



## FRATERNITY AND SORORITY PROGRAMS

### DEAN OF STUDENTS OFFICE 2012-2013 ANNUAL REPORT

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#### ACCOMPLISHMENTS:

##### **Dean of Students Values: Learning, Community, and Inclusion**

##### **Graduation and Persistence for Members of Special Interest or Race/Ethnicity Based Fraternity &**

**Sororities:** Members of special interest or race/ethnicity based fraternities and sororities are graduating and persisting at a higher rate than non-members.

- Of those individuals enrolling at the UA between 2007 and 2009, 61% graduated within 6 years. This is on par with the general UA Six Year Graduation Rate (Class of 2006) of 61.3%. Traditionally, students of color graduate and persist at a lower rate than the student population as a whole.
- Additionally 25% of members are still enrolled in classes and pursuing a degree at the UA.
- In the same time period, 45% of members graduated in 4 years or less, higher than the university Four-Year Graduation Rate of 40.0%.

##### **Dean of Students Values: Health & Safety, and Learning**

- **TIPS Award:** Over 1,200 students and advisors have been TIPS trained at The University of Arizona since 2009. TIPS (Training for Intervention Procedures) is a program implemented by the FSP Staff to help fraternity and sorority students intervene and identify when someone is not using alcohol responsibly. In August of 2012, the Fraternity and Sorority Programs Department was awarded the TIPS Award of Excellence. This is an award bestowed by The TIPS President & CEO and is chosen by an internal committee based on feedback from the company's Master Trainers, TIPS Trainers, and UA course participants. The Fraternity and Sorority Programs Department was selected for this award because the University of Arizona has repeatedly demonstrated their commitment to preventing the misuse of alcohol on their campus and in their community by training their students in the TIPS program and was selected for this award based on this commitment.
- **Living Wild:** Starting in January, collaboration with Health Promotions to increase health and wellness information to the Greek community began through the e-newsletter Living Wild, with a special Greek edition being distributed. The Living Wild newsletter was distributed in February, March, and April with 612, 3,185, and 1,521 students respectively opening the newsletter. The most popular article was the Greek Spotlight each month.

##### **Greeks Advocating the Mature Management of Alcohol (GAMMA)**

- GAMMA co-chairs created a weekly newsletter to provide additional information outside of the monthly meetings to keep chapter presidents, advisors, and GAMMA meeting attendees informed of risk management initiatives all month.

##### **Olympian Program:**

- The Hunter White Health Advocate Program had an increase of 32.6% in health advocate participation and attendance from 2011-12. Participants commented that they enjoyed their roles as Health Advocates due to feeling that they are respected and serve as role models within their Greek chapters.
  - The Fraternity and Sorority Programs Office's conducted an evaluation of the Hunter White Health Advocate Program. The evaluation showed that the health and wellness topics were overwhelmingly relevant, helpful and useful in the future. The results, listed by topic, are depicted below.

Presentation Topic	Students Who Found Topic Relevant (%)
Alcohol (n=64)	100%
Nutrition (n= 71)	96%
Mental Health (n=85)	86%
Sexually Transmitted Infections (n=68)	81%
Tobacco/Hookah (n=168)	76%

Presentation Topic	Students Who Found Topic Helpful (%)
Nutrition (n=71)	99%
Mental Health (n=85)	96%
Tobacco/Hookah (n=168)	95%
Alcohol (n=64)	94%
HIV/AIDS (n=82)	89%

- **Awareness Weeks-** Several weeks of each semester are dedicated to raising awareness and increasing education on an important safety topic. These weeks have included National Hazing Prevention Week, Alcohol Awareness Week, and Mental Health Awareness Week. Each week includes several events that chapters were encouraged to attend that promote health and safety.
- **BASICS (Brief Alcohol Screening and Intervention for College Students)** - Fraternity and Sorority Programs continued to partner with Campus Health Promotions and Preventative Services this year to offer the BASIC program, at no cost, to Greek students. The BASICS program is 2 sessions (one hour each) with a Campus Health BASICS counselor. The 1st meeting entails gathering information (asking questions, completing an online questionnaire) and then compiling a personalized feedback report for each student. The 2nd meeting is to review the feedback. Students receive feedback on their drinking, BAC, calories, how they compare to other drinkers, norms, personal risks, tolerance level, moderation tips, etc.
  - This year 116 students completed the BASICS program, session one and two. Additionally, for the second time, over 1,000 parents of newly affiliated Greek members received a letter introducing them to the BASICS program and offering them tips for how to talk to their student about alcohol.

