

**STANDARD OPERATING PROCEDURES: RESPONSIBLE GROWTH**

**Proactive Communication Example**

In the NIC Responsible Growth Protocols, organizations should proactively communicate with the campus administration and IFC in good faith prior to any expansion activity.

This example is an email from an executive director of an NIC member fraternity outlining his communication with the campus and IFC, as the organization sought to expand for several years.

***From:****Inter/national organization****To:****Campus advisor or IFC President****Subject:****State University - Expansion/Recognition*

*Good morning,*

*Here is a timeline of our communication with the University to demonstrate that we have followed the NIC Standard for responsible growth:*

* *December 2009 – At AFA spoke with the fraternity/sorority advisor (FSA) to express our interest.  He said the council would become aware of our interest and they’d work to get us there in the near future.*
* *June 2010 – ABC Fraternity colonized in 2009 and then two existing groups were admitted to the IFC (DEF and GHI) and by summer of 2010 – JKL had also begun expressing interest in returning.*
* *December 2010 – Continued expressing interest to FSA and the Greek Community.*
* *December 2011 – Continued expressing interest to FSA and the Greek Community.*
* *April 2012 – Interest group approaches our organization about colonizing at State University.*
* *May 2012 – State University opens up for expansion – we hold tight with our interest group pending the campus opening up and wanting to partner with them.*
* *October 2012 – Expansion process is put on “pause” per the VP of Conduct.  Followed up correspondence with IFC and FSA elicits no responses.*
* *December 2013 – Met with FSA and discussed our continued interest in expansion at State University.  Conversation went well and seemed as if MNO, PQR and STU were all slated from 2014-2017 to expand to campus – not our organization regardless of our continued interest and communication.*
* *Fall 2014 –Another interest group of 20+ men approach our organization regarding expansion.  We communicate with FSA regarding this interest group – IFC is not open to expansion for our organization so we dissolve interest group.*
* *Summer 2015 – Another phone conversation with FSA expressing our continued interest in wanting to work with the university and IFC to get our fraternity on campus.  Told there were no planned expansions for the 15/16 academic year.*
* *Fall 2015 – Another interest group approaches our organization – conversation with the university leads us to not follow through with the interest group in hopes of collaborating with the university and IFC since we’ve been working for 6+ years, at this point, regarding expansion.*
* *Summer 2016 – Continued outreach to FSA – elicits no response.*
* *Fall 2016 – STU expands to campus.*
* *Summer 2017 – Another conversation with FSA expressing our continued interest.  Told the IFC will be discussing potential expansion in the near future and would be reaching out with more information.*
* *Fall 2017 – No further information is provided to our organization regarding expansion opportunity.  JKL is invited to campus.*
* *Spring 2018 – Another interest group approaches our organization regarding expansion late in the spring semester.  We encourage the interest group to grow organically and will revisit the conversation with them in the fall.*
* *Summer 2018 – Another conversation is held with FSA expressing continued interest.*
* *August 30, 2018 – Scheduled call for September 13th to discuss interest group.  Call is cancelled and rescheduled due to hurricanes.*
* *September 17, 2018 – Tried to reschedule call – no response.*
* *October 16,  2018 – Reach out again – get call scheduled for October 26th*
* *October 26, 2018 – Discuss interest group with FSA and express our interest in supporting the group and working with campus to become recognized.  Tried to get a presentation to the IFC scheduled – told this is a student led process and has to go through IFC.*
* *November 2018 – student leader from interest group meets with FSA.  Told to meet with IFC VP of Recruitment.  Student leader meets with IFC VP of Recruitment – told to meet with incoming VP of Recruitment as this individual was transitioning out.  Mets with newly elected VP of Recruitment and discusses expansion – told it’s an IFC decision that they will be bringing up in the spring.*
* *December 2018 – Meet with FSA at AFA – re-enforce that we want to support this interest group and try to discuss a campus presentation.  Told he will work with IFC to have the conversation about expansion.*
* *December 20,  2018 – Another conversation is had with FSA.  Tell him we are going to continue supporting our interest group by finding advisors and helping them grow throughout the spring.  Suggest again a campus presentation. Told to reach out to IFC VP of Recruitment to discuss expansion.*
* *December 21, 2018 – Communication with Vice President of Recruitment states that the IFC will be voting on expansion January 16th.  If that vote passes then there would need to be an approval of our organization pending another positive vote by the IFC presidents.*

*Would you please reach out to the Vice President of Recruitment, and if needed the Execs at State University, to ensure support for our organization on January 16, 2019.  We are willing to send a staff member to campus to meet with the IFC so that the IFC becomes comfortable with our organization.*

*Thanks for your help and please let me know if you have questions or what I can do.*

*Thanks,*

*Executive Director*