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Office of the Dean of Students 2010-2011 Highlights

People

- Arlyn Bradshaw, MPA, was named the new Assistant Dean of Students in September of 2010 replacing Jay Wilgus.

- Ryan Randall, MSW-LCSW, was hired as the first Behavioral Intervention Specialist at the University of Utah in December of 2010.

Processes and Policies

- The Advocate Software System by Simplicity was fully implemented on campus. This electronic data system allows staff members to track student conduct issues and students involved with the Behavioral Intervention Team.

- As directed by a “Dear Colleague Letter” from the Office of Civil Rights, sexual misconduct policies and procedures were reviewed resulting in a stronger collaboration with the Student Conduct and the Office of Equal Opportunity.

- Significant changes were created for the Greek Hearing Board and elections procedures after careful analysis of Greek policies.

Services

- Administered 117 student conduct cases

- Completed over 315 background checks for student seeking admission to graduate school or employment with state and federal agencies.

- Facilitated the membership of over 800 students in University of Utah fraternities and sororities

- Panhellenic Council agreed to expand and the sorority of Alpha Phi was selected and will start their colony in fall of 2011

- Provide support and advocacy via the Behavioral Intervention Team to over 91 multi-problem issues ranging from academic issues to mental health problems.

- Provided 7 trainings to various departments and academic leaders regarding student conduct and behavioral intervention processes.
STUDENT CONDUCT PROCESS OVERVIEW

The Student Conduct Administration function of the Dean of Students Office administers the Student Behavior components of the Code of Student Rights and Responsibilities, Policy 6-400 of the University of Utah Regulations Library. This includes the reporting, investigation, and adjudication of violations of the Code while respecting students’ due process and the educational mission of the University, summarized below:

Expectations of Behavior
Reasonable regulations are necessary for group interaction and living. Students are expected to uphold the Code of Student Rights and Responsibilities, Regulations Library Policy 6-400, also known as the Student Code (http://www.regulations.utah.edu/academics/6-400.html).

The rights of students and student organizations will be respected in the student conduct administration process. Students are expected to cooperate in the investigation and resolution of student conduct matters. Participants in the student conduct administration process shall take reasonable steps to protect the rights and, to the extent appropriate, the confidentiality of all parties involved in any proceedings under the Student Code.

It is the University’s intention that students who violate the Student Code learn from their mistakes. The student behavior process is designed to be part of a student’s educational experience. Each conduct case is to be viewed separately and there is no set disciplinary response for each incident. The variables of each case will dictate unique outcomes.

Complaints
Any person directly aggrieved by an alleged violation of the Student Code or any faculty member, student, or staff member may submit an oral or written complaint to the Dean of Students Office (270 Union, 801-581-7066, fax 801-585-5114) within 45 business days of the date of discovery of the alleged violation.

Investigations
All complaints or reports of a possible violation of the Student Code are investigated by a student conduct officer appointed by the Dean of Students. Each individual identified as having information relevant to a conduct matter is provided an opportunity to make a statement of his or her thoughts, concerns, or questions regarding the investigation either through an interview with a conduct officer or the submission of a written statement.

Students against whom a complaint is lodged will also have the opportunity for an interview with the conduct officer and to submit written statements or supporting materials. At the conclusion of the inquiry, the conduct officer shall determine whether
there is a reasonable basis for believing that the student is responsible for a violation of the Student Code.

Resolution of a Case
If the conduct officer finds that the student has not violated the Student Code, the complaint is dismissed and the matter is closed. If the conduct officer finds that the student has violated the Student Code, the conduct officer may offer an appropriate resolution/sanctions to be agreed to by the responding student. If the student agrees to the informal resolution and complies with the terms and conditions set out by the conduct officer, the matter will be closed.

If an informal resolution is inappropriate, or the responding student declines to agree to the informal resolution offered, the complaint will be submitted to the Student Behavior Committee. The Committee is made up of two faculty, two staff members, and two current students who are appointed by the president of the university to serve for a multiple-year term. The Student Behavior Committee will hold a hearing that is closed to the public to discuss the matter with the complaining party and the responding student. If a majority of the Committee finds that the student is responsible for violating the Student Code, they will recommend behavioral sanctions. The findings and recommendations of the Committee will be presented to the Vice President for Student Affairs who will issue a decision on the matter.

Sanctions
Sanctions are intended to provide an appropriate response to the student misconduct and a learning opportunity for the parties involved with the conflict. Sanctions may include, but are not limited to, a written reprimand, the imposition of a fine or payment of restitution, community service, probation, suspension or dismissal from the University. Suspensions and dismissals are reflected on a student’s transcript.

