

## **GREEK RULES AND REGULATIONS AT CUMBERLAND UNIVERSITY**

Belonging to a Greek organization is unlike membership in any other campus organization. Membership in most student organizations lasts only throughout a student's enrollment at the institution, while Greek membership is a lifelong commitment made by the student. Members of Greek organizations represent the finest quality of individuals based upon scholarship, leadership, service and high moral and ethical standards. Fraternities and sororities at Cumberland University are expected to support and ensure general cooperation between chapters and the University. By emphasizing the development of their members as concerned participants in their chapter and the Cumberland community, the fraternities and sororities support the ideals of loyalty (both to the University and the group) and responsible citizenship. Greek groups are expected to share in the academic mission of Cumberland University, to uphold the Cumberland Creed at all times, and be a positive contributor to the Cumberland community as well as the Lebanon/Middle Tennessee community as a whole. Membership in a Greek organization provides mutual benefits to the University and members but with that comes the responsibility of such membership. It is with this philosophy in mind that the following standards and guidelines are established to guide the Cumberland Greek Community in preserving Cumberland's proud heritage of academic excellence and Greek involvement.

### **RIGHTS AND RESPONSIBILITIES:**

Cumberland University and its Greeks strive to uphold their common purpose of fulfilling the ideals of the Cumberland Creed as well as academic integrity and a mutually supportive relationship of both the Cumberland community and the Greek organizations. Within these rights and responsibilities both the Greeks and the University outline what is expected of both parties.

#### **Greek Responsibilities:**

- Each fraternity or sorority (hereafter referred to as "group") has the responsibility to uphold its own mission and that of Cumberland University.
- Each group has the responsibility of supporting and encouraging the academic achievement and scholarship of each of its members either active or pledge.
- Each group will be responsible for scheduling events with consideration for the best interests of the members' (active or pledge) academic work with no event requiring any student to miss class.
- Each group will actively participate in service to the Cumberland campus as well as the Lebanon/Middle Tennessee community.
- Each group is expected to sponsor/plan at least one community service project in which 75% of its total population participate during each academic semester.
- Each group will abide by and enforce with its members the Cumberland Creed and general campus regulations.
- Each group will not engage in any hazing activity nor any activity that discriminates based on race, color, creed, sex, national or ethnic origin, disability or sexual orientation. (See Hazing section.)

- Each NPC group will actively participate in the Cumberland Panhellenic Council, and each group will also participate in the Cumberland Greek Council. (See Greek Council section)
- Each group is expected to promote responsible leadership by their active members and pledges as well as foster an environment in the greater student population of responsible leadership through active participation in and active involvement with other non-Greek student organizations.

**University Responsibilities:**

- Cumberland University will actively support the mission of Cumberland and will support a positive atmosphere for the groups to work with them in their efforts.
- The University will officially recognize each group and its (inter)national fraternity or sorority.
- The University will support and assist (as much as each group's by-laws allow) each group with their recruitment efforts. In addition, the University will provide for the Panhellenic and the Greek Council the names and addresses of all new students and serving as a resource where appropriate.
- The University will, upon request, provide groups with fraternity and sorority grade point averages after each term and will certify all pledges who have met minimum academic standards in accordance with FERPA law.
- The University will assist in scheduling on the University Master Calendar and, when possible, provide facilities for events and programs. As with all scheduling, proper procedures must be followed and care taken to ensure that there are no significant calendar conflicts.
- The University reserves the right to amend the Student Handbook and all its contents (including the Greek Rules and Regulations) whenever it deems necessary and will provide ample time for each group to review changes before enacting new rules.
- The University Greek Advisor will serve as a source of information, promote a healthy Greek system, protect the rights of both the Greek community's as well as Cumberland University's well-being, assist groups in communicating their accomplishments to the larger community, serve as a resource for educational materials and programs, assist in any necessary expansion efforts, and generally support all the Greek groups.

**ADMINISTRATIVE ADVISORS:**

Fraternities and sororities must register annually with the Office of Student Affairs. The University also requires that each chapter must register a full-time Cumberland University faculty or staff member as their on-campus advisor. Campus advisors do not have to be initiated members of a Greek group. This advisor serves as a liaison between the chapter and the University in an official capacity in addition to the Greek Advisor. The process also requires each Greek organization to file a list of members, officers, and a current edition of the chapter's by-laws. The University does not and will not require the release of esoteric documents such as the Ritual, Constitution, or other fraternal materials published for the exclusive use of its members. The Greek Advisor will be, along with the faculty/staff advisor, the University's administrative advisors to all Greek

organizations. The Greek Advisor will also serve as the University liaison to each fraternity or sorority's (inter)national headquarters.

The Greek Advisor, along with the Executive Vice President/Dean of Students will conduct a yearly review of each chapter based on objectives outlined in the Yearly Chapter Review Guidelines and using the provided forms. The review will take place in the Spring semester of each academic year.

