany.

XI. Panel Question and Answer Period

Members asked questions about retention rates for fraternity/sorority members, if panelists believe outcomes related to fraternity/sorority membership may be attainable in other types of student organizations, if panelists believe the fraternity/sorority community can hold each other accountable to create necessary behavior change, how to reconcile the positive aspects of fraternities and sororities with the negative behavior, and how things could be different in the future. Additional topics including the monetary aspect of fraternity/sorority behavior and the systemic nature of some behaviors associated with fraternities/sororities having a wider reach in the general community were also discussed.

XII. Wrap Up and Next Steps - Dr. Robert Griffin

Dean Griffin reminded all members about the Open Forum on October 16. Dr. Feuer made an announcement that some members will need to add additional items to their HR forms. She will reach out to those who may be impacted.

The meeting adjourned at 9:08pm.
Commission on the Future of Greek Life
Meeting # 5 | October 30, 2019

Meeting Minutes

Members Present: Alvarez-Peña, Arleny; Baldwin, Jenn; Catalano, Alexandra; D’Allaird, Courtney; Dosono, Bryan; Ertl, Melissa; Golby, Leah; Griffin, Robert; Hawley, Brian; Martin, Kyle; Mendez, Cameron; Miller, Paul; Miranda, Monica; Stevens, Sheri

Guests of the Chair Present: Collins, Jonathan; Collins, Justin; Feuer, Emily; Jaromin, Michael; Lauricella, Nancy

The meeting convened at 7:06pm.

II. Welcome - Dr. Robert Griffin

Dean Griffin opened the meeting by asking Commission members how they would like to proceed given the low attendance and absence of a quorum requirement from the Commission charge and Briefing Book. The Commission decided to proceed with the meeting as usual. Dean Griffin announced to the group that Commission member Kaweeda Adams has resigned from the Commission due to personal matters.

III. Approval of Minutes of October 2, 2019 - Dr. Robert Griffin

The minutes were approved with no members in opposition.

IV. Overview of the Open Forum and Written Statement Period - Dr. Emily Feuer

Dr. Feuer let the group know there were 20 speakers at the Open Forum on October 16 and 59 written submissions. The focus of the majority of speakers and written submissions were on the positive contributions of fraternities/sororities. Dr. Feuer reminded members that all
written submissions and a recording of the Open Forum are available in the Commission shared folder.

V. **A Timeline of Past Interventions** - Arleny Alvarez-Peña

Ms. Alvarez-Peña spoke about interventions, priorities, and initiatives related to the Office of Fraternity and Sorority Life within the past seven years. Topic areas included scholarship, leadership, programming, service/philanthropy, community, accountability, and marketing. Questions from Commission members were asked about evidence of positive change, minimum membership number requirements, the Blue Ribbon Committee, the role of sub-governing councils, what an ideal number of students in the fraternity/sorority community would be, the role of alumni involvement, and difficulties with unrecognized organizations.

VI. **Review of Positive Contributions of the Fraternity/Sorority Community at UAlbany**

Dr. Feuer reviewed the positive contributions of the fraternity/sorority community based on data and presentations thus far in the process and asked for Commission feedback on a graphic (available in the shared folder) depicting the positive contributions. Recommendations were made to include a section for recruitment/marketing/enrollment, leadership, academic excellence (combining GPA and retention), and to highlight cultural inclusion more specifically. Keeping the proposed changes in mind, all Commission members present agreed on the list of positive contributions.

VII. **Review of Destructive Behaviors of the Fraternity/Sorority Community at UAlbany**

Dr. Feuer also reviewed the destructive behaviors of the fraternity/sorority community based on data and presentations thus far in the process and asked for Commission feedback on a graphic (available in the shared folder) depicting this information. Feedback from Commission members included the need for adding the exclusionary nature, inherent power, gender-specific focus of fraternities/sororities, and specific outcomes of the behaviors. Comments were also made about considering if fraternities/sororities increase or decrease the risk associated with these behaviors, the importance of relationships with fraternities/sororities and the University in making changes to behaviors, and how changing technology impacts incident knowledge and reporting. Questions were also asked about race/ethnicity and council breakdowns in terms of destructive behaviors and if the risk of destructive behaviors are caused by something that develops within fraternities/sororities or by a specific type of individual who is drawn to membership in a fraternity/sorority.