Sanctions that require action on the part of the responding student will be assigned a deadline for completion and should be fully understood. Where appropriate, the hearing officer may grant a responding student’s request for minor alterations to the sanctions (i.e. a deadline for completion could be extended due to mitigating circumstances).

Appeals
Within ten business days of the vice president’s decision, any party involved in the complaint may appeal that decision by filing a written notice of appeal with the president. The decision of the president is final. Complaints dismissed by a hearing officer and informal resolutions are not appealable.

HIGHLIGHTS
Student Conduct Administration continued to address issues of behavioral misconduct on campus and cultivate working relationships with several campus agencies to address these issues. The electronic transmission of referrals from the Department of Public Safety continued. Housing and Residential Education continued to refer non-resident student issues of misconduct and the process for referring students who were evicted
for behavioral misconduct was refined. Collaboration with Fraternity and Sorority Life resulted in joint adjudication of several issues with chapter discipline.

The use of the Advocate software program from Symplicity was fully implemented to create and manage an electronic database of cases and related documents.

The receipt of the Dear Colleague Letter from the Department of Education’s Office of Civil Rights was received in April 2010 and a review of the University’s process for handling all allegations of sexual misconduct was conducted. As a result, a stronger partnership with the Office of Equal Opportunity was cultivated and investigators from this office will assist hearing officers in the processing of these types of Title IX complaints, even when they involve only students.

**STUDENT CONDUCT INCIDENTS SUMMARY**

A total of 117 incidents of Student Code violations were handled in 2010-2011. The incidents included 112 distinct individuals and ranged in violations from minors in possession of alcohol to sexual misconduct. Male students made up 81.5% of the cases and the other 18.5% involved female students. 6% of students involved were athletes, 14% were student employees, 9% were international students and 17.5% were members of fraternities and sororities.

The following table on the next page indicates the types of alleged violations (several incidents had multiple violations).*
## Policy 6-400, Section III. Student Behavior, A. Standards of Behavior

<table>
<thead>
<tr>
<th>Incident Description</th>
<th>Total 2010-2011</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(% of total incidents)</td>
</tr>
<tr>
<td>1. Acts of dishonesty, including but not limited to the following:</td>
<td></td>
</tr>
<tr>
<td>a. Furnishing false or misleading information to any University official.</td>
<td>6 (3%)</td>
</tr>
<tr>
<td>b. Forgery, alteration or misuse of any University document, record, fund or identification.</td>
<td>2 (1%)</td>
</tr>
<tr>
<td>2. Intentional disruption or obstruction of teaching, research, administration, disciplinary proceedings or other University activities.</td>
<td>21 (11%)</td>
</tr>
<tr>
<td>3. Physical or verbal assault, sexual harassment, hazing, threats, intimidation, coercion or any other behavior which threatens or endangers the health or safety of any member of the University community or any other person while on University premises, at University activities, or on premises over which the University has supervisory responsibility pursuant to state or local ordinance.</td>
<td>5 (3%)</td>
</tr>
<tr>
<td>4. Attempted or actual theft, damage or misuse of University property or resources.</td>
<td>19 (10%)</td>
</tr>
<tr>
<td>5. Sale or distribution of information representing the work product of a faculty member to a commercial entity for financial gain without the express written permission of the faculty member responsible for the work.</td>
<td>0</td>
</tr>
<tr>
<td>6. Unauthorized or improper use of any University property, equipment, facilities, or resources, including unauthorized entry into any University room, building or premises.</td>
<td>19 (10%)</td>
</tr>
<tr>
<td>7. Possession or use on University premises or at University activities of any firearm or other dangerous weapon, incendiary device, explosive or chemical, unless such possession or use has been authorized by the University.</td>
<td>4 (2%)</td>
</tr>
<tr>
<td>8. Use, possession or distribution of any narcotic or other controlled substance on University premises, at University activities, or on premises over which the University has supervisory responsibility pursuant to state statute or local ordinance, except as permitted by law and University regulations.</td>
<td>10 (5%)</td>
</tr>
<tr>
<td>9. Use, possession or distribution of alcoholic beverages of any type on University premises except as permitted by law and University regulations.</td>
<td>44 (23%)</td>
</tr>
<tr>
<td>10. Violation of published University policies, rules or regulations.</td>
<td>42 (21%)</td>
</tr>
<tr>
<td>11. Violation of federal, state or local civil or criminal laws on University premises, while participating in University activities, or on premises over which the University has supervisory responsibility pursuant to state statute or local ordinance.</td>
<td>41 (21%)</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td><strong>194</strong></td>
</tr>
</tbody>
</table>
The majority of violations were related to the possession of alcoholic beverages followed by the violation of University polices and violation of laws.

