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2022

Fraternity & Sorority Programs Annual Report



Pictured above – Members of the United
Sorority & Fraternity Council

The University of Arizona &
The Dean of Students Office
2/1/2022

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Why We Exist

Fraternity & Sorority Programs exists to develop innovative approaches that empower fraternity and sorority members to tackle their greatest challenges, create change for the common good, and realize their full potential.

Our Priorities

Safety and Harm Prevention. We want our fraternity and sorority members to have a fun, memorable, and safe experience. Through training, education, and coaching, we provide the necessary tools chapters need to create a safe, healthy, and responsible environment that allows all members to be successful in their daily endeavors.

Leadership and Educational Development. Our programs help students gain deeper self-awareness, build self-confidence, develop new skills, and ultimately build a better society for themselves and others.

Human Dignity. We support a sense of acceptance, inclusion, and identity for all members of the Arizona Greek community and facilitate programs that seek to better the experiences of historically underserved identities.

Commitment to Innovation. To help organizations and students reach their full potential, we challenge conventional thinking within the fraternity and sorority life profession.

Our Core Values

Integrity, Compassion, Exploration, Adaptation, Inclusion, Determination

Governance

Fraternities and sororities are self-governing organizations that are responsible for following policies and procedures outlined by their own international/national organization, their respective governing council, and the University of Arizona. Fraternity & Sorority Programs include full-time staff, with master's degrees, that support the University's purpose and mission.

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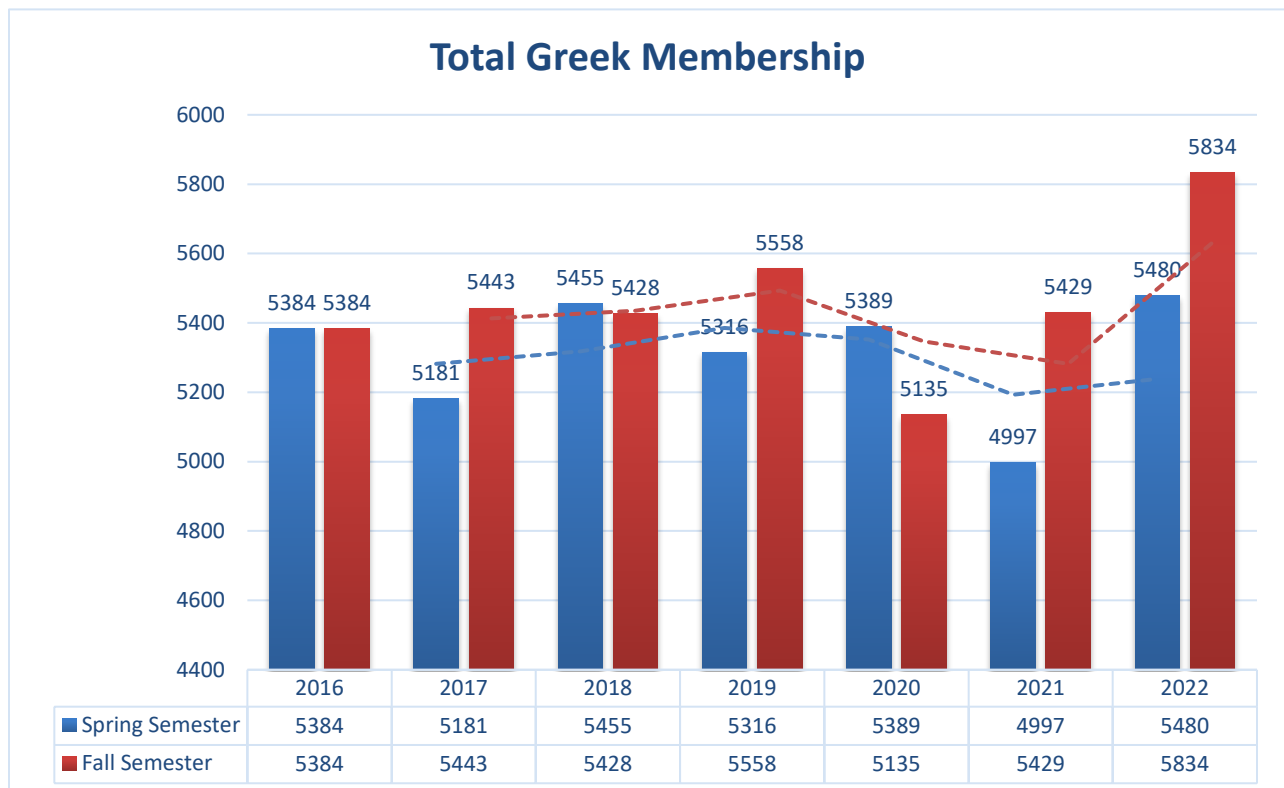
Retention of Greek Students

