

Proposal for Adviser and House Corporation Officer Waiver Approvals

Council requested a review of the Adviser and house corporation officer waiver review process to determine whether these actions could be performed at a lower level of Leadership, allowing Council to stay out of the granular functions of the Fraternity, freeing up more time for big picture thinking.

With this review, we have several proposals for the best ways to streamline these processes and better serve our collegiate chapters and house corporations. The recommendations below encompass our suggestions for a comprehensive approach to the process.

1. REASSIGN ADVISORY TEAM CHAIR SUPERVISION

Currently, the advisory team chair is supervised by the Regional Director. We propose realignment of this supervision to the Regional Collegiate Specialist, Council Appointed Coordinator, or New Chapter Coordinator, whichever is applicable.

Advisers Policy, Section 5. Responsibilities

Current Language:

- a. Regional Director (RD). Regional Directors shall be responsible for appointing advisory team chairs and removing them as necessary.
- b. Collegiate Chapter Advisers. Collegiate Chapter Advisers shall be responsible for adherence to this policy individually, as well as by the collegiate chapter members they advise.

Proposed Language:

- a. Regional Director (RD). Regional Directors shall be responsible for ensuring regional team adherence to this policy, and for removing chapter advisers as necessary.
- b. Regional Collegiate Specialist (RCS), Council Appointed Coordinator (CAC), and New Chapter Coordinator (NCC). Regional Collegiate Specialists, Council Appointed Coordinators, and New Chapter Coordinators shall be responsible for adherence to this policy individually, and for appointing advisory team chairs (ATC).
- c. Collegiate Chapter Advisers. Collegiate Chapter Advisers shall be responsible for adherence to this policy individually, as well as by the collegiate chapter members they advise.

Rationale: The RCS/CAC/NCC works extremely closely with chapter advisers and has a strong pulse on the volunteers involved and needs of the chapter. These volunteers are also assigned fewer chapters than the RD holds responsibility for within the region. Shifting this responsibility to the RCS/CAC/NCC frees up RD time to serve as the people manager of the region and extracts them from the details of chapter operations. RCS/CAC/NCC volunteers can provide more tailored support as they are knowledgeable of the details of chapter operations.

Advisers Policy, Section 6. Policy Statements, a.

Current Language:

a. The advisory team chair (ATC) is appointed by the Regional Director. The ATC serves on the following boards/committees: chapter management team, Nominating Committee, Evaluating Committee, house corporation and House Corporation Employment Committee. In the absence of an Honor Board adviser (HBA), the ATC serves as a short-term replacement on Honor Board until an appointment can be made. The Regional Director may approve another adviser to serve on a board or committee in place of the ATC. No member shall have the power to appoint themselves to another volunteer position.

Proposed Language:

a. The advisory team chair (ATC) is appointed by the Regional Collegiate Specialist (RCS), Council Appointed Coordinator (CAC), or New Chapter Coordinator (NCC). The ATC serves on the following boards/committees: chapter management team, Nominating Committee, Evaluating Committee, house corporation and House Corporation Employment Committee. In the absence of an Honor Board adviser (HBA), the ATC serves as a short-term replacement on Honor Board until an appointment can be made. The Regional Director (RD) may approve another adviser to serve on a board or committee in place of the ATC. No member shall have the power to appoint themselves to another volunteer position.

Rationale: The RCS/CAC/NCC works extremely closely with chapter advisers and has a strong pulse on the volunteers involved and needs of the chapter. These volunteers are also assigned fewer chapters than the RD holds responsibility for within the region. Shifting this responsibility to the RCS/CAC/NCC frees up RD time to serve as the people manager of the region and extracts them from the details of chapter operations. RCS/CAC/NCC volunteers can provide more tailored support as they are knowledgeable of the details of chapter operations.

2. ELIMINATE TERM LIMITS

We believe that eliminating term limits for the advisory team chair, Honor Board adviser, and chapter financial adviser will remove policy hurdles and strengthen the support our collegiate chapters receive at the most direct level.

Advisers Policy, Section 6. Policy Statements, b.

Current Language:

b. ATCs, Honor Board advisers (HBAs) and chapter financial advisers (CFAs) are appointed for one year and may serve no more than two two-year terms in the same position at the same collegiate chapter. After four consecutive years in one of the positions listed at the same collegiate chapter, the ATC, HBA and CFA must take at least one year off from volunteering in any advisory team role with the same chapter.

For further clarification to 6b., eight consecutive years with the same collegiate chapter is the maximum, even if four full terms have not been achieved. If the volunteer's term ends during the academic year, the volunteer is permitted to serve through the end of the academic year during which the volunteer meets the maximum time of service. Service as an adviser in roles other than the three specified positions does not count towards the eight-year limit.