Responsibility was found for half of the alleged violations (*note: students can be found responsible for none, part, or all of the violations charged). Adjudication of incidents resulted in two suspensions and no dismissals. The most common sanctions assigned were educational courses, reflection papers, probation, and warnings.

**BACKGROUND CHECKS**
The Dean of Students Office provided student conduct background checks throughout the year either in person or by mail. Checks ranged from students applying to certain law schools, graduate programs, or study abroad programs who required dean’s certification forms for their applications to FBI and other federal investigations for employment and security clearance purposes.

Forms submitted by mail totaled 190 and 125 checks were done in person for a total of 315.

![2010-2011 Background Checks](image)

<table>
<thead>
<tr>
<th>Month</th>
<th>Jul-10</th>
<th>Aug-10</th>
<th>Sep-10</th>
<th>Oct-10</th>
<th>Nov-10</th>
<th>Dec-10</th>
<th>Jan-11</th>
<th>Feb-11</th>
<th>Mar-11</th>
<th>Apr-11</th>
<th>May-11</th>
<th>Jun-11</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number</td>
<td>10</td>
<td>7</td>
<td>34</td>
<td>16</td>
<td>42</td>
<td>24</td>
<td>22</td>
<td>31</td>
<td>34</td>
<td>33</td>
<td>31</td>
<td>31</td>
</tr>
</tbody>
</table>

**ADVOCACY**
In addition to addressing violations of the Student Code of Conduct the office provided advocacy on 33 occasions for 31 students. 57.5% of the students were female, 42.5% male. Class standings were the following:

<table>
<thead>
<tr>
<th>Class</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduate</td>
<td>6%</td>
</tr>
<tr>
<td>Senior</td>
<td>42%</td>
</tr>
<tr>
<td>Junior</td>
<td>12%</td>
</tr>
<tr>
<td>Sophomore</td>
<td>27%</td>
</tr>
<tr>
<td>Freshman</td>
<td>12%</td>
</tr>
</tbody>
</table>

Advocacy topics included consultation on petitions for exception to policy and referrals to other university departments to communication with faculty members regarding unique student situations.
GREEK LIFE OVERVIEW
The past year has been an exciting one for Fraternity and Sorority Life at the University of Utah, highlighted by a growing Greek Community---both in number of students participating, and in number of Greek organizations on campus. The strategic plan adopted in 2010 by the Greek Council states:

“The Mission of the fraternity and sorority community at the University of Utah is to provide men and women lifelong opportunities for growth and professional development by fostering ideals of leadership, academic excellence, service, philanthropy, social responsibility, and intercultural awareness, while forging a legacy of friendship, leadership, and loyalty to the University of Utah.”

As more students choose to participate in the Greek system, this mission is coming to fruition and positively affecting a greater portion of our student body.

For the first time in decades, the University of Utah Panhellenic Community opened for extension. Through the extension process Alpha Phi was invited to colonize and they will be joining our campus this Fall Semester.

Additionally, the Interfraternity Council accepted the colonization of Delta Sigma Phi, the first time this organization has come to the University of Utah, and the return of Beta Theta Pi after a one-year absence. IFC has also been contacted by several other groups hoping to colonize at the U in the coming years.

We are also seeing growth with our multicultural groups. Kappa Delta Chi, a Latina sorority, achieved their charter in November of this year. A fellow NALFO affiliated fraternity, Omega Delta Phi, has also asked for, and received, permission to begin a colony here. The local alumni chapter of Alpha Kappa Alpha, an NPHC sorority, initiated their first undergraduate member at Utah in February. A multicultural women’s group is currently working to revitalize the Theta Nu Xi Sorority charter here that has been dormant since 2006. These advances are leading to the creation of a Multicultural Greek Council that will better formalize the relationship with the non-NPC/NIC organizations.

The next page details a summary of the University of Utah’s currently recognized fraternities and sororities:
## UNIVERSITY OF UTAH
### RECOGNIZED GREEK ORGANIZATIONS

