Chapter Enhancement Plan Guide

The purpose of the enhancement plan is for the chapter to develop a step by step guide of how the chapter plans on addressing the behavior that occurred and preventing its reoccurrence in the future. Once the chapter has completed the report of what occurred, the chapter will then need to determine “why” and carefully craft an enhancement plan to address the factors that caused the behavior. The chapter may want to consider addressing the issue by developing outcomes that would address individual and/or chapter responsibility, restrictions or limitations for the chapter, shared oversight of specific portions of chapter operations, educational opportunities connected to the behavior in question, and anything else the chapter believes would appropriately address the issue and prevent the behavior from occurring in the future.

The chapter will create an enhancement plan draft with bulleted outcomes. When developing an outcome, be sure to include specific dates of completion, who is in charge of completing the item, who it will be submitted to, and who will be verifying completion of the outcome. Below are some examples of enhancement plan outcomes that you may use as guide to develop your chapter’s plan. Do not copy and paste these items as they are meant to be used as an example, unless you believe they will truly be effective with your chapter and are connected back to the original behavior in question.

Individual and Chapter Responsibility Examples

- If any chapter member or new member is found responsible for drinking or possessing alcohol within the house or at a Chapter function while underage, they will be sent to the Standards board (internal action). This policy must be added to the chapter’s bylaws no later than DATE with verification submitted to Greek Life by DATE.
- Chapter will announce all portions of the outcome document to the membership during the next scheduled chapter meeting. Each member must sign a copy of the outcome document, acknowledging that he/she is aware of the changes and supports the new direction of the chapter. The outcome document will be reviewed by the chapter at the first chapter meeting each semester through December 31, 2016. Written verification by the chapter president will be submitted to Greek Life and Student Advocacy and Accountability by the second week of classes each semester.
- ABC Chapter will submit FERPA waivers for each active member to Student Advocacy and Accountability office annually. If a chapter member is found responsible for a violation of the Code of Student Conduct, this information can be shared with the chapter advisors.
- All chapter members must submit an individual, written statement to the advisory board by DATE. This statement should detail how each individual will specifically support the prevention of hazing in ABC chapter. Verification of this must be sent to Greek Life and Student Conduct by DATE.
- A social and recruitment calendar will be drafted before the beginning of every semester that will include exchanges with sororities, formals, recruitment events, and new member dates (to include meetings, educational sessions, bid day activities, big brother/lil brother ceremony, initiation, etc.) Chapter advisory board will approve the calendar and work with chapter on
compliance with LSU and headquarters policies and procedures. Copy of the spring and fall approved calendar must be submitted to Greek Life one week before the first class day each semester through December 15th, 2017. Every member will then be issued this calendar at the 1st chapter meeting each semester.

- Chapter will institute new bylaws that include restrictions (which could include suspension or expulsion from the chapter) on any member deemed to be in violation of the revised New Member Education program. Verification of implementation of the new bylaws must be provided to Greek Life and Student Advocacy and Accountability by January 31, 20XX.

**Restriction Examples**

- The ABC house will be alcohol-free until May 15, 2017. At that time, Greek Life, Student Advocacy and Accountability, and the organization will meet to discuss this status and further determination will be made removing this sanction or extending the timeline of the restriction.
- Chapter must host an equal number of non-alcoholic social events as they do social events with alcohol each semester through May 31st, 2017.

**Shared Oversight Examples**

- The ABC chapter advisory board and chapter leadership will submit monthly summary reports to Greek Life and Student Advocacy and Accountability, detailing progress on the enhancement plan and chapter activities. These reports are due by the last calendar day of each month through December 31, 2017.
- The chapter will create an event checklist that includes all applicable University and National Organization policies and requirements and provide due dates. This checklist must be submitted to Greek Life at least two weeks prior to an event and before any event will be approved by chapter advisor or Greek life.
- Chapter advisors must review the current outcome document with incoming chapter leadership during officer transition training through December 31st, 2107. Verification of this review and an outline of the transition training must be submitted to Greek Life and Student Conduct within 7 days of the scheduled program.
- XYZ Headquarters must appoint a new alumni advisory committee with, a minimum of five (5) alumni committee members trained and supervised by the National Headquarters, specifically advising the office of president, new member educator, social chairman, standards, and treasurer. Any alumni associated in an appointed advisory capacity with the chapter in the past (3) years, is prohibited from serving through 2020. Proof (to include name, address, telephone number, and office advising) provided to Student Advocacy and Accountability and Greek Life by September 1st each year.
- An approved chapter advisor must be present at all new member events through May 31, 2017. This includes but is not limited to initiation, bid night, bid day, big brother ceremony, etc.
- By August 1, 2016, a live-in consultant/advisor/adult leader shall be employed and hired by the Alumni Supervisory Committee/Corporation Board through May 31, 2016. This person will be trained on appropriate policies and procedures by LSU staff and XYZ Headquarters.
Collaborated Education Examples

- A committee of advisors and chapter members will convene to develop a new member education program for the ABC chapter, based upon the model program created by headquarters. This program must be submitted for review and comment to Greek Life and Student Advocacy and Accountability by July 15, 2016.

- A committee of advisors and chapter members will develop a comprehensive, written plan for implementation of the Fraternity’s risk management policy and applicable University policies. This plan must be submitted for review by headquarters, the advisory board, and Greek Life by DATE. This plan must be presented at a chapter meeting with verification of this presentation sent to Greek Life by DATE.

- The chapter advisors and leaders will conduct a retreat requiring 95% attendance with the purpose of establishing short and long-term goals for ABC chapter. This retreat must be facilitated by ______________(pick someone influential who is good at facilitating this type of program) and completed by DATE. A written report noting the chapter’s newly established goals must be provided to headquarters, Greek Life and Student Advocacy and Accountability within two weeks of the completion of the retreat.