**Alcohol Education Menu**

- In January 2013 each chapter was asked to submit their individual alcohol education program plan. The plan needed to include a large scale chapter program, a more individualized or interactive program and a bystander intervention program. 24 of 46 chapters completed a portion, or all, of their plan.
  - 4 chapters selected BASICS and completed their requirements in the spring

- 7 chapters selected The Buzz, alcohol education program for their chapter and completed the requirement in spring.
- 4 chapters selected TIPS training for their executive board or pledge class and completed the program in the spring.
- 9 chapters selected Step Up! for their chapter or executive board and completed the program in spring.
- 17 chapters must still meet their program selections in fall 2013.

## **Dean of Students Values: Community and Inclusion**

### **IFC Recruitment**

- During the fall 2012 semester, 1,060 men participated in the Interfraternity Council formal recruitment process, which was an increase of 345 participants from fall 2011. Of the men participating in formal recruitment, 55.2% ended up receiving a bid to join a fraternity which was up from 43% in fall of 2011. A brand new event was added to the recruitment schedule, where all men participating in recruitment attended a presentation by each fraternity. In previous years, it was not mandatory for men to visit with each chapter during recruitment, which decreases the likelihood of receiving an invitation to join. Additionally, two new fraternities joined the Greek community this year which also helped with the increase of men receiving bids. As a result of the increase in bid matching; the IFC community was able to welcome 585 new members during the fall semester.

### **Panhellenic Recruitment:**

- In the fall 2012 semester, 1,149 women participated in Panhellenic Sorority Recruitment and 942 of the women joined sororities. 90% of those women were initiated and remained in their chapter throughout their first semester. Women joining Panhellenic Sororities in fall 2012 had an average semester GPA of a 2.97, a .02 increase from fall 2011 and .03 higher than the all undergraduate GPA. This could be attributed to continued education about GPA requirements prior to women signing up for sorority recruitment.

### **NPHC Community Outreach**

- A Call to Collaboration letter was sent to chapter presidents, chapter advisors, regional directors, and national headquarters staff each semester with the goal to improve the community GPA, increase chapter size, council leadership development, and advisor involvement.

### **USFC**

- The USFC hosted a kickball event for the New Start Students in June 2013 that included pizza, time to meet active members, and talk about what to expect from the UA.

## **Dean of Students Value: Community**

### **Philanthropy and Community Service**

- IFC continued their partnership with Emerge! Center Against Domestic Abuse by donating \$12,000 for a total of \$25,000 since 2011. IFC has pledged to donate a portion of their recruitment proceeds every semester as part of the partnership.
- **Up 'til Dawn:** The All-Greek philanthropy, Up 'til Dawn, was held in April in conjunction with Greek week. Due to being selected as the Greek community wide philanthropy, Up 'til Dawn attendance increased from 468 participants in 2012 to 1,679 for 2013. The increase in attendance also helped to increase the amount raised for St. Jude Children's Research hospital. The Greek community raised \$96,671.13 this year, which places the University of Arizona as the 3<sup>rd</sup> highest fundraising school out of more than 200 colleges and universities.
  - The University of Arizona was named the top Up 'til Dawn fundraising school in its region which includes Arizona, New Mexico, Texas, and Louisiana (*Values-Based Community*)
- The Greek community performed over 30,000 hours of community service during the 2012-2013 school year.
- **Greek Student Alumni Relations Council (GSARC):** A new board focused on alumni development and building a Greek community focused on life-long membership was created in January. The concept of a Greek student council focused solely on alumni development and engagement is unique. After researching

other peer institutions, we were unable to find any other Greek community with a student council like GSARC, likely making UA the only Greek community to have developed a board with this mission.

- In April, GSARC hosted the first ever Senior Send Off to celebrate and recognize Greek graduating seniors and we successfully launched the Greek Senior Legacy Gift Campaign, which asked seniors to donate \$20.13 toward Greek Student leadership scholarships.

### **Awards**

- Jenny Nirh, Senior Coordinator for Fraternity and Sorority Programs, was honored at the Association of Fraternal Leadership and Values as the Outstanding Greek Affairs Professional of the Year. This award is given to student affairs professionals to recognize a campus-based fraternity or sorority professional advisor who exemplifies not only the ideals of the profession, but also the core fraternal values of the organizations with which the advisor works.
- Emerge! recognized IFC for their contributions by nominating them for the Spirit of Philanthropy Award at the 24th Annual National Philanthropy Day held on November 8, 2012. IFC was one of 40 Tucson based organizations to be recognized with the award.
- The University of Arizona received the top award at the St. Jude Collegiate Leadership Seminar in July, receiving the St. Jude Up 'til Dawn Program of the Year Award for 2012-13.

### **Retreats**

- Great Greek Weekend, emerging leader retreat for Greek chapter members, had a total of 54 students attend compared to 50 students the year before. More chapters were represented than in previous years.
- An executive board retreat for all council officers and executive board members was held in January. The retreat incorporated a team building ropes course through the UA Rec Center for the first time and this portion of the retreat was rated highly by the participants.

