

Interfraternity Council

MASSACHUSETTS INSTITUTE *of* TECHNOLOGY

Strategic Task Force Proposal

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As Proposed
Thursday, May 3, 2012

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May 3, 2012

To the Members of the MIT Fraternal Community,

Since the beginning of my term last November, the IFC Executive Board and I have had the pleasure of working with fellow stakeholders of the MIT FSILG community in an attempt to discover and enumerate ways in which our community can reflect, improve, and expand. In doing so, we have met over the past six months with the FSILG Strategic Planning Committee, a committee charged with bettering the position of MIT's FSILG community. Consisting of over 30 student leaders, FSILG & DSL staff, and alumni volunteers, this committee has met numerous times to carry out tasks ranging from data analysis, to categorization, to the discussion of implementation, each time with equivalent weight given to the voices of all participants.

This process has recently culminated with the issuance of the final draft of the *2012 FSILG Community Strategic Plan*, a document consisting of five central themes, each with four to five targeted initiatives. A detailed, measurable, and time-specific roadmap for implementation is presented for each initiative. Both the Executive Board and I are in full support of this document, as we believe that it is an important step towards long-term goal setting for our community, as well as a necessary element for the continuation of our success.

To adopt this plan and to begin implementation, the Executive Board and I feel that it is necessary to form an IFC Strategic Task Force, made up of several specific committees to address these individual initiatives. This Task Force will be charged with monitoring the progress of the Strategic Plan's implementation from the fraternal perspective, in addition to recruiting the workforce of fraternity men necessary to carry out these initiatives.

Within this document, you will find the proposed structure for this Task Force, as well as a description of the goals for each committee. It is the hope of both the Executive Board and myself that this document excites you and provides the necessary stimulus to obtain your involvement in these efforts.

As fraternity men, we are united in our continuous pursuit of character, scholarship, leadership, service, and brotherhood. It is this pursuit that exemplifies our community here at the Institute, and it is the driving force for our future success. Thank you for the work that you do to maintain this excellence, and I look forward to continuing to work with you towards our future goals.

Interfraternally,

A handwritten signature in dark ink, appearing to read 'Thomas Anderson'.

Thomas Anderson



Timeline

5/3 — Start Leadership Recruitment:

- Action Committee Chair & Oversight Committee member applications go live

5/11 — End of Leadership Recruitment:

- The IFC Executive Board will review all applications
- Applicants will be contacted to schedule an interview

5/12-5/15 — Interviews:

- IFC President and Vice President will interview with a select group of candidates over this period

5/15 — Oversight Committee Selection:

- Men who are selected to serve on the Oversight Committee will be notified by the end of the day

5/16 — Selection Approval:

- Proposed Oversight Committee members will face the IFC Presidents' Council for a majority vote of approval

5/17-5/18 — Action Committee Chair Selection:

- The newly formed Oversight Committee will meet to select Action Committee Chairs
- Men who are selected to serve as Chairs will be notified by the end of 5/18

Summer — Preparation:

- Committees will stay in contact over the summer to begin planning for the fall



Oversight Committee

Purpose: To serve as a liaison between the Presidents' Council and all Action Committees

Membership:

- IFC President
- IFC Vice President
- 3 Fraternity Men appointed by the IFC President

Appointed men will serve a term of two academic semesters, and are unable to be reappointed for a second term. All appointments must be approved by a majority vote of the Presidents' Council.

Responsibilities:

- Appoint all Action Committee Chairs
- Meet biweekly with each Chair
- Set deadlines for important objectives with all Chairs
- Report on the progress of all Action Committees at each meeting of the Presidents' Council



Action Committees

Purpose: To carry out action items related to specific initiatives from the *2012 FSILG Community Strategic Plan* for the MIT fraternal community

Committees:

- Committee on Alumni Relations
- Committee on Community Relations
- Committee on Fraternal Values
- Committee on Institute Relations
- Committee on Leadership
- Committee on Member Programming
- Committee on Recruitment

Membership:

- A Committee Chair
- An amount of fraternity men determined by the Chair

Committee Chairs will serve for a term of one academic semester, and can be reappointed at the end of each semester.

