



## FRATERNITY AND SORORITY PROGRAMS

### DEAN OF STUDENTS OFFICE 2013-2014 ANNUAL REPORT

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#### ACCOMPLISHMENTS:

##### General Community

- The Oracle Board and Fraternity and Sorority Programs hosted a Greek alumni volunteer reception during the spring semester to thank all house corporation presidents and chapter advisors for their volunteer work. It was well attended with about 40 of 48 chapters sending at least one representative and about 110 total students, alumni, and staff in attendance.
- SASG designed a new website for the Fraternity and Sorority Programs Office. The website launched in April and each of the governing councils also got new websites. Establishing websites with site in a box and SASG will save us over \$4,500 annually due to dropping our contract with Orgsync.
- The launch of the new website also allowed for us to move many of our forms to an online fillable process. This should help to streamline forms and the amount of paperwork that is submitted to the office.
- Chapters referred to the Dean of Students Office for violations of the code of conduct were always accompanied by their FSP office liaison. This new process for adjudicating cases assisted chapters and the Dean of Students Office in allowing for continuity through officer transitions and helped to decrease confusion related to sanctions, or the code process.
- Greek Week was huge success after overhauling the program and the steering committee process two years ago. This was the 2<sup>nd</sup> year of using a Greek Week Steering Committee. Key events that were successful included Greek Sing, which was extremely popular with more than 10 chapters (spanning all four councils) participating and close to 400 individuals in attendance. Greek Sing featured performances from CatCall Acapella group, Black 'N Blue Hip Hop Crew, and the UA mascots. The Knowledge Bowl was a great success with 20 chapters (spanning all four councils) participating and over 100 people in attendance. This year Greek Week was also paired with the Greek Senior Send Off.
- Several new chapters returned to the University this year after being closed or re-organized for a short period of time. Delta Sigma Theta returned to the University of Arizona in December of 2013 with four members and Delta Sigma Phi fraternity returned in October of 2013 with 55 members.
- We were able to hire an additional coordinator for this upcoming fall semester. After a very successful and competitive search process a candidate was identified to assist with council advising, which will help all of the staff and governing councils.
- Matt Noble, a long-time volunteer to the UA Greek community, was nominated by our department for the Betty Gilmore Woods Award, which recognizes a dedicated alumnus. As the award criteria states, “the winner of this award has given exceptional and sustained service to his own fraternity and/or campus community and/or the extended Interfraternal world.” Matt received this award for his work as the co-chair of the Oracle Greek Advisory Board and for many other contributions to UA and beyond.
- We began using Youtopia, a new website portal to help chapters manage their progress towards the Standards of Excellence. This allows chapters more opportunity to enter their programs in real time.
- We completed the RFP process for the Greek 100th website and worked with the design team to create a new website for the Greek 100th Anniversary that launched in April

- As part of the 100<sup>th</sup> celebration we secured a special edition Greek 100th pin design from Bling by Wilkening that will be available starting September 2014.