VIII. **Moving Forward** - Dr. Robert Griffin
Commission members were invited to share their thoughts on the following two questions:

- Do we believe the University at Albany should continue to recognize fraternities and sororities?
- If yes, do we believe that changes need to be made to the current system?

It was discussed that the questions posed are not the original question the Commission was charged with because of evolved thinking about the best ways to move forward. All but one Commission member (who was undecided), stated they believed the University at Albany should continue to recognize fraternities and sororities. Not all Commission members spoke about the second question, but all that did stated they believe changes need to be made to the current system. Ex-officio members were also asked for their thoughts.

IX. **Wrap Up and Next Steps** - Dr. Robert Griffin

Dean Griffin reminded attendees that because of Thanksgiving, the next two meetings will be back-to-back on November 13 and November 20. Dean Griffin also let attendees know that at the next meeting, the focus of the first part of the meeting will be on aspirations for the fraternity/sorority community. Members should share their aspirations and potential strategies through a shared document that Dr. Feuer will distribute.

The meeting adjourned at 9:11pm.
Meeting Minutes

Members Present: Alvarez-Peña, Arleny; Apgar, Travis; Bunson, Julie; Catalano, Alexandra; Chan, Teresa; Cray, Fiona; Dosono, Bryan; Ertl, Melissa; Golby, Leah; Griffin, Robert; Khatib, Sari; Martin, Kyle; Mendez, Cameron; Miller, Paul; Minor, Tamra; Miranda, Monica; Nuñez, Ariel; Stevens, Sheri; Urena, Moises

Guests of the Chair Present: Alexander, Pamela; Feuer, Emily; Jaromin, Michael; Lauricella, Nancy; Wrona, Dan

The meeting convened at 7:03pm.

X. Welcome - Dr. Robert Griffin

Dean Griffin reminded members that at the last meeting, the Commission recommended continuing to recognize fraternities and sororities but recommended changes to the current system. He informed members that the remainder of meetings will be focusing on the aspirations we have for the fraternity/sorority community and recommendations we would like to suggest.

XI. Approval of Minutes of October 30, 2019 - Dr. Robert Griffin

The minutes were approved with no members in opposition.

XII. Aspirations for the Fraternity/Sorority Community – Dan Wrona

Mr. Wrona started his presentation by explaining the differences between philosophy, policy, and practice and how philosophy drives policy, which drives practice. He explained
that the focus of his presentation would be on philosophy as that is the foundation for the other two elements. He built his presentation around the facilitation of some central questions with the Commission:

- **Why do we care? Why recognize FSL?**

  Commission members mentioned items including the belief that there are positive outcomes for students affiliated with fraternities/sororities, that fraternity/sorority membership helps students stay at the institution and foster a sense of community at the institution, having a relationship with fraternities/sororities as an institution promotes opportunities to work together and promote student health/safety, and the idea that students affiliated with fraternities/sororities are still our students and cannot be ignored. Mr. Wrona also challenged members to consider why as an institution we invest in fraternities/sororities. Commission members discussed the impact the organizations have on students, families, and society, the positive impact on diversity/inclusion, leadership, and general opportunity these organizations provide for members.

- **How would you define UAlbany’s relationship with FSL?**

  Commission members discussed different relationship models that currently exist including a family member model where only accomplishments/issues are highlighted, an “us versus them” relationship (with a need on focusing on the “we” instead), the need for partnering and mentoring built on trust, and the need to rekindle relationships with faculty/staff and non-affiliated students. Mr. Wrona challenged members to also consider what behaviors are creating a lack of trust and what behaviors are needed to generate trust. A question was posed by a Commission member about how we can begin to decouple fraternities/sororities from behaviors such as hazing and alcohol use. Ideas were generated including institution-sponsored publications, faculty/staff also spreading information about fraternities/sororities rather than just students, the allocation of resources, using a supportive mindset rather than a deficit mindset, fraternity/sorority students owning up to issues, focusing on motivation/incentives to do the right thing, and including students in creating solutions. It was also brought up that focusing on the weight of the destructive behaviors of fraternities/sororities cannot be neglected.

- **Who is responsible for FSL?**
It was discussed that many believe it is the responsibility of fraternities/sororities and the Office of Fraternity/Sorority Life, while others discussed that everyone who is part of the UAlbany community should be responsible. It was also mentioned that for change to occur, the change has to come within the fraternity/sorority membership, but while also realizing there will always be an unequal relationship between students and the administration. The roles of national consultants and unrecognized organizations were also mentioned along with the need for more transparency within the All Greek Council.