### **ACADEMIC REQUIREMENTS:**

The University expects all Greeks to provide evidence of group scholarship programs and grade requirements for initiation and the classification of members in good standing. An active member of a Greek group at Cumberland will be an undergraduate who has met the minimum academic requirements for the respective group, who is not on any type of probation within the group, and who maintains full-time status as a University student by taking at least twelve (12) credit hours per semester (excluding May or Summer terms). To remain an active member, he/she must maintain a cumulative grade point average (GPA) of at least 2.00 and must be enrolled in at least twelve semester hours. **Note:** Some groups have higher grade point requirements for pledging and membership than those previously stated. In these instances, the individual group's requirements supersede the Cumberland requirement. Cumberland's requirement is an absolute minimum grade point average for membership in any Greek organization on Cumberland's campus. Cumberland honors the fact that each group has the right to raise this requirement as each group sees fit.

No fraternity or sorority is allowed to practice standards that do not meet the above stated guidelines for Greek organizations at Cumberland University. The Greek Advisor must approve, in writing, any deviation from the above guidelines, and such approval must also be reviewed by the Executive Vice President/Dean of Students.

In addition to these requirements, the following minimum conditions are expected of each Fraternity or Sorority to promote Academic Responsibility within the Cumberland Greek Community:

- Each group is expected to honor and uphold the Cumberland Creed
- Each group is expected to annually develop and submit a copy of its scholarship program to the Greek Advisor before Fall Break of each academic year
- Each group is to develop programs that encourage and recognize academic achievement and promote student/faculty relations. Possible programs could include, but are not limited to, awards for Dean's list recipients, inviting a speaker to address the chapter, discussions lead by a faculty member, or recognition of faculty/staff members
- Each group is expected to take care to see that recruitment, new member education, chapter meetings and membership activities do not compromise the academic performance of prospective new members, new members or initiated members.
- No group will sponsor, permit or condone activities, either by the chapter or its members, which disturb classes, study sessions (individual or group), an

- individual's room or other places where a student should be able to focus on academic work with the expectation of silence.
- Each group will maintain an environment which members can study on nights before class days.
  - Each group is expected to follow all rules and regulations regarding visitation/quiet hours in the Residence Halls.

## **MEMBERSHIP:**

Greek membership serves many purposes in that it contributes to the intellectual, social, and personal development of the student. Historically, membership in these organizations has worked to refine the whole person, both academically and socially. The purpose of recruitment efforts should be to include as many students as is reasonably possible who desire Greek affiliation. Without demanding that every student who enters the recruitment process be guaranteed an invitation of membership, the University has set forth these regulations and standards. These regulations are stated in the effort that all recruitment policies and programs are inclusive rather than exclusive in attitude.

### **A. Recruitment**

Recruitment will be held once per semester at a time stated by the Greek Advisor and will be announced at least one semester in advance. Other recruitment functions may be held outside of the recruitment period with the written consent of the Greek Advisor. No alcohol is permitted at any recruitment function. The Greek Advisor must approve all recruitment activities. All recruitment activities will follow these stipulations:

- Persons should be considered for membership without regard to race, ethnic origin/nationality, religion or sexual orientation.
- Each group is encouraged to develop programs to enable students whose financial condition might preclude membership to receive assistance.
- Programs of pledge/new member education should not promote divisiveness and hostility among groups, but rather promote the entire Greek System and the campus community.
- Members of Greek organizations should meet the same standards of responsible behavior and accountability in accordance with the Cumberland Creed.
- All recruitment regulations set forth by the Greek Council or College Panhellenic are expected to be followed before, during, and after the formal recruitment period.

### **B. Bidding**

All bids for potential pledges/new members must be submitted to the Greek Advisor by the date announced for certification of eligibility. After the potential new member's University academic status has been evaluated, approved, and signed by the Greek Advisor, the potential new member may receive the bid and be eligible for pledgship.

### **C. Requirements for Pledging**

The potential member must be enrolled in at least twelve (12) semester hours and must have a cumulative grade point average (GPA) of at least 2.00 to be eligible for pledging into any fraternity or sorority. First-semester transfer students must have a

cumulative GPA of at least 2.00 in his/her hours accepted by the University to be eligible for pledgship. Students who are enrolled at Cumberland University at least two semesters must have a 2.00 GPA during the one semester preceding the pledge semester. If a pledge does not earn a 2.00 GPA during the pledge semester, the pledge will be categorized as a “holdover” pledge or a “drop” pledge.

