

**Fraternity and Sorority Programs 2011-12 Annual Report**  
**Prepared by Johanne Ives**

## **Highlights/accomplishments from the year**

### **Standards**

- The Standards of Excellence (SOE) were in their 4<sup>th</sup> full year of implementation for 2011 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 only 2 chapters at the probationary level, which when compared to last year, when there were 8 probationary chapters, is a great improvement.

### **Community Highlights**

- During the 2011-2012 school year the Greek community worked consistently to provide service to the Tucson and UA community through volunteer hours and dollars raised. The total number of service hours for the year was 22,837 hours and the total dollars raised was \$253,649.00!
- The United Sorority and Fraternity Council (USFC) was awarded the Media Award for Excellence at the National Cultural Greek Leadership Conference for 2011. The award was given at the annual conference for their council website and video development.
- Johanne's Ives, Assistant Dean of Students and Program Director for Fraternity and Sorority Programs was honored at the Association of Fraternal Leadership and Values Western Regional Conference with the Western Region Outstanding Professional Staff member award for 2011.
- Fraternity and Sorority Programs hired a new coordinator, Jeremy Zilmer, in July. Jeremy has been a huge asset to the office and the IFC and NPHC community. He has brought fresh ideas to the staff, a new energy to work in the community and has been a very dedicated team member. Additionally, FSP has retained 3 other full time staff members. The consistency in advising provided by these staff members has a huge impact on success of the community.
- For the first time in recent history, a fund development initiative was seen to fruition by Fraternity and Sorority programs and Student Affairs Fund Development. An ask letter focused on raising money for the Olympian health and wellness program was mailed to over 5,000 alumni from 8 different chapters.
- Greek Awards had the highest level of attendance in at least 5 years.
- The Interfraternity Council donated over \$10,000 to Emerge! Center Against Domestic Abuse.

- The National Pan-Hellenic Council held a Step Show in October that generated around \$500 for the council and it was the first NPHC step show in over 6 years.
- Panhellenic and the Interfraternity Council collaborated with Campus Health and Residence Life to produce the first week long drug abuse educational program, Drug Awareness Week. The week long program included an educational keynote program for chapter officers and new members, a candle light vigil with guest speaker, Chip Forrester, and the sale of purple bracelets benefiting the Wilson Forrester Scholarship Fund.
  - In spring, Panhellenic presented Courtney Fields, the Difference of One Award student recipient, with the first Wilson Forrester scholarship in the amount of \$500.

## Academics

- Greek students who participated in the Aristotle Academic skill building program in fall 2011, and attended 3 or more sessions had a GPA increase that was over a half (.56) of a grade point above their previous semester GPA, while comparable Greek members, who were referred, but did not attend Aristotle, saw minor a increase of less than a .2 percent increase of a grade point.
- In fall 2011, the Interfraternity Council (IFC) created a partnership with the Aristotle program. IFC pledged to spend \$5,000 every semester on Aristotle as an academic investment for their members. This funding was for each of the 19 IFC chapters to enroll three members in the program. The partnership began after IFC enacted a required grade point average during the spring 2011 semester for all men interested in fraternity membership. Men directly out of a high school had to have at least a 3.0 cumulative grade point average and those with 12 or more college credits are required to have at least a 2.50 cumulative grade point average. In a comparison between fall 2010 and fall 2011, 78% of the IFC chapters had an overall increase in either their new member grade point average or their total chapter average. Additionally, for the first fall semester, since the fall of 2009 the all fraternity average GPA was higher than the undergraduate all men's average.
- Greek students who participated in the Aristotle Academic skill building program in spring 2012 experienced an average increase in both their semester and cumulative GPAs. The students had an average change in their semester GPA of a .4704 positive increase and a .1669 average change in their cumulative GPA.
- Concerned over academic performance, Delta Delta Delta Sorority referred all members with a fall semester GPA of 2.6, or below, to Aristotle. Of the thirty -two referred students, twenty-five completed the program. Bolstered by Chapter commitment and active student participation, the Tri Delta students attending Aristotle saw a .74 GPA increase, considerably higher than the .56 increase seen in the fall term's participants. Delta Delta Delta's success clearly illustrates that commitment and engagement in the Aristotle academic skill building program can increase individual GPA by more than half a grade point compared to a .2 change for similar students not attending the program.