- **What is your theory of change?**

Ideas about theories of change mentioned by Commission members include the need to embrace fraternity/sorority life, the need for a “big stick,” getting more students involved in the recognized system, high accountability with high support, having clear policy with swift, certain, and severe/meaningful outcomes, the need for system change, and the need to potentially build a new system rather than reforming what is already in place. Thoughts about dealing with unrecognized organizations, the use of amnesty policies, struggles with new member intake, influencing the “middle members” to do the right thing, and the need to incorporate research-based interventions were also mentioned.

- **What is the vision for FSL?**

Commission members expressed priorities including consistency, accountability from both staff and students, a safer environment for students, trust between staff, students, and national headquarters, fraternities/sororities seen as a resource for the campus, an increase in membership, increased inclusion of faculty/staff, and the system behaving in ways the University can be proud of.

Mr. Wrona ended the presentation by sharing a summary of what was discussed.

XIII. **Developing Recommendations** – Dr. Robert Griffin and Dr. Emily Feuer

Because of the great deal of dialogue and progress being made during Mr. Wrona’s presentation, Dean Griffin requested he continue his presentation past the time originally allotted. Because of this, there was no time to discuss recommendations. This item will be on the agenda for the next meeting.
XIV. **Wrap Up and Next Steps** - Dr. Robert Griffin

Dean Griffin reminded members there will be a meeting next week (November 20). He also encouraged members to add to the working documents on potential strategies and a document focused on the questions Mr. Wrona posed to the group. In addition, Mr. Urena informed members about upcoming new member presentations and invited all members to attend.

The meeting adjourned at 8:59pm.
Meeting Minutes

Members Present: Alvarez-Peña, Arleny; Apgar, Travis; Baldwin, Jenn; Catalano, Alexandra; Golby, Leah; Griffin, Robert; Hawley, Brian; Jones, Lani; Khatib, Sari; Mendez, Cameron; Minor, Tamra; Nuñez, Ariel; Stevens, Sheri; Urena, Moises

Guests of the Chair Present: Alexander, Pamela; Feuer, Emily; Jaromin, Michael; Lauricella, Nancy

The meeting convened at 7:05 pm.

XV. Welcome - Dr. Robert Griffin

Dean Griffin informed members that because of technical difficulties, Zoom conferencing is not available for the session and microphones would not be available. Because of this, members Julie Bunson, Bryan Dosono, Kyle Martin, and Monica Miranda were not able to participate in the meeting.

XVI. Approval of Minutes of November 13, 2019 - Dr. Robert Griffin

The minutes were approved with no members in opposition.

XVII. An Update on Fraternity/Sorority Related National Headlines – Dr. Emily Feuer

Dr. Feuer reviewed national headlines from the past month regarding fraternities including four student deaths and a racist/anti-Semitic incident. The Commission discussed the increased pressure and scrutiny of our work and the number and nature of incidents occurring within fraternities and sororities this semester at UAlbany were discussed.
XVIII. **Philosophy Statement** – Dr. Emily Feuer

Dr. Feuer presented the ideas generated through the shared document related to the Commission’s philosophy statement on the relationship between fraternities/sororities and the University. Minor adjustments were made by Commission members and a discussion was had about whether to include a statement on unrecognized fraternities/sororities in the document. It was decided to not include this type of statement. Dr. Feuer will draft a full philosophy statement to present to the group.

XIX. **Developing Recommendations** - Dr. Robert Griffin

Dr. Feuer discussed how the list of potential recommendations were developed using broad categories that were discussed in the philosophy statement followed by specific suggestions under the categories based on the list of ideas generated from Commission members. The broad categories include opportunities, support, and accountability. Dean Griffin discussed how specific suggestions will be discussed in order they appear on the list of potential recommendations, but that this list was not generated using any type of rank. A discussion was then started using the first category of opportunities:

- **Social programming** – Ideas related to increasing options for programming for student organizations, especially fraternities/sororities, were discussed including more on-campus spaces (Campus Center, residential life, new spaces, etc.), and fraternity/sorority-only locations for meetings and events. In addition, more opportunities for collaboration with Athletics, including half-time performances and designated seating for fraternities/sororities was discussed. Other ideas mentioned were designating off-campus registered events better and working with Student Association to increase funding opportunities for fraternities/sororities. Potential issues were also discussed including limited late night bussing options, limited venue options both on and off campus, the cost of off-campus events, and the cost of on-campus catering options.