- *Holdover pledge:* A pledge may be held over if the pledge earns at least a 1.50 GPA during the pledge semester. Furthermore, the pledge is entitled to initiation if the cumulative GPA is brought up to at least 2.00 during the holdover semester. However, if the pledge does not bring up the GPA to the minimum 2.00 the pledge must be dropped from pledgship and will not be allowed to re-pledge until a cumulative GPA of 2.00 is attained.
- *Drop pledge:* A pledge must be dropped from pledgship if at least a 1.50 GPA is not earned, so that the pledge may focus more on his/her academic endeavors at the University.

#### **D. New Member Programs**

Cumberland University recognizes that each Greek organization has their own Pledge/New Member education program, but the University also wishes to ensure the safety and well-being of its students, therefore the following regulations have been set forth by the University. Cumberland University absolutely forbids hazing in any form. Each group is expected to make its members familiar with the University Hazing policy and its consequences. Each group shall:

- Conduct recruitment activities in such a fashion as to assist the student to make considered and responsible decisions about affiliation.
- Conduct each formal recruitment function in accordance with all local, state and federal laws, and within the expectations of the (inter)national Greek organizations.
- Review the University’s Hazing policy with the Greek Advisor. The chapter president must attest to the Greek Advisor that the review has occurred.
- Require that all New Members participate in educational programming on the following issues:
  - Alcohol and drug use and abuse
  - Hazing
  - Risk Management/legal liability
  - Sexual assault/harassment or gender issues

All programming can and should involve the participation of members of the faculty, staff and administration. The Greek Advisor will serve as a resource for such programming if needed.

#### **E. Requirement for officers**

Cumberland University recognizes that each Greek organization has its own stipulations with regard to officer positions within each group; however the University has set these guidelines. To be eligible to serve as an officer for a fraternity or sorority, the member must be in good academic standing with the respective group’s (inter)national standards. Furthermore, to serve as an officer, the member must meet the following guidelines imposed by Cumberland:

1. The student must be full-time (enrolled in twelve or more credit hours) during the semester of tenure of office, excluding May and Summer terms.

2. The student must have a cumulative GPA of at least 2.00 during the semester of tenure of office.

### **COMMUNITY SERVICE:**

Through community service, students can learn new skills, assume responsibilities, become aware of the needs of others, and learn the importance of unselfish service and giving. Community service links students to the wider community and exposes them to people and situations outside their previous experiences. There are several responsibilities for community service that Cumberland University expects of its Greeks.

They are:

- To sponsor/plan one community service project, in which 75% of the total chapter (initiated members and pledges) participate, each semester and execute one philanthropic event during the academic year.
- Elect (or appoint) one chapter member who will coordinate all community service and philanthropic activities, and be responsible for reporting and verifying such activities with the Greek Advisor within two weeks of the event.
- Participate in community service and philanthropic activities sponsored by the governing councils that are classified as “all-Greek” as well as those sponsored by the University as a whole.

A recognized community service activity is one which:

- Is performed without compensation to the student
- Is not associated with the practice or promotion of any religion.
- Results in a service to at least one person other than the student or the student’s relative and is generally of benefit to the “community” or “campus community.”
- Is separate from a service activity for which the student is already receiving school or organizational credit.
- Is not performed during scheduled class time.
- Is not service mandated by a court.

### **GREEK COUNCIL/PANHELLENIC COUNCIL:**

All Greek organizations must maintain membership in the Cumberland University Greek Council. Female organizations that are members of the National Panhellenic Conference must also maintain membership in the Cumberland University Panhellenic Council. *Panhellenic chapters should refer to the Panhellenic Unanimous Agreements for additional regulations.* The Greek Council is the deliberative and legislative body of Cumberland’s Greek system, meaning that concerns related to Greek Life at the University should be brought to this organization and discussed with its representatives. The Council may discuss and express its views about any matter affecting the University’s Greek System. The Greek Council is the appropriate forum for the discussion and recommendation by Greeks about any fraternal policies or practices. Council recommendations shall be forwarded to the Greek Advisor for approval, implementation, or rejection. If the Greek Advisor rejects an item, the Council may

appeal the denouncement to the Executive Vice President/Dean of Students and they may ultimately appeal to the University President. The Greek Council will be composed of the following members:

- The President of each Greek organization
- The Vice-President of each Greek organization
- The Greek Advisor
- And, if needed, the Dean of Students

Both the President and Vice-President of each chapter can appoint a replacement delegate to the Council if he/she is not able to attend, but no more than two (2) members of each chapter should be present. During balloting/voting for recommendations, each chapter shall have only a single vote. All members of the Council are allowed a voice in discussions. The Council will meet at least monthly to discuss Greek standards and behavior and to organize events that promote positive Greek relations. Other meetings may be organized as deemed necessary by the Greek Advisor or other University officials.