Responsibilities:

- Determine the membership of the committee
- Set the committee's agenda and meeting frequency
- Ensure the progress of the committee and see to the timely completion of tasks
- Serve as a liaison to the FSILG Strategic Plan Committee for the appropriate initiatives
- Report to the Oversight Committee upon its request



Alumni Relations

Corresponding Strategic Plan Initiatives: 5.1, 5.2

Purpose: To facilitate the development and enhancement of alumni relations programs within individual chapters, to provide the resources needed to help make chapters aware of the value that such programs bring, and to foster undergraduate mentoring programs at both the chapter and interfraternal level

Initial Goals:

- Discover best practices related to the alumni relations programs of individual organizations
- Create a distributable pamphlet containing this knowledge to serve as a guidebook, or toolkit
- Tailor this information to create an educational class for alumni and alumni relations chairs
- Discover and investigate current mentoring programs that are successful and sustainable
- Build a template based on these programs to distribute to chapters
- Explore the possibility of offering an IFC sponsored networking event for current students and chapter alumni returning to recruit at the Career Fair

Community Relations

Corresponding Strategic Plan Initiatives: 4.3, 4.4

Purpose: To make sure the broader MIT community is aware of all that fraternity men contribute to the community and how fraternity membership enhances the MIT student experience, and to provide parents of students with a balanced and fair assessment of fraternity life at MIT, including the benefits that it can provide their child during their time at MIT and post-graduation

Initial Goals:

- Identify what is being said about fraternities in various forums such as MIT Parents Association, The Tech, MIT News, etc.
- Develop a monthly newsletter to highlight the excellence occurring within chapters, as well as upcoming important events



- Prepare on a regular basis a summary of news that will be of community interest, for publication in The Tech and other media outlets
- Work with MIT to include information on fraternity housing as a long-term option in any materials sent to parents between their child's admission and coming to campus
- Explore the possibility of offering IFC sponsored events during Family Weekend to offer fraternity men the chance to speak to parents

Fraternal Values

Corresponding Strategic Plan Initiatives: 1.2

Purpose: To set forth a set of values that members of all chapters will strive for as a group

Initial Goals:

- Organize discussions between fraternities about their shared values
- Develop regular programming that reinforces these values
- Move to adopt an IFC governing document that embraces and highlights these values

Institute Relations

Corresponding Strategic Plan Initiatives: 2.1, 2.3

Purpose: To define who bears the responsibility for the tasks that are necessary in the successful operation of a fraternity at MIT, and to ensure that faculty and staff at all levels are aware of the benefits of fraternity life at MIT

Initial Goals:

- Evaluate the current relationship between the fraternities and the Institute, including policy documents, programs, common practices, cultural beliefs, and community norms
- Review relationship best practices utilized by other institutions and fraternity communities
- Write and affirm a relationship statement that articulates the expectations of both fraternities and MIT. This document should clarify MIT's responsibilities to both chapters and member students, and vice-versa



- Establish a way to collect ongoing status of existing faculty advisor relationships with chapters, as well as feedback on the success and failure of these relationships
- Provide learning programs to engage and encourage new staff and faculty in learning about fraternities
- Provide opportunities for all faculty and staff to engage with fraternities

Leadership

Corresponding Strategic Plan Initiatives: 1.1

Purpose: To ensure both a broad and in-depth approach to various leadership opportunities at a variety of levels throughout the many years of ones fraternity affiliation

Initial Goals:

- Collect officer transition documents from every chapter
- Conduct a review of best practices related to chapter positions and forms of government
- Develop a standard position transition document for multiple positions
- Develop leadership training modules to assist with the transition of officers

Member Programming

Corresponding Strategic Plan Initiatives: 1.3, 4.2

Purpose: To provide the framework for the personal growth of individual members, and to better integrate fraternity programs with MIT programming and initiatives for first-year students

Initial Goals:

- Solicit feedback on best practices in membership development related to bonding and teambuilding, new member education, academics, service, and mentoring programs
- With this feedback, establish educational sessions on key characteristics of membership development and how general concepts can be customized to meet individual unique needs
- Produce a sample membership expectations agreement and provide advice for the creation and implementation of internal standards boards



- Work to understand the friction points (real or perceived) between fraternity recruitment and MIT community programming, and discover how to alleviate this friction
- Work with MIT to see what can be included in freshmen mailers about fraternity housing
- Provide GRTs with resources and points of contact so that they can fairly advise freshmen about fraternities if asked

Recruitment

Corresponding Strategic Plan Initiatives: 4.1

Purpose: To boost total fraternity membership numbers, to make sure matches are efficient and in the best interest of both potential new members and fraternities, to lower the burden on upperclassmen in recruiting, and to reduce the stress of the recruitment process for potential new members

Initial Goals:

- Gather data on attendance at fraternity events and jaunts for prior years, as well as data on bids accepted and given out
- Examine if there are clear trends in attendance based on timing and/or cost of events
- Examine if there are differences in behavior of those individuals who are offered bids and those who are not
- Gather up-to-date information on potential new member preferences such as pre- and post-recruitment surveys conducted next year to develop a better understanding of what freshmen feel during recruitment, and to the degree that it impacts their decisions
- Obtain an understanding of the complete cost of fraternity recruitment (including informal recruitment, ie: CPW), including labor, meals, cash outlays, planning, etc.
- Survey chapters to discover the least and most successful aspects of recruitment
- Systematically review the current fraternity recruitment program and provide a recommendation on the timing and structure of recruitment