



**Fraternity and Sorority Life Fall 2020 Plan**  
Last Updated July 2020

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## Message from the Assistant Director



“In March, Fraternity and Sorority Life at Central Michigan University (CMU) embraced a new challenge – the COVID-19 pandemic. The past four months have presented many unique challenges and I am exceedingly proud of the students, advisors, Inter/National organizations, and umbrella associations that strove to provide a quality fraternity and sorority experience in a virtual space.

Now that we persevered through the spring semester and the summer, the big question is, “What will the fall look like?” President Davies wrote a blog post this summer that talked about the upcoming semester as it relates to the value of CMU. He talked about CMU’s value of social responsibility, which is a value that all of our fraternities and sororities hold. Social responsibility means being aware that our actions impact the world around us, and based on that understanding, making the deliberate choice to take actions to improve our community and the lives of those around us. As we navigate the fall semester and the pandemic together, individual and chapter responsibility is, now, not only just a value, it is a moral imperative.

COVID-19 continues to be a threat and it scary because we still don’t know a lot about it or about what the future holds. But what I do know is that fraternity and sorority is more important than ever. We need to show up for our members and community.

The spotlight is going to be on our community this upcoming semester. People are worried that we won’t have concern for our members and the community and that we will disregard the executive orders for masks and gathering sizes.

I’m calling on all of you and your chapters to step up as leaders on campus in regards to fighting this pandemic and keeping our members and community safe. We should be the ones setting the example for how the rest of the campus should act.

I know that this year is going to be hard and that especially our seniors will be heartbroken that their final semesters won’t look the same as previous classes, but this isn’t a time to feel sorry for ourselves, this is a time to utilize our collective power as fraternity and sorority life to make a difference in others’ lives.

This looks like wearing masks, following gathering size restrictions, volunteering at non-profit entities that are still taking volunteers, raising money for our philanthropies, and being there for our members and fellow students.”

Best,

Molly Schuneman, Assistant Director of Fraternity & Sorority Life  
Central Michigan University

# Executive Summary

The Fraternity and Sorority Life Fall 2020 Plan has been developed using guidance from Central Michigan University administrative leaders, the state of Michigan executive orders given by Governor Gretchen Whitmer, university mandates, national/international fraternity and sorority organizations, law firms that specialize in fraternal law, and the Centers for Disease Control and Prevention (CDC).

This plan and strategy will evolve to comply with the most up-to-date guidance from state and local officials, public health experts, university administration, and others as we gain new knowledge and deeper understanding related to best practices to limit prevent, and treat the virus within the fraternity and sorority community, our campus community, and the Mount Pleasant community.

The plan prioritizes the health and well-being of all members, chapters, and councils. We all must have the shared goal of striving to create as healthy and safe an experience as possible, while acknowledge the nature of the virus that makes this very challenging, and each of us have a role to play in that goal. The outline of the plan is aligned with the state of Michigan executive orders and Central Michigan University mandates and focuses on the following areas:

1. FSL sponsored programs, events, and meetings
2. Chapter sponsored programs, events, and meetings
3. Chapter facilities
4. Recruitment and Intake processes
5. Resources in the community and on campus

It is recognized that that nature of fraternity and sorority life consists of many opportunities to build community, philanthropy, service, socialize, and participate in events together. It is trusted that you understand most of those opportunities will have to be conducted virtually or within the parameters of the gathering size restrictions of the executive orders and university mandates. The traditional larger events that are held in our community like bid day, social events, formals, large-scale chapters meetings, informationals, and new member presentations will most likely not be possible at this time and will have to be moved to a virtual format.