### **HAZING:**

*Hazing is defined as any action taken or situation created, whether on or off University premises by any Greek organization to produce or result in mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities and situations include, but are not limited to, paddling or physical abuse in any form, creation of excessive fatigue, physical and psychological shocks, involuntary road trips, or any other activities which may tend to expose initiates or pledges to physical danger, morally degrading or humiliating games and activities, any activities which would disrupt public order, or tend to bring the organization into disrepute with the local community.*

NO TOLERANCE will be given to groups found in violation of the Hazing policy. The matter may simply be brought before the Executive Vice President/Dean of Students for review without regard to the set disciplinary regulations.

### **DISCIPLINARY REGULATIONS:**

Cumberland University respects the facts that fraternities and sororities are self-governing, legal entities responsible and liable for their own actions and the University seeks to enable and encourage Greek organizations rather than dominate or control them. However as with all student organizations, if self-regulation does not function to produce a quality result with regard to University policies and in instances of blatant disregard for University policy, the following sanctions may be placed upon individuals (if they are personally found liable) or the group as a whole.

Such actions can be, but are not limited to the following:

- Suspension of Recruitment
- Recommendation to (inter)national office for officers' removal from office
- Notification of the (inter)national office of violation(s)
- Planning/coordinating educational workshop or seminar for all students
- Recommend expulsion from the fraternity/sorority

- Social Probation
- Mandatory Campus or Community service
- Monetary Fines
- Restitution (to the University or the person to whom the offense occurred)
- Recommendation to the (inter)national office for the revocation of the Chapter's charter at Cumberland University

After an offense has occurred and has been reported to the Greek Advisor, the president of the offending chapter will be called into a meeting with the Greek Advisor in an attempt to resolve the situation. If such mediation does not prove effective, the Greek Advisor will make a recommendation to the Executive Vice President/ Dean of Students for advisement of other steps that can be taken as punishment of chapters/individuals.

### **ESTABLISHING GREEK ORGANIZATIONS:**

The University invites all fraternities and sororities to look at Cumberland University as a possible expansion site for their organization. The Cumberland Panhellenic Council will follow National Panhellenic Guidelines with regard to expansion of the NPC. The first contact should be made through the Office of Student Affairs. Arrangements for campus visits and student interest inquiries should be coordinated through the Greek Advisor. If a group of students wishes to establish additional fraternities or sororities at Cumberland, contact the Greek Advisor for advisement and direction through the proper channels.

### **GREEK AWARDS:**

The following Greek Awards are presented annually:

1. Pleasant Henry Meadows, III Award: The P. Henry Meadows award is for outstanding Greek leadership. The award is determined by the Greek Advisor who will select an outstanding male and female Greek leader. The winners receive a plaque at the last Greek event of the academic year.
2. President's Award: The President's Award is given to the male and female organization that receives the most Greek awards: Academic Award, Recruitment Award, and Community Service Award.
3. Academic Award: Presented to each male and female organization that has the highest grade point average at the end of the fall semester.
4. Recruitment Award: Presented to the male and female organization with the most initiated members for the entire academic year. (Includes pledges that will be initiated within one month of the award presentation)
5. Community Service Award: Presented to the male and female organization with the most total number of community service hours (excludes the two mandated projects a year) accumulated from the presentation of the award the previous year through to two weeks prior of the award presentation.

**STATEMENT OF AGREEMENT BETWEEN CUMBERLAND UNIVERSITY  
AND FRATERNITIES/SORORITIES**

Be it known that this agreement made, executed and signed on the \_\_\_\_\_  
day of \_\_\_\_\_ 20\_\_\_\_, by and between Cumberland University and the  
\_\_\_\_\_ chapter of \_\_\_\_\_.

Whereas, the Chapter has been in existence at Cumberland since \_\_\_\_\_,  
and is the local chapter of a inter(national) college fraternity or sorority and,

Whereas, Cumberland and the Chapter acknowledge their mutual goals and  
responsibilities as enhancing the educational experience of Cumberland students,  
providing responsible service to the community and enhancing the reputation and ability  
of Cumberland to fulfill its role as a liberal arts university and,

Whereas Cumberland and the Chapter have engaged in discussions regarding how to  
achieve those mutual goals and how to fulfill those mutual responsibilities, and now  
desire to give written expression to agreements reached and,

Now, therefore, in consideration of the mutual promises contained herein, and other good  
and valuable considerations, the receipt and understanding of which are acknowledged by  
the parties, it is agreed that Cumberland and the Chapter will uphold the principles  
included in the Cumberland Greek System and the Chapter agrees to abide by the  
attached University regulations.

Signed:

Greek Advisor: \_\_\_\_\_ (printed name)  
\_\_\_\_\_ (signature) \_\_\_\_\_ (date)

Chapter President: \_\_\_\_\_ (printed name)  
\_\_\_\_\_ (signature) \_\_\_\_\_ (date)

Executive Vice President/Dean of Students: \_\_\_\_\_ (printed name)  
\_\_\_\_\_ (signature) \_\_\_\_\_ (date)