- **Housing** – Ideas related to on-campus housing options for fraternity/sorority members were mentioned, including models with fraternity/sorority members occupying Greek-only space on Alumni and models more aligned with living-learning communities with a focus on leadership and a mix of both fraternity/sorority members and non-members and faculty representation. Multiple Commission members discussed the need for lower cost options for any on-campus model to work for fraternity/sorority members.
• **Partnerships** – Commission members discussed what to do with the list of identified offices/areas that could build stronger relationships with fraternities/sororities. It was mentioned that for these partnerships to be effective, the partnerships would need to be “built into the fabric” of each office and the importance of the partnerships would need to be reiterated from upper-level administrators. Commission members also mentioned other offices that need to be added to the list including Campus Recreation and inter/national organizations.

In addition to items related to the opportunities category, the off-campus events model was mentioned including a need for consistency across all student organizations and an increase in the number of trash receptacles in certain areas in the Pine Hills neighborhood. In addition, a discussion about whether fraternities/sororities can/should be compared to athletic teams was had. Further, Commission members discussed hesitations about implementing a fraternity/sorority fee.

XX. **Wrap Up and Next Steps** - Dr. Robert Griffin

Dean Griffin reminded members of the next meeting on December 4 and let the group know the work of the Commission may be extended past December 4 given the number of potential recommendations that still need to be discussed.

The meeting adjourned at 9:05pm.
XXI. Welcome - Dr. Robert Griffin

Dean Griffin welcomed members and explained that the meeting would primarily consist of a continuation of the discussion on the list of potential recommendations.

XXII. Approval of Minutes of November 20, 2019 - Dr. Robert Griffin

The minutes were approved with no members in opposition.

XXIII. Developing Recommendations - Dr. Robert Griffin

The discussion about recommendations started with the category of support. The first section within this category is advising models and roles, but since Ms. Alvarez-Peña was not able to make the meeting due to attendance at a conference, it was suggested by a Commission member that we discuss this item at a later meeting. The next item discussed was the University off-campus events model:

- Event planning form – Commission members discussed reshaping the current Party Smart Form to include all student organizations and necessary changes that would
need to happen to the budget process for Student Association funded student organizations to make this work.

- **Registered off-campus housing** – The benefits of having all off-campus residential addresses for students registered with the University were discussed to help with unrecognized fraternity/sorority activity, accountability, and partnering with the Albany Police Department.

- **Pine Hills neighborhood** – The idea that trying to solve problems in the Pine Hills neighborhood would be beneficial to fraternities and sororities, but is also much larger than fraternities and sororities was mentioned. Potential areas of focus could include standards of living, getting other organizations involved, partnering with International Education, creating partnerships between landlords and fraternities/sororities, and continuing to teach students about tenant rights. Further discussions would need to include the City of Albany. Commission members also discussed the equity issue that may arise if there is only a focus on the Pine Hills neighborhood. The necessary, but hard balance of not only supporting students but also holding students accountable for neighborhood behaviors was mentioned, along with campuses (including Georgetown and The Ohio State) with dedicated and large off-campus staffing models.

Another area that was discussed is the integration of fraternities and sororities on campus. Ideas mentioned include building fraternity/sorority topics into curriculum, business priorities of the University, and different recognition models (including fraternities and sororities being recognized by individual departments rather than a central office). The benefits of disaggregated and aggregated models were discussed. Within this discussion, the costs of fraternity/sorority membership and required conference attendance for students, and the socioeconomic issues related to this, were mentioned.

Funding for fraternities and sororities was also discussed:

- **Student Association funding** – Ex-officio members explained that fraternities and sororities cannot receive standard Student Association funding because of the exclusive nature of the organizations, but that there is currently a $6,000 budget line fraternities and sororities can have access to for events. The idea of using a “Friends of” model for funding from the Student Association was mentioned.