## Fraternity and Sorority Life Sponsored Programs, Events, and Meetings

As of when this document was created in July 2020, our district in Michigan is in Phase 3, which means that gathering sizes indoors and outdoors are limited and masks are required in all public areas. Please know that the state-level government determines these sizes. Use these gathering size limitations to plan your chapter and council events appropriately. It is expected that all fraternity and sorority life members and events adhere to the local and state-level guidelines and mandates. The current gathering size limitations are:

<b>Indoors</b>	<b>Outdoors</b>
10 people or less & masks	100 people or less & masks

The Fraternity and Sorority Life office will continue to educate, resource, and develop our members, chapters, and councils in the fall 2020 semester. The ways that are determined to conduct these events should set precedent for how the rest of the community conducts their meetings, events, and other gatherings. The gathering limitations set by the state-level government directly affect the platform in which these events are held. Please know that if a change is made to state-level gathering limitations, these plans can change as well:

<b>Event</b>	<b>Plan</b>
Diversity, Equity, and Inclusion Program	<ul style="list-style-type: none"> <li>• Held virtually in partnership with the Institute for Transformative Dialogue</li> <li>• Events must uphold all CDC, state, local, and university mandates in place at the time of the event.</li> </ul>
Hazing Prevention Week	<ul style="list-style-type: none"> <li>• Virtual activities and lectures</li> <li>• Events must uphold all CDC, state, local, and university mandates in place at the time of the event.</li> </ul>
Risk Management Training	<ul style="list-style-type: none"> <li>• Event will have over 100 participants</li> <li>• Will be held entirely virtually</li> <li>• Events must uphold all CDC, state, local, and university mandates in place at the time of the event.</li> </ul>
SAPA/OCRIE Training	<ul style="list-style-type: none"> <li>• OCRIE provided speaker for the community</li> <li>• Will be held entirely virtually</li> <li>• Events must uphold all CDC, state, local, and university mandates in place at the time of the event.</li> </ul>

Meet the Greeks Events	<ul style="list-style-type: none"> <li>• Main Stage to be held virtually via Engage Central</li> <li>• Virtual events held on Zoom and Instagram live.</li> <li>• Events must uphold all CDC, state, local, and university mandates in place at the time of the event.</li> </ul>
Council Meetings	<ul style="list-style-type: none"> <li>• Weekly or bi-weekly meetings with council reps and council members held virtually on Microsoft Teams.</li> <li>• Events must uphold all CDC, state, local, and university mandates in place at the time of the event.</li> </ul>

## Chapter Sponsored Programs, Events, and Meetings

As of when this document was created in July 2020, our district in Michigan is in Phase 3, which means that gathering sizes indoors and outdoors are limited and masks are required in all public areas. Please know that the state-level government determines these sizes. Use these gathering size limitations to plan your chapter and council events appropriately. It is expected that all fraternity and sorority life members and events adhere to the local and state-level guidelines and mandates. The current gathering size limitations are:

<b>Indoors</b>	<b>Outdoors</b>
10 people or less & masks	100 people or less & masks

Chapters should continue to create belonging among their chapter members, provide educational experience, and conduct business. This is a chance for chapters to show their members and the community how powerful brotherhood and sisterhood can be. With that, the state-level and local guidelines and university mandates should be followed. The following is recommended for various chapter events:

<b>Event</b>	<b>Plan</b>
Chapter & Executive Board Meetings	<ul style="list-style-type: none"> <li>• Events must uphold all CDC, state, local, and university mandates in place at the time of the event.</li> <li>• Chapter meetings should not be held in the chapter facilities if there are more than 10 people involved.</li> </ul>
Socials/Parties	<ul style="list-style-type: none"> <li>• Events with alcohol must be registered on Engage Central.</li> <li>• Events must uphold all CDC, state, local, and university mandates in place at the time of the event.</li> <li>• Events should not be held in the chapter facilities if there are more than 10 people involved.</li> <li>• Note: it is recommended that social events do not take place in order to avoid potential violations of the executive orders, university mandates, and city ordinances.</li> </ul>
Philanthropy	<ul style="list-style-type: none"> <li>• Events must uphold all CDC, state, local, and university mandates in place at the time of the event.</li> </ul>