### **New chapters/Community Growth**

- This fall the fraternity and sorority community boasted over 4,200 student members with 51 chapters and added two new fraternities, Kappa Sigma and Sigma Phi Epsilon and one sorority, Alpha Pi Omega to the Greek community increasing the Greek community population to 13.5% of campus and 51 chapters.
- National organizations continue to be interested in chartering and re-establishing their organizations at the University of Arizona. We received letters of interest from a total of 6 organizations and expansion packets from a total of 2 organizations. Four new chapters (Alpha Chi Omega, Delta Sigma Phi, Zeta Beta Tau, and Zeta Psi) plan to begin recruitment next academic year.
- Two fraternities completed their chartering process and moved from colony to chapter: Kappa Alpha Order and Kappa Sigma.

### **Greek Week**

- 2012-13 marked the creation and implementation of the inaugural Greek Week Steering Committee (GWSC) with seven students serving on the planning committee.
  - 13 students applied for the GWSC in its first year.
- 41 out of 47 chapters signed up to participate in Greek Week.
- Greek Sing was extremely popular with 18 chapters (spanning all four councils) participating and close to 400 individuals in attendance.

### **Alumni Outreach**

- A UA Greek Alumni Facebook page was launched in the fall of 2012 to try to increase alumni connection and involvement with the Greek community. The page currently has 506 "likes." Wallet sized cards were created prior to homecoming 2012 to advertise the facebook page, promote the 100<sup>th</sup> Anniversary in 2015 and share the Alumni Newsletter information.



## Dean of Students Value: Learning

- **National Pan-Hellenic Council Leadership Conference:** During the spring 2013 semester, Fraternity and Sorority Programs hosted the inaugural National Pan-Hellenic Council student leadership conference titled “The Divine Nine: Igniting the Future.” The half-day conference consisted of six workshop sessions and a keynote address from the Honorable Judge Ronald A. Wilson a Chief Presiding Judge for the City of South Tucson, Arizona. NPHC chapters greatly benefited from the information provided at the leadership conference. During an exit survey, graduating NPHC seniors were asked of programs and/or services that Fraternity and Sorority Programs could offer to improve the overall NPHC experience, the resounding answer was the NPHC Leadership Conference. 100% of participants surveyed stated they will use information learned at the Leadership Conference.

## Academic Success

- The United Sorority and Fraternity Council (USFC) average GPA and membership for sororities has improved over that last 2 years. In Fall 2011 there were 61 women in the USFC sorority community and they average a 2.94 GPA. In Fall 2012 there were 119 women in the community averaging a 2.98 GPA. In spring 2013 the women exceeded a 3.0 for the first time, with the 123 women in USFC sororities receiving an average of 3.027.
- Of the 942 women that joined Panhellenic Sororities, 742 were students new to the UA in either the summer or fall 2012 semesters. In fall 2012, women in their first semester at the UA, received an average semester GPA of 2.93 while the same women, who also joined a sorority, received a 2.964. Comparably, men in their first semester at UA received an average semester GPA of 2.676 for the fall, while the men who also joined fraternities received a higher GPA at 2.706.

## Aristotle and Think Tank

- In fall 2012, Aristotle, an eight hour academic skill building program for Fraternity and Sorority members, enrollment of 68 participants, 39 were first semester students and 29 were continuing students. For those 29 students, comparisons between their average spring 2012 and fall 2012 grades could be calculated showing an increase in grade point. From those 29 students, 13 students attended five or more sessions and they saw an even greater average gain of .34 in grade point. Participants who attended fewer than 5 sessions saw more modest increases. Participation in Aristotle provides students and the institution with multiple benefits including such advantages as greater student satisfaction, increased access to majors, and higher retention and completion rates.
- In spring, all Academic Chairs were asked to act as Academic Advocates within their chapter and attend two training sessions focused on academic resources and strategies. Twenty six chapters attended the two spring trainings and interested chapters were assigned Academic Skills Tutors (ASTs) from Think Tank. One dozen chapters established liaison relationships with an Academic Skills Tutor. Over the spring term thirteen academic skill building presentations were made with a total of 439 chapter members attending. Twenty-one individual mentoring appointments were held between the tutors and members. Evaluations from both the presentations and individual sessions described the interactions as engaging and useful.

## Recruitment Bootcamp: Interfraternity Council

- During the spring 2013 semester, 428 men participated in the Interfraternity Council formal recruitment process, which was an increase of 75 participants from spring 2012. Of the men participating in formal recruitment, 49% ended up receiving a bid to join a fraternity which was down from 59% in spring 2012. As a result, the Interfraternity Council brought in a recruitment consultant and will be implementing a

mandatory event for all potential new members during the fall 2013 formal recruitment so that all 18 IFC fraternities will have an opportunity to present to every individual participating in IFC Recruitment.