- **Funding from inter/national organizations** – Commission members discussed the idea that UAlbany fraternity/sorority chapters have to pay dues to their respective inter/national organizations, but not to the University and a potential idea of charging inter/national organizations to be recognized on campus.
Funding for non-alcohol events – Ideas for supporting fraternity/sorority sponsored events without alcohol on and off campus on Thursday, Friday, and Saturday nights were discussed. Ideas include a late-night “Meet the Greeks” type event at the beginning of each semester, a service day led by fraternity/sorority students (potentially in partnership with L-LCs and/or international students), midnight basketball type events, and re-utilization of residence halls. The potential issues of this type of incentive creating related after-party type events involving alcohol, related staff needs/costs, the expense related to entertainment that will attract and keep students and these events were mentioned.

Further, Commission members began a discussion on high-risk areas:

- Hazing – The need for a variety of interventions including re-incorporating the hazing prevention coordinator, hazing prevention education, accountability, and increased interactions with new members and faculty/staff were discussed. Different types of hazing prevention led by some, but not all, inter/national organizations and opportunities to involve these organizations in holding chapters accountable were mentioned. Commission members highlighted the importance of involving many stakeholders including faculty/staff, parents, non-affiliated students, Athletics, and the Student Association. Some Commission members also discussed the ineffective nature of the current online hazing prevention course. The hazing investigation model, particularly concerns related to the severity of reports and heavy staffing needs were also discussed. Further, the need to focus on a harm reduction model, targeted approaches for different groups, and addressing underlying gender, power, race, elitism, and location (specific focus on downtown) issues were mentioned. Finally, gaps in hazing definitions between the Albany Police Department and the University were brought up.

Another item discussed was incorporating discussions from the NIC external review that took place a few years ago. Because of time constraints, all recommendations were not discussed. The conversation will continue at subsequent Commission meetings.

XXIV. **Wrap Up and Next Steps** - Dr. Robert Griffin

Dean Griffin thanked members for their work this semester and let the group know Dr. Feuer will be in touch with next steps, including dates for meetings in January or February.

The meeting adjourned at 9:13pm.

*There was not a chance for these meeting minutes to be formally approved by the Commission.*
Meeting Minutes

Members Present: Alvarez-Peña, Arleny; Bunson, Julie; Catalano, Alexandra; Chan, Teresa; Dosono, Bryan; Golby, Leah; Griffin, Robert; Nuñez, Ariel; Stevens, Sheri; Urena, Moises

Guests of the Chair Present: Alexander, Pamela; Feuer, Emily; Lauricella, Nancy

The meeting convened at 7:05pm.

I. Welcome - Dr. Robert Griffin

Dean Griffin welcomed Commission members back to campus and to the work of the Commission. He updated members on progress that occurred over the break including starting to draft the final report and meeting with Vice President Christakis to update him on our progress. Questions were answered about the format of the final report and the opportunity to include dissenting opinions. Because only 11 Commission members were present, the group decided time would be better spent brainstorming recommendations (the bulk of the meeting agenda for the day) virtually rather than in person. Dr. Feuer will send out a virtual document for all Commission members to add to before the next in-person meeting on February 6. At that meeting, the agenda items below will be addressed.

II. Roadmap for the Commission - Dr. Robert Griffin

III. Approval of Minutes of December 4, 2019 - Dr. Robert Griffin

IV. Developing Recommendations - Dr. Robert Griffin

V. Wrap Up and Next Steps - Dr. Robert Griffin

The meeting adjourned at 7:26pm.

*There was not a chance for these meeting minutes to be formally approved by the Commission.
Meeting Minutes

Members Present: Apgar, Travis; Baldwin, Jenn; Bunson, Julie; Catalano, Alexandra; D’Allaird, Courtney; Dosono, Bryan; Golby, Leah; Griffin, Robert; Hawley, Brian; Jones, Lani; Khatib, Sari; Miller, Paul; Minor, Tamra; Miranda, Monica; Nuñez, Ariel; Stevens, Sheri; Urena, Moises

Guests of the Chair Present: Alexander, Pamela; Feuer, Emily; Jaromin, Michael

The meeting convened at 7:01pm.

I. Welcome - Dr. Robert Griffin

Dean Griffin briefly welcomed members and explained the Zoom platform.

II. Roadmap for the Commission - Dr. Robert Griffin

Dean Griffin and Dr. Feuer explained there were lingering recommendations on the list of recommendations developed in Fall 2019 that still need to be discussed by the Commission and the goal of the meeting was to finish discussing all of these recommendations.