<table>
<thead>
<tr>
<th>Organization</th>
<th>Status</th>
<th>Affiliation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kappa Delta Chi</td>
<td>Chapter in Good Standing</td>
<td>NALFO</td>
</tr>
<tr>
<td>Omega Delta Phi</td>
<td>Colony in Good Standing</td>
<td>NALFO</td>
</tr>
<tr>
<td>Theta Nu Xi</td>
<td>Interest Group</td>
<td>NMGC</td>
</tr>
<tr>
<td>Alpha Chi Omega</td>
<td>Chapter in Good Standing</td>
<td>NPC</td>
</tr>
<tr>
<td>Alpha Phi</td>
<td>Colony in Good Standing</td>
<td>NPC</td>
</tr>
<tr>
<td>Chi Omega</td>
<td>Chapter in Good Standing</td>
<td>NPC</td>
</tr>
<tr>
<td>Delta Gamma</td>
<td>Chapter in Good Standing</td>
<td>NPC</td>
</tr>
<tr>
<td>Kappa Kappa Gamma</td>
<td>Chapter in Good Standing</td>
<td>NPC</td>
</tr>
<tr>
<td>Pi Beta Phi</td>
<td>Chapter in Good Standing</td>
<td>NPC</td>
</tr>
<tr>
<td>Delta Sigma Theta</td>
<td>Chapter in Good Standing</td>
<td>NPHC</td>
</tr>
<tr>
<td>Alpha Kappa Alpha</td>
<td>Graduate Chapter Only</td>
<td>NPHC</td>
</tr>
<tr>
<td>Delta Sigma Phi</td>
<td>Colony in Good Standing</td>
<td>NIC</td>
</tr>
<tr>
<td>Beta Theta Pi</td>
<td>Colony in Good Standing</td>
<td>NIC</td>
</tr>
<tr>
<td>Kappa Sigma</td>
<td>Chapter in Good Standing</td>
<td>NIC Eligible</td>
</tr>
<tr>
<td>Phi Delta Theta</td>
<td>Chapter in Good Standing</td>
<td>NIC Eligible</td>
</tr>
<tr>
<td>Pi Kappa Alpha</td>
<td>Chapter on Probation</td>
<td>NIC</td>
</tr>
<tr>
<td>Sigma Chi</td>
<td>Chapter on Warning</td>
<td>NIC</td>
</tr>
<tr>
<td>Sigma Nu</td>
<td>Chapter in Good Standing</td>
<td>NIC</td>
</tr>
<tr>
<td>Sigma Phi Epsilon</td>
<td>Chapter on Probation</td>
<td>NIC</td>
</tr>
</tbody>
</table>

NALFO: National Association of Latino Fraternal Organizations  
NMGC: National Multicultural Greek Council  
NPC: National Panhellenic Conference  
NPHC: National Pan-Hellenic Council  
NIC: North American Interfraternity Conference
RECRUITMENT
At the end of Spring Semester, campus-wide membership in the various fraternity and sorority chapters stood at 764 students. This does not include colony totals, which would push the overall total beyond 800.

Panhellenic: Formal Recruitment
Panhellenic Formal Recruitment took place August 28th through September 2nd. Of the 274 women whom registered for recruitment, 231 participated in the week’s events and 171 women (74%) accepted bids at the conclusion of the recruitment period. The National Panhellenic Conference guidelines and the Release Figure Method were used to manage the entire process and quota was set at 32 (Total was 70). The overall number of women joining through formal recruitment was an increase of exactly three from the previous year.

Panhellenic: Informal Recruitment
No informal recruitment was organized by the Panhellenic Council this past year, due to the fact that every chapter was at or near Total.

Panhellenic Extension
Every chapter exceeded the set Total at the close of formal recruitment, meaning that no Continuous Open Bidding was able to occur. This situation lead to a discussion of potential extension, which ultimately was the course of action chosen by the Panhellenic Council. At the time of the affirmative vote on extension on February 28, 2011, Total was raised to median chapter size of 76.

Extension proposals and presentations were reviewed throughout the semester, which culminated in the selection of Alpha Phi.

Interfraternity Council: Formal Recruitment
IFC conducted two formal recruitment periods, one in the Fall and one in the Spring. Both saw a slight increase in participation over the previous year. A total of 171 men registered for the Fall Recruitment, which concluded on September 2, 2010. Of those college men who participated in recruitment, 125 pledged on bid day (73%). No quotas were used and many chapters had extended summer bids.

Spring Recruitment was held January 24th to the 28th, 2011. There were 63 men who participated, and 40 that eventually accepted bids. Although the rate of 63% of those registered joining a fraternity is fairly low, 40 new members during Spring Semester is an improvement.