	<ul style="list-style-type: none"> <li>• Events should not be held in the chapter facilities if there are more than 10 people involved.</li> <li>• Consider raising funds entirely virtually.</li> </ul>
Service	<ul style="list-style-type: none"> <li>• Events must uphold all CDC, state, local, and university mandates in place at the time of the event.</li> <li>• If volunteering for a non-profit entity that is still accepting volunteers, follow the guidelines outlined by the entity.</li> </ul>
Brotherhood/Sisterhood Events	<ul style="list-style-type: none"> <li>• Events must uphold all CDC, state, local, and university mandates in place at the time of the event.</li> <li>• Events should not be held in the chapter facilities if there are more than 10 people involved.</li> <li>• For events held at venues off-campus, chapters must follow the guidelines outlined by the establishment.</li> </ul>
Educational Events and Programs	<ul style="list-style-type: none"> <li>• Events must uphold all CDC, state, local, and university mandates in place at the time of the event.</li> <li>• Events should not be held in the chapter facilities if there are more than 10 people involved.</li> <li>• Consider holding events entirely virtually.</li> </ul>
New Member Education Process	<ul style="list-style-type: none"> <li>• Events must uphold all CDC, state, local, and university mandates in place at the time of the event.</li> <li>• Meetings should not be held in the chapter facilities if there are more than 10 people involved.</li> <li>• Work with inter/national headquarters for specific adaptations and other virtual resources and opportunities.</li> </ul>
Chapter Initiation and Rituals	<ul style="list-style-type: none"> <li>• Events must uphold all CDC, state, local, and university mandates in place at the time of the event.</li> <li>• Events should not be held in the chapter facilities if there are more than 10 people involved.</li> </ul>

	<ul style="list-style-type: none"><li>• Work with advisors and inter/national headquarters on guidance and approved adaptations to all ritual services.</li></ul>
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# Chapter Facility Plan to Address COVID-19

Central Michigan University does not own or manage any chapter facility. While our chapter facilities are privately owned and managed, we have collected information from each chapter to inform our plan, and to also work in partnership with appropriate alumni, boards, and organizations to provide updates and guidance shared through CMU networks.

For organizations with a chapter facility, we trust that your local or national housing corporation or alumni board have been receiving updates from the Inter/national organizations, following updates from local and state officials, public health experts, insurance companies, University updates and guidelines as we prepare for the fall semester.

## **Someone Shows Symptoms or Tests Positive for COVID-19 in the Facility**

Members living in chapter facilities in the fall semester need to be prepared to adapt their daily routines in the event a member falls ill and/or demonstrates symptoms related to COVID-19 in the facility. The following options have been provided to help your chapter develop a plan for how you will address a sick member in your chapter facility.

Utilize the resources, information, and guidance from the following to develop your plan. Links to websites and additional information have been hyperlinked below:

1. [Centers for Disease Control and Prevention \(CDC\)](#)
2. [Central Michigan University](#)
3. National/International organization
4. [Holmes Murphy Fraternal Practice](#)

If a member falls ill, the first thing you should do is inform CMU through having the individual contact Student Health Services at 989-774-6599 to get tested for COVID-19. The individual can also get tested at numerous locations in the Mount Pleasant/Isabella County area.

## **What are the Options to Help You Create a Plan?**

1. ***Individual remains in the facility.***
  - a. Understand the difference between quarantine versus isolation and when it is best to employ either practice. More information is available at this link: <https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/quarantine-isolation.html>
  - b. Develop a protocol that is available to all individuals involved in the management of isolation spaces and its procedures. (CDC protocol resource available at <https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/care-for-someone.html>)
  - c. The isolation and quarantine rooms should be physically separated from other rooms.

- i. The rooms should have private bathroom facilities and be stocked with a thermometer, sanitizing wipes, tissues, soap, hand sanitizer, and toiletries.
- d. Spaces should be labeled on the outside of doors with appropriate signage that states restricted access to the room with the sick individual.
- e. Have the individual inform their primary care doctor or Student Health Services at CMU if they do not have a primary care doctor.
  - i. Student Health Services number: 989-774-6599
- f. Food delivery service should be arranged for the individual
- g. Counseling services at CMU can be made available remotely for the member in isolation or quarantine.
  - i. Counseling Center number: 989-774-3381
- h. Individual should continue academic activities remotely or make arrangements with their professor.
- i. An in-house team of designated members should be on call to assist the individual with their personal needs, i.e. medication pick up, delivery of hygiene supplies.
- j. Custodial, maintenance staff, and live-in professionals are required to wear appropriate PPE when cleaning or entering the isolation or quarantine spaces.