A propensity score matching analysis was utilized to create a statistical control group to compare retention outcomes between Fraternity and Sorority participants and the peer comparison group of non-participants from 2016-17 through 2021-22 (See Appendix A). Greek participants include FTFT freshman students who are considered active members in their respective chapters for the whole academic year. Active member status is defined as being a new member for the fall semester and active member for the following Spring semester or being active for both semesters. The analysis excludes multicultural or identity-based chapters that largely recruit upper-class students. Results indicate participating in a fraternity or sorority increases the likelihood of students retaining to their sophomore year ($p < .01$).

For 2021-22 academic year:

- FTFT Fraternity members (N=217) had an average 14% lift in retention (98% vs. 84%)
- FTFT Sorority members (N=744) had an average 13% lift in retention (98% vs. 85%)

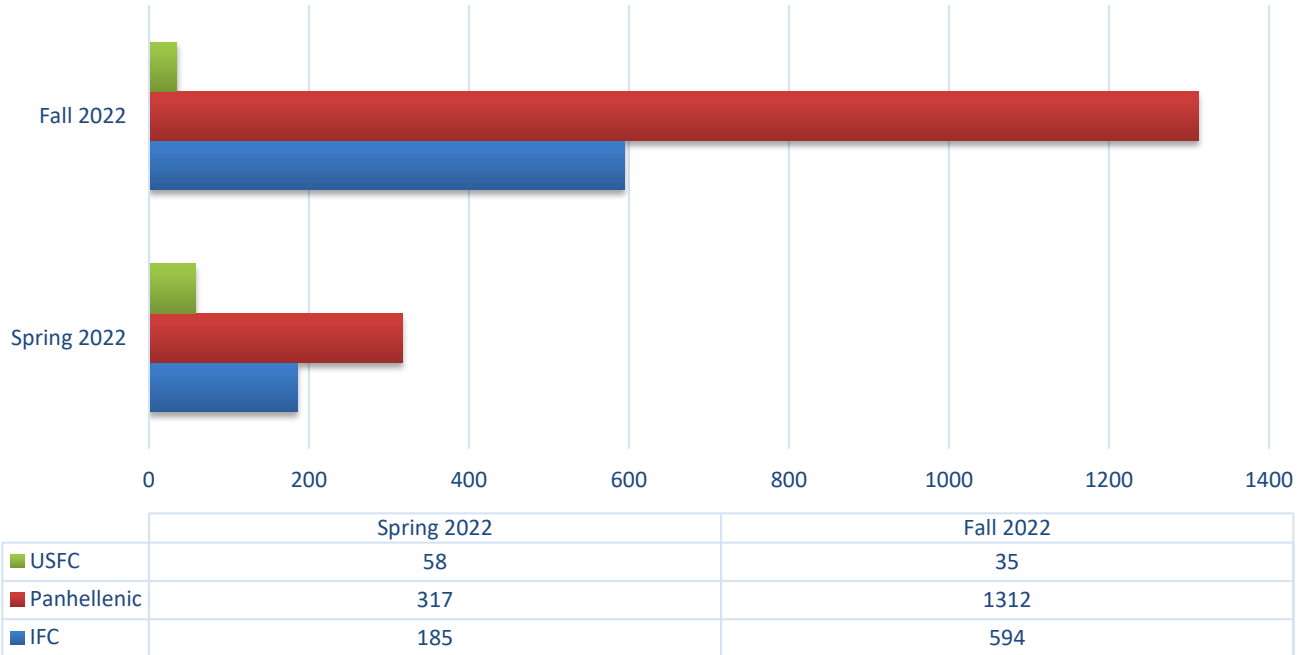
