

IOWA STATE UNIVERSITY MULTICULTURAL GREEK COUNCIL

2015 STRATEGIC PLAN



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LETTER FROM THE COUNCIL PRESIDENT

Greetings!

I am so honored to be writing to you today as President of the fastest growing Greek council at Iowa State. I am also very excited to see just how MGC will change over the next year. I see a lot of great things ahead.

First off, I want to tell you all a little about myself. I am presently a Junior in Event Management and Entrepreneurial Studies, a proud brother of Delta Lambda Phi Fraternity, and a member of Order of Omega Honor Society. The great passions in my life are dogs, cooking, boy bands, leadership, and Greek life.

For the past two years before I took over as President of MGC, I served as Chapter President of my Delta Lambda Phi. There I discovered my passion for leadership and working with my fellow students. While in that position I learned more than I ever imagined coming into my undergraduate experience. I firmly believe that the opportunities that the Greek community provides are invaluable in the long term success of its members. I would not be the man I am today without them. I think everyone deserves the same opportunities that I received. That is what drives me to do what I do today.

This strategic plan discusses in detail the plan of my executive team over the 2015 calendar year to help move MGC in a positive direction and provide the best opportunities for our chapters and their members. This plan was built off of feedback from community members and leaders and is focused on addressing the most serious issues threatening the MGC community.

I had the immense pleasure of being chapter president for four consecutive semesters, so I understand a lot of the challenges that chapters in the Greek Community and in MGC face, and I want to do my best to help everyone find their place and to succeed. To that end I encourage any member regardless of council or chapter to always feel free to contact me with any feedback, comments, concerns, or just to say hi. No matter the chapter, and no matter the letters, we are all Greek together.

Sincerely yours,

Alex Young :]
Council President
Iowa State Multicultural Greek Council

WHAT IS THE MULTICULTURAL GREEK COUNCIL

The Multicultural Greek Council (MGC) is one of four governing councils in the Iowa State Greek community along with the Interfraternity Council (IFC), the Collegiate Panhellenic Council (CPC), and the National Pan-Hellenic Council (NPHC). Each of these councils are composed of member Greek letter organizations. Each of these member organizations vary in specific purposes, values, and size; but all are unique and provide their members important experiences and skills. The role of these councils can vary but each is charged with a certain amount of policy creation and governance.

The Multicultural Greek Council specifically consists of a variety of values and identity based organizations. These organizations vary in identities from Latino/Latina, LGBT, Asian, and Pacific Islander. The historically MGC has striven to unify its constituent organizations and create a community accepting of diversity.

MEMBER CHAPTERS

The nine current member organizations constituting the Multicultural Greek Council listed below. Note that transitional members are organizations that belong to MGC but are not full members until they complete a probationary period and meet certain qualifications.

FULL MEMBERS

Delta Lambda Phi
Gamma Rho Lambda
Lambda Theta Alpha
Lambda Theta Nu
Lambda Theta Phi
Sigma Lambda Beta
Sigma Lambda Gamma

