



Fraternity & Sorority Programs

RETENTION & ACADEMIC ACHIEVEMENT

A propensity score matching analysis was utilized to create a statistical control group to compare retention outcomes between Fraternity and Sorority participants and the peer comparison group of non-participants from 2012-13 through 2016-17 (See Appendix A). Greek participants include FTFT freshman students who are considered active members in their respective chapters. The analysis excludes multicultural or identity-based chapters that largely recruit upper class students. Results indicate participating in a fraternity or sorority increases the likelihood of students retaining to their sophomore year ($p < .01$).

- Fraternity members (N=1,603) had an average 16% lift in retention (92.9% vs. 77.9%)
- Sorority members (N=3,921) had an average 14.2% lift in retention (91.5% vs. 77.3%)

A [multivariate logistic regression analysis](#) evaluated the unique contribution of 2016 - 2017 first-year programs and services on retention outcomes after controlling for other factors that affect retention and participation in other first year programs. Results further support the positive impact on retention.

- FTFT freshman sorority members were 5.03 times and fraternity members 3.23 times more likely to retain to their sophomore year compared to unaffiliated Greek students ($p < .001$).

An analysis of Greek student graduates in spring 2018 indicated there was a small negative relationship between membership and cumulative GPA.

- Fraternity members had an average GPA of 3.19 compared to non-Greek male students 3.21
- Sorority members had an average GPA of 3.31 compared to non-Greek female students 3.36

CAREER OUTCOMES

Participation in a fraternity or sorority provides students opportunities to develop leadership, communication, and teamwork skills that employers are actively seeking to hire in college graduates. Additionally, Greek members develop social networks and connections with chapter alumni that benefits graduates in the job market. Based on an analysis of spring 2018 Bachelor degree recipients, there is a positive relationship between fraternity membership and employment outcomes after graduation (See Appendix B).

- Fraternity and Sorority members were more likely to report receiving a job offer (70.8%) compared to non-Greek students (65.4%).
- Fraternity members who were seeking employment upon graduation in spring 2018 were more likely to be employed (72.8%) compared to male non-Greek students (62.6%).
- Sorority members who were employed full-time reported a higher salary (\$46,839) compared to unaffiliated female graduates working full-time (\$45,071)

ALUMNI PERSPECTIVES & INSIGHTS

The [2017 UA Alumni Gallup Survey](#) (N=4,205) found UA alumni who participated in a fraternity or sorority had a significantly higher likelihood of post-graduation outcomes compared to those who were not involved in a Greek organization after holding for controls ($p < .05$).

- 1.55 times more likely to be emotionally connected to their alma mater
- 1.90 times more likely to strongly agree UA prepared them for life outside of college
- 1.41 times more likely to have donated to UA in the past year

Appendix A

UA Fraternity and Sorority Member Retention

| Cohort Year | FTFT Freshman Student Group | Retention Rate | Percentage Point Difference |
|-------------|---|----------------|-----------------------------|
| 2016 – 2017 | Fraternity and Sorority Members (N=958) | 93% | +16%* |
| | Comparison Group (N=958) | 77% | |
| 2015 – 2016 | Fraternity and Sorority Members (N=1,043) | 93% | +18%* |
| | Comparison Group (N=1,043) | 75% | |
| 2014 – 2015 | Fraternity and Sorority Members (N=1,279) | 90% | +10%* |
| | Comparison Group (N=1,279) | 80% | |
| 2013 – 2014 | Fraternity and Sorority Members (N=1,138) | 91% | +13%* |
| | Comparison Group (N=1,138) | 78% | |
| 2012 – 2013 | Fraternity and Sorority Members (N=1,107) | 92% | +17%* |
| | Comparison Group (N=1,107) | 75% | |

* p < .01

UA Fraternity Member Retention

| Cohort Year | FTFT Freshman Student Group | Retention Rate | Percentage Point Difference |
|-------------|-----------------------------|----------------|-----------------------------|
| 2016 - 2017 | Fraternity Members (N=279) | 91% | + 11%* |
| | Comparison Group (N=279) | 80% | |
| 2015 – 2016 | Fraternity Members (N=229) | 95% | +22%* |
| | Comparison Group (N=229) | 73% | |
| 2014 – 2015 | Fraternity Members (N=335) | 91% | +13%* |
| | Comparison Group (N=335) | 78% | |
| 2013 – 2014 | Fraternity Members (N=341) | 91% | +14%* |
| | Comparison Group (N=341) | 77% | |
| 2012 – 2013 | Fraternity Members (N=419) | 96% | +20%* |
| | Comparison Group (N=419) | 76% | |