All chapter facilities may not have the resources to meet each of these recommendations, but at a minimum should assess their capability to provide these accommodations for a member in isolation or quarantine.

**2. *Ask Member to Go “Home”***

- a. Does the individual have a home to go to? Can someone pick them up from the chapter facility? Can the individual continue their academic work from “home?” This is a viable option if arrangements are able to be made for the individual to quarantine or isolate at home.

**3. *Provide Option Off-Campus***

- a. The Housing Corporation or chapter can pay for the individual to go to alternative housing which could include a hotel, or a member who has an extra bedroom and can accommodate.

## **Make a Plan for Additional Precautions in Your Facility**

What is your plan to take extra precaution even if someone does not have COVID-19 in your chapter facility? The most important thing you can do is plan and prepare as if an outbreak could occur anytime.

1. Know the Symptoms of COVID-19
  - a. [CDC resource link](#)
2. Know and Educate on General Hygiene Guidelines
  - a. Stop handshakes and other chapter traditions that require touching hands
  - b. Practice regular hand washing
  - c. Ensure adequate supplies, i.e. soap, water, hand sanitizer, paper towels, etc. are available for live-in members
3. Review, Update, and Implement Emergency Operations Plans
4. Intensify Cleaning and Disinfection Efforts
  - a. Provide hand sanitizer and disposable wipes to students to encourage cleaning efforts to allow commonly used surfaces (desks, remote controls, coffee tables, etc.) can be wiped down before use
  - b. Ensure the house is equipped with other adequate supplies to support cleaning and disinfection practices
  - c. Continue to routinely clean and disinfect surfaces and objects that are frequently touched. This may include cleaning objects/surfaces not ordinarily cleaned daily, i.e. doorknobs, light switches, etc.
5. Take Extra Care
  - a. Evaluate and communicate heightened cleaning requirements and expectations for members and professional housing staff
  - b. Ensure cleaning procedures are following CDC recommendations
  - c. Ensure common spaces and high traffic areas receive additional cleaning on a regular basis
  - d. Create and display signage reminding members the importance of regular and proper handwashing
6. Social Distancing in your House
  - a. Create a social distancing plan to reduce transmission of disease.
    - i. Evaluate use of common areas to see what can be put offline or you can create capacity limits
    - ii. Enforce the use of face masks or covering in common spaces as recommended by the CDC
    - iii. Consider staggering mealtimes, shifts for when certain members can use the common space
    - iv. Re-evaluate this plan on a regular basis to comply with CDC, state-level, and local guidance

## **Resources:**

[Opening Your Facility Checklist by Holmes Murphy](#)

[Other Considerations For Opening Your Chapter Facility](#)

[What if Someone is Showing Symptoms Resource](#)

[Precautions to Take When You Don't Have a Sick Member](#)

# Chapter Facility Cleaning, Disinfecting, and Food Preparation Recommendations

## *Cleaning and Disinfecting Your Chapter Facility*

Cleaning and disinfecting of the chapter facility should be a common practice, even if the facility is not housing an ill member.

We have provided the following resources for you to consider when creating your cleaning and disinfecting protocol:

[Centers for Disease Control and Prevention cleaning resource](#)

[MJ Insurance Cleaning Guidelines](#)

[Considerations for Hiring a Professional Cleaning Service](#)

## *Food Preparation Recommendations*

On-site dining operations will have to face substantial changes to minimize contamination and transmission of the disease.