### Academic Success

- In fall 2013, Fraternity & Sorority Programs re-branded Aristotle, the academic skill building program for Greek members. Now called Greek Academy, the six hour curriculum was presented in four different sessions, with two being exclusively for new members. Total enrollment was 56, with 36 being first semester students and 20 being continuing students. **Of the new members who were enrolled, 64% earned a fall 2013 GPA above their chapter's total new member GPA.** Participation in Greek Academy provides students with multiple benefits, including test-taking strategies, methods to cope with anxiety, tips on communicating with professors, and time management skills. Reviews from student participants noted an increase of confidence in their work ethic and better strategies to complete coursework.
- Greek Academy was incredibly successful in spring 2014. Three sessions were offered exclusively for Greek students. Total enrollment was 87 students from 23 chapters, a 55% increase from fall 2013. 59 of the 87 students attended half or more of the sessions and 40 out of the 59 participants saw an increase in GPA after participating. **There was an increase in average participant's GPA from a 1.78 to a 2.33 and the cohort's average CUM GPA increased by .234.** Participation in Greek Academy provides students with multiple benefits, including test-taking strategies, methods to cope with anxiety, tips on communicating with professors, and time management skills. **Feedback from each session averaged greater than 7.27 on a 10 point scale,** with the "Exam Strategies" session being the most liked (8.48 rating). Reviews from student participants noted an increase of confidence in their work ethic and better time management.
  - Weekly and summative assessments tracking behavioral changes in time studying, class attendance, assignments completed and interaction with faculty or teaching assistants was compiled, revealing a steady increase in these productive academic behaviors. Satisfaction and valuing of participation was also evaluated weekly and at the programs conclusion. Both evaluation results illustrate positive change in approach to studying and high levels of participant satisfaction for those completing four or more of the sessions.
- In Fall 2013, 981 women were offered membership in University of Arizona Panhellenic Sororities. Of the 981 women, 903 or 92% chose to remain members through their first semester.
- In Fall 2013, only 6 of the 981 women offered membership did not remain enrolled throughout Fall 2013. In Spring 2014, 96.7% of the women that maintained their sorority membership through Fall 2013 enrolled in courses for Spring 2014. The women who maintained membership through Fall 2013, averaged a 2.99 semester GPA, which is higher than the all undergraduate GPA.
- Academic/scholarship chairs from all IFC, Panhellenic and the USFC chapters and one representative from the NPHC council were invited to act as Academic Advocates within their chapter. These advocates were asked to attend three training sessions per term, six in total. Content focused on academic resources and strategies to improve academic performance for chapter members. **On average over thirty different chapters sent representatives to each of the six sessions, for an 80% participation rate.** Each chapter was assigned an Academic Skills Tutors (ASTs) from the Think Tank to provide, upon request, individual skills tutoring and group presentations. Evaluations from both the presentations and individual sessions described the interactions as engaging and useful.
- IFC chapters had an overall GPA of **2.831 in fall 2013** and **2.92 for spring 2014** putting them above the University All Men's Average for the sixth consecutive semester since implementing an academic requirement to join a fraternity.
- NPHC chapters had an overall **GPA of 3.099 in fall 2013** and **2.829 for spring 2014** putting them at the highest the community GPA's has been since 2011.

### Philanthropy

- During the fall 2013 semester, the University of Arizona fraternity and sorority community raised over **\$92,000** for their national philanthropies.

- The All- Greek Philanthropy, Up ‘til Dawn, which benefits St. Jude Children’s research hospital raised a total of **\$116,000** this year for the hospital. All 48 fraternity and sorority chapters participated in this philanthropy making it one of the largest student philanthropic programs in the country. The University of Arizona is currently the **3rd highest fundraising school** in the country for the program. The total raised this year is **\$19,329** more than last year’s total, and since 2010 the University of Arizona Greek community has raised **\$318,806** for the hospital.
- The University of Arizona was named the top Up ‘til Dawn fundraising school in its region which includes Arizona, New Mexico, Texas, and Louisiana.
- IFC continued their partnership with Emerge! Center Against Domestic Abuse by donating **\$12,000** for a total of **\$37,000** since 2011. Emerge! recognized IFC for their contributions by awarding them the 2013-2014 Outstanding Philanthropist Award at the 2014 Annual Mother’s Day Luncheon.
- Only one chapter was referred to the Greek Standards Board in 2013-2014 for violating PAB Guidelines

### **Alcohol**

- In 2013-2014 there was a renewed emphasis on alcohol education for all health advocates. Besides offering educational programs each semester, all health advocates were trained on alcohol awareness during the retreats.
- In the spring semester, changes were made to how events with alcohol registration and education on the policy occurred. The student GAMMA positions were eliminated and staff took over the registration and education process in an effort to decrease confusion and increase chapter accountability.

### **Hazing Prevention Education**

- 12 students participated in an original program developed for National Hazing Prevention Week, called GLUE (Guiding Leaders through Unifying Experiences) that was designed to teach students safe ways to create teams and bond without hazing. The program evaluations were all positive with 100% of the participants stating that they would recommend the program to another organization or to other members of their organization. Additionally, when asked to reflect on what they learned, many students wrote that they learned to think critically about their values and their organizations’ values and how to question if any of their organization’s’ traditions were in conflict with these values.
- Fraternity and Sorority Programs, the Hazing Prevention Coalition and Kappa Alpha Order brought Kim Novak to campus to offer a keynote open to the community on hazing prevention. This was one of the several hazing prevention workshops chapters could select from the hazing prevention menu.
- The University of Arizona entered into year two of the National Collaborative on Hazing Prevention and received both the qualitative and quantitative data from the hazing research that was conducted the year before.