## **Community Growth**

- This fall the fraternity and sorority community boasted over 3,900 student members with 49 chapters and added two new fraternities, Alpha Sigma Phi and Kappa Alpha Order, to the Greek community increasing the Greek community population to 13% 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 8 organizations and expansion packets from a total of 5 organizations. Four of those chapters plan to begin recruitment next academic year in fall 2012.
  - Due to increased interest from Inter/national organizations in establishing chapters at the UA, a revised expansion policy was created early in fall semester. The new policy requires more detailed plans and commitment from organizations that want to charter. It also requires that the chapter have identified at least one local advisor and for him/her to be present during the expansion presentation. The expansion review committee membership was also more clearly defined with an addition made by including the ASUA Executive Vice President as a member of the expansion committee.
- Sorority recruitment experienced another increase in women registered with 1,221 women registering compared to 1,096 the previous year. There was also an increase in the percent of women who were pledged from last year. 82% of women registered pledged compared to last year when 75.6% of the women pledged.

## **Collaborations**

- Panhellenic and Fraternity and Sorority Programs continued their commitment to educating women about healthy body image. One FSP Staff person attended a Delta Delta Delta Body Image Academy in August 2011 and then as a campus we sponsored 1 of only 3 campus based Reflections Body Image Academies during fall. The academy trained 28 student facilitators from Panhellenic sororities and 2 students affiliated with the Women's Resource Center. We also trained 2 FSP staff members, 1 Campus Health Staff person, and 2 Residence Life Staff as facilitators for the Reflections Body Image Program.
- Fraternity and Sorority Programs continued to partner with Campus Health Promotions and Preventative Services this fall to offer the BASIC program, at no cost, to Greek students. Last year 99 students completed the BASICS program, session one and two. This fall and spring saw a 67.6% increase in participation over last semester with 166 students completing both session 1 and 2 of BASICS. Additionally, for the first 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.
- The President and Advisor retreat held in January included important training on crisis response and QPR training for suicide prevention. Campus Health staff presented the two hour, Question Persuade Refer (QPR), program to a total of 90 chapter presidents, council officers, and chapter advisors. Post retreat surveys revealed that chapter

presidents and advisors had an increase in knowledge for how and where to refer students in crisis.

### **Retention**

- This school year we had 1,162 Women participated in fall 2011 Sorority Recruitment and 94% of those women completed the 2011-2012 academic year. The average cumulative GPA for women who participated in fall 2011 recruitment was a 2.95. A total of 969 women who participated in fall 2011 sorority recruitment joined sororities and 95.4 % of those women completed the 2011-2012 academic year. Their average cumulative GPA was a 2.96.

### **Educational Initiatives**

- A total of 954 Greek new member students completed the online educational program GreeklifeEDU this school year. GreeklifeEDU includes three educational modules focused on alcohol education, hazing, and sexual assault. The University of Arizona is one of only two universities using this program to educate their Greek new members. Several chapters participate through their national sorority or fraternity. Out of 51 chapters, 40 chapters and 940 new members participate in the program locally, and from that group we had 814 new members completed the online education last year, which was 86.6% of the total new members who participate through UA. This year there was a slight increase with 88.4% of the 1,079 new members participating for the total of 954.
- Great Greek Weekend, emerging leader retreat for Greek chapter members, had a 32.6% increase in participants this fall compared to last fall. There was also an increase in the number of members attending from our multi-cultural and multi-interest chapters. Last year only 2 students from the United Sorority and Fraternity Council attended compared to this year when 7 students attended.
  - Program evaluations were used via survey monkey with results showing strong positive participant reaction (above 4.0 on a 5 point scale).
- A record number of students attended the Hunter White Safe Spring Break Program in March. The program was held at Centennial Hall for the first time allowing the space for all Greek students to attend. Estimated attendance was over 2,000. Wallet sized safety cards were handed out to each student. One side of the card contained information regarding BAC by gender and the other was a red cup with standard drink size information. Below are a couple of quotes from students who attended the Safe Spring Break programs.
  - *“I think that is really great the Fraternity and Sorority Programs Office put on this program. I honestly think that this should happen at every single school and not just for Greek life but for the whole student body. Hunter’s story and this presentation is something that I will never forget. It is something that will make me even more serious then I already was about drinking and driving.”*  
~ Carissa Leone, Alpha Epsilon Phi Junior
  - *“I think sometimes we do not think about who will be affected by our actions and hearing the safe spring break program stories was really moving. These stories are the most influential and powerful stories about drinking and driving that I*

*have ever heard. I know that I will be more aware of my actions because of these stories.”*

*~ Sorority Member*

- The fraternity and sorority programs staff teach three different courses for Greek students. The classes are focused on leadership development and allow students to explore their values, discuss the critical issues facing the fraternal movement, and create plans of action for improving our community. This year we had a total of 47 students enrolled in these courses.
- GAMMA co-chairs created a weekly newsletter to provide additional information to chapter presidents, advisors, and GAMMA meeting attendees. The newsletter covered important risk management tips, additional resources, and a myths and fact section about registering events or chapter judicial status.