Consider the following when making changes to your meal preparation plans and meal preparation spaces:

1. Reduced salad bar built-to-order by kitchen staff or members. Modify your salad bar with pre-tossed and prepackaged salad option
2. Stagger meal times to allow and promote social distancing
3. Meals plated by the chef or one individual member in single service containers, rather than a buffet style
4. Proper protective equipment should be worn by kitchen staff or members on kitchen duty at all times to reduce the possibility of cross-contamination
5. Snack program consisting of individually wrapped items
6. Pre-plating all meals in sealed to-go containers, placing them in a certain area for lunch and dinner service
7. Regular deep cleaning of kitchen

Resources:

[Food Service Resource](#)

[A Fresh Look at Food Service](#)

# **National Pan-Hellenic Council and Multicultural Greek Council Intake**

It is recognized that every chapter has a unique way of conducting intake at the chapter level for our NPHC and MGC organizations. Historically, aspirants attend a mandatory orientation (previously known as Black Greek 101), organizational interest or rush meeting, and then proceed with the membership selection process at the chapter-level. For organizations conducting intake this semester, here are the things that should be considered when organizing activities surrounding intake:

- The mandatory pre-membership orientation will take place virtually.
- Chapters should work with inter/national headquarters for specific adaptations and other virtual resources and opportunities for conducting all aspects of intake.
- Chapters must uphold all CDC, state, local, and university mandates in place.
- Follow the deadlines and requirements of the Intake packet supplied by the fraternity and sorority office.
- New member presentations: the university will continue to monitor the situation regarding COVID-19 and the possibility of in-person new member presentations. In the absence of that possibility, the chapter should work with the fraternity and sorority office, in conjunction with the inter/national organization to identify culturally relevant alternatives to in-person reveals.

## **Interfraternity Council Recruitment**

Historically, the IFC community has provided a semi-formal opportunity for students interested in joining one of our 9 chapters to attend a chapter preview (previously called IFC Info Day), and a 4-day recruitment process, culminating in receiving a bid from a fraternity.

With the health and safety of potential new members, chapter members, and university staff at the forefront of the planning process, IFC recruitment will take on a hybrid structure. The chapter preview day will take place virtually, and then during the following days, chapters will host recruitment events at their chapter facilities or other approved venues in the community.

When chapters hold these recruitment events, they should consider the following:

- Events must uphold all CDC, state, local, and university mandates in place, which includes wearing face coverings.
- A disinfection/sanitation plan for in-between events should be established.
- Events must follow the IFC Recruitment Rules.

# Collegiate Panhellenic Council Recruitment

Panhellenic Recruitment will proceed utilizing virtual platforms for the fall 2020 semester, due to COVID-19 safety precautions and state of Michigan gathering restrictions. The 4 rounds of recruitment and bid day (also known as Jump) will be conducted via the Zoom platform. Bids will be distributed via email using greenenvelope.com virtual invitation service.

In-person components of recruitment may include optional small group recruitment counselor (or Gamma Chi) meetings, and the chapter specific bid day celebrations at the conclusion of recruitment. In-person events must uphold all CDC, state, local, and university mandates in place, which includes wearing face coverings.

The schedule of recruitment is as follows:

