



Office of Student Life and Cultural Centers  
**Greek Life: Risk Management vs Risk Mitigation Education for Greek organizations**  
Assessment Report

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**Choose One:** Learning Outcome Assessment

**Date of Assessment Implementation:** February 2016

**Date of Report:** June 2016

**Purpose of Assessment**

Risk management refers to the systematic approach to manage hazards and potential dangerous situations on site, while Risk mitigation is defined as preemptively taking steps towards reducing adverse effects beforehand. *Mitigation* techniques aim at *reducing the impact* that a risk will create if it occurs. As such, it should be used in situations where a risk is both sizable and cannot be avoided.

There was a sizeable amount of destructive publicity surrounding college fraternities/sororities (F/S) in the twelve months between March 2014 and March 2015. Unfortunately, problems that have long been associated with the fraternity/sorority community have been associated with Risk Management issues i.e. alcohol abuse, hazing, parties, and sexual violence. These problems of course can take place on any college campus large and small, public and private. With such a booming amount of cases involving our F/S community and their risk management practices or lack thereof, this negative perception of our F/S community in the media has been reinforced. So much negative attention has more recently attracted college campuses across America to begin a more intentional act for change.

The Purpose of this assessment was to analyze our current F/S communities' competency of not only Risk Management but Risk Mitigation practices. All twenty eight organizations and five sub council leaders were required to attend this Risk Assessment seminar. As an additional incentive, each organization was encouraged to bring new members to accompany them at the meeting. The purpose of that was to get multiple perspectives based on experience within an F/S organization. This is crucial in understanding the current risk assessing practices and competency of our F/S community as well as determining what if any preemptive education programs should be implemented.

**Division Learning Outcome** Intellectual & Practical Competencies

**Targeted Learning Outcome**

By the end of the two-hour workshop, F/S members will be able to accurately determine the differentiators between mitigating risk and managing risk. In addition, F/S members will be able to

articulate proper procedures, their understanding of University policy, and properly seek out resources.

### **Assessment Methodology**

After the Risk Assessment seminar, participants were given a qualitative physical survey with the questions to answer based on both prior knowledge and newly presented information. The reason why qualitative surveys will be used over quantitative surveys is that it will truly showcase whether or not the new members, leadership of these organizations and sub councils understand the Cal Poly Pomona policies/procedures as well as the differentiators regarding managing risk and mitigating risk at their sponsored functions. Each participant was given the following survey questions:

1. Name
2. Chapter Affiliation
3. Position in Chapter:
4. Year in School
5. What is the difference between risk management and risk prevention?
6. Why is risk management important for Cal Poly Pomona's F/S community?
7. Why is risk mitigation important for Cal Poly Pomona's F/S community?
8. What new example(s) of a risk management procedures given in today's presentation would you want to implement in your own chapter?
9. What new example(s) a risk mitigation practices given in today's presentation would you want to implement in your own chapter?
10. List three (3) reasons why risk management and risk mitigation practices/procedures are important for the Cal Poly Pomona fraternity/sorority community:

### **Results**

All 49 participants filled out the survey within a week of the seminar. (A copy of the database is attached.)

The following is a sample of answers from questions 5-10:

#### **1. What is the difference between risk management and risk mitigation?**

- Risk management is taking actions during situations that keeps everyone safe and risk mitigation is having preliminary measures in place to prevent these situations from occurring.
- Risk mitigation are sets of policies or plans that are formulated to alleviate issues prior.
- Risk management is the act of managing risk while or after they happen.
- Risk mitigation are set prior to decrease risk.
- Risk mitigation is preliminary and risk management is post actions to handle potential problems.

#### **2. Why is risk management important for Cal Poly Pomona's F/S community?**

- It is important to ensure that all organizations are acting in a responsible manner and keeping one another safe at sponsored events.
- It protects the organizations brand and its members.
- Risk management is important for ensuring accountability amongst organization's members. It empowers our members to manage hazards in take action if and when crises occurs.

- It is important in order to increase safety and decrease potential hazards while still creating a fun environment.

**3. Why is risk mitigation important for Cal Poly Pomona's F/S community?**

- Mitigates potential problems that are associated with Greek sponsored activities.
- It is important to have provisions in place to prevent potential harm beforehand.
- Assessing risk situations to better decrease risk factors that may occur at events before they occur.
- Risk mitigation is very crucial to ensuring events have safety measures in place prior to events. Especially in our case due to the fact that a lot of the time people who you don't know attend our events. This can create issues with unforeseen hazards and protecting everyone who attends the events.
- Mitigating risk situations is important because if any slip up in risk management occurs it could create huge problems for our organizations and the Greek system as a whole.

**4. What new example(s) of a risk management procedures given in today's presentation would you want to implement in your own chapter?**

- Giving out wrist bands at events where alcohol is being served.
- Having a member who is CPR certified at all events
- Implementing Social Media contract and merits
- Making sure multiple members are CPR and first aid certified
- Abiding by a strike system for conduct at all events
- Not wearing letters or visible paraphernalia shown or worn at certain events.
- Have guest and members sign liability waivers onsite
- Have an attendee sign in sheet at the front door of all parties and events.

**5. What new example(s) a risk mitigation practices given in today's presentation would you want to implement in your own chapter?**

- Have breathalyzers at all events.
- Establish a wristband system for formals, parties, and alumni events.
- Close the guest list within 24 hours of any party
- Create conduct contracts and have people sign them prior to event
- Host workshops for members to understand the conduct expectations for any and all events.
- Utilizing Wristbands for ages in different colors to monitor legal alcohol consumption
- Implement code of conduct contracts for guest and members to sign.
- Have an emergency call list system set up
- Hire a third party licensed vendor for security for the events.
- Have a sober team of members at all events to manage potential hazards.

**6. List three (3) reasons why risk management and risk mitigation practices/procedures are important for the Cal Poly Pomona fraternity/sorority community**

- Both risk management and risk mitigation are important to protect and keep our members/guest safe, protect the university/organization's reputation, and to sustain insurance
- They are important in order to control any high risk situations, preventing these situation to escalate, being able to control situations
- They are important to protecting the chapter's image, Cal Poly Pomona's image, and the Greek community's image.

- Having risk policies/procedures in place will keep all members safe, it holds Greek Life to a higher standard, improves support from university administration
- Keeps people from getting hurt, prevents Greek Life from getting kicked off campus, and improves the name for Greek life.
- Risk management policies hold organizations accountable for their actions, protects the brand of Greek Life, and keeps all parties safe
- They are necessary in order to keep everyone safe, everyone honest and accountable, and diminish negative stereotypes

## **Conclusion**

The results of this study are not meant to encompass the entirety of the F/S community's knowledge of assessing risk. Rather, it serves as an educational tool to determine the risk competencies of the leadership for each organization on at Cal Poly Pomona. This particular study was limited to specific leadership roles that directly deal with coordinating and assessing high risk situations as well as a few new members. These roles included the organization president/vice president and risk management chair. Organizations were encouraged to bring at least one newly initiated member to this event for continual education. The survey was collected at the end of the risk assessment workshop from 49 people that make up 20 out of 28 organizations within the five councils.

The F/S community is approximately 1200 people which makes up 5% of the Cal Poly Pomona student population. The 49 members that attended the risk assessment focus group make up 4% of the entire F/S population. This number may in fact seem miniscule in its quantity but it is in fact these specific positions that make the primary decisions when hosting organization sponsored events. They mostly consist of older students that based on their individual organization's training have a fairly extensive understanding of risk management procedures. However for the purposes of this study, various themes can be inferred from the data.

## **Implications for Practice**