SCHOLARSHIP
Academics continue to be a concern for our Fraternity and Sorority Community, as the fraternity and sorority averages linger below the all men and all women’s averages for the university. This issue has been discussed at length with the Greek Council, and several chapter presidents have expressed to the Dean’s Office that following Spring Semester grade reports, academic expulsions were being carried out.
Fraternity Scholastic Comparison Summary, Fall Semester 2010

Fall 2010 Semester Fraternity GPA       2.89
Fall 2010 Semester Sorority GPA        3.12
Fall 2010 Semester Combined GPA        3.02

Fall 2010 University of Utah All Men's GPA  3.06
Fall 2010 University of Utah All Women's GPA  3.15
Fall 2010 University of Utah Combined GPA  3.10

Fraternity Scholastic Comparison Summary, Spring Semester 2011

Spring 2011 Semester Fraternity Men's GPA     2.85
Spring 2011 Semester Fraternity Women's GPA   3.14
Spring 2011 Semester Combined Fraternity GPA  3.01

Spring 2011 University of Utah All Men's GPA  3.05
Spring 2011 University of Utah All Women's GPA  3.17
Spring 2011 University of Utah Combined GPA  3.10
### Fraternity Scholastic Comparison for Women, Fall Semester 2010

<table>
<thead>
<tr>
<th>Chapter</th>
<th>Members</th>
<th>Total Credit Earned</th>
<th>Hours</th>
<th>GPA</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alpha Chi Omega</td>
<td>75</td>
<td>2,666.03</td>
<td>901.00</td>
<td>2.96</td>
<td>6</td>
</tr>
<tr>
<td>Chi Omega</td>
<td>87</td>
<td>3,381.13</td>
<td>1,064.00</td>
<td>3.18</td>
<td>3</td>
</tr>
<tr>
<td>Delta Gamma</td>
<td>98</td>
<td>3,929.45</td>
<td>1,230.00</td>
<td>3.19</td>
<td>2</td>
</tr>
<tr>
<td>Kappa Kappa Gamma</td>
<td>83</td>
<td>3,223.25</td>
<td>1,046.00</td>
<td>3.08</td>
<td>5</td>
</tr>
<tr>
<td>Pi Beta Phi</td>
<td>84</td>
<td>3,264.42</td>
<td>1,038.00</td>
<td>3.15</td>
<td>4</td>
</tr>
<tr>
<td>Delta Sigma Theta</td>
<td>3</td>
<td>73.75</td>
<td>22.00</td>
<td>3.35</td>
<td>1</td>
</tr>
<tr>
<td><strong>Total:</strong></td>
<td>430</td>
<td><strong>16,538.03</strong></td>
<td><strong>5,301.00</strong></td>
<td><strong>3.12</strong></td>
<td></td>
</tr>
</tbody>
</table>

### Fraternity Scholastic Comparison for Men, Fall Semester 2010

<table>
<thead>
<tr>
<th>Chapter</th>
<th>Members</th>
<th>Total Credit Earned</th>
<th>Hours</th>
<th>GPA</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kappa Sigma</td>
<td>39</td>
<td>1,053.25</td>
<td>417.50</td>
<td>2.52</td>
<td>6</td>
</tr>
<tr>
<td>Phi Delta Theta</td>
<td>35</td>
<td>1,209.46</td>
<td>413.50</td>
<td>2.92</td>
<td>4</td>
</tr>
<tr>
<td>Pi Kappa Alpha</td>
<td>68</td>
<td>2,096.76</td>
<td>736.50</td>
<td>2.85</td>
<td>5</td>
</tr>
<tr>
<td>Sigma Chi</td>
<td>118</td>
<td>3,946.38</td>
<td>1,335.00</td>
<td>2.96</td>
<td>2</td>
</tr>
<tr>
<td>Sigma Nu</td>
<td>37</td>
<td>1,088.74</td>
<td>371.00</td>
<td>2.93</td>
<td>3</td>
</tr>
<tr>
<td>Sigma Phi Epsilon</td>
<td>58</td>
<td>1,999.31</td>
<td>672.00</td>
<td>2.98</td>
<td>1</td>
</tr>
<tr>
<td><strong>Total:</strong></td>
<td>355</td>
<td><strong>11,393.90</strong></td>
<td><strong>3,945.50</strong></td>
<td><strong>2.89</strong></td>
<td></td>
</tr>
</tbody>
</table>
## Fraternity Scholastic Comparison for Women, Spring Semester 2011