## **Challenges you experienced and how you navigated these challenges**

### **Academics**

- Last spring semester we started tracking the GPA for Aristotle Alumni and we noticed a trend for many of them regarding their GPA. We found that alumni had a slight dip in their GPA the semester after participating in Aristotle. Most did not fall back to their previous lowest GPA but many did not do as well as the semester they were enrolled in Aristotle. After making this discovery, we implemented monthly Aristotle Alumni email blasts that went to all Aristotle Alumni who were enrolled in classes. The emails include special academic updates and or helpful study hints.

### **Alumni 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 chair, and myself implemented some training at the quarterly meeting, we began acting as a liaison for the different committees to motivate the chairs to increase productivity, and created opportunities for the board members to partner with the office on several initiatives that they could lead with staff support but without FSP staff doing all of the work.
- 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. Next year we plan to be very strict in reviewing chapters who do not have an advisor and keeping those groups on a not in good standing list.

## **Funding**

- The five year 20,000 funding commitment from the Hunter White Foundation for the Olympian health and wellness program will be funded for the last year next year. In order to plan for this funding loss we worked with Student Affairs fund development to develop our first ever fundraising campaign with an ask letter that was sent in June to alumni from 8 different targeted chapters. This will be our first attempt to raise money for the FSP area and we anticipate great results. It will also provide needed insight on how effective the letter campaign is for Greek fundraising as we look towards the 100 year Greek community anniversary.

## **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 draft has been created that will update the process for Greek housing recognition to include an annual review for all housed chapters. Ideally this change will encourage our chapters to improve their relationships with neighbors.
- Insurance requirements for Greek chapter recognition were reviewed this semester after several insurance carriers expressed concerns related to the University's policy for naming additional insured entities and for wording used in the indemnification clause. These concerns prompted us to survey the requirements for other PAC 12 schools and to compare our practice to ASU and NAU. We discovered that all three of the state institutions were requiring different levels of accountability and strength of insurance. This challenge allowed us to review our current practices related to insurance and began a bigger conversation related to insurance for all clubs recognized at the University.
- This year proved challenging for our National Pan-Hellenic Council and chapters. Many of the chapters did not do intake until the spring semester leaving them with small membership numbers during the fall semester. The council also struggled to find eligible members who were interested in holding office and was forced to elect two officers who would graduate in December and only hold office for half of the term. The FSP staff has tried to outreach to the NPHC chapter members and advisors to elicit their help in emphasizing the importance of recruitment and to encourage their members to take part in office programs and initiatives. A letter was drafted this spring with a call to action for our NPHC partners and we hope that this letter will help increase positive movement for the council and chapters.
- 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. Late this fall, we also started a new process for quickly and efficiently conducting our hazing investigations.

- Title IX clarifications regarding single sex organizations. – Panhellenic reached out to their NPC area delegate for clarifications regarding marketing material, council members met with chapter leadership to discuss options, and created an outline to be presented to chapter members detailing the changes.
- Fire at Alpha Phi chapter facility. – Utilized emergency procedure guidelines to implement support and help, had great collaboration and support from residence life to open spaces in residence halls, FSP and the student union helped off-set costs for meals with a dining card for every live-in member 48 hours after the fire, and other chapters were encouraged to host the women of Alpha Phi for meals while they were displaced in the first two days.

### **Chapter Size**

- The size of some chapters continues to be a challenge for our community. Many of our NPC chapters have over 200 members and have consistently had pledge classes of more than 80 women. This has become a challenge for 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. At the end of the spring semester conversations were started with real estate and construction, planning and design staff to resolve some of the barriers to building.
- Some of our housed men's fraternities are describing 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.
- 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. A letter has been drafted to call to action NPHC advisors and officers to try to help develop a solution and plan of action to combat this situation. USFC has added two new chapters to their council for next year. It is likely that the new organizations will help to increase membership numbers for the other organizations as they will feel more motivated to recruit.