### **Courses for Credit**

- Three courses for credit were taught by FSP staff during the spring 2013 semester. There were a total of 44 students enrolled in these courses.

### **Trainings/Retreats**

- USFC hosted a retreat the first week of class in the Fall 2012 semester to highlight what they had learned at AFLV as well as to encourage inter-community relations.
- **Internal Judicial Board Training-** In fall 2012 roundtable and best practices training was held for chapter standards board chairs. This was the first year a roundtable and training had been held for these officers.
- **Officer Transition Workshop-** Chapter internal officer transitions are very critical for the success of the organization. In fall 2012 a workshop was held for chapter officers to help prepare them for officer elections and transitions. Sample transition retreat agendas and officer transition manuals were shared.
  - A survey of chapter officers was conducted to learn what topics and content areas were a deficit for officers when they were elected. This survey revealed 4 topics areas that will be a focus for educational trainings during 2013-14.

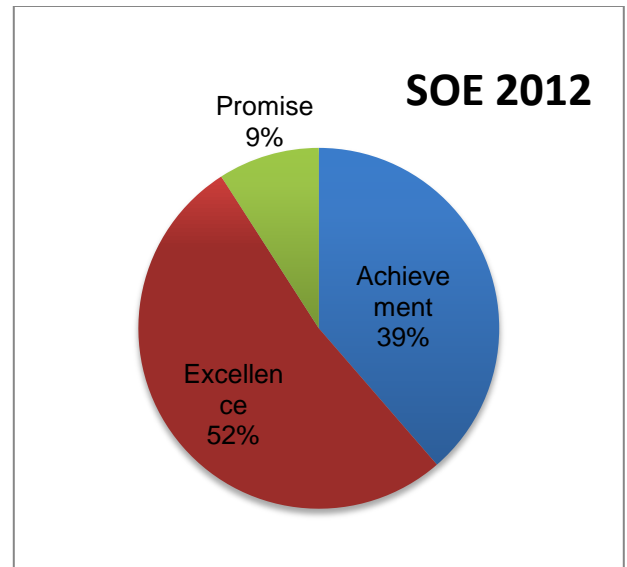
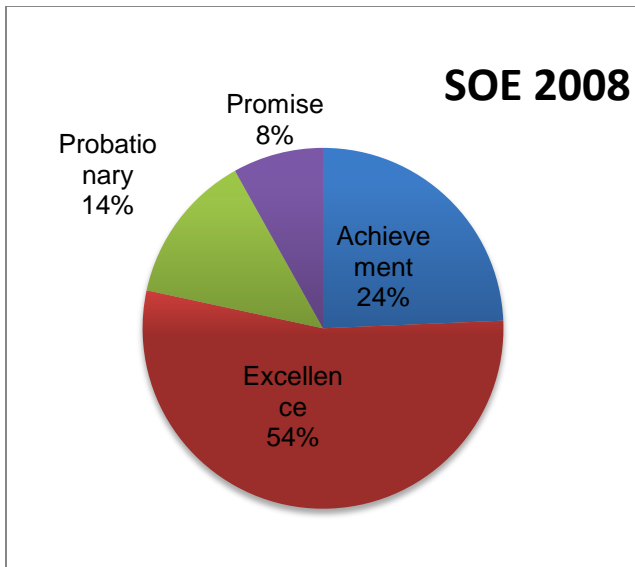
### **Research**

- **Hazing Prevention Consortium-** due to our commitment to hazing prevention, The University of Arizona has committed to participate in the National Collaborative for Hazing Prevention Research along with nine other campuses from across the U.S. The UA will participate in the three year study being conducted by the University of Maine in an effort to further the campus's commitment to hazing prevention with the goal of developing a comprehensive educational framework to prevent hazing. Participation in this study was led by Fraternity and Sorority Programs and recently a prevention coalition for hazing was formed with the chair working in Fraternity and Sorority Programs.
- An NPHC community Leadership Needs Assessment and Graduating Senior Survey was conducted to help learn more about the leadership training and support needs of the NPHC community.
- A Health and Wellness survey of the Greek community was conducted in late February to provide insight into the health trends and critical health issues facing the community. A great response rate of 14% provided good generalizable data. The survey was conducted in conjunction with Campus Health and will be used to inform health and wellness programming for 2013-14.