III. Developing Recommendations - Dr. Robert Griffin

The first topic area discussed were high-risk areas including the Pine Hills neighborhood, alcohol and other drug use, and sexual violence:

- Pine Hills neighborhood – An idea of increasing the presence of the University in the Pine Hills neighborhood was discussed, including potentially adding a building in the...
area. Many members liked this idea, but mentioned the need for extended hours (open until 5:00am or so on the weekends). In addition, ideas about joint walks with UAlbany staff and the Albany Police Department, involving graduate students, partnering with Alumni Quad, education and communication in terms students understand and can related to, working with the Student Association, and increased large social programming downtown were brought up. The importance of pairing communication, presence, and education with enforcement was also mentioned.

- **Alcohol and other drug use** – To reduce alcohol and other drug use, Commission members discussed the need for more clear expectations for fraternities/sororities, including responsible party coaching, accountability for organizations, renters, and landlords, and the need for other event options, including partnering with alumni who have businesses or ideas for late-night events that would be of interest to our students. In addition, working with the Center for Behavioral Health on initiatives such as Greek STEPS and the role of sober monitors during events was discussed. The implications of insurance and inter/national organization specific policies were also discussed in terms of these potential interventions.

- **Sexual violence** – To reduce sexual violence, Commission members brought up ideas including mandated Title IX training for all fraternity/sorority members (an initiative being implemented by Fraternity & Sorority Life starting this semester), LGBTQ+ competency training, volunteer opportunities that allow members to see the impact of sexual violence, requiring fraternities/sororities to integrate (and inter/national organization policies and court rulings against this), and working with experts in the field on new programs and initiatives targeted to the fraternity/sorority community.

Another topic area discussed in the meeting was the integration of fraternities and sororities on campus including recruitment of new chapters and cost of membership. Within this topic, the overarching theme of avoiding the deficit perspective lens when talking about fraternities/sororities was recognized by many members.

- **Recruitment of chapters** – The idea of growing the fraternity/sorority community by adding more chapters that align with the mission/vision of the institution and the Office of Fraternity/Sorority Life, especially in the areas of diversity and inclusion was discussed. To recruit national organizations that have more open membership policies and inclusivity, members discussed investing in sending more representatives to the Association of Fraternity/Sorority Advisors annual meeting and hosting an event for current and interested organizations. A Commission member also reminded the group of the need to maintain the organizations currently on campus and avoiding spreading office resources too thin.
• **Cost of membership** – To address high costs associated with inter/national organizations, ideas including making costs more readily available to students and working with development and alumni to create scholarships were discussed.

The last topic area discussed were policies and processes related to fraternities/sororities including a student organization conduct process, the hazing investigation process, and advising model/roles:

• **Student organization conduct process** – The idea of having a student organization conduct process for all student organizations, including fraternities and sororities was discussed in an effort to enhance accountability and upholding due process for all student organizations.

• **Hazing investigation process** – Members discussed the need for more trained staff, structure for organizations going through the process, a process timeline with a maximum amount of time for the process, and working with inter/national organizations in relation to the hazing investigation process managed by the Office of Community Standards.

• **Advising models and roles** – In an effort to increase the presence and role of faculty/staff advisors for fraternities/sororities, ideas including having formal job descriptions and incentives for advisors were discussed. Other ideas to increase faculty/staff participation were discussed including incorporating fraternity/sorority issues (especially hazing) into the curriculum and providing faculty/staff with small statements about fraternities/sororities to incorporate in the classroom. Further, adding more staffing for fraternity/sorority life including creative approaches to allow for a designated staff person for each council was mentioned.

IV. **Wrap Up and Next Steps** - Dr. Robert Griffin

Dean Griffin explained that Dr. Feuer will begin adding the recommendations discussed during the meeting to the draft report and will send a copy of the draft to Commission members in approximately two weeks. After the draft is distributed, Commission members will have two weeks to make comments/edits to the report and then the group will meet for a final time using Zoom to approve the report. After that meeting, members will have up to two weeks to write any dissenting opinions they would like represented in the report.

The meeting adjourned at 8:52pm.

*There was not a chance for these meeting minutes to be formally approved by the Commission.*
Meeting Minutes

Members Present: Alvarez-Peña, Arleny; Baldwin, Jenn; Catalano, Alexandra; D’Allaird, Courtney; Dosono, Bryan; Golby, Leah; Griffin, Robert; Hawley, Brian; Khatib, Sari; Minor, Tamra; Miranda, Monica; Nuñez, Ariel; Urena, Moises

Guests of the Chair Present: Alexander, Pamela; Feuer, Emily; Jaromin, Michael

The meeting convened at 7:05pm.

I. Welcome - Dr. Robert Griffin

Dean Griffin welcomed members and provided an overview of the meeting agenda and goals.

II. Review of Draft Report - Dr. Robert Griffin and Dr. Emily Feuer

Dean Griffin and Dr. Feuer went through the report section by section asking Commission members for general thoughts, proposed edits, and proposed changes:

- **Recommendations** – Changes discussed within the Recommendations section include expanding on partnering with Albany Police Department for educational purposes, considering unintended consequences of on campus housing opportunities, and adding specific topics for the proposed taskforce to consider including circulating information about rogue groups, student groups holding other groups accountable, the role of peer educational groups (potentially in coordination with the off-campus ambassador program), outreach and education to local businesses in regard to alcohol/drug use and rogue groups, and roommate matching opportunities. In addition, within the risk reduction section, it was discussed that additions should be made to the hazing prevention section to include on-going training (including mentioning specific opportunities), and within the sexual violence
section, using the word “embed” instead of “change” in regard to LGBTQ+ training opportunities, and incorporating recommendations regarding policies on trans/sexual inclusion. Further, it was agreed upon to add more on funding opportunities for educational events (especially in the selected risk areas identified and diversity/inclusion) and including more on opportunities to incentivize partnerships with student organizations and external organizations/businesses through grant opportunities.

- **Findings** – Within the Findings section, it was discussed to add more information about GPA, especially since the all fraternity/sorority average was below the all student average in Fall 2019. Further, it was agreed on to use the word “exclusive” rather than “selective” in one of the section sub-headings.

- **Executive Summary** – Within the Executive Summary section, it was decided to add more about findings of the Commission, rogue groups, and staffing considerations for departments impacted by the recommendations.

- **Other sections** – The Commission decided it would be best to start with the positives in all possible ways in the report, focusing on student organizations in general instead of just fraternities/sororities when possible, and including more content on diversity/inclusion. Commission members also discussed the report potentially not addressing accountability fully.

III. **Vote on Draft Report** - Dr. Robert Griffin

Informally, there were no members in opposition to the report as a whole. Commission members will have another opportunity to review the report once final edits and additions have been made.

IV. **Wrap Up and Next Steps** - Dr. Robert Griffin

Dean Griffin let Commission members know that letters of support/dissent are due by March 25. Before then, Dr. Feuer will send an updated draft with changes made based on discussion from the meeting. Dean Griffin concluded the meeting by thanking all members for their time, energy, and support on this important work.

The meeting adjourned at 8:22pm.

*There was not a chance for these meeting minutes to be formally approved by the Commission.*
April 2, 2020

Attention: Commission on the Future of Greek Life,

The National APIDA Panhellenic Association (NAPA) is committed to serving both as a partner to the University at Albany and as a resource to its member organizations in ensuring that the community is addressing destructive behaviors. Below we advocate the need for preserving culturally-based fraternal organizations on campus and highlight how they add value to the university.

**Historical Significance.** Seven unique Asian American Greek Letter-Organizations have established charters at UAlbany since the mid-nineties: Sigma Psi Zeta, Nu Alpha Phi, Kappa Phi Lambda, Pi Delta Psi, Sigma Beta Rho, Delta Phi Lambda, and Lambda Phi Epsilon. The first two of these organizations were founded on the UAlbany campus in 1994, contributing to diverse programming that more closely connected the APIDA community at the university.¹ UAlbany alumni also played an integral role in the creation of NAPA and its impact as an association that sets the gold standard for APIDA fraternities and sororities across the nation.

**Cultural Capital.** Just as NPHC, NALFO, and NMGC fraternities and sororities have impacted Black, Latinx, and multicultural communities, NAPA organizations contribute to the rich, vibrant, culture of the APIDA community on campus and internationally. Members of NAPA organizations are deeply embedded and lead local student organizations such as the Asian American Alliance, Albany State Indian Alliance, Chinese Student Association, Japanese Student Association, Korean Student Association, and Liga Filipina. NAPA members strengthen coalitions of color by modeling a spirit of open collaboration.

**Risk Management.** As a trade association that meets monthly with the headquarters of its constituent organizations, we understand the positive impact that strong organizational leadership can have, even at the local level. NAPA is committed to working specifically with member organizations that have been established at UAlbany in order to ensure their risk management policies center the safety of all students.

Prior research illuminates how destructive behaviors may manifest within any type of campus organization or student group; however, fraternal organizations provide an additional layer of training and support to educate students on risk management and decision making. By mutually raising standards of accountability, partnerships between fraternal organizations and their host institutions benefit all individuals and communities involved.

Interfraternally,

Bryan Dosono, Ph.D.
Director of Research and Development
National APIDA Panhellenic Association

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April 6, 2020

Michael N. Christakis, PhD
Vice President for Student Affairs
University at Albany
1400 Washington Ave.
Albany, NY 12222

Dear Dr. Christakis,

I am pleased to submit this letter in support of the Final Report of the UAlbany Commission on the Future of Greek Life. The report accurately reflects the breadth of discussion and complexity of issues that the Commission considered when tasked with the central question, “Is it within our capacity at UAlbany to address the destructive behaviors too often associated with the culture of Greek Life?”

As a longtime leader in the Pine Hills neighborhood, I have had many positive experiences working alongside sorority and fraternity members in meetings, at neighborhood cleanups and other community events. While serving as a Council Member in the City of Albany in 2011, I also worked to address the destructive behavior of the infamous Kegs and Eggs riot of that year. As one of the few members of the Commission who has never been a member of a Greek-letter organization, I found that serving on the Commission was an eye-opening experience in which I gained knowledge about the important ways in which fraternity and sorority life provides opportunity, purpose and connections for students who join these organizations.

I support the report, in its entirety, with particular support of the recommendations for Accountability, Partnerships and Quality of Living. I think that in order to address destructive behaviors, we must change the status quo and developing a Student Organization Code of Conduct will be a critical tool to use in this process. As a member of the Board of the Pine Hills Neighborhood Association (PHNA), I am certain that our continued partnership with the University will be mutually beneficial, and I believe that establishing a highly visible downtown location for Off-Campus Student Services with extended night hours will be embraced by the greater community. While I had expressed some skepticism about the creation of on-campus special interest housing for fraternity/sorority members, particularly on Alumni Quad, I am open to the University exploring this option, especially if combined with an Off-Campus Student Services office that is open in the evenings downtown. Please note, that I am not speaking for the PHNA, and I believe that if the University explores this option, it will be imperative to have discussion with PHNA leadership and other community stakeholders in order to launch a successful program.

Thank you for the opportunity to serve on the UAlbany Commission on the Future of Greek Life. It was an honor to work with my colleagues on the Commission under leadership of Dr. Griffin and Dr. Feuer who deftly shepherded us through the process. I would be more than happy to serve the University community if future collaborative opportunities arise.

Sincerely,
Leah Golby, BA, 1991
To whom it may concern,

As a member of the Commission on the Future of Greek Life at UAlbany, I support the Committee’s findings that the University should continue to support Greek organizations and that, with areas of accountability firmly established, the University will have the capacity to address the destructive behaviors too often associated with the culture of Greek life.

As a representative of the Albany Police Department, our concern, first and foremost, is off-campus public safety. We often deal with the serious and dangerous issues within the Greek community, including, but not limited to, hazing, alcohol and drug use, neighborhood safety, negative environmental impacts, and sexual violence. The Albany Police Department would recommend that, before Greek organizations can be expanded, in an effort to respond to the original task of addressing the destructive behaviors within Greek culture, a priority must be made to ensure that certain areas of accountability are put in place and/or brought up to capacity. It is important, therefore, that the various areas of accountability, addressed by this committee, such as partnerships, improved quality of living, risk reduction in key areas, and social programming be addressed.

It has been a valuable learning experience serving on this committee. I was unaware of the magnitude of the positive impact that Greek culture has on both student success and the University. From a public safety standpoint, too often, we do not focus on these positives; instead, we must deal with the dangerous and destructive behavior connected with Greek culture. I feel strongly that, if the Committee’s suggestions are both prioritized and enacted, the UAlbany Greek system can continue to enhance and expand their positive contributions to the City of Albany. I am happy to answer any questions if needed.

Sincerely,

Brian Hawley
Police Officer
Albany Police Department, Neighborhood Engagement Unit