<table>
<thead>
<tr>
<th>Chapter</th>
<th>Members</th>
<th>Total Credit Earned</th>
<th>Hours</th>
<th>GPA</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alpha Chi Omega</td>
<td>67</td>
<td>2,577.68</td>
<td>830.50</td>
<td>3.10</td>
<td>3</td>
</tr>
<tr>
<td>Chi Omega</td>
<td>76</td>
<td>3,034.19</td>
<td>938.00</td>
<td>3.23</td>
<td>1</td>
</tr>
<tr>
<td>Delta Gamma</td>
<td>85</td>
<td>3,587.18</td>
<td>1,112.00</td>
<td>3.23</td>
<td>1</td>
</tr>
<tr>
<td>Kappa Kappa Gamma</td>
<td>82</td>
<td>3,050.37</td>
<td>1,014.00</td>
<td>3.01</td>
<td>5</td>
</tr>
<tr>
<td>Pi Beta Phi</td>
<td>72</td>
<td>2,820.01</td>
<td>912.00</td>
<td>3.09</td>
<td>4</td>
</tr>
<tr>
<td><strong>Total:</strong></td>
<td>382</td>
<td><strong>15,069.43</strong></td>
<td><strong>4,806.50</strong></td>
<td><strong>3.14</strong></td>
<td></td>
</tr>
</tbody>
</table>

## Fraternity Scholastic Comparison for Men, Spring Semester 2011

<table>
<thead>
<tr>
<th>Chapter</th>
<th>Members</th>
<th>Total Credit Earned</th>
<th>Hours</th>
<th>GPA</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kappa Sigma</td>
<td>44</td>
<td>1,190.25</td>
<td>441.00</td>
<td>2.70</td>
<td>6</td>
</tr>
<tr>
<td>Phi Delta Theta</td>
<td>39</td>
<td>1,177.41</td>
<td>432.00</td>
<td>2.73</td>
<td>5</td>
</tr>
<tr>
<td>Pi Kappa Alpha</td>
<td>60</td>
<td>1,831.26</td>
<td>660.00</td>
<td>2.77</td>
<td>4</td>
</tr>
<tr>
<td>Sigma Chi</td>
<td>117</td>
<td>3,568.73</td>
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<td>Sigma Phi Epsilon</td>
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<td><strong>4,168.50</strong></td>
<td><strong>2.85</strong></td>
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SERVICE
Neighborhood House Projects
The fraternity and sorority community hosted the traditional Halloween party for the Neighborhood House in October. In addition, they took the children of the Neighborhood House to the Hogle Zoo during Greek Week in early March. This year the Greek Council also organized participation in the Bennion Center’s Legacy of Lowell service project in September. Most of the Greeks were assigned to help paint a warehouse in the same area of the city where the Neighborhood House is located.

AWARDS
Campus Awards
During the Greek Choice Awards Ceremony in December, only Kappa Kappa Gamma was awarded the Deans Award of Excellence for achieving over 85% of the award criteria including chapter programming, risk management, and recruitment success. Kelly Frappier member of Pi Beta Phi, were awarded the honor of Outstanding Greek Woman of the Year. Jackson Chambers, former member of Beta Theta Pi, was awarded “Honorary” Greek Man of the Year. The award was given an honorary title, due to Mr. Chamber's technical ineligibility due to the suspension of Beta Theta Pi’s Charter. The awards committee, however, felt that he was extremely deserving of the award having continued to dedicate himself to building the Greek Community despite his own chapter's closing.

GREEK COUNCIL OFFICERS & LEADERSHIP DEVELOPMENT
Officers for 2011 were elected as the final Greek Council meeting in December of 2010:
An all-day training took place for the new officers January 29, 2011. The focus was on team-building, planning the calendar, and reviewing policies and procedures. Individual one-on-one meetings and continuous officer training took place throughout the semester.
GREEK COUNCIL HEARING BOARDS
The Interfraternity and Panhellenic Hearing Boards continued to function and heard cases ranging from recruitment rule infractions to unregistered parties. There is a current proposal from the PHC and IFC Vice Presidents to allow the boards to meet jointly as the “Greek Council Conduct Board,” at their own discretion if the Greek Council Constitution is violated.

NEIGHBORHOOD RELATIONS
The Neighborhood Relations Committee continued to meet on the first Friday of every month throughout the Fall Semester. The Presidents and Vice Presidents of Panhellenic and IFC, two University Police representatives, two Salt Lake Police Department representatives, three neighbors, a city councilman, the IFAA president, and the Dean and Assistant Dean of Students continued to make up the committee and were joined by a representative from the Mayor’s Office.

At the agreement of the committee, its administration had been transferred to city Council Member Stan Penfold. Councilman Penfold has determined that the committee should begin to meet on a quarterly basis, rather than monthly. In general, collaboration between the city, the police, and the university has improved significantly. Many neighbors are pleased with the increased involvement on all parts, however, there continue to be complaints from the Federal Height Neighborhood association focused on noise, parking, and assertions that underage drinking is a greater problem than is being documented.