### **Dean of Students Value: Integrity**

- **Housing Policy Development:** Revisions to the Transitional Housing Policy were completed this year. The revisions included broadening the policy to include all student organizations with a residential facility. The new policy focuses on student safety, facility cleanliness, traffic safety, and improved neighborhood relations.
- **Standards of Excellence:** The Standards of Excellence (SOE) were in their 5th full year of implementation for 2012 and we had many chapters show much improvement in meeting the SOE requirements. The SOE are working effectively to provide chapters with specific expectations and goals. There have more chapters working collaboratively with our office to regularly attend monthly liaison meetings and council meetings. This year, we had no chapters at the probationary level, which when compared to last year, when there were 2 probationary chapters, is a great improvement.





- **Greek Standards Board-** The fraternity and sorority community has peer governing and educational boards that provide accountability. The Greek Standards Board consists of 9 students that hear cases regarding fraternity and sorority violations.
- **GAMMA-** The GAMMA (Greeks Advocating for the Mature Management of Alcohol) chairs work to ensure that events with alcohol are planned in line with policy guidelines.
- **PAB-** The Philanthropy Advisory Board works to ensure that fraternity and sorority philanthropic events are planned in a way that will bring benefit to the community, that are safe, and that are in line with the values of the community.
- An updated Vision and Mission Statement for the Office was created in order to help focus the goals and mission for the department.
- The Panhellenic council hosted Something of Value in spring. The program required participation from all 11 NPC sororities and together they created a plan of action for helping the community to stay focused on their founding values. Areas of focus include: philanthropy, alcohol use and abuse, and sisterhood.

## **CHALLENGES**

### **Financial Challenges**

- This year we were asked to support the salary of a staff member outside of our unit and this unexpected change and the rising costs of retreat sites, rooms, and loss of the CSIL classroom caused us to have to raise fees for our students more than planned for the next year. We also removed recognition for two fraternities this year, which has a financial impact on our operating budget. Due to careful financial management and conservative spending, we have been able to carry a surplus for the past 5 years even though we have removed two or more chapters each year. This surplus allowed us to fund one graduate assistant out of the Fraternity and Sorority Programs budget so we could save the Hunter White Foundation donation for one more year allowing us another year to raise the \$20,000 necessary to keep this program operating. 2013-14 will be the last year that the Olympian program is fully funded and staffed. Money will need to be raised or student services fee money from our funded GA position will need to be allocated to help fund this position.
- Some USFC organizations did not pay their dues or fees for not attending council meetings. The USFC finance officer did a good job in e-mailing the president, talking to the FSP liaison, and overall just handling the situation. Also, the council did not meet their fundraising goal for Spring 2013 which has led to a decreased programming budget for 2013-2014.
- NPHC continues to struggle financially due to small chapter sizes.

### **Values Congruence**

- The incongruent behavior of some students and some chapters when compared to their founding values and mission opened the door to scrutiny from neighbors and most recently from the Arizona Board of Regents

(ABOR). The ABOR wrote a letter to all organizations that has created a lot of confusion and questions. Questions have been raised by Inter/national headquarters regarding the climate in the state that surround Greek letter-organizations and the ABOR have asked for organizations to respond to a request for information regarding student safety, academics, alumni support, and plans for supporting the institution mission. This letter presents an opportunity to share with the Regents the strong programs we have at the University of Arizona and an opportunity to remind our chapters what being a Greek man and Greek woman is about.

### **Alumni/Advisor Support**

- The Oracle Alumni Advisory Board is a huge asset to the fraternity and sorority community, but several of the volunteers on the board are too busy and many do not have the background knowledge needed to implement the goal/strategies that their committee envisions. In order to improve the usefulness of the board, Matt Noble, the board co-chair, and myself implemented some training at the quarterly meeting. We also added ex-officio board members to the Oracle Board and created board member expectations regarding meeting attendance and committee involvement. These changes will hopefully help us in the coming year to accomplish more as a board.
- Several Greek chapters are struggling to recruit chapter advisors. Very few are lucky to have trained and talented advisors. Many chapters have only one advisor who is located in Tucson and that person often gets burnt out very quickly. Recruitment for advisors, recognition, training, and support are all needs for the community. We have tried to utilize the volunteer development committee on the Oracle Board and partner with chapter national offices to find a local advisor but for some organizations this has been more challenging. This year we were much stricter in reviewing chapters who do not have a local advisor and keeping those groups on a not in good standing list. Also, one chapter (Nu Alpha Kappa) was very delayed in moving forward with the expansion process due to not finding a local advisor.
- A change to the Student Organization Handbook documented a change in policy that requires each organization, in order to maintain recognition, to have an advisor in Tucson.

### **General Community**

- A concern from university neighbors regarding the increase of fraternity chapters trying locate in the surrounding neighborhoods prompted a review of the procedures for transitional housing. Chapter house recognition has previously required a onetime letter of support from the neighborhood association. This situation brought the need to revise this policy to the staff's attention and a revised policy was created that was met with much resistance from many chapters. A revision of this policy was again undertaken and a pilot housing policy for student organizations will be implemented this fall. Ideally this change will encourage our chapters to improve their relationships with neighbors.
- This year again proved challenging for our National Pan-Hellenic Council and chapters. Many of the chapters did not do intake or only did intake one semester leaving them with small membership numbers and placing two sororities in dormancy. The FSP staff wrote two letters to our NPHC partners called a "Call to Collaboration." We hoped that this letter would increase positive movement for the council and chapters and in some aspects it has spurred more conversation. In the fall semester monthly themed NPHC advisor meetings were held to brainstorm solutions to help meet the challenges of the community.
- Most Greek students come to the university after already experiencing hazing in their high schools. Not only does hazing occur frequently at colleges and high schools across the country, but it has developed into more serious and violent actions. Despite efforts to curb hazing, there are many barriers to removing hazing from group culture including, the prevalence of hazing, groupthink, the lack of bystander intervention and often lack of consequences for engaging in these behaviors. We have tried to work to improve opportunities for reporting hazing and have seen a slight increase in the number of hazing incidents reported on the hazing hotline.
  - Two fraternities, Tau Kappa Epsilon and Pi Kappa Phi, lost recognition this year as a result of hazing.

### **Chapter Size**

- The size of some chapters continues to be a challenge for our community. Many of our NPC chapters have upwards of 250 members and have consistently had pledge classes of more the 85 women. This has become



a challenge for many reasons such as: managing space in the facilities, accountability, educational programming, and risk management. Panhellenic has implemented roundtable discussion for new member educators to discuss dealing with large sizes. The council has also encouraged chapters to follow and strengthen their internal academic policies in order to have fewer issues to deal with later. The council has outlined expectations of membership more clearly during the pre-recruitment survey to encourage women to join for the correct reasons.

- Extension for NPC continues to be challenging at UA due to the very high financial investment required to build a facility and the parking lot replacement fee. This summer we have had some positive conversations with real estate and construction, planning and design staff and private developers in order to hopefully address the lack of housing for our organizations.
- Some of our housed men's fraternities are feeling the pressure to grow large to keep up with the size of the women's organizations and these large numbers are presenting numerous risk management and accountability issues. This hopefully could also be mitigated with more housing and by adding more women's organizations.
- On the opposite side of the spectrum, some of our NPHC and USFC chapters are struggling to find members and to keep members active due to academics. The very small chapter sizes make many of them ineligible or barely eligible to maintain their club recognition. Scholarships and access to Aristotle have been set up to assist these organizations so that they can enroll at least one member per organization in Aristotle.

## **BUDGET STATEMENT**

The Fraternity and Sorority Programs budget again went through the annual review process via the President Budget Advisory Council (PBAC) and the council agreed with the plans for spending for the coming year as well as the fee increase for 2013-14. The fee increases are bulleted below:

- Fall '13- Spring '14 at \$27.00 per semester (\$2.75 increase from the previous year)
- Panhellenic and IFC also agreed to pay an increase fee for their new members (17.50 to \$20) due to the increase time needed by FSP staff to facilitate recruitment. If IFC formal recruitment is implemented in 2014 they will likely incur another increase to accommodate this change.

The budget for fiscal year 2012-13 ended with a surplus that will roll-over to help cover the 2013-2014 expenses.

- The 2013-14 budget will need to be spent very conservatively due to incurring extra salary expenses and because of the increase in room charges. The loss of the CSIL classroom has had an impact on the room expenses for the departments' chapter officer trainings and roundtables.
- The Olympian program will run out of funding this year and time must be spent to raise the \$20,000 necessary to continue this program or the health and wellness programming will not be sustainable with the loss of a 20 hour week staff member.
- Alpha Chi Omega's return to campus should bring in additional revenue to the office and hopefully the Senior Legacy Gift will see an increase in donations this spring.
- The PBAC will be convened again during the fall semester to review budgets and review any proposed increases for the 2014-2015 school year.
- The Hazing Consortium will again be funded at \$10,000 per year from department partners around campus.
- A negotiation with Org Sync for this next year helped to keep the price at an affordable range and other opportunities for website management through SASG are being explored in order to eliminate the need for Org Sync.

## **2013-14 GOALS AND OBJECTIVES**

### **Academic Initiatives**

- Rebrand Aristotle to Greek Academy and update the curriculum to strengthen the program and focus on the core concepts.