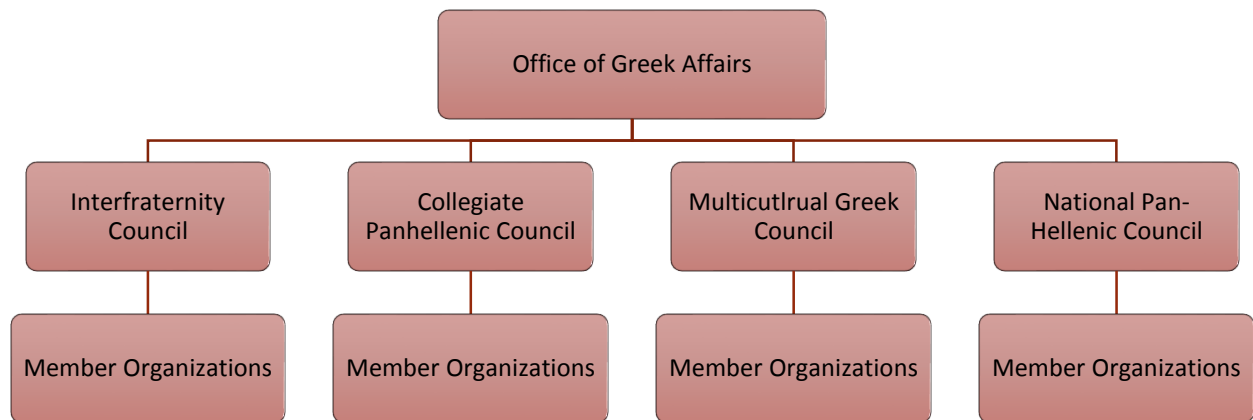
TRANSITIONAL MEMBERS

Delta Phi Lambda
Pi Alpha Phi

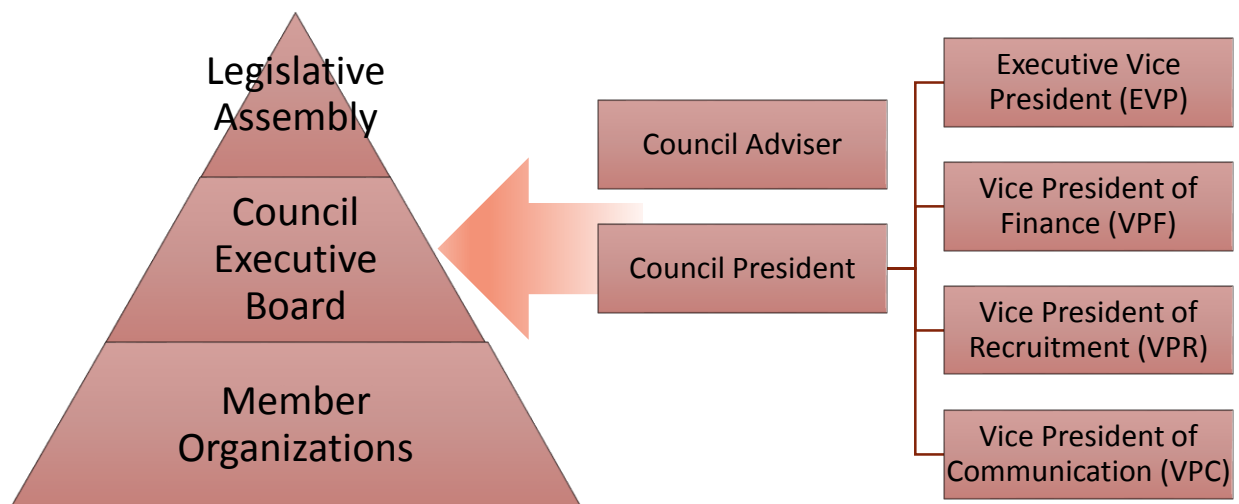
ORGANIZATIONAL STRUCTURE AND EXECUTIVE BOARD

Reporting to the Office of Greek Affairs along with the other governing councils, MGC is made up of two bodies of authority; the Legislative Assembly and the Executive Board.

GREEK COMMUNITY STRUCTURE



COUNCIL STRUCTURE



LEGISLATIVE ASSEMBLY

The ultimate authority within the Multicultural Greek Council is the Legislative Assembly, often referred to as the General Assembly. This body consists of the MGC Executive Board and two representatives from each member organization. Each member of the Executive Board and each chapter have one vote in legislative deliberation, with the exception of the Council President and transitional members. The function of this body is to discuss and vote on business put forth by its constituents.

EXECUTIVE BOARD

Matters of council operations, planning, organization and developing policy are handled by the council Executive Board. The Executive Board consists of five executives:

COUNCIL PRESIDENT

Alex Young - abyoung@iastate.edu

Presides over all Executive Board and Legislative Assembly meetings

Establishes committees with the consent of the council

Acts as representative of the council to University representatives and bodies

EXECUTIVE VICE PRESIDENT

Gabby Davila - gdavila@iastate.edu

Acts as parliamentarian during Legislative Assembly

Records and updates the council constitution as amendments are approved

Approves events put on by member chapters

VICE PRESIDENT OF FINANCE

Priscilla Rebollozo - preb17@iastate.edu

Maintains accurate financial records

Creates bi-annual budget for the council

Handles all monies, dues, and expenses by the council

VICE PRESIDENT OF COMMUNICATIONS

VACANT

Takes minutes at all council meetings

Documents council events

Updates council social media

VICE PRESIDENT OF RECRUITMENT

Jolene Bowman - jb Bowman@iastate.edu

Work with conjunction with other councils in areas of recruitment

Lead in developing any MGC recruitment events

CRITICAL ANALYSIS

It has become clear that the Multicultural Greek Council is at a critical point in its development as an organization. Frustration from member chapters, executives, and officers have manifested itself in a multitude of ways, and the 2015 MGC Executive Board wants to fix it.

If we as an organization are to have real success, we need to figure out what exactly we need to fix. In light of that the 2015 Council President released to community leaders a survey to help in identify trends in opinions and the things threatening the organization.

This survey was generally well received and provided great feedback about where exactly the community felt MGC could improve the most.

From the survey, the top things that the community thinks are threatening MGC are listed below:

- Lack of involvement from members organizations
- Lack of organization within the council
- Lack of purpose
- Lack of identity
- Lack of communication

GOALS

After reviewing the results of the community survey the 2015 Council President worked with the Council Adviser and the Council Executive Board to set a list of three goals for the upcoming year. The goals are listed below.

TO CLARIFY THE ROLE OF MGC AS A GOVERNING COUNCIL

MGC lacks a clear role in the lives of its member chapters. This causes a lot of confusion and misunderstandings about what exactly the council does and is responsible for. The 2015 MGC Executive Board wants to see this change. An organization without a clear role cannot hope to function effectively or be taken seriously by its contemporaries.

TO ESTABLISH COUNCIL POLICIES, PRACTICES, AND TOOLS TO ENHANCE COMMUNICATION, TRANSPARENCY, AND POSITIVE COUNCIL CULTURE.

Current council policies do not create an optimal communication system or a positive culture within the council. If we want MGC to be a positive force on campus outside the council, we need our policies inside the council to go hand in hand with that ideal. The 2015 Executive Board will be implementing new methods of operating and intends to propose to the Legislative Assembly policy changes to enhance the experience of everyone in MGC.

TO INCREASE VISIBILITY OF MGC TO THE REST OF THE IOWA STATE GREEK COMMUNITY

Presently, very few people, even in the greater Greek Community are aware that MGC exists. This lack of visibility seems to stem from a lack of council cohesion and strong, visible leadership. Without this visibility it is not a surprise that we as a council lack a presence on campus and our members feel disconnected.

COUNCIL VISION STATEMENT

An organization's vision statement is an organization's ideal state, a sort of blue sky picture of what the organization wants to be over time. It provides guidance and motivation to its members and gives an idea of what they are working toward. The proposed mission statement to be adopted by the council is:

The vision of the Multicultural Council is to be a strong and positive force in the Iowa State Community and in the lives of our members.

The vision of an organization is not just an ideal held by its leaders. In reality, it is an ideal that is owned by all the members of an organization. This vision belongs not just to the council Executive Board, but also to each member under it.

COUNCIL MISSION STATEMENT

The current MGC mission statement exists now as text in its governing documents. But it is one that is not really feasible for the council. The current statement reads:

The Multicultural Greek Council strives to unify multicultural Greek lettered organizations on the Iowa State University campus by addressing, coordinating, and developing strategic action plans; to unify organizations on the council, promote higher education, provide community services, and enhance leadership.

This statement says a lot, but does not guide council leadership on what exactly the organization should do or be. That is the point of the mission statement. The new mission statement proposed by the Executive Board reads:

The mission of the Multicultural Greek Council is to foster development of the Greek Community through leading, serving, and advocating on behalf of its member chapters and the diverse identities that they hold dear. To this end we strive to uphold the ideals of friendship, equity, and diversity.

This new mission clarifies the role that MGC is to play in the community and how its leaders should direct their energy when not directed by the legislative body. A council executive board directed with this mission becomes a board of leaders who serve the greater good of the community as a whole. After all, what are we Greek for, if not to be leaders in our community and to serve the community that we lead?

COUNCIL WEBSITE

One of the new tools being utilized by the Multicultural Greek Council is a Student Activity Center provided website. This website will serve as a source of information stakeholders within MGC, Iowa State, and the greater community. Contents include a council calendar, resource links, and council officer information. The new website can be found at the URL stuorg.iastate.edu/site/mgc.

COUNCIL GOOGLE DRIVE

To help address the issue of communication and information dissemination within the MGC the council has also put together a new centralized information system using Google Drive. This will be accessible to view by anyone and editable by council officers. Using this new system individuals will be able to view and download council governing documents, minutes, records. The system will be accessible through the council website.

GREEK EVENTS AUTHORIZATION BOARD

Continuing off of last year the council will continue to obligate member chapters to approve their events with the Greek Events Authorization Board (EVB). In the past events we submitted online through a form. This has proven to be cumbersome and lacking in transparency. The new MGC side of this process will be a set of authorization forms that can be downloaded, filled out almost completely digitally, and then emailed or printed out to the Executive Vice President for approval. These forms will be made available on the Greek Affairs website and the MGC Website.

MGC INTAKE AUTHORIZATION PROCESS

The Office of Greek Affairs policy for MGC chapters to provide documentation and meet about intake plans every semester has not changed at this point. The same format will be used at for at least the spring semester. The Council President encourages anyone in the MGC community to provide feedback on the current process as he works with Greek Affairs to create a process that best suits the council's needs.

MGC EXPANSION PROCESS

There is currently a large amount of confusion in regards to the MGC's expansion process, that is, the process that new organizations are extended membership. In the recent past there has been very inconsistent standards in regards to how exactly the process is supposed to work and what the exact steps and paperwork new organizations had to navigate. It will be a priority for the new council leadership to clarify and standardize this process.

WEEKLY UPDATE EMAIL

To better streamline communication of opportunities for membership the council president plans to send out a weekly email to chapter presidents containing new and upcoming opportunities for chapter membership to take advantage of. Outside these update emails, the president will be sending out emails containing vital information directly to chapter presidents.

COUNCIL CENSUS

For the first time on the first day of the semester the council will take a census of the current membership of its member organizations. This census will be based off of the membership data from the Office of Greek Affairs database Odysseus. The list of members of each chapter and email addresses will be created from Odysseus and sent to the corresponding organization President to verify. Organizations not in Odysseus will self-report their membership. Each President must report any inaccuracies or self-report within one week of the census. After verifying that the information is accurate as of the first day of the semester that list will be used to invoice each chapter their MGC dues. Not reporting inconsistencies is the same as verifying accuracy and each organization will be charged based off of the information, so it is crucial that each organization's president verifies this information as quickly as possible.

CHANGES TO COUNCIL POLICY

REMOVING CHAPTER EVENT ATTENDANCE REQUIREMENTS

Presently the council has a very specific policy of requiring a specific number of member chapter members to attend at least one of the events put on by each of the other member chapters. This policy is enforced by a fine against chapters that do not meet this standard.

This policy is difficult for the council to keep track of and enforce and also does not take into account the growth that MGC is seeing. The policy has shown to be ineffective at its original goal to create bonds between member organizations. In fact there is a general feeling that the policy simply turns other member's events into a required chore to get done. This is not conducive to the desired culture that MGC is trying to create and it does not respect the time and effort of any of the chapters involved.

Because of this the MGC Executive Board plans to propose to the Legislative Assembly a bill to strike this policy from its governing documents.

REQUIRING PRESIDENT OR VP AS DELEGATES

MGC's current governing documents requires that each member organization have two delegates to represent their chapters at every meeting of the Legislative Assembly. These representatives are often new members of their organizations or do not have consistent representation. This is a major issue in the system of downwards communication as the important information presented at these meetings is often not diffused to general membership.

To remedy this issue the Executive Board plans to propose a bill to require that at least one of the representatives be either the President or Vice President (or equivalent) of their organizations. The hopes for this policy is to streamline the flow of information can be as efficient as possible and keep organizations in the know.

OTHER

In order to create smooth and straightforward operations within the council other constitutional changes will also likely be proposed to the general assembly:

- Remove contradictions within the text
- Remove unnecessary sections to simplify the document
- Remove outdated procedures to be more in line with current practices.

MGC MEETINGS

MGC EXECUTIVE BOARD MEETINGS

Every Thursday from 5:10pm – 6:00pm starting Jan 15, 2015 in the Office of Greek Affairs

The council executive board will continue the weekly meetings. These meetings will serve as a chance for the board to meet and discuss legislation, project updates, and concerns of member chapters. This meeting pattern will likely continue into the fall 2015 semester.

SCHEDULE OF MEETINGS

Date	Meeting Location
Jan 15, 2015	0355 Memorial Union
Jan 22, 2015	0355 Memorial Union
Jan 29, 2015	AFLV Conference, No Meeting
Feb 05, 2015	0355 Memorial Union
Feb 12, 2015	0355 Memorial Union
Feb 19, 2015	0355 Memorial Union
Feb 26, 2015	0355 Memorial Union
Mar 05, 2015	0355 Memorial Union
Mar 12, 2015	0355 Memorial Union
Mar 19, 2015	Spring Break, No Meeting
Mar 26, 2015	0355 Memorial Union
Apr 02, 2015	0355 Memorial Union
Apr 09, 2015	0355 Memorial Union
Apr 16, 2015	0355 Memorial Union
Apr 23, 2015	0355 Memorial Union

MGC GENERAL ASSEMBLY

Every other Thursday from 6:30pm – 8:00pm starting Jan 22, 2015 in the Memorial Union

General assembly will continue to meet at the same time and day as last semester. These meetings serve as a space for deciding policy and disseminate information. These meetings are anticipated to take less time than in the past and will be following parliamentary procedure more closely. Due to a lack of available space in the Memorial Union a few meetings will need to be held in another venue. This meeting pattern will likely continue into the fall 2015 semester.

SCHEDULE OF MEETINGS

Date	Meeting Location
Jan 22, 2015	3505 Memorial Union
Feb 05, 2015	3505 Memorial Union
Feb 19, 2015	3505 Memorial Union
Mar 05, 2015	3505 Memorial Union
Mar 19, 2015	Spring Break, No Meeting
Apr 02, 2015	0268 Carver
Apr 16, 2015	0268 Carver

COUNCIL PRESIDENT/CHAPTER PRESIDENT MEETING

Thursdays after General Assembly Meeting or MGC Exec Meeting

One on One meetings with MGC President and each chapter president once a semester. In these meetings the presidents will discuss chapter concerns and direction of the council. This meeting pattern will likely continue into the fall 2015 semester.

SCHEDULE OF MEETINGS

Organization	Meeting Date	Aprox. Meeting Time	Meeting Location
Delta Lambda Phi	Thu, January 22, 2015	8:00pm – 8:30pm	3505 Memorial Union
Delta Phi Lambda	Thu, February 5, 2015	8:00pm – 8:30pm	3505 Memorial Union
Gamma Rho Lambda	Thu, February 12, 2015	6:00pm – 6:30pm	0355 Memorial Union
Lambda Theta Alpha	Thu, February 19, 2015	8:00pm – 8:30pm	3505 Memorial Union
Lambda Theta Nu	Thu, February 26, 2015	6:00pm – 6:30pm	0355 Memorial Union
Lambda Theta Phi	Thu, March 5, 2015	8:00pm – 8:30pm	3505 Memorial Union
Pi Alpha Phi	Thu, March 12, 2015	6:00pm – 6:30pm	0355 Memorial Union
Sigma Lambda Beta	Thu, March 26, 2015	6:00pm – 6:30pm	0355 Memorial Union
Sigma Lambda Gamma	Thu, April 2, 2015	8:00pm – 8:30pm	0268 Carver

MGC EVENTS

MGC SOCIAL EVENTS

Third Tuesday evening of every month starting Feb 18, 2015

Tue, February 10, 6pm – 9pm

Tue, March 10, 6pm – 9pm

Tue, April 7, 6pm – 9pm

To best create social bonds between member chapters MGC will be hosting informal, optional social events that are open to individuals or groups to attend. These will consist of simple such as card and board games, movies, and food.

MEET THE GREEKS

Spring: Mon, January 26, 2015, from 6:00pm – 7:30pm

Fall: Mon, September 7, 2015, 6:00pm – 7:30pm

MGC will once again be having Meet the Greeks. It would be preferred for us to host in conjunction with NPHC so as to reach a larger audience. The event will be primarily Informational and similar in nature to ClubFest. Each organization will have a table to display information and may if they choose have a small activity for attendees to participate in. Refreshments will also be served for attendees.

FALL MGC RETREAT

Sat, August 22, 2015, 2pm – 5pm

Before the start of the fall semester MGC will be having another MGC retreat. This will be for all MGC Executives and MGC Chapter Presidents. The goal of this retreat will be to go over progress, getting feedback, and have discussions about MGC and the direction it is going.

MOSAIC

Thu, December 3, 2015, 7pm – 9pm

To celebrate the end of the year MGC will be hosting a recognition and awards ceremony for MGC chapters and members. To plan this event one member from every member organization will sit on the planning committee to put the event on. All members of all chapters invited, this is planned to be one of the only required MGC events of the year. It will be a formal event with refreshments.

2015 DUES OUTLINE

RATES

Organization Membership Type	Dues Rate
Active Members	\$5 per member / \$25 min
Probationary Members	\$5 per member / \$25 min
Transitional Members	\$2.5 per member / \$12.50 min

OUTLINE

Spring Semester

- Mon Jan 12 Draft Census created from Odysseus and verified by presidents
- Thu Jan 22 Chapters invoiced for dues based off of the census
- Thu Feb 05 Dues are due to exec at that night's meeting

Fall Semester

- Mon Aug 24 Draft Census created from Odysseus and verified by presidents
- Thu Sep 03 Chapters invoiced for dues based off of the census
- Thu Sep 17 Dues are due to exec at that night's meeting