CAMPUS INVOLVEMENT AND EVENTS
Greek Council Officers ensured participation this year at all of the major information fairs and festivals on campus. In addition to attending orientation event throughout the summer, Greek Council participated in Welcome Week, Plazafest, and Redfest. Major campus events with Greek involvement were as follows:

Homecoming, September 20th to September 25th, 2010
Fraternities and sororities continued a long tradition of active participation in the 2010 Homecoming week activities. In the annual House Decorating Contest, while the Alumni House took first, Kappa Kappa Gamma took second. The men of Sigma Gamma Chi (LDSSA) and women of Delta Gamma took first place in their gender categories of Songfest performed in the Union Ballroom.

Greek Leadership Summit, October 2nd, 2010
The annual Greek Leadership Summit took place on the first Saturday in October. All new members from every fraternity and sorority were required to attend. In addition to breakout sessions focused on student wellness, the history of Greek life, and being a good neighbor on Greek Row, there was a keynote address by Brent Scarpo. The focus of Brent’s speech was encouraging self-esteem and personal responsibility. Following the summit, Student Health held optional STI testing, which was well utilized.
Greek Week, February 28th to March 5th, 2011
Fraternities and sororities were paired up to form teams for the week’s activities which resulted in participation and placement points for each. They sold T-shirts, visited the Hogle Zoo with children from the Neighborhood House and hosted a costume party at the Rice Eccles Stadium tower to announce the winners.

Chi Omega/Sigma Phi Epsilon/Alpha Tau Omega took first place in the team competition and Pi Beta Phi and Tau Kappa Epsilon were honored for having the greatest individual participation. Chapters were assessed a $14/member fee to cover the expenses that totaled approximately $8000.

SUMMARY
Policy Review Committee
Throughout Summer Semester 2011, representatives from Greek Council met as a “Policy Review Committee,” to analyze our constitution, bylaws, and policies and determine if any changes needed to occur. While many minor edits were made to the documents, the committee has adopted the following significant policy recommendations that will be presented to Greek Council at the onset of Fall Semester 2011:

- Allow the PHC & IFC Conduct Boards to meet jointly as the Greek Council Conduct Board at their own discretion.

- Adopt strict election procedures, including the creation of a nominating committee and a change in the timing of Greek Council Officer elections from the end of Fall semester to the end of Spring Semester.

- An increase in the fine schedule for violation of the provisions of a registered party.

Student Voice Survey
This spring a survey was conducted focusing on Greek Life and what draws, or inters students from involvement in the system. As could be expected, nationally and on our campus, negative views of alcohol use and hazing are the biggest deterrents.

One of the most interesting data points, however, is the incredibly positive view of the system by those who have chosen to participate in Fraternity and Sorority Life. Benefits ranging from the development of leadership skills to the honing of time and money management abilities were identified as strong positives of going Greek. The survey results also show that University of Utah students embrace their Greek experience at an even higher level than their national counterparts.

The data collected from this survey will continue to be analyzed and its information will help us in the year to come as we modify and implement the Greek Council’s strategic plan.
The University Of Utah’s Behavioral Intervention Team (BIT) continues to focus on keeping the university community safe while connecting distressed students to available campus and community support services. With students facing high levels of distress in their lives, faculty and staff encounter students whose behaviors are concerning, disruptive, or threatening towards themselves or others. Reaching out and intervening with distressed students early is as a preventive measure will help students remain safe, allowing them achieve their academic goals, and keeping the larger campus community safe.

The Behavioral Intervention Specialist
December 2010, Ryan Randall was hired to fill the new Behavioral Intervention Specialist position in the Office of the Dean of Students. As director of BIT, Ryan fulfills these primary responsibilities:

- Coordinate and manage the Behavioral Intervention Team
- Gathers information and reports of concerning student behaviors
- Assesses concerning behaviors and provides recommendations for intervention
- Case manages students who have come to the attention of BIT
- Connects students to relevant support resources
- Provides educational outreach to the campus community regarding threat assessment and skills for managing difficult students

Behavioral Intervention Team’s Mission and Principles
Investigations of violent tragedies on other university campus in the United States have revealed that in violent cases, multiple campus departments had pieces of information about perpetrators concerning behaviors, before they acted out violently. However there was no one person or department who knew all the pieces of the information (Deisinger, Randazzo, O’Neill, & Savage, 2008). To address this information “gap” one of the primary functions of BIT is to act as a information pool where information can be gathered from faculty and staff and then employ appropriate interventions with a concerning student. BIT’s involvement with students is supportive in nature, and intends to help the student be successful in their academic goals while keeping the campus community safe.