## Opportunities for the coming year

- We have been exploring options for improving the way that chapters can track their progress in relationship to the Standards of Excellence. Our current online reporting system has some limitations and we have been working with Campus Labs to help us develop a more functional tracking mechanism. Once developed this new program would save the FSP staff time in analyzing the chapter data and would help the chapters to better map their progress towards achieving their intended score.
- Although bringing on new staff provides great energy to the team and can help us develop fresh ideas, it will be a huge advantage to have Jeremy Zilmer continue on the FSP staff and in his same role. As Jeremy has developed a comfort level with the staff, students, and chapter advisors, he will also feel more comfortable to make necessary changes and to push our community forward in a positive direction.
- The Oracle Board has just started to hit their stride. Over the past couple of years we have worked hard to identify strong volunteers for the board and it has taken time for it to grow. I believe that with one solid year behind the board and some great committee chairs in place that this next year will be a year of many accomplishments for the board.
- As a revised policy for off-campus chapters who want to recognize their facility is developed, an opportunity to discuss the need for more on campus chapter housing has emerged. I believe that the need for affordable housing has been noticed for the first time by the key players to have an impact in developing the space.
- The planned expansions for chapters in Panhellenic, IFC, and USFC over the next year and half will be a huge asset to the community. New chapters often cultivate interest in the community from students who otherwise would not want to join and they help to raise the bar for current chapters as well. We are thrilled to add Alpha Chi Omega to Panhellenic in 2013 and to add three new fraternities and one new sorority to IFC and USFC this coming fall.
- NPHC is going to be at a precipice next year due to their decreasing numbers, low grades, and struggles with recruitment. The FSP staff is very committed to helping the council and all of the NPHC chapters improve. The staff will be sending a letter with a call to action and we have brainstormed some ideas for how to revitalize the council and the chapters.
- We have experienced an increase in volunteers seeking resources and partnership with our office from chapter housing corporation boards. I think that this interest comes from work the Oracle Board has done and the concerns over Greek housing space. This opportunity will allow the FSP staff to work more purposefully with these boards to provide resources, hold semester meetings and to offer advice related to risk management in the facility.



- Panhellenic is starting to view themselves as more influential in terms of their campus involvement capital and hoping to utilize the resources they have to become more involved in women's issues (not just related to sororities). Panhellenic will be working more closely with the WRC in the fall semester to educate women on ballot issues.
- Improvements will be made to the Fraternity and Sorority Events with Alcohol Policy for Off-Campus events. We plan to update the policy to reflect the increase in the number of chapters who are organizing out of state or out of the country "weekender" trips. The opportunity to create a policy to provide management of risk for these types of events will hopefully make them safer and better equips the chapter leadership to have a fun and safe trip.

## **Strategic goals/objectives you would like to see your areas of responsibility achieve next year**

- Create an updated policy for Greek chapter housing recognition by August 2012 and plan to implement the updated policy by spring 2013.
- Continue to push forward the conversation related to developing more Greek Village space for Greek Chapter Housing. Ideally, a plan for developing or building would be created by July 2013. Eliminate the parking lot replacement fee as a barrier to chapters that want to build.
- Increase education for chapter officers and advisors on the insurance requirements necessary for club recognition by including this information at advisor meetings and president's forums. Update all policies that refer to insurance or the indemnification clause by the start of the fall semester. Publish all of these updated documents on the FSP website and the ASUA club website.
- 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 Aristotle. The plan should be in place by the new NPHC election term in December of 2012.
- Work in conjunction with the Oracle Advisory Board to help struggling chapters recruit more alumni advisors as volunteers. Identify a strategy for approaching chapters and for outreach to alumni who are not advising by October of 2012. Identify at least three target chapters by January of 2013 with the goal to place new advisors with them that spring semester of 2013.
- 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.

- Improve the Greek Awards process by doing the following: create a Greek Awards judging process that is more inclusive of the USFC and NPHC groups, provide Chapters with the Greek Awards Packet in the Fall Semester by December, create Sample Greek Awards to provide to chapters as a resource, revise Greek Awards Judging Sheets and Criteria, set deadlines & timeline for Greek Awards Judging, create a Preliminary Review Process for Awards to help chapters. All of these changes will be updated by the April 2013 Greek Awards.
- Create a Greek Week steering committee that will plan Greek Week during the fall semester and promote the week during the start of the spring semester. Steering committee applications will be advertised starting in August with the board in place by September.
- Update and revise the Fraternity and Sorority Programs Events with Alcohol Procedures for Off-Campus Events to add a “weekender” registration requirement to the policy by the start of the fall 2012 semester.
- Create manuals for the social chairs and standards board chairs for each organization by the end of the spring 2013 school year.
- Create ways to reward those chapters that host social events in compliance with policies starting at the end of the fall 2012 semester.
- Enhance the leadership development opportunities for the GAMMA co-chairs starting in the fall 2012 semester and in the spring semester by sending them to AFLV.
- Increase the volume of resources on the website that we offer chapter volunteers and chapter officers by the January 2013 president and advisor retreat. Once the website is updated with the resources, we will need to increase our promotion for the resource page.
- 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 2013.
- Partner with the Women’s Resource Center to promote and execute the Student Health Alliance for Responsible and Consensual Sex (SHARCS) internship for the fall 2012 semester.
- Hold a judicial/standards board roundtable and training workshop for chapter judicial boards that will be co-hosted by FSP, Greek Standards Board and the Oracle Board for Policies. The roundtable should be held early in the fall semester.

- Secure enough funding to continue the Olympian Health and Wellness program function at the same level for the 2013-14 school year.