### **Hunter White Health Advocate Program**

- During the fall 2013 semester, over 40 fraternity and sorority members were trained as Health Advocates and were responsible for delivering health presentations to their respective chapters. Topics included alcohol abuse, sexual health, tobacco cessation, stress management, and mental health. **Eighty-eight percent** of Health Advocates felt the program effectively delivered health information to Greek-affiliated students, and **43%** of the Health Advocates reported that chapter members had changed their behavior after attending presentations.
- During the Spring 2014 semester, over 40 fraternity and sorority members were trained as Health Advocates and were responsible for delivering health presentations to their respective chapters. Topics included alcohol abuse, sun safety, suicide prevention, stress management, and nutrition. **Over 90%** of Health Advocates felt the program effectively delivered health information to Greek-affiliated students. **Over 65%** of students surveyed could identify a key message or learning outcome from the presentations.
- The program had an increase in participation, particularly in spring semester 2014. In the Fall 2013 semester, 69% of chapters completed the minimum requirements of the program and in the Spring 2014 semester, 80% of chapters completed the minimum requirements (i.e. attending meetings and filling out evaluations).

- A survey of presentation preferences was used and required health advocates to indicate in advance which sessions they would be attending. This resulted in better involvement by the Health Advocates because they were able to choose sessions that were relevant to their respective chapters.
- Began using D2L for the program. This resulted in better organization and improved communication with Health Advocates. It also provided a forum for health related resources and materials.
- Created an improved health advocate manual involving: clear requirements, instructions and step-by-step images and directions for navigating Orgsync
- Increased health advocate participation at campus health-related events such as Health Screenings through Campus Health (alcohol, cannabis and mental health) and Safe Spring Break Symposium.
- Incorporated Campus Health Educators to educate health advocates on Campus Health resources (i.e. Buzz interactive alcohol presentation, sexual health education, QPR training, and smoking cessation).

### **Student Engagement**

- Fraternity and Sorority Programs hosted a design competition that was advertised to all UA students with a major in architecture. The competition asked students to submit designs for the Greek Heritage Park, which will be a permanent location to commemorate the 100 years of fraternity and sorority life. The competition resulted in three different design submissions from four students. The winning design was submitted by two current architecture students, who have been able to gain real world design experience by meeting with our design judges, collaborating with the Office of Planning Design and Construction, and through re-working and updating their design based on feedback from the committee members.
- For the first time, a quick senior exit survey was sent to all graduating Greek students to learn more about their plans post-graduation, as well as about their experiences as a fraternity or sorority member. When asked if they believed Greek Life had enriched their college experience 100% of the respondents said yes and when asked to describe how it had enriched their experience, the following comments were collected: “Lifelong friends, leadership skills, networking, learned more about myself, a sense of belonging at the UA.” “Almost every opportunity I've had outside of Greek Life has been made available through Greek Life. Most of the leaders I've worked with on campus or ran against in selection processes have been Greek. The Greek community has challenged me and made me a stronger student, while giving me some of the most memorable and fun times of my college career.”

### **Leadership Development & Community Building**

- A successful Great Greek Weekend was conducted, with 54 participants and 8 facilitators. Both participant and facilitator evaluations indicated a very positive experience, the overall average ranking across all categories was comfortably above 4 on a 5 point scale.
- In the spring semester, Fraternity and Sorority Programs partnered with Greek Ladders to launch a pilot program with four chapters that was focused on career building. There was a workshop series focused on a range of career topics and several career panels themed with different professions. The four pilot chapters were Sigma Phi Epsilon, Kappa Sigma, Chi Omega and Phi Delta Theta. There were a total of 11 workshops delivered in the spring semester with an average attendance at the workshops of 12 students per workshop. The most popular workshops were panel based delivery and focused on careers in marketing, public relations, branding, and advertising or careers in entertainment, sports or working for a University.
- A focus on career development pushed some Greek members to create an on-line career profile with Greek Ladders. A total of 378 students signed up for a profile and they represented 10 different chapters.
- The inaugural Greek Alumni Speaker Series was launched this spring in 2014 with Alison Levine, Delta Gamma Alumna, kicking off the new annual tradition. The keynote was a special invitation to chapter executive boards, and council leadership along with the Delta Gamma chapter and alumnae. Alison had just released her new book on leadership titled: “On The Edge: The Art of High Impact Leadership,” which was already on the NY times best seller list. After Alison’s presentation she stayed for a book signing and was presented with the Order of Omega Hall of Fame Award.