UA Greek Community Membership



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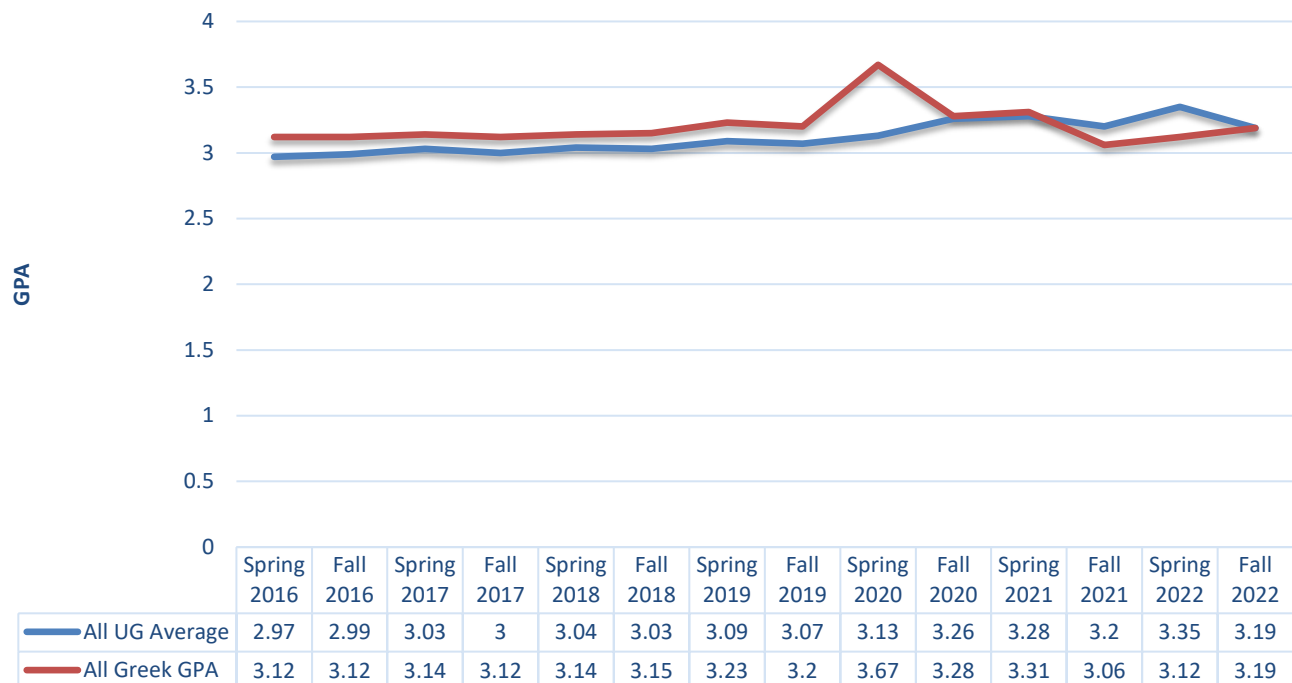
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of New Members Joining in 2022



Academic Achievement

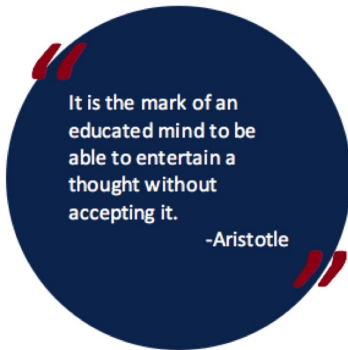
Greek vs. Non-Greek Academic Performance



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Greek Academy



Greek Academy is a five-week interactive academic skills-building program sponsored by Fraternity & Sorority Programs at the University of Arizona designed to provide Fraternity and Sorority members with a personalized academic plan to help maximize and enhance their efforts to achieve the results they and their respective chapters want. Each session offered covers a wide range of topics that enable participants to improve their GPA, study smarter, raise test scores, gain organizational skills, develop time management, learn effective note-taking, develop stronger reading and writing skills, and overcome procrastination.