Proposed Language:

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Rationale: The pandemic has had lasting effects on the ways volunteers choose to engage with organizations and the amount of time they are willing to give. Delta Gamma is no exception. We have consistently struggled to fill our five required adviser positions while also turning away experienced, knowledgeable, and qualified volunteers because of a self-imposed term limit. If we are willing to hold volunteers who experience issues or challenges accountable to our expectations, we do not need to limit those who do a great job in their roles. We do not need to cater to the few when, most often, our volunteers do an exceptional job. Eliminating this barrier also enables us to shift our training plans to provide refresher and update opportunities rather than prioritizing initial training due to consistent turnover.

While we continue to recommend requiring term limits for house corporation officers due to the potential for financial wrongdoing, we do not have the same concern with chapter financial advisers and advisory team chairs. The vice presidents: finance for the chapter typically turn over every year and the Regional Finance and Housing Specialists also have term limits, allowing for new people to see the chapter's finances on a regular basis. Further, these two adviser positions have less access to and authority over chapter funds than we see in the house corporation officer roles. There is also less money available at the chapter level, particularly with housing taking over its own billing in 2024.

NOTE: This policy language is also found in the Fraternity and Housing Policy Statements document as the "Advisory Team Chairman/Honor Board Adviser/Chapter Financial Adviser Term Limit" policy. If Council endorses the elimination of term limits, we will remove this policy as well.

3. REASSIGN WAIVER APPROVALS TO THE REGIONAL DIRECTOR FOR COLLEGIATE ADVISERS

The process would remain mostly the same here, just pushing the authority down one level for each step. Minimal policy language changes are required.

PROCESS CHANGES

Waiver Request and Consideration

Current Process:

A member of the regional team requests the Regional Director (RD) consider waving a portion of the adviser policy. If the RD supports the waiver, they submit a JotForm request, identifying if they would like to postpone required break in service, waive the required break in service, allow for a volunteer to serve with familial relation in the collegiate chapter, or approve simultaneous service in roles not otherwise permitted. The JotForm submission is sent to the Associate Director for Training & Volunteer Management, who shares it with the Council Trustee(s) whose roles oversee the area of the adviser's function. Fraternity Council ultimately considers the request for official approval to waive the policy.

Proposed Process:

A member of the regional team requests the Regional Director (RD) consider waiving a portion of the adviser policy by submitting a JotForm request. On the form, they identify if they are recommending a volunteer to serve in a role with familial relation in the collegiate chapter or approve simultaneous service in roles not otherwise permitted. The RD ultimately considers the request for official approval to waive the policy.

Rationale: If the RCS/CAC/NCC assumes ATC appointment and supervision, the RD is removed enough from situations to assess the necessity of the waiver.

POLICY CHANGES

Advisers Policy, Section 6. Policy Statements, g.

Current Language:

g. In special circumstances, a volunteer may require that a portion of this policy be waived so that service might continue for the benefit of the collegiate chapter. Waiver requests are to be submitted to the chapter's Regional Director.

Proposed Language:

g. In special circumstances, a volunteer may require that a portion of this policy be waived so that service might continue for the benefit of the collegiate chapter. Requests to waive this policy are to be submitted by a regional team member to the chapter's Regional Director for consideration and approval.

Rationale: If the RCS/CAC/NCC assumes ATC appointment and supervision, the RD is removed enough from situations to assess the necessity of the waiver.

4. REASSIGN WAIVER APPROVAL TO FHC FOR HOUSE CORPORATION OFFICERS

The process would remain mostly the same here, making FHC's endorsement the final approval. There is currently no language regarding waivers in the policy, which we suggest adding below.

PROCESS CHANGES

Waiver Request and Consideration

Current Process:

A house corporation officer submits a JotForm request, which is sent to the Regional Finance & Housing Specialist (RFHS) for initial consideration. If the RFHS supports the request, they send it on to the Fraternity Housing Corporation (FHC) for review. With FHC endorsement, the request is shared with Fraternity Council for official approval to waive the policy.

Proposed Process:

A house corporation officer submits a JotForm request, which is sent to the Regional Finance & Housing Specialist (RFHS) for initial consideration. If the RFHS supports the request, they send it on to the Fraternity Housing Corporation (FHC) for review and official approval to waive the policy.

Rationale: Given that Council Members serve on FHC, requiring an additional vote of Fraternity Council is repetitive.

POLICY CHANGE

House Corporation and House Director Policy, Section 6a

Current Language:

a. Board terms. A house corporation board member is elected for a two-year term and may serve no more than three (3) consecutive terms on the house corporation board without a full two-year term rotation off the board.

Proposed Language:

a. Board terms. A house corporation board member is elected for a two-year term and may serve no more than three (3) consecutive terms on the house corporation board without a full two-year term rotation off the board. Waivers to this policy should be submitted to the chapter's Regional Finance & Housing Specialist (RFHS) and approved by the Fraternity Housing Corporation (FHC).

Rationale: Given that Council Members serve on FHC, requiring an additional vote of Fraternity Council is repetitive.