MULTICULTURAL

**MGC**

GREEK COUNCIL

Executive Order No. 1
Series of 2024

**An order addressing programming, service, and academic tier probation.**

*Whereas,* the Multicultural community has established expectations of programming, community service, and academics as a component of membership requirements;

*Whereas,* the Multicultural community has established that 80% of our members shall complete twelve (12) service hours each semester;

*Whereas,* the Multicultural community has established that 80% of our members shall attend four programming sessions each semester;

*Whereas,* the Multicultural community has established that all members obtain at minimum a 2.0 grade point average every semester, and that all organizations obtain at minimum a 2.75 grade point average every semester;

*Whereas,* the Multicultural Greek Council Bylaws present strong financial repercussions for Chapters on tiers, recognizing the need for financial security and stability;

*Whereas,* a significant number of member organizations have continued to struggle to meet these standards;

*Whereas,* the Multicultural Greek Council is committed to working in partnership with the community to promote the growth and success of member organizations;

*Whereas,* the Multicultural Greek Council recognizes the shortcomings of the tier probation system, the unfair financial repercussions, and feels it critical to overhaul it for the betterment of the community;

*NOW THEREFORE,* The Multicultural Greek Council of Washington State University does hereby order:

### Section I: Declaration of Policy

- The current system of probation for Programming, Community Service, and Academic tiers will be suspended effective February 5th, 2024.
- Chapters will no longer be placed on probation for incompliance with programming, community service, and academic expectations, **rather, be placed into a ranking system for priority of Reveal/New Member Presentation dates for the following semester through completion of programming, community service and academic benchmarks.**
- Chapters will have priority date selection; however, Intake policy and procedures and event registration procedures must be followed as dictated by the MGC bylaws and the University Relationship Agreement.

- Chapters may earn up to 31 total points towards their selection date, composed of the following breakdown:
  - 11 Total Available points for Programming
  - 10 Total Available points for Scholarship
  - 10 Total Available points for Service
- The process of programming, service, and academic appeals will remain the same. Adjustments to a chapter's point total due to an appeal will be communicated to the chapter.

## Section II: Implementation of Policy

- This policy is effective February 5th.
- The point system will take effect for Fall 2024 Reveal/Presentation Date priority.

## Section III: Expiration of Policy

- The incentive program may be terminated by executive order or Delegate vote, in which case probation dictated by tiers shall be restored immediately.
- Unless reinstated by executive order or adopted to the MGC Bylaws by the vote of the MGC Delegates, this order will expire on June 16th, 2024 with finalized rankings being used in the Fall 2024 Semester.

## Section IV: Organizational Accountability

- Violations of this executive order may be reported utilizing the Fraternity/Sorority Documentation form on Presence. Violations of this executive order will be referred to the Director of Policy and Procedure for review, potential investigation, and referral to GSB if appropriate. Violations of this may result in a Greek Standards Board Hearing.

## Section V: Interaction with MGC bylaws

- **This policy focuses on changing the probation penalties** of programming, community service, and academic expectations outlined in the MGC Bylaws. **Letters to nationals, programming/service/academic plans, and other criteria determined by the current system of tiers remain in effect unless noted below.**
- **Appendix E, Article V:** Data Collection and Verification of Chapter Attendance shall be collected via the 'Involve' App. Attendees must stay the entire programming event and not be asked to leave to receive credit.
- **Appendix E, Article VI:** If an organization completes all programming requirements with <90% attendance in all three areas, they will not be required to complete an in-house requirement the following semester.
- **Appendix E, Article VII:** Allowing complications for meeting program requirements to be discussed by the fourth week of the semester.
- **Appendix F, Article V:** Eliminating the five (5) hour study requirement and leaving study hours to Chapters not on tiers to the Chapter's discretion.
- **Appendix F, Article VIII:** Removing the loss of participation clause for Tier 3; removing the loss of recognition clause for Tier 4; addition of submission of study table hours and monthly meetings with the VP of Scholarship for Tier 4; application of groups moving through tiers based on previous semester's performance; and removing the clause stating that chapters would not be on tier after one semester.
- **Appendix F, Article IX:** Removing Article IX outlining Academic Fines completely.
- **Appendix G, Article II:** Addition of clause that allows ASWSU Multicultural Conferences and Student-Led Conferences to not account for more than one half (1/2) of the total hours completed toward the minimum requirements. Additional hours will still count toward Chapter Total. Eliminating the average hours per member of the chapter meets or exceeds twelve (12) hours per member.

- **Appendix G, Article III:** Addition of the Requirement Point System as a benefit of completing service requirements.

## Section VI: Earning Points

| GPA | Points |
|---|---|
| 2.750 and below | 0 |
| 2.751-2.849 | 3 |
| 2.850-2.949 | 6 |
| 2.95+ | 10 |

| Programming Attendance Range | |
|---|---|
| Average Attendance (%) | Points |
| 70 | 1 |
| 71 | 2 |
| 72 | 3 |
| 73 | 4 |
| 74 | 5 |
| 75 | 6 |
| 76 | 7 |
| 77 | 8 |
| 78 | 9 |
| 79 | 10 |
| 80 | 11 |

| Service Percentage Completed | | Points |
|---|---|---|
| 80.00% | | 10 |
| 75.00% | 79.99% | 9 |
| 70.00% | 74.99% | 8 |
| 65.00% | 69.99% | 7 |
| 60.00% | 64.99% | 6 |
| 55.00% | 59.99% | 5 |
| 50.00% | 54.99% | 4 |
| 45.00% | 49.99% | 3 |
| 40.00% | 44.99% | 2 |
| 35.00% | 39.99% | 1 |
| 30.00% | 34.99% | 0 |
| 25.00% | 29.99% | 0 |
| 20.00% | 24.99% | 0 |
| 15.00% | 19.99% | 0 |
| 10.00% | 14.99% | 0 |
| 5.00% | 9.99% | 0 |

- **Programming requirements**
  - Average chapter programming attendance is calculated by averaging the attendance at in-house, out-of-house, Sexual Misconduct Prevention, and Drug and Alcohol Abuse Prevention programming.
  - Separate of this policy, the University Relationship Agreement mandates an 80% chapter attendance at alcohol substance abuse programming
    - **Failure to meet this requirement results in a loss of 3 points from the programming category.**
    - Example: A chapter that earns 7 points due to an average attendance at programming of 76%, but only had 54% attendance at Alcohol and substance abuse programming, they would have a true sum of 4 event-eligible days from the programming category.

## Section VII: Explanation of Policy

- The system of tier, when enforced correctly in accordance with MGC Bylaws, would largely discourage and prohibit growth within the MGC Community. Tiers, while intended to keep chapters in compliance with community and WSU standards, have historically failed to do so, and have led to where Chapters are in desperate need for a change in policy. Rather than punish chapters for incompliance, an incentive program motivates chapters to perform to the best of their ability, something that is more appropriate for a community made up of unique and diverse member organizations. The goal of the policy is to create a positive change for our community. This policy has been established through an executive order due to its experimental nature and speed at which an executive order can be established or removed. If the community feels that this policy does not work effectively, it may be struck down by the MGC Delegates. If it does work, it may be adopted into MGC bylaw in the coming semester. This is very much a pilot program, and the MGC executive council is committed to being as flexible as possible and

working with member organizations as we navigate this change together, and ensure the success and survival of our community.

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