Central Michigan University Collegiate Panhellenic Fall 2020 Primary Recruitment Schedule	
<p><b>Sorority Recruitment Kick-Off Celebration</b> <i>Thursday, September 10, 2020</i> <i>6:00 p.m. – 7:00 p.m. via Zoom</i> <i>7:30 – 8:30 p.m. via Zoom</i> <i>Zoom links will be emailed to participants</i></p>	<p><b>Preference Parties</b> <i>Monday, September 14, 2020</i> <i>5 p.m. – 9:38 p.m.</i> <i>50-minute conversations with chapters via Zoom</i> <i>Zoom links will be emailed to participants</i></p>
<p><b>Panhellenic Day</b> <i>Friday, September 11, 2020</i> <i>3 p.m. – 9:00 p.m.</i> <i>20-minute conversations with chapters via Zoom</i> <i>Zoom links will be emailed to participants</i></p>	<p><b>Bid Day</b> <i>Friday, September 18, 2020</i> <i>1:30 p.m. – New members will receive online bid</i> <i>2:00 p.m. – virtual council Bid Day celebration via Zoom</i></p>
<p><b>Philanthropy Day</b> <i>Saturday, September 12, 2020</i> <i>10 a.m. – 3:50 p.m.</i> <i>30-minute conversations with chapters via Zoom</i> <i>Zoom links will be emailed to participants</i></p>	<p><b>Optional Virtual House Tours</b> <i>Chapters will be posting their pre-recorded house tours on their Instagram live feed for participants to view at their convenience</i></p>
<p><b>Sisterhood Day</b> <i>Sunday, September 13, 2020</i> <i>10 a.m. – 2 p.m.</i> <i>40-minute conversations with chapters via Zoom</i> <i>Zoom links will be emailed to participants</i></p>	<p><small>Attendance at each of these days of conversations is mandatory for participants of CPC sorority recruitment. If you have a conflict during any of these days, please email Molly Schuneman at <a href="mailto:schumlm@cmich.edu">schumlm@cmich.edu</a> ASAP so we can make accommodations for your conflict.</small></p>

# Community and Chapter Accountability

## Membership and Behavior

During this time, it is more important than ever that our members comply with state-level and local laws and recommendations. Chapter leadership will need to communicate expectations and hold a meeting with members prior to arrival on campus to cover changes to policies, procedures, and expectations.

The following should be considered when communicating behavior expectations to members:

- According to an Executive Order by the governor of Michigan, facemasks must be worn at all times in any indoor public space, in outdoor spaces where 6 feet of distancing is not possible, or when waiting for or riding in public transportation. [See more information on the Executive Order at this link.](#)
  - Note: a \$500 fine can be issued to anyone not wearing a mask as directed.
  - Communicate university repercussions of not abiding by the Executive Order. If found to be in violation, student organizations can be suspended. This includes events on and off-campus.
- Consider expecting members to wear face masks in all common areas in the facility to be in line with the CDC recommendations for use of face masks.
- Communicate expectations around personal cleanliness, social and physical distancing expectations, and how and when to report when they feel sick.
- Encourage members to report if they are feeling unwell and not to fear the stigma associated with being infected
- Communicate your plan to have COVID-19 prevention supplies available in all common areas, such as soap, hand sanitizer, etc.
- Communicate plan for expectations of members who do not live in the house and if/how they can enter the house (are they allowed in the house? If so, are there sanitation requirements for them to enter the space? Is there a time that you want them to leave the house by?)
- Actively monitor membership and strive for consistent application of public health orders/guidance
- Communicate how you will hold members accountable for not following new policies, procedures, and expectations.

It is of the utmost importance that fraternities and sororities step up as leaders to set the example for the rest of the campus. We should be leaders in CMU's Mask Up campaign and be the example for how to have fun while abiding by the Executive Order and gathering size limitations. Although student organizations can be held accountable for violating the executive orders, another major consequence that will be faced is the consequence of bad press and a poor image on campus. We don't want to be ostracized by the Mount Pleasant and CMU community for disregarding safety practices. This is our chance to show the true power of fraternity and sorority life.

## Additional Resources

### COVID-19 Testing

- Call CMU Student Health Services for additional information; 989-774-6599; <https://www.cmuhealth.org/Services/Campus/Pages/SHS.aspx>
- Rite Aid Pharmacy; 117 N Mission St.; 989-772-7677; <https://www.riteaid.com/pharmacy/services/covid-19-testing>
- McLaren Central Michigan general hospital; 1221 South Dr.; 989-772-6700; <https://www.mclaren.org/main/coronavirus-covid-19>
- Isabella Citizens for Health; 2790 Health Pkwy; 989-953-5320; <http://www.isabellahealth.org/>
- For more options, search “covid 19 testing near me” on a search engine

### University Updates

- Fire Up for Fall: <https://www.cmich.edu/firedupforfall/Pages/default.aspx>