## Councils and Boards

- The Greek Standards Board held a roundtable for chapter judicial board chairs in the fall semester that was attended by 13 chapters. The roundtable focused on sharing the best practices for standards board trainings, procedures and tips for handling difficult conversations. The portion of the roundtable dedicated to providing tips for handling difficult conversations and confrontation was presented by Katherine Zilmer, from the Student Assistance Area of the Dean of Students Office.
- The Greek Standards Board training in the fall semester was held in conjunction with the Dean of Students Office for the first time. The training was facilitated by Chrissy Lieberman and Jeremy Zilmer and it was great way to connect how the DOS office gives the authority to GSB to hear alleged violations of the code of conduct. The justices also had the opportunity to meet the justices from the Club and Organization Standards Board since the training was held together.
- Starting in the spring semester, the Greek Standards Board offered to meet with new chapter executive board officers to discuss common violations of PAB guidelines, the Raid Policy and the Events with Alcohol Policy. There were three chapter executive board teams that took advantage of these meetings.
- The GSB used a post hearing survey to try to learn more about the experience from chapters referred to the board. The survey is a great idea and should be continued. Only three responses were collected from the 18 referred cases, but those responses were helpful. All three indicated that they found the process to be more educational than punitive and that they feel more prepared to help their chapter avoid this violation in the future.
- In October of 2013, IFC hosted their first golf tournament, with 54 participants.
- In November of 2013, IFC received 27 applications for the inaugural IFC Standards Board. Five men were selected as justices and were trained in January 2014.
- During the spring 2014 semester, IFC coordinated two community service events for the IFC community. The first event benefited the Angel's Children's Center and the second was hosting a clothing drive that generated 500lbs of clothes for the Pio Decimo Center.
- IFC awarded 10 leadership scholarships to individual chapter members from IFC fraternities for spring 2014.
- During the spring 2014 semester, each IFC executive officer held a roundtable with various chapter officers ranging from risk management, chapter presidents, financial management, programming, and academics. This was the first time in several years that IFC has held roundtable discussions.
- The NPHC community brought in 17 total new members during the spring 2014 semester and should start the fall 2014 semester with 22 total members, which is up from 17 at the start of spring 2014.
- Meet the Greeks was held at the beginning of the fall 2013 semester and was highlighted by a keynote address from Assistant Vice President of Student Affairs/Dean of Students Kendal Washington White.
- Close to 80 Potential New Members attended Meet the Greeks in fall 2013.
- Officer job descriptions were updated during the spring 2014 semester to make positions more efficient and the board was reduced to four officer positions in effort to create more efficiency.
- There was an increase in organizations who properly registered their philanthropy events; this may be a result of a quiz that PAB created. The online quiz that philanthropy chairs and chapter presidents took was focused on the Philanthropy Guidelines. It was mandatory for a chapter to pass the quiz prior to registering a philanthropy event.
- The Panhellenic council received an award for excellence in Recruitment Programming and Education from the Association of Fraternal Leadership and Values at their West Conference in April. Also tied to this award, was a huge honor that is only given to one campus every year, this award is the Kaleidoscope Award.
  - The Kaleidoscope Award is reserved for a council or campus that has done something new, ground-breaking, and remarkable that adds value to their campus and/or fraternity/sorority community. It is with the Kaleidoscope award that the Association recognizes folks for amazing achievement above and beyond the basic criteria statements in the category awards. Panhellenic received this award for their Big Sister Mentor training programs because this initiative stood out as impactful and innovative to the judges.

- Panhellenic hosted a reception for members of the NPC delegation when they visited Tucson. The reception included Q&A time and each chapter was able to send their president and Panhellenic delegate.
- Panhellenic partnered with SafeCats to pilot the Cyberbullying Educational workshop for their delegates. 19 women attended and based on their evaluations the students enjoyed the activities in the workshop and found them helpful. Upon completion of the workshop, participants reported feeling well-informed about how to respond to cyberbullying, aware of the available resources, and empowered to stand up against cyberbullying.
- Panhellenic received an award from the National Panhellenic Conference.
- Order of Omega had more initiates this year than any other year and is now the largest it has ever been. Additionally, there was an improvement in diversity of membership, more applicants and more students initiated were from USFC or NPHC groups than in previous years.
- In Spring 2014, the number of women in USFC grew to an all-time high of 147 women. The councils now has more than 210 members, the largest it has ever been.
- USFC hosted a retreat the first week of class in the Fall 2013 semester to highlight what they had learned at AFLV as well as to encourage intercommunity relations.
- The Greek Student Alumni Relations Council director attended the FSP Council and Board retreat in January for the first time which was a great way to introduce GSARC to the other governing councils and help to increase the community's knowledge about GSARC.
- The council held the 2nd Annual Senior Send Off at Gentle Ben's and they increased their attendance significantly by planning this event as part of Greek Week.
- GSARC raised \$1,019.72 for the Greek Senior Legacy Gift with the primary portion of the money being raised at the send-off. Seniors who made a gift received a red, blue and white graduation cord.

## **CHALLENGES**

### **Values Congruence**

- An increase in the number of chapters violating the student code of conduct and/or FSP policies occurred this year. This resulted in several organizations being placed on probation, and the interim loss of recognition for one fraternity.
- The Greek Standards Board tried to do outreach to chapters this past year, but reaching many of them has proved challenging. The same chapters traditionally attended the roundtable and those are the chapters that attend most office meetings and council programs, but who also don't violate policy.
- Organization and tracking of sanction completion for chapters referred to the Greek Standards Board should be improved. It was inconsistent in terms of follow-up depending on what justice was assigned to a case.
- The IFC fraternities continue to experience issues with risk management including hazing and alcohol violations. During the fall 2013 semester, 12 of the 18 IFC fraternities had participated through the Code of Conduct process either through the Dean of Students Office or the Greek Standards Board. At the end of the spring 2014 semester, 13 of the 18 IFC fraternities had participated in the conduct process either through the Dean of Students Office, Greek Standards Board, or IFC Standards for the 2013-2014 year. A majority of the chapters from the fall semester also had violations during the spring semester.

### **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 goals/strategies that their committee envisions. In order to maximize the effectiveness of the board and solidify board member commitments, attendance standards were established and this resulted in two board members stepping down from their roles. Recruitment for board members has also remained challenging due to many alumni not being located in Tucson or too busy.
- 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. In order to help in recruiting more alumni volunteers the ASU, UA and NAU Greek Life staff met in March and one of the goals the group agreed on was trying to host a Greek Alumni gathering in the Phoenix area. We are hoping this might attract more alumni advisors and increase alumni engagement for all 3 institutions.

### **Councils and Boards**

- A trend that is occurring with our co-ed boards or councils is a steady decrease in the number of male applicants. There were no male applicants for Up 'til Dawn or the Greek Student Alumni Relations Council and only one man applied for the Greek Week Steering Committee. More women are represented on NPHC and USFC as well.
- The IFC executive Board continues to struggle with officers staying in Tucson over the summer which creates a burden on the rest of the board.
- IFC continues to experience poor bid extension rate during formal recruitments (Currently around 39% and 50% of the men who participate in recruitment in the spring and fall respectively receive a formal invitation to join a fraternity). There is quite a range amongst chapters. For fall 2013, the average new member class was 30 and 14 for spring 2014. A few chapters had new member classes of less than ten each semester.
- Several meetings and development plans were held with NPHC chapter presidents, advisors, and council officers in order to determine the best plan for sustaining the chapters. At the conclusion of the meetings, Zeta Phi Beta sorority decided it was best for them to move to the United Sorority and Fraternity Council and the other NPHC chapters developed an agreement and plan of action for the community. This formalized agreement set specific expectations for the fall 2014 and spring 2015 semester. Turnout and participation during the spring 2014 semester did not increase after the agreement was passed so it will be important to see this shift starting with the fall semester.
- Tracking for money raised and the post event philanthropy forms could use improvement
- PAB meetings and organization for pre-meeting paperwork could be increased for efficiency as well as utilizing PAB liaisons more effectively to lessen the workload of the PAB Director
- Panhellenic chapters have voiced frustration over the continued time, energy, and monetary demands of participating in IFC fraternity philanthropies; PAB has an opportunity to help facilitate this discussion.
  - The women's participation in men's philanthropies continues to be an issue that Panhellenic will try to work on. Finding something that will address the concerns of the women's groups will likely upset the men's groups.
- National changes to the Up 'til Dawn program were difficult to implement as the St. Jude took a one size fits all model rather than allowing campuses to implement in phases or to select what to opt in to.