- Use longitudinal data to compare with non-Greek undergraduates to demonstrate to what extent participation in Aristotle impacts student satisfaction, increased access to majors and higher retention and completion rates is encouraged.
- Continue the Academic Advocate program with representatives from all chapters participating. Each chapter will utilize Academic Skills Tutors (ASTs) from Think Tank to support the Advocates with advising, presentations and individual mentoring to chapter members.
- Update and continue Aristotle Alumni listserv monthly emails on academic success and encouraging students to access campus resources.
- Help each NPHC chapter to reach at least a 2.75 cumulative GPA in fall 2013 and 2.80 in spring 2014. As the past few years indicate, this will be a difficult goal to achieve. This may be possible if chapters take advantage of their Aristotle allocations and that the NPHC Academic Standards, which will be in place for the first time in the fall 2013 semester, will help hold chapters accountable. A new partnership with Think Tank and AASA to create an academic night 2 times a month with the Academic Skill Tutors is also planned to be piloted for the fall 2013 semester.
- Begin a pilot program in fall semester that creates an “Academic Advocate” program that would be designed after the Health Advocate program currently in use in FSP. Each chapter would provide a representative (such as their Academic or Scholarship Chair) and through monthly meetings facilitated by FSP staff the advocates could disseminate academic presentations to their own chapters on a more regular basis.

### **Council/Board Initiatives**

#### **NPHC:**

- No open executive board positions. Chapters will need to continue to conduct intake for this to happen
- Every NPHC chapter have at least 5 current members. Chapters will need to continue to conduct intake for this to happen
- Have at least one member from every NPHC organization attend Aristotle
- Raise at least \$500 through the NPHC Step Show or another fundraiser
- NPHC coordinate at least six programs
- Send at least three executive board members to AFLV West
- Create an effective programming series for NPHC chapters
- Assist Sigma Gamma Rho and Delta Sigma Theta to successfully transition out of dormancy status and reach 5 members
- Each NPHC organization conduct intake in both fall 2013 and spring 2014
- Create new marketing efforts to attract potential new members including development of quarterly NPHC news letter

#### **IFC:**

- Implementation of the IFC Strategic Plan
- Above the UA All-Men’s average for both fall 2013 and spring 2014
- See increased chapter participation as well as increased retention rate for the Aristotle program
- Coordinate a semester service project for the IFC chapters
- Hold at least one educational program with Emerge!
- Each IFC officer develop at least one program
- Continued development, training, and implementation of the IFC Standards Board that will hopefully begin operating in January 2014, as well as successful recruitment of the new IFC VP of Standards and Risk Management
- Continue efforts to create a 365 day recruitment based mentality for the IFC chapters. The mandatory round-robin event in the Student Union for fall 2013 will hopefully be the next step in moving towards a formalized recruitment process for fall 2014
- Increase number of bids extended IFC formal recruitment to at least 60%
- Continue to encourage fraternity men to demonstrate safe and healthy practices by generating engaging programs and fostering an environment that recognizes dedicated individuals and chapters

- Engage more of the IFC Presidents in identifying, creating, and sustaining IFC initiatives
- Update current job descriptions to better fit the services and needs of the IFC community
- Creation of a workshop series by the IFC Vice President of Programming and IFC Vice President of Membership. For fall 2013, hopefully these positions will become the VP of Membership and the VP of Programming and Education and will focus on membership development, splitting the focus on new members and continuing education for initiated members including leadership development, career & internship enhancement, life skills assistance, etc.
- Creation of an IFC Awards Banquet to formally recognize chapters for their efforts over the course of the year.
- Restructure the IFC scholarship awards
- Creation of hazing education programs
- Successful implementation of the IFC Standards Board

**Panhellenic:**

- Create accountability measure for the Reflections facilitators
- Create incentives for the Reflections facilitators
- Better tracking for attendance of Reflections participants
- Increase attendance at Reflections Sessions
- Focus on the Something of Value Action Plan as a guide for 2013-2014 programming and events.

**USFC:**

- Change the format of the USFC Round Robin event to focus less on tabling and more on introducing individuals to the community and what it means to be members of a USFC organization.
- Change the format of the USFC Triple S Show to allow for a philanthropic opportunity, and a change in venue. Seek funding from the Corporate Sponsors Grant to pay for room and food.
- Increase the social media and web presence of the council and chapters.
- Create workshops on the following: Recruitment, Academics, Budgeting, RM, Crisis Management, Calendar Planning, Etiquette, CAT.

**Greek Week Steering Committee:**

- Continue to have Greek Week the same week as Greek Awards and Up 'til Dawn
- Incorporate the four governing council programming chairs onto the Greek Week Steering Committee
- Restructure the Knowledge Bowl and Greek Olympics. Greek Olympics might be more successful by having more traditional events such as flag football, volleyball, tug-of-war, etc.
- Start communications with chapters in early January. By engaging the program officers, this should hopefully cut down on confusion and encourage more chapters to communicate
- Recruit more NPHC and USFC chapters to participate in events
- Incorporate the Senior Send-off event sponsored by GSARC to engage seniors in Greek Week and increase attendance at the Senior Send-off.