* p < .01

UA Sorority Member Retention

| Cohort Year | FTFT Freshman Student Group | Retention Rate | Percentage Point Difference |
|-------------|-----------------------------|----------------|-----------------------------|
| 2016 – 2017 | Sorority Members (N=678) | 94% | +19%* |
| | Comparison Group (N=678) | 75% | |
| 2015 – 2016 | Sorority Members (N=814) | 93% | +18%* |
| | Comparison Group (N=814) | 75% | |
| 2014 – 2015 | Sorority Members (N=944) | 90% | +12%* |
| | Comparison Group (N=944) | 78% | |
| 2013 – 2014 | Sorority Members (N=797) | 91% | +11%* |
| | Comparison Group (N=797) | 80% | |
| 2012 – 2013 | Sorority Members (N=688) | 90% | +12%* |
| | Comparison Group (N=688) | 78% | |

* p < .01

Notes:

- *FTFT fraternity and sorority members include those who joined their first year and are considered active members in their respective chapter*
- *Student comparison group is generated using propensity score matching to account for factors which influence retention (e.g. academic index score, Pell grant recipient, ethnicity, gender, residency, first-generation status)*
- *Retention rates are rounded*

Appendix B

The Career Destination Survey was analyzed for employment outcomes among those Spring 2018 graduates who had been a member of a Greek organization at any point during their undergraduate academic careers at the UA. Table 1 shows response rates among Spring 2018 graduates was 78.4% but was much higher for fraternity members (+14 points) and sorority members (+11 percentage points).

First, I analyzed students who had an “Employment Goal” (i.e., indicated on the survey they were employed or still seeking employment; see Table 2). Results of descriptive analyses appear to show a positive relationship between fraternity membership and employment after graduation. Although the same positive relationship was not observed for members of sororities, a positive relationship was observed between both fraternity and sorority members and job offers received. In other words, members of Greek organizations appeared to be more likely to have received a job offer—regardless of whether they accepted the job—than those bachelor’s degree recipients who never participated in Greek organizations.

Second, I analyzed the average annual base salary among Spring 2018 graduates who responded to the survey question (see Table 3). Results appear to show a small positive relationship between sorority membership and average annual base salary but a negative relationship between fraternity membership and annual base salary.

Last, I analyzed the degree GPA of all undergraduates who earned a bachelor’s degree in Spring 2018 (See Table 4). Descriptive results indicate a small negative relationship between Greek membership and degree GPA.

Table 1. RESPONSE RATES: CAREER DESTINATION SURVEY 2018-18

| | Bachelor’s Degree Recipients <i>N</i> | Survey Respondents <i>N</i> | Response Rated <i>N</i> |
|------------|---|--------------------------------|----------------------------|
| Overall | 4488 | 3517 | 78.4 |
| Fraternity | 818 | 757 | 92.5 |
| Sorority | 428 | 381 | 89.0 |

Table 2. EMPLOYMENT GOAL (Indicated employed or still seeking employment)

| | Employment Goal <i>N</i> | Employed <i>N</i> | Employment Rate % | Received Job Offer % |
|-------------------------|--------------------------------|----------------------|-------------------------|----------------------------|
| All Greek | 843 | 514 | 61.0 | 70.8 |
| <i>All Non-Greek</i> | <i>1645</i> | <i>977</i> | <i>59.4</i> | <i>65.4</i> |
| Fraternity | 301 | 219 | 72.8 | 78.1 |
| <i>Non-Greek Male</i> | <i>827</i> | <i>518</i> | <i>62.6</i> | <i>66.9</i> |
| Sorority | 542 | 295 | 54.4 | 66.8 |
| <i>Non-Greek Female</i> | <i>818</i> | <i>459</i> | <i>56.1</i> | <i>63.9</i> |

Table 3. AVERAGE ANNUAL BASE SALARY (Employed Full-Time)

| | Salaries Reported <i>N</i> | Average Salary \$ |
|-------------------------|-------------------------------|------------------------------------|
| All Greek | 464 | 49,794 |
| <i>All Non-Greek</i> | <i>648</i> | <i>51,163</i> |
| Fraternity | 157 | 53,822 |
| <i>Non-Greek Male</i> | <i>352</i> | <i>56,285</i> |
| Sorority | 214 | 46,839 |
| <i>Non-Greek Female</i> | <i>296</i> | <i>45,071</i> |