### **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 than 90 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. Last summer we had some positive conversations with construction, planning and design staff and private developers with the hope of building a multi-chapter site in the area of Park and University, but these conversations have stalled and the property is no longer available.
- Some of our housed men's fraternities are feeling the pressure to grow larger 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. This resulted in Chi Upsilon Sigma formally petitioning for dormancy during the spring 2014 semester and Kappa Alpha Psi will start the fall 2014 semester under the required five chapter members.

### **Chapter Education and Training**

- Some chapters do not utilize or understand the importance of having a peer health educator within their organization and some chapters do not assign a health advocate in a timely manner, and the position is undervalued. It is important for the Health Advocate of each chapter to know meeting dates, roles and responsibilities within the first three weeks of the semester.
- Some health advocates are appointed (not elected) and are not dedicated to the program. This results in apathy and lack of participation. It is important to find someone who is enthusiastic about the program's goals to better fulfill the requirements and disseminate the information. It is also important the Health Advocate is willing and able to present health topics to their chapters (many chapters choose newly initiated members who are not always comfortable speaking in front of the entire chapter).
- Finding meeting space on campus that will accommodate the chapter membership numbers has been prohibitive in planning programming. Some rooms are cost prohibitive others are hard to reserve in advance and present different limitations. All of these impact the ability to plan educational programs that are open to the entire community.

### **BUDGET STATEMENT**

The Fraternity and Sorority Programs budget has been very conservatively managed for the last two years and so we were operating with a surplus. We have also been fortunate to experience an increase in students joining the community, which coupled with the responsible fiscal management allowed for us to hire an additional staff member for next year and not increase the chapter per member auxiliary dues assessment.

Fall '14- Spring '15 at \$27.00 per semester (no increase from the previous year)

- Panhellenic and IFC also started paying their increased fee per new member this past year (17.50 to \$20) due to the increase time needed by FSP staff to facilitate recruitment. This increase also helped to increase the budget income.

The budget for fiscal year 2013-14 ended with a surplus that will roll-over to help cover the 2014-2015 expenses. The community's continual growth should allow for us to meet all expenses this coming year even with the closure of a chapter.

- The PBAC will be convened again during the spring semester to review budgets and review any proposed increases for the 2015-2016 school year.
- The 2014-15 budget will need to be spent very conservatively due to hiring an additional staff member, campaign costs, and the cost of room reservations for departments.
- The Olympian program funding was spent in full this year, but at the end of the year a surprise transfer back in funds from the Dean of Students Office allowed for this account to be built back up again with a transfer in of \$18,835.
- Alpha Chi Omega's return to campus brought additional revenue to the office
- The Senior Legacy Gift saw an increase in donations. \$1,019.72 was raised for the Senior Legacy Gift.
- The Hazing Consortium will again be funded at \$10,000 per year from department partners around campus. School year 2014-2015 will be year 3 of the program.
- SASG designed the new FSP website and after June 30<sup>th</sup> we will no longer be using Orgsync and so this charge was eliminated from the FSP budget.



- A new website used to help our office and chapters manage their progress on the Standards of Excellence was piloted in the fall semester at no cost. Youtopia, the web portal will be used for 2014 at a price of \$4,000.
- Building on the successful partnership established with the Interfraternity Council (IFC), a liaison with the Panhellenic Council to cover Greek Academy enrollment costs of their membership was created. These two agreements provided \$10,000 to Fraternity and Sorority Programs. This funding entitled 32 chapters from both councils to enroll three members per term in the program.

**FY2013-14 Projection Explanation:** Much of the fund balance for this year was used to help cover the startup expenses for the Greek 100<sup>th</sup> Anniversary celebration and campaign.

**Greek 100<sup>th</sup> Anniversary Celebration/Campaign Expenses**

- Specially Designed 100<sup>th</sup> Pins- 50% purchase this year
- Greek Park Design Competition Winner- \$500 prize
- Printing Cost for Save the Date- \$1,400

Total for next year and this year without the park construction: \$36,620

**2014-15 GOALS AND OBJECTIVES**

**Community Initiatives**

- Create a state wide Greek Alumni Meeting that can be held in Phoenix. This will be done in collaboration with NAU and ASU with the goal of increasing alumni involvement and engagement.
- Restructuring of recruitment efforts for Great Greek Weekend to try to attract members from chapters that have not attended in the past and incorporate a follow up luncheon at the end of the term for participants.
- Look for ways to sustain main program components of the Hunter White Health Advocate Program without funding. There is potential for partnering with IFC and Panhellenic as an officer position transitions from solely risk management to more of a health and wellness role.
- Find a way to better present program requirements and help Health Advocates plan ahead and get organized
- Improve evaluations for all programs. Specifically in regards to what the members are getting from the presentations and if the program has any impact on learning new information or changing behaviors.
- Successfully implement the Residential Organization Policy in November 2014 and create a sample Housing Assessment Packet for organizations to follow.
- 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 2014.
- Secure enough funding to continue the Olympian Health and Wellness program to function at the same level for the 2014-15 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.
- Recruit and build out the Alumni Ambassador program through Student Affairs Alumni Outreach and GSARC.
- Continue to advocate for the creation of the Greek Town Center
- Recruit an Oracle Board Member from each recognized chapter and help each Oracle committee to accomplish at least one of their goals for the 2014-15 school year.
- Create a Greek Endowment for the 100<sup>th</sup> Anniversary and solicit leadership gifts by December 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.

## **Academic Initiatives**

- Establish a marketing effort for Greek Academy that capitalizes on this year's successful recruitment with council collaboration, advisors support and direct personal interaction with chapter leaders as well as new members should continue.
- Longitudinal data and comparison with non-Greek undergraduates to explore the affects participation in Greek Academy has on student satisfaction, retention and completion rates.
- Continue movement beyond expected to required participation in both Greek Academy and the Academic Advocate programs is encouraged. Greater points awarded on yearly Standards of Excellence, similar to the approach used in the Hunter White Health Advocate Program is one strategy to consider. Offering bonus points to chapters who use the Academic Skills Tutors (ASTs) from Think Tank to support the Academic Advocates with advising, presentations and individual mentoring to their members is another.
- Continue to refine the Greek Academy curriculum and delivery of the academic skill building seminar as well as evaluate and strengthen the role of the Academic Advocates by increasing points and amount of training the Academic Advocates receive.
- Update Aristotle Alumni listserv and continue monthly emails on academic success encouraging students to utilize campus resources.
- Gamma Sigma Alpha members who are interested will be invited to share their academic prowess by facilitating and/or supporting peer workshops and aiding the Academic Advocates within their respective Chapters

## **Council/Board Initiatives**

### **NPHC:**

- Each NPHC chapter will reach at least a 2.9 cumulative GPA in fall 2014 and 2.95 in spring 2015.
- No open executive board positions. Chapters will need to continue to conduct intake for this to happen.
- Every NPHC chapter should 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 Greek Academy.
- Fundraise at least \$500 to support the council.
- NPHC coordinate at least six programs focused on community building, academic support, community service, etc.
- Send at least three executive board members to AFLV West
- Create an effective programming series for NPHC chapters
- Omega Psi Phi successfully return to campus by the end of the fall 2014 semester.
- Each NPHC organization conduct intake in both fall 2014 and spring 2015.
- Create new marketing efforts to attract potential new members including the development of quarterly NPHC newsletter
- Every expectation from the NPHC agreement for both fall 2014 and spring 2015 not only met but exceeded.
- With a new NPHC advisor, there should be an opportunity for new ideas, more time being allocated to NPHC than currently is given, and a sense of recommitment to help this struggling community.

### **IFC:**

- Implementation of the IFC Strategic Plan
- Overhaul the IFC election process to reflect a slating model. The current model is flawed and does not provide an opportunity for the most qualified men to receive a position on IFC.
- Creation of a more formalized IFC officer transition process.
- Above the UA All-Men's average for both fall 2014 and spring 2015
- See increased chapter participation as well as increased retention rate for the Greek Academy program
- Coordinate a semester service project for the IFC chapters
- Hold at least one educational program with Emerge!

- Continued development and training for the IFC Standards Board. IFC will need to provide a report to the Kendal Washington White, Assistant Vice Presidents of Student Affairs/Dean of Students to show a continued need for a separate conduct board for IFC fraternities.
- As a result of the newly structured IFC recruitment process, we hope to see at least 75% of the men participating in fall 2014 recruitment, receive a bid.
- 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 an IFC Awards Banquet to formally recognize chapters for their efforts over the course of the year.
- Creation of hazing prevention education programs geared towards IFC chapters
- As part of the IFC programming series developed by the VP of Programming and Education, IFC could host TJ Sullivan to keynote his Motivating the Middle workshop and open it to executive boards from all chapters and Dave Westol a hazing prevention focused workshop for chapter leadership.

#### **Panhellenic:**

- Help the chapters understand their “power” in how the men’s philanthropies function.
- Continue to encourage chapters and PC in being involved in women’s issues on campus and in the community.

#### **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 a member 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. (Can be used elsewhere but tailored to them)

#### **Greek Week Steering Committee:**

- Continue to have Greek Week the same week as Greek Awards and Up ‘til Dawn
- Integrate the Greek Week Steering Committee and Up ‘til Dawn Executive Board to coordinate events
- Eliminate Greek Olympics. There are already athletics-based events in the community
- Recruit more NPHC and USFC chapters to participate in events

#### **PAB:**

- Transition PAB Paperwork to the new FSP website so that everything can be accessed electronically
- Implement the PAB liaison system, which will require chapters to meet with their board liaison prior to meeting with the entire PAB board
- 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
- Creation of a registered philanthropy calendar that all chapter philanthropy or social chairs can utilize
- 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
- Revise and update Philanthropy Guidelines to eliminate awkward wording and alleviate further confusion regarding policies
- Fill the anticipated 1-2 vacancies on the PAB Board for fall 2014

#### **Greek Standards Board:**

- Continue to offer a post hearing meeting with the chapter to discuss the board's decision letter and answer questions.
- Hold a roundtable for chapter standards board chairs
- Conduct at least one training for a chapter standards board
- Continue to collaborate with the DOS office on training
- Work closely with the IFC standards board to determine if both boards are necessary or serve a unique purpose. Make recommendations back to FSP and DOS.
- Continue to send chapters the post hearing survey in order to improve the judicial hearing process.

### **Up 'til Dawn**

- Continue to have UTD incorporated with the Greek Community and supported by the four governing councils
- Define Greek Week events in a manner that fully enhances the partnerships with St. Jude
- Donate \$70,000 to St. Jude Children's Research Hospital
- 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
- 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

### **Order of Omega**

- Increase attendance at Greek Awards – More chapters
- Increase member involvement
- Increase number of applications for Greek Awards – Diversity of Chapters
- Provide Chapters with the revised Greek Awards Packet in the Fall Semester
- Create Sample Greek Awards to provide to chapters as a resource
- Create a Preliminary Review Process for Awards to help chapters
- Create guide to planning Greek or Treat

### **Greek Student Alumni Relations Council**

- Increase the amount raised for the Senior Legacy Gift to \$3,000
- Increase the applications for the GSARC board
- Host an alumni chair roundtable/workshop each semester
- Increase attendance from both students and alumni at the Greek Senior Sendoff
- Connect GSARC more in the 100<sup>th</sup> Anniversary planning
- Utilize GSARC members to try to promote the Greek 100<sup>th</sup> share your story feature on the website
- Create a partnership with GSARC and Greek Alumni Ambassadors
- Help each officer to create a strong transition binder
- Help new officers to establish goals for
- Collect at least one chapter story each semester to feature in the columns