**PAB:**

- Utilize Org Sync to help streamline the PAB registration process
- Decrease the amount of time that PAB members have to spend at events
- Continue to educate chapters more on PAB and provide more opportunities for chapters to give feedback on guideline resolutions
- Create a registered philanthropy calendar that all chapter philanthropy or social chairs can utilize Org Sync could help chapters to avoid planning duplicate events or events on the same day
- Host a joint IFC/Panhellenic meeting focused on philanthropy events
- Create a training process for the PAB executive board
- Work with chapters to put more emphasis on raising money with their own members rather than putting the expectation on participating chapters
- Create an online quiz for individual chapters members to take regarding the PAB policy

## **Up 'til Dawn**

- Continue to have UTD incorporated with the Greek Community and supported by the four governing councils
- Continue to have Up 'til Dawn serve as the finale event for Greek Week
- Donate \$80,000 to St. Jude Children's Research Hospital
- Make the event more interactive. Take initial steps to start moving the University of Arizona towards compliance with the new event requirements
- Involve the residence halls and more non-affiliated students
- Bring more education about St. Jude Children's Research Hospital to the teams and to the finale event (Creation of St. Jude Awareness Chair will assist)
- Recruit males for executive board positions
- Involve more University faculty and staff when possible
- Increase Tucson community member involvement
- Utilize social media more to attract teams, raise money, and build awareness

## **GAMMA**

- Educate the chapters more thoroughly on the registration process and through a variety of different medias
- Create manuals for the social chairs for each organization
- Create ways to reward those chapters that host social events in line with policies
- Enhance the leadership development opportunities for the GAMMA co-chairs
- Encourage GAMMA Co-Chairs to do more educational outreach with all organizations concerning alcohol and positive bystander intervention.
- Continue to increase communication efforts with the GAMMA attendees, chapter presidents and advisors.

## **Order of Omega**

- Increase attendance at Greek Awards and decrease the length of the awards
- Increase member involvement
- Increase number of applications for Greek Awards
- Provide Chapters with the revised Greek Awards Packet in the Fall Semester
- Create Sample Greek Awards to provide to chapters as a resource
- Encourage/require councils officers or designees work with OofO on judging
- Create a Preliminary Review Process for Awards to help chapters
- Create guide to planning Greek or Treat
- Create a Tucson Order of Omega alumni group
- Continue to engage alumni from order of omega in the Greek Awards judging process

## **Community Initiatives**

- Create a Greek Community Brand, complete with a logo through a student design competition.
- Successfully implement that Residential Organization Policy Pilot in November 2013 and make adjustments as needed during the pilot to implement the full policy by November 2014.
  - Create a sample Housing Assessment Packet for organizations to follow.
- Develop a new FSP website in conjunction with SASG and Student Affairs Marketing that will replace the current website housed through Org Sync.
- Pilot the use of Youtopia for the Standards of Excellence tracking for fall 2013 and begin to implement it in spring 2014 if chapter reviews are positive and if funding is available.
- Continue to push forward the conversation related to developing a multi-chapter facility/space for Greek Chapter Housing. Ideally, a plan for developing or building would be created by December 2013.
- Create an action plan in partnership with NPHC chapters, advisors, and Headquarters staff that will create a plan and accountability program for chapters that do not exceed the NPHC academic standard of 2.55 and for chapters that do not have at least 5 current members. The plan would also create goals for no open NPHC executive board positions and provide funding to have at least one member from every NPHC organization attend the Black Greek Leadership Conference.

- Utilize EBI, Student Voice or Campus Labs for improved program assessment that will help to gauge the effectiveness of council and office programming initiatives by summer 2014.
- Secure enough funding to continue the Olympian Health and Wellness program function at the same level for the 2013-14 school year.
- Finalize a concrete partnership with Greek Ladders that is mutually profitable and educational for Greek chapters, students, and the FSP Office.
- Develop the Greek community 100<sup>th</sup> Anniversary Committees and Recruitment volunteer chairs and committee members.
- Develop a Greek 100<sup>th</sup> Anniversary website in conjunction with SASG and SA Marketing
- Recruit and build out the Alumni Ambassador program through Student Affairs Alumni Outreach and GSARC.
- Begin development of the Greek Park Pavilion and break ground on construction by Summer 2014.
- Recruit an Oracle Board Member from each recognized chapter and help each Oracle committee to accomplish at least one of their goals for the 2013-14 school year.
- Create a Greek Endowment for the 100<sup>th</sup> Anniversary and solicit leadership gifts by summer 2014.
- Continue the health and wellness initiatives through the health advocate program and look for ways to provide more trainings and resources to advisors to address critical issues like: suicide and mental health, sexual assault, drug and alcohol abuse and hazing.