Throughout Spring 2022, two five-week sessions were offered for students. Similarly, two five-week sessions were offered throughout the Fall 2022 semester. The topics for the workshops were How to be a Successful College Student, Time Management, Getting the Most Out of Class & Student Skills, College Writing, and Test-Taking Tips.

Spring 2022 had a total of 34 participants for the session that met on Mondays, and there were 25 participants for the session that met on Thursdays. In total, we had 59 students participate. Regarding the Fall 2022 sessions offered, there were 31 participants for the sessions that met on Mondays, and there were 46 participants for the session that met on Tuesdays. In total, we had 77 participants participate. Therefore, in total we had 136 participants participate in the Greek Academy.

Leadership

GREAT Greek Weekend

Great Greek Weekend (GGW) is an annual program held each fall for emerging leaders and new members of the Fraternity & Sorority community. This program is intended to engage undergraduate students in an interactive retreat to develop the leadership, interpersonal, and professional skills necessary for future leadership roles and positions either positional or influential within their chapter, council, and community. For many program participants, GGW serves as their “first glance” at leadership and is intended to lead participants into the lifespan of student leadership within our community.



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This year, GGW was held on Friday, October 21st and Saturday, October 22nd at Biosphere 2 in Oracle, Arizona. There was a total of 42 participants including 14 representatives from the Interfraternity Council (IFC), 20 from the Panhellenic Council (PHC), and 8 from the United Sorority and Fraternity Council (USFC). In addition, 10 student lead facilitators and 6 supplemental facilitators attended GGW to provide operational and logistical support. This included 4 IFC facilitators, 6 PHC facilitators, and 6 USFC facilitators. When asked to share their overall satisfaction regarding GGW, 95% of attendees were extremely satisfied/somewhat satisfied with the program.

Council Executives Retreat

Every January FSP staff hosts a Council Executive Retreat for the newly elected leaders of the three governing councils to develop their leadership skills, set position expectations, learn policy/practice, and bond as leaders. This overnight retreat typically takes place at Biosphere 2. In 2022, as Covid-19 cases were on the rise in Arizona and patterns of increased cases had been associated with return from breaks, students were asked to test 3-5 days before the event. Many students were positive and as a result, the decision was made to move the retreat to a virtual setting.

The highest priority topics were covered in a 4-hour session with a break halfway through. Those topics included: FSP Fundamentals, Communication/Confrontation, Professionalism, Managing Mental Health While Managing Responsibilities, and Defining Community.

It was important to staff that it was recognized this retreat would not have the same bonding impact as an in-person retreat would and that we should not try to achieve that. Zoom fatigue and pandemic fatigue were high at that time and we chose to focus on content. We knew all 26 leaders would be attending AFLV West in February and believed bonding would take place there.

Chapter Presidents Onboarding

Fraternity & Sorority Programs welcomed all newly elected chapter presidents for a day of onboarding. This program was held in the Student Union Memorial Center with breakfast and lunch provided. Topics included: fraternity & sorority life governance 101, professionalism, review of FSP staff and responsibilities, standards of excellence, auxiliary dues, and accountability.

Diversity, Equity, and Inclusion Educational Programming

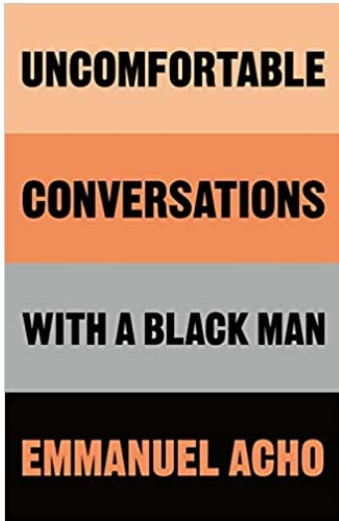
Global Citizenship and Human Dignity

The Global Citizenship & Human Dignity initiative was created to meet the needs of today's college students. This initiative aims to create meaningful and purpose-driven curriculum and programming around race and racism, LGBTQ+ awareness and support, and mental health within the Fraternity & Sorority Life community at the University of Arizona. All are welcome in our Greek community. However, just saying those words are not enough. We must put our words into action. To learn more about the initiative, please visit <https://greek.arizona.edu/fsp/global-citizenship-human-dignity>

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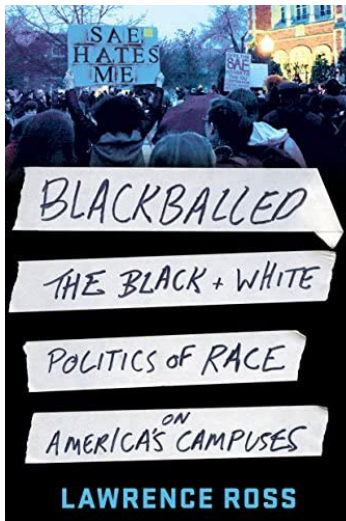
Virtual Antiracist Book Club



Anti-Racist Book Club provides a platform for attendees to practice more intentional conversations related to diversity, equity, and inclusion. In the Spring 2022 semester, participants read and discussed “Blackballed: The Black & White Politics of Race on America’s Campuses” by Lawrence Ross. Typically, emerging leaders begin their term in January, so we selected this book due to its direct connection to Greek life. This Fall, attendees read and discussed “Uncomfortable Conversations with a Black Man” by Emmanuel Acho. A total of 25 fraternity and sorority community members participated in the discussion and one program attendee said, “I learned so much history about black people’s experiences, and I learned how I can be a better ally”.

One of our biggest accomplishments was the increase in program participation and engagement. In Fall 2021, only 12 students participated in this program. We attribute the increase in participation due to repetition in books which increased community communication and attendance.

Overall, Anti-Racist Book Club provided a platform for attendees to practice more intentional conversations related to diversity, equity, and inclusion. In addition, it provided them with a foundation to reflect on their leadership roles and positions within their organization to work towards more inclusive practices.



“It was very eye-opening and gave me a lot of new perspectives. Coming from a not super diverse small town in Ohio, it allowed me to have a much better understanding on black people’s perspectives.”

“I learned a lot about terminology like riot vs rebellion and I learned a bunch of new topics that can impact my thinking and hopefully others. I feel more prepared to talk to someone about this topic due to this book. I really enjoyed it. It opened my eyes.”

“There’s a lot I learned at this club. At the end of the day, my biggest takeaway was learning about what it means to be an active ally.”

“I loved the book. I was the only person of color in my group, so it was nice to hear the opinions and points of view of my peers in the room. I'm going to take some points back to my chapter and use them as discussion guides!”

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Anti-Racist Speaker Series – Odell Bizzell



Fraternity and Sorority Programs has committed to bringing an antiracist speaker for the University of Arizona Greek community every two years. This year, participants were invited to attend The Talk: A Diversity/inclusion Conversation That Must Be Had by Odell Bizzell. This engaging and interactive presentation helped students learn about the intersection of leadership and diversity and how to become more effective leaders in a diverse world. As part of this presentation, students were able to explore the relationship between empathy and social responsibility, consider how to respond positively to those with opposing views, develop a community on campus to champion worthwhile causes, and begin to understand how to facilitate important conversations through the lens of diversity, inclusion, and mutual respect.

This program was held on Wednesday, October 13th in the Student Union Memorial Center – Grand Ballroom. The first session was from 5:00 PM - 6:00 PM and the second session was from 7:00 PM – 8:00 PM. Each chapter was assigned a specific time and session to attend and over 2,800 students participated in the presentation. Over 88% of attendees were general members.

Health & Wellness

Hazing Prevention Efforts

Fraternity & Sorority Programs brought back the Hazing Prevention Coalition. The University of Arizona Hazing Prevention Coalition exists to educate the Wildcat community about the dangers of hazing, advocate for change, and empower students, faculty, and staff to prevent hazing. Members of the hazing prevention coalition include Fraternity & Sorority Programs, Housing & Residential Life, Student Governance and Programs, Parent & Family Programs, Campus Health, Alumni & Student Engagement, Arizona Athletics, Student Assistance and Accountability, Parent & Family Association, Panhellenic Council, University of Arizona NROTC, United Sorority & Fraternity Council, Student Success & Retention Innovation, Eller College of Management, College of Agriculture & Life Sciences, and Assessment and Research.

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Safe Spring Break Symposium

The Safe Spring Break Symposium, which falls under the Greek Speak series, focuses on bringing speakers who can educate students about values-based decisions making as it relates to health and wellness. Approximately 3,300 students attended the 2022 symposium with Dr. Adi Jaffe. In the talk, titled “Getting Real About Drug Use,” Dr. Adi Jaffe discussed the norms and standards surrounding decisions to partake in alcohol and drug use and helped students to make their own decisions on this complicated topic without shaming or taking away their agency. As one student stated, “A great presentation! I learned some new information for myself and more I could teach to others that need help.”

Hunter White Health Advocate Program

The HWAH program is based on peer education, an evidence-based public health method. Each semester health advocates receive valuable information about relevant health topics for college students. This is the 14th year of the HWAH program.

A total of 32 health advocates participated in the HWAH program in the spring semester, and a total of 46 health advocates participated in the HWAH program in the fall semester. A total of 26 students completed the for-credit course, where they were trained in Naloxone administration and QPR certified.

Health advocates learned about topics including social determinants of health, mental health, stress, nutrition, movement, infectious diseases, substance use, sexual health, access to healthcare, body image, environmental health, and community health. The students were required to research three of these topics and present them to their chapters, complete a Greek community health needs assessment, and participate in at least one campus event with their chapter. Events students participated in a body positivity speaker, a sisterhood support circle, a sexual wellness workshop, and flu shot clinic.

This position is valuable for a Master of Public Health student. As the Graduate Assistant for Health and Wellness, the student gains experience in community engagement, program planning, implementation, and evaluation, each of which is a key component in public health. While a student learns about evidence-based methods in their coursework, they get to practice and implement these skills through this position. The best practice in public health is tailoring interventions to the culture of a community, in this case, the collegiate Greek community.



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Philanthropic Impact

During the 2022 school year, the Fraternity & Sorority community at the University of Arizona donated a total of \$365,854.50 for philanthropic endeavors, an increase of 57% from the 2021 contributions. This number reflects \$342,754.50 in philanthropic donations made to various organizations by individual chapters and \$23,100 donated to various organizations by the three governing councils. Council donations benefited organizations such as Emerge, Tucson Food Bank, Tim Piazza & Max Gruver Foundation, etc.

IFC continued its partnership with Emerge! Center Against Domestic Abuse by donating \$10,000 for a total of more than \$120,000 since 2001. PHC donated \$1,500 to Tucson Food Bank, Tucson Therapy Fund, and the Humane Society each for a grand total of \$4,500. Additionally, PHC donated items for the Women and Gender Resource Center (WGRC), Campus Pantry, and the Diaper Bank of Southern Arizona with an estimated worth of \$5,000.

\$3,000 was donated on behalf of all three councils (IFC, PHC, USFC) to the Tim Piazza and Max Gruver Foundation. The three councils also made a joint donation of \$600 to the Campus Pantry.

**University of Arizona Greeks donated a total of
\$365,854.50
for philanthropic endeavors in 2022**

Fundraising and Alumni Relations

Alumni Relations and Fund Development

In 2022, Fraternity & Sorority Programs foundation accounts received \$21,544.89 from 34 total gifts.

Released in 2018 the 2017 UA Alumni Gallup Survey (N=4,205) found UA alumni who were a participant in a fraternity or sorority had a significantly higher likelihood of post-graduation outcomes compared to those who were not involved in a Greek organization after holding for controls.

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

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Community Growth & Change

In 2022 the fraternity and sorority community welcomed back Kappa Sigma and Sigma Alpha Epsilon, both Interfraternity Council fraternities. Additionally, Lambda Sigma Upsilon Latino Fraternity, Inc. joined the University of Arizona Greek community for the first time. Lambda Sigma Upsilon is a member of the United Sorority and Fraternity Council.

Delta Sigma Phi and Phi Kappa Tau headquarters suspended operations of their local chapters due to a lack of membership. These organizations are still recognized by the university while plans to reorganize are developed.

These changes bring the University of Arizona Fraternity and Sorority to 55 Greek letter organizations at the time of this report.

We continue to emphasize the need for additional Panhellenic sorority facility space. Fraternity & Sorority Programs is engaged with the Arizona Planning, Design, & Construction team as they embark on the new campus master plan.

Demographics

Fall 2021 Freshmen Census demographics by Greek status (See Appendix B) indicate that Greek students are less likely to be racially/ethnically diverse, first-generation college status, low-income, and an Arizona resident, and more likely to live on campus than non-Greek students. Sorority students are more likely to have higher high school GPAs than Fraternity students.

Fraternity/Sorority Demographics

| Row Labels | % |
|--------------------|--------|
| African American | 1.33% |
| American Indian | 0.33% |
| Asian | 2.45% |
| Hispanic | 14.78% |
| Non Resident Alien | 0.61% |
| Pacific Islander | 0.10% |
| Two or more races | 5.07% |
| Unknown / Other | 1.54% |
| White | 73.79% |

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Budget

Fraternity & Sorority Programs is an auxiliary service for undergraduate students associated with a recognized fraternity or sorority. Dependent on funding, the department does receive a portion of the Student Service Fee awarded to the Dean of Students Central Office to help cover the cost of Graduate Assistants. FSP continues to collect enough cash on hand to pay personnel and other operating expenses.

Councils & Boards

Panhellenic Council

- In the fall the council hosted its primary recruitment. Once again, Arizona led the PAC 12 with registration numbers with 1,601 women registering and 1,562 starting in Set One.
 - The registration numbers decreased from 2021 (1,622) but the Set One number increased (1,550) from 2021.
- The Panhellenic Executive Board participated in and lead several leadership retreats/conferences in Spring.
 - January – all 10 officers attended NPC Academy (virtually)
 - February – all 10 officers attended AFLV West (Association of Fraternal Leadership and Values)
 - March – Held the first-ever Panhellenic Leadership Retreat. This retreat brought chapter leaders/officers from all chapters together for a day of development and bonding. Its purpose was to get officers closer and more familiar with one another early in their terms so they may be authentic and vulnerable to support each other in times of struggle.
- The Panhellenic Council hosted Brittany Piper in the Spring semester to educate chapter women on women's empowerment, supporting those who have experienced sexual assault, and finding strength if they've experience assault personally.
- The Panhellenic community continues its partnership with College Moxie and Lizz Carter Clark. College Moxie provides education and programming that is centered on women's empowerment and leading/recruiting authentically.
 - In addition to recruitment programming, Lizz also serves as a resource to the Panhellenic leaders throughout the year as needed.
- Panhellenic awarded over \$32,000 in scholarships to over 50 women throughout the 2022 school year. This includes scholarships for new members, community leaders, those experiencing financial hardship, academic successes and more.
 - The council offered, for the first time, scholarships to new members. Headquarters and national organizations often do not provide scholarships to women until they are initiated. Panhellenic filled this void.
- In December, the outgoing and incoming Panhellenic Executive Boards hosted a Panhellenic Leadership Retreat for outgoing and incoming council and chapter leaders to transition as a group.

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Outgoing officers left mid-way through the day and the remainder of the time incoming officers worked together to build relationships to start their terms off strong.

- Lizz Carter Clark from College Moxie came and did in-person programming
 - Officers also heard from the Panhellenic Advisor on leadership and a Q&A session
- The Panhellenic Council and Executive Board won six awards from the National Panhellenic Conference
 - Academic Innovation Award
 - Judicial Procedure Award
 - Innovation in Leadership Award
 - Innovation in Recruitment Award
 - Innovation in Programming Award
 - Innovation in Marketing Award
- Awards for the Association of Fraternal Leadership and Values will be announced in February 2023.
- The Panhellenic community was one of thirteen campus communities selected by NPC to participate in the judicial/risk management pilot program.
 - In an effort to improve the health and safety of College Panhellenic communities, NPC's Council of Delegates wanted to thoroughly study whether or not NPC should allow College Panhellenic's to broaden their scope of work/purpose by establishing policies/guidelines to address problematic social conduct of Panhellenic women.
- The Panhellenic Advisor and Panhellenic President continued to meet with leadership at Delta Delta Delta to discuss their standing return agreement.

United Sorority & Fraternity Council

- USFC coordinated its second annual USFC Week to promote Council-wide recruitment for all Chapters which included a Percentage Night, Open Mic Night, and a Social on the Mall.
- 70 individuals joined a USFC organization through 2022.
- USFC also had 11 members inducted into Order of Omega Greek Honor Society.
- The annual Step, Stroll, and Salute (Triple S Show) was successfully held back in person again since the virtual transition in 2020.
- USFC coordinated a "These Hands Don't Haze Banner" for National Hazing Prevention Week garnering participation from all three Councils. Participants painted hand prints on a large banner along with the letters of their Fraternity/Sorority, and they also signed a pledge against hazing. In total, the program had over 265 participants from across all three councils.
- USFC was able to host its second annual Winter Banquet at Beard Down Gym to celebrate the accomplishments of the Chapters and their members. Additionally, the newly elected officers were sworn into their roles.
- Edgardo Aguilar was re-elected as the USFC President to serve for the 2023 year.

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Interfraternity Council

- The Interfraternity Council coordinated an informal recruitment process in the spring 2022 semester. There were over 317 men added to the community for spring 2022 recruitment.
- The Interfraternity Council had a formal recruitment process during the fall 2022 semester. A total of 915 men registered with 647 receiving bids.
- The Interfraternity Council donated over \$10,000 to Emerge! Center Against Domestic Abuse in 2022.
- The council hosted their 2nd annual awards banquet at the UA student union.
- The community hosted “A Call to Men Week”, which included a guest speaker, community service, and fundraiser.

Greek Standards Board

- The Greek Standards Board adjudicated 2 cases in Spring 2022 related to various policy and student code of conduct violations.
- The Greek Standards Board adjudicated 9 cases in Fall 2022 related to various policy and student code of conduct violations.

Greek Jewish Society

- Our executive board, composed of the President, Vice President, Secretary, and the newly added position of Treasurer, accomplished a 50% increase in membership.
- In the Spring of 2022, GJS added 23 new members. In the Fall of 2022, GJS accepted applications from 28 new members.
- President Rosie Ezgur added two new positions to the 2023 Executive Board: the Vice President of Panhellenic and the Vice President of Interfraternity Council (IFC). Next year, GJS plans to add another position to the Executive Board: Vice President of USFC.
- In the Spring of 2022, we had a cupcakes and karaoke event at Hillel with five members in attendance.
- In the Fall of 2022, we held a Sukkot event where our members were invited to decorate candy sukkahs and our real sukkah at Hillel. We had a great turnout with around 30 members in attendance.

Philanthropy Advisory Board

- PAB approved 34 philanthropy events, 20 in Spring 2022 and 14 in Fall 2022.
 - PAB revised its bylaws to provide fewer restrictions on event times/dates and provide further clarification on guidelines.
-