As BIT receives information, the following protocols are put into action:

- Collect and organize reported information
- Assess of the level of threat a student’s behavior poses on themselves and others
- Inform appropriate campus authorities (including Campus Police)
- Develop and implement interventions for students of concern
- Connect students of concern to support services

**BIT Team Members**
BIT is housed in the Office of the Dean of Students and consists of a multi-disciplinary team of professionals from several university units. BIT members volunteer their time to sit on this team while balancing their full-time responsibilities. Each BIT member provides unique and powerful insights to BIT cases and uses professional and educational knowledge to help the campus safe. BIT would not be effective without the diverse perspective individuals.

The newest member to BIT is Chalimar Swain from the International Center. Chalimar joined the BIT in June 2011. A significant amount of individuals that come to BIT’s attention are students from the international community. Chalimar’s expertise and commitment to the international students will be a valuable perspective to the team.

**Current BIT members:**

**Campus Police:**
Arb Nordgran, Lieutenant

**Center for Disability Services:**
Scott McAward, PhD - Director

**Dean of Students**
Annie Christensen, PhD - Dean of Students
Lori McDonald - Associate Dean of Students
Ryan Randall - Behavioral Intervention Specialist
Allison Frost - Program Manager

**Faculty Representative:**
Karen Paisley - Associate Dean, College of Health

**Housing and Residential Education:**
Barb Remsburg - Director
Lindy Nielsen - Assistant Director

**International Center:**
Chalimar Swain - Associate Director
Duty of BIT Members
The responsibilities of BIT team members included assembling weekly to review students of concern and make preliminary and proactive plans for intervention or threat assessment. It is important to note if concerns regarding a student at risk could not wait for the weekly BIT meeting, the protocol of the Office of the Dean of Students has been has been to hold a “Student of Concern Meeting.”

Training for BIT Members
On-going training to improve assessment and interventions skills remains a high priority for BIT. Using current local and national data, and using best practices methods for intervention choices are key in keeping the campus safe. BIT members have participated in several webinars which have addressed topics of stalking, sexual harassment, cyber bullying, and threat management.

Future Developments
Ryan Randall will be attending the annual Threat Management Conference presented by the Association of Threat Assessment Professionals (ATAP). This five day training will address a wide range of threat assessment skills, the nature of stalking behaviors, violence prevention, detecting and evaluating hostile intents.

We are very excited to have Dr. Gene Deisinger, a nationally recognized expert on threat assessment and managements, returns to the University in November 2011 to present a 1½ day training for BIT members. This is the second training provided by Dr. Deisinger to our campus. He will address best practices in the areas of policy, threat assessment procedures, and assessment skills when working with students of concern.

University Department Outreach/Training
Ryan Randall, Annie Christensen, and Lori McDonald co-presented on BIT and student conduct at several administrative meetings during the year. This provided the opportunity to make connections with key campus community members, and publicize resources that are available to faculty and staff when managing difficult students.

BIT Behavior Criteria
BIT uses a three tier definition to help assess the level of risk a particular behavior poses:
1) Concerning Behaviors
2) Disruptive Behaviors
3) Threatening Behaviors
This three tier classification system helps BIT to assess the level of threat a student poses, helps to triage cases, and guides interventions. The following list provides examples of behaviors that may fit into these three criteria:

**Concerning behaviors may include:**

- Sudden, significant drop in academic performance
- Exhibits visible changes in appearance (poor hygiene, noticeable weight loss/gain)
- Exhibits symptoms of depression and/or anxiety
- Exhibits extreme mood swings
- Becomes preoccupied with death or suicide
- Engages in substance abuse/dependency
- Displays paranoia or distrust
- Isolates self from others

**Disruptive behaviors may include:**

- Excessive use of faculty or staff’s time and resources
- Erratic or unusual behaviors (paranoia, hallucinations, uncontrollable crying)
- Sends intrusive emails/text messages to faculty, staff, or students
- Intimidates or bullies faculty, staff, or students
- Aggressively “takes over” a classroom setting

**Threatening behaviors may include:**

- Indicates intent or plan to harm self
- Provokes physical altercations with others
- Assaults (physically or sexually) another individual
- Shows or brandishes a weapon
- Expresses intent to physically harm or kill someone
**Documentation and Record Keeping**
BIT uses a secure on-line data base- ADVOCATE to file, organize and prioritize incoming reports on concerning behaviors. Each BIT member has an individualized account and password setting which allows them to access, review and add relevant information to a BIT/CARE Report.

**BIT Data and Statistics**
The following information was compiled from ADVOCATE files July 1, 2010- June 30, 2011:

```
2010 BIT Reports- Based on Sex
n=91

- Male 76%
- Female 24%
```
References: