

FRATERNITY & SORORITY PROGRAMS

Dean of Students Office

2019 Annual Report

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Accomplishments

Retention & Career Outcomes

Research conducted by the University of Arizona Student Affairs Assessment once again confirmed that participating in a fraternity or sorority increases the likelihood of students retaining to their sophomore year ($p < .01$). 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 2010-11 through 2018-19 (See Appendix A). Greek participants include FTFT freshman students who are considered active members in their respective chapters for the whole academic year. The analysis excludes multicultural or identity-based chapters that largely recruit upper-class students.

For the 2018-19 academic year:

- Fraternity members (N=352) had an average 13% lift in retention (89% vs. 76%)
- Sorority members (N=764) had an average 12% lift in retention (89% vs. 77%)

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

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

Academic

Greek Academy

Fraternity & Sorority Programs' five-week academic skills-building program, Greek Academy, saw revitalized success in 2019. During 2019, the program was offered free of charge thanks to the Greek Senior Legacy Fund donors and council contributions. Six total sessions were offered by Fraternity & Sorority Programs during the 2019 calendar year exclusively for Greek students. There was a total enrollment of 123 students from 39 chapters, which is a 332.4% increase from 2018 which had 37 participants, representative of 18 chapters. Ninety-one percent of the participants (112/123) attended four or more of the sessions (or providing medical documentation to show the validity of absences). The students were given a "study habits" self-assessment before each session and reported the number of hours studied each week, and in 2019 each participant studied for an average of 9.5 hours each week. All session materials/concepts were also evaluated by the students, and they provided feedback on the curriculum's usefulness. The students rated the sessions an average of 8.18 in terms of usefulness on a scale of 1 to 10. Feedback shows that the sessions covering "Study Skills and Tips" and "Tips and Strategies for Exams" were the most advantageous concepts. Reviews from student participants also noted an increase in confidence in their ability to balance their workloads and better time management.

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Leadership

Council Executives Retreat

Fraternity and Sorority Programs hosted the annual council executives retreat at the beginning of the year. This overnight leadership program, hosted at Biosphere 2, focused on leadership development, empowering the community, Robert's Rule of Order, and council expectations. Council executives spent the weekend bonding as councils and a community, creating goals and action plans, and focusing on how to communicate with each other efficiently. Additionally, the students learned soft skills in conjunction with the curriculum by cooking all meals together.

AFLV West including The National Cultural Greek Leadership Conference



“The Association of Fraternal Leadership & Values (AFLV) exists to stimulate the growth and development of fraternity/sorority councils, chapters, and members by promoting leadership, educational, and values-based experiences and resources for student leaders, their advisors, and the larger fraternal market”. This past April, 48 students from the Interfraternity Council, Panhellenic Council, and United Sorority and Fraternity Council traveled to San Diego, CA to attend the AFLV West Conference including The National Cultural Greek Leadership Conference. Our students joined over 700 other student leaders and engaged in leadership dialogue, heard from professional speakers, including the families of Tim Piazza, Max Gruver, Marquise Braham, and Harrison Kowiak, who each suffered unimaginable loss as a result of fraternity hazing, and attended workshops that addressed specific issues facing the fraternal movement. Students were provided a forum for multicultural fraternity/sorority members to engage in dialogue on topics that directly impact them.

LAUNCH: a jumping-off point for fraternity and sorority leaders

Fraternity and Sorority Programs, along with support from the Interfraternity Council, Panhellenic Council, and the United Sorority Fraternity Council, hosted the North-American Interfraternity Conference's LAUNCH program. LAUNCH is a one-day retreat supporting fraternity and sorority chapter presidents. Through this engaging participant-driven experience, chapter presidents-built relationships, explored individual and shared issues, and set goals to address them. The goal of the program is to bring fraternity and sorority leaders together to kick off the officer term together positively. The general structure of the program is a collective experience with some individual reflection time and supporting small-group conversations throughout. We are thankful to Harriette Baker, Associate Director at Phi Sigma Sigma, for facilitating the program.

Annual Advisors Summit

The development of chapter advisors took place in tandem with the LAUNCH program. Two floors above where the chapter Presidents were participating in LAUNCH, chapter advisors gathered for the annual advisors' summit. This half-day program brought together chapter advisors from all three councils. Participants engaged in discussions around critical issues facing the Arizona Greek community. Afterward, Fraternity & Sorority Programs hosted a “chat and exchange” at Gentle Ben's Restaurant.

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GREAT Greek Weekend

This retreat is a premier 2-day leadership development experience for emerging leaders within the Greek community at the University of Arizona. Throughout the weekend, the 36 participants were able to develop and understand their leadership styles in hopes of coming back to campus and creating a positive Greek environment at the university. The students evaluated the program, and feedback shows that they particularly enjoyed the True Colors and Circles of My Multi-Faceted Self activities. True Colors allowed students to better understand their leadership skills and tendencies as it relates to their personality and how they communicate with others. With Circles of My Multi-faceted Self, the students were challenged to consider all parts of their identity and how the intersectionality of those aspects impact their role as leaders. Overall, the participants enjoyed the retreat and said that they looked forward to becoming more involved with the community to help move it forward on a path towards excellence. A special thank you to all the students who facilitated the program.



Fraternity/Sorority Alumni Housing Summit & House Director Training

In collaboration with the North American Interfraternity Conference, Pennington & Company, and CSL Management, the inaugural alumni housing summit was hosted in July. All chapters with house corporations were invited to attend the summit. The program included discussion around the trends in the fraternity/sorority experience, 4 phases of a chapter, why fraternity/sorority housing is important, and fraternity/sorority housing trends. Participants learned best practices in capital campaigns, how to deliver an extraordinary member experience, and best practices in facility assessment, maintenance, prevention, and preparedness. The event was a great way to network with fellow housing advisors. A special thank you to Kappa Kappa Gamma for hosting the program in the chapter facility.

In addition to the alumni housing summit, Fraternity & Sorority Programs hosted two house director pieces of training. The pieces of training were open to all chapter house managers and house directors. The training covered resources from the Arizona Disability Resource Center and the Arizona campus police active shooter drill. In addition, staff shared resources and connected the house directors with Nelson Thompson, who serves as the Fire Inspector at Tucson Fire Department.

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Health & Wellness

Hazing Prevention Efforts

During Hazing Prevention Week 2019, Fraternity & Sorority Programs focused on empowering people to prevent hazing by providing education and resources. The families of Marquise Braham and Harrison Kowiak each suffered unimaginable loss as a result of fraternity hazing. We welcomed them to the University of Arizona to share their stories and to challenge all fraternity/sorority new members to take up the fight to end hazing now. Over 2,000 new members and chapter officers packed Centennial Hall, which made this the largest hazing prevention event in recent memory. After the program, each chapter President, New Member Educator, and Risk Manager met in breakout sessions and debriefed the topic and shared how they were impacted. We are thankful for Rich Braham and Lianne Kowiak for traveling to Tucson and sharing their stories with our community. Additionally, we are thankful for Spencer Gorin, from Campus Health, for moderating the Q & A. Learn how you can support hazing prevention legislation by visiting



<https://www.naspa.org/about/blog/hazing-prevention-legislation-in-2019>

Additionally, Fraternity and Sorority Programs in partnership with ASUA, Parent and Family Programs, Arizona Athletics, Arizona Risk Management Office, Arizona Alumni Association, and the Pride of Arizona Marching Band sent a newsletter to parents of all UA students explaining the definition of hazing, how to spot problematic behavior and the procedure for reporting hazing. In addition, a majority of chapters participated in a Hazing Prevention Week banner competition. Chapters were partnered cross council and the banners hung on the Student Union Memorial Center for the entire UA community to see.

During both the spring and fall semesters, the IFC hosted the potential new member orientation. During this orientation, council leaders explained the definition of hazing, described what a healthy new member experience should look like, and shared the procedure for reporting hazing. In addition, a video produced by the Max Gruver Foundation was shown to the 683 potential new members during the fall recruitment orientation. The video shared the story of Max Gruver, who died on September 14th, 2017 as a direct result of fraternity hazing.

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 11th year of the HWAH program. A total of 34 health advocates participated in the HWAH program in the spring semester, and a total of 35 health advocates participated in the HWAH program in the fall semester. Each health advocate was required to present the information learned back to their chapters 3 different times, meaning this program can indirectly impact about 5,500 members of the Greek community. A total of 32 students completed the for-credit course and 11 were QPR suicide prevention trained. Health advocates were encouraged to attend different campus events, including Free Condom Friday, Nutrition Navigators, Get Yourself Tested, Body Positive Programming, Sex Talk, The Buzz, Navigating Relationships, Arizona Department of Health Service's University Flu Shot Challenge, and focus groups facilitated by Campus Health.

This position is valuable for a Master of Public Health student. As the GA for Health and Wellness, the student gains experience in community engagement, program planning, implementation, and evaluation-each of these are key components in public

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health. While a student learns about evidence-based methods in a class, they actually get to practice and implementing these skills. Best practice in public health is tailoring intervention needs to the culture of a community.

EVERFI Online Courses

Over the past three years, Fraternity & Sorority Programs has provided online prevention education around the topics of sexual assault, alcohol, and prescription drug abuse. Nearly 2,000 new members completed both the sexual assault prevention and Alcohol EDU programs in 2019. The courses are built by leading prevention experts alongside renowned researchers and practitioners, with demonstrated efficacy in multiple peer-reviewed journals. Fraternity & Sorority Programs will complete its 3-year contract in Spring 2020.

Safe Spring Break Symposium

The Safe Spring Break Symposium, which falls under our Greek Speak series, focuses on bringing speakers who can educate students about values-based decision making as it relates to health and wellness. Nearly 1,200 students attended the 2019 symposium with Tony Hoffman. Tony taught our students about the importance of their choices and the consequences that can follow. As one student stated, "I thought it was really inspirational and it made an effect on me and to rethink some decisions I made that make sure I'm on the right track for my future." A video showcasing Tony's visit can be found on YouTube and by following this link: https://youtu.be/7os_fuWtCel

Philanthropic Endeavors

Philanthropic Impact

During 2019 the fraternity and sorority community at the University of Arizona raised a grand total of \$482,686.20! This number reflects \$448,100.16 in philanthropic donations to various organizations made directly from the individual sorority and fraternity chapters and members and \$29,816 from the governing councils benefiting the Emerge! Center Against Domestic Violence, Southern Arizona Special Olympics, student scholarships, the Greek Centennial Leadership Fund, and various local non-profits.

IFC continued its partnership with Emerge! Center Against Domestic Abuse by donating \$10,000 for a total of more than \$95,000 since 2011. They hosted their 4th annual Rise to the Challenge Tug of War event to raise awareness of men's role in ending domestic and gender-based violence.

Fundraising and Alumni Relations

Alumni Relations and Fund Development

In the four years since Fraternity & Sorority Programs celebrated 100 years of fraternities and sororities on the UA campus, Fraternity & Sorority Programs has continued to coordinate events and outreach to increase alumni engagement and donations. During 2019 FSP received 130 gifts from 84 donors totaling \$225,459. FSP is now even closer to achieving the goal of 2 million dollars.

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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Greek Legacy Endowment Fund

Now more than ever, we need passionate students who want to advance their own leadership potential. The Greek Legacy Endowment Fund provides the pathway for students to embark on experiences that inspire confidence and success.

AFLV LeaderShape takes participants on a journey of self-discovery where leadership flourishes, while attendees explore passions and values, commit to integrity, and create an action-oriented vision as they return to make an impact in their collegiate chapters. Reyna Atwell, a member of Kappa Delta Chi Sorority, Inc, was selected to attend the four-day immersive institute after she applied for a scholarship through the Association of Fraternal Leadership and Values. While the scholarship only had partial funding, Reyna was able to attend due to the help she received from the Greek Legacy Endowment Fund. Fraternity & SorORITY Programs is proud to share that we will be able to provide 3 full scholarships to attend AFLV LeaderShape in 2020. This is made possible through the generosity of our supporters of the Greek Legacy Endowment Fund.

During 2019 the Greek Legacy Endowment Fund helped support the leadership development of chapter and council representatives through attendance of the Association of Fraternal Leadership and Values west conference. The Association of Fraternal Leadership & Values (AFLV) exists to accelerate progress in fraternity & sorority communities through change-enabling experiences, and these conferences are the largest gatherings of fraternity and sorority members in the world. Particularly for members of the United Sorority and Fraternity Council this experience is made possible through the endowment.

At the Undergraduate Interfraternity Institute (UIFI), students learn with and from peers who belong to various organizations and councils. Harry Ciubal, a member of Phi Gamma Delta Fraternity, was awarded a scholarship from Phi Gamma Delta National Fraternity to attend. However, he needed financial support with his travel expenses. Harry stated, *"I think that this is a great opportunity for me to attend another leadership event that will help me grow as an individual. After being selected by my executive board last spring to attend the Phi Gamma Delta Leadership institute I learned a lot about how to direct my fraternity in a positive direction and how to "lead from the back". I also used many of these techniques while I was the New member educator in the Fall of 2018. The biggest thing that I am looking forward to gaining from this experience is to grow as an individual."* Harry was able to attend due to the help he received from the Greek Legacy Endowment Fund.

Community Growth & Change

In 2019 the fraternity and sorority community welcomed the return of Sigma Nu, an Interfraternity Council fraternity. The colony successfully recruited 44 new members during their first semester on-campus. A special thank you to the entire Sigma Nu expansion team who worked diligently to ensure a successful expansion. Another special thank you to Tre Nelson, past Sigma Nu Expansion Project Manager, who became an unofficial member of the Fraternity & Sorority Programs staff during his time in Tucson.

Alpha Epsilon Pi and Theta Chi, both IFC fraternities, lost university recognition during 2019 due to violations of the Student Code of Conduct related to hazing, health and safety. As of this writing, Alpha Epsilon Pi has appealed the university decision.

These changes bring the University of Arizona Fraternity and Sorority membership to 5,464 students and 48 Greek letter organizations at the time of this report.

The expansion future is bright for the Arizona community. Several fraternities have expressed interest in returning to the Arizona Greek community and rejoining the Interfraternity Council within the upcoming years. We continue to receive several inquiries from organizations wishing to join the United and Sorority Fraternity Council. As mentioned in the challenges section below, we

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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.

Councils & Boards

Panhellenic Council

- The Panhellenic Council had another record-setting year with 1,700 potential new members registering for primary recruitment. Quota during primary recruitment was 119, and after recruitment, chapter total was reset to 339 (median chapter size).
- The Panhellenic Council focused this year on utilizing a hashtag #empowerher to plan and implement programming. This hashtag theme was the guiding light the following actions; their social media campaigns
- Panhellenic hosted their advisor and student rewriting of recruitment rules, code of conduct for recruitment, and roundtables and discussions of programming.
- Panhellenic used social media to showcase mental health and Survivor Advocates to create awareness and empower its members to seek support.
- Panhellenic Council: Association of Fraternity Leadership and Values outstanding two-star recognizant for in innovation, education, collaboration, and accountability.
- Panhellenic Council received The National Panhellenic Conference Excellence Award for the fourth year in a row.
- The Panhellenic Council provided \$20,000 in scholarships in 2019, given to Panhellenic chapter members on the basis of need and merit.

United Sorority & Fraternity Council

- USFC voted to amend and ratify the bylaws, including the mission statement, to better demonstrate the purpose of the council.
- USFC voted on a new logo to symbolize the council, replacing the logo from 2007.
- The council hosted its inaugural Winter Banquet to celebrate the successes of 2019. Both individual and chapter awards were presented at this formal event, and the official installation of the 2020 executive board occurred.
- Reyna Atwell, USFC Vice President of Membership Intake & Public Relations, presented alongside Marcos Guzman, Assistant Dean of Students and Director of Fraternity & Sorority Programs, at AFLV West.
- The council partnered with Adopt-a-Street and participated in clean-ups throughout the year. The placard with USFC's name on it will be posted on Speedway between Campbell and Country Club.
- Members from chapters in USFC served on Greek Standards Board (2), Order of Omega (2), Philanthropy Advisory Board (1), and the GREAT Greek Weekend Facilitator Team (3) throughout 2019.



Interfraternity Council

- The Interfraternity Council had its 6th structured recruitment in fall 2019 with 683 potential new members, which was a 5% decrease from 2018. Of those who began recruitment 66.5% were matched with a chapter, down from 78% in 2018. And those who entered final preferences 84.7% were matched with a chapter, down from 89.3% in 2018

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- The Interfraternity Council had a visit from Helen Lahrman, North American Interfraternity Conference VP of Campus Operations, in Spring 2019. Helen met with each individual officer and shared NIC resources and the new standard operating procedures. Additionally, she attended that evening's council meeting. Her visit is included in the council's campus support model.
- The Interfraternity Council partnered with Emerge! Center Against Domestic Abuse and A Call to Men to host the inaugural "A Call to Men Workshop for IFC". An average of 5 members from each fraternity attended and nearly all chapters had active members present.
- The Interfraternity Council hosted its annual Tug of War philanthropy event benefitting Emerge! Center Against Domestic Abuse. Collectively the council donated \$10,000.
- The Interfraternity Council provided a total of 20 dues scholarships in 2019. Each scholarship was \$1,000, which provided recipients financial support to pay chapter dues.

Order of Omega

- Order of Omega awarded \$500 in membership dues scholarships sponsoring the Order of Omega membership.
- Order of Omega's Greek or Treat this year had over 100 families attend, this year there were 45 games and booths hosted by individual chapters, that welcomed the Tucson community on to campus.

Greek Standards Board

- The Greek Standards Board adjudicated 25 cases related to various policy and student code of conduct violations. There were 5 instances in which the organization was found not responsible.
- The Greek Standards Board continues to heavily adjudicate social event policy violations and student code of conduct matters related to alcohol.
- The Chief Justice position had a total of 3 applicants and nearly 25 applications for Justice positions. The Board had a significant rollover in Justices.

Philanthropy Advisory Board

- PAB approved 43 philanthropy events, 90% of which were over a time span of multiple days.
- PAB grew from a board of 5 to a board of 8 by the end of 2019.
- PAB bylaws were amended and voted on by all 3 councils to better reflect the collective values of the Greek Community.

Presentations & Service to the Fraternity/Sorority Profession

Name(s)	Presentation/ Service	Organization
Marcos Guzman, CJ Graziano Smith, & Thea Cola	Annual meeting educational program - ASAP: Advocating Sexual Assault Prevention by the University of Arizona	Association of Fraternity & Sorority Advisors
Marcos Guzman & Greer Vinall	Annual meeting educational program - ASAP: I Thought I was Done with Report Cards When I Graduate High School	Association of Fraternity & Sorority Advisors
Marcos Guzman	AFLV-West Special Events Coordinator	Association of Fraternal Leadership & Values
Marcos Guzman	Balfour Leadership Training Workshop Faculty	Sigma Chi International Fraternity

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Marcos Guzman	Membership Review Committee	Sigma Chi International Fraternity
Marcos Guzman	Membership Development Committee	Sigma Chi International Fraternity
Marcos Guzman	Sexual Assault Prevention Facilitator	Kappa Kappa Gamma International Women's Fraternity
Chris Rosales	Blazing a Trail: Creating True Progress Using Design Thinking	Association of Fraternity & Sorority Advisors
Chris Rosales	The Representation of Minority Identities in Media Depicting the College Experience	Student Success Conference: Bolstering Student Achievement, The University of Arizona
Amy Damron	AFLV - Central Awards and Assessment Committee	Association of Fraternal Leadership & Values
Amy Damron	AFLV - Central Programs and Assessment Committee	Association of Fraternal Leadership & Values
Amy Damron	UIFI Facilitator	North American Interfraternity Conference
Amy Damron	Annual Collegiate Leadership Conference Presentation: "Collaborative Opportunities"	University of Georgia
Amy Damron	UWG Presentation: "Fraternity & Sorority Life 101"	University of West Georgia
CJ Graziano Smith	Co-Chair for Search Committee for ASUA Coordinator	University of Arizona
CJ Graziano Smith	Pi Beta Phi Critical Conversations	Pi Beta Phi International Women's Fraternity
CJ Graziano Smith	Inaugural Leadership Weekend, Lead Advisor Training Facilitator	Kappa Kappa Gamma International Women's Fraternity
CJ Graziano Smith	Body 3D Facilitator	Delta Delta Delta International Fraternity

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CHALLENGES

Values Congruence

Chapters continue to violate the student code of conduct and/or FSP policies. This resulted in several organizations being placed on probation. 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.

The Annual Health & Wellness Survey provided a stark reminder of the negative behaviors of our Greek Community. It is evident the Arizona Greek community significantly uses alcohol and other drugs compared to their non-Greek peers. Fraternity & Sorority Programs would like to hire an additional staff member who would solely focus on public health issues facing the community.

- Sample size: Greek Males 344; Non-Greek Males 1,949; Greek Females 388; Non-Greek Females 2,198
 - 24.7% of Greek males indicated they used cocaine at least once in the past 30 days compared to 4.3% of non-Greek males.
 - 10.6 % of Greek females indicated they used cocaine at least once in the past 30 days compared to 3.2% of non-Greek females.
 - 33.4% of Greek males indicated they used Ecstasy/Molly/MDMA at least once in the past year compared to 6.3% of non-Greek males.
 - 19% of Greek females indicated they used Ecstasy/Molly/MDMA at least once in the past year compared to 7.6% of non-Greek females.

Councils and Boards

A continued trend that is occurring within the co-ed boards or councils is a steady decrease in the number of male applicants. The Greek Standards Board saw a significant increase in Interfraternity Council applicants however the Philanthropy Advisory Board continued to have a low number of applicants from fraternities.

Chapter Size & Demographics

The size of some chapters continues to be a challenge for our community. Many of our NPC chapters have upwards of 310 members and have consistently had pledge classes of more than 100 women. This has become a challenge for many reasons such as managing space in the facilities, accountability, educational programming, and risk management. The council has also encouraged chapters to follow and strengthen their internal academic policies in order to have fewer issues to deal with later.

Extension for NPC continues to be challenging at UA due to a lack of housing options. Following PC's failed extension in 2015-2016, Alpha Sigma Alpha was established at UA however the organization has struggled in formal recruitment and with member retention.

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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, the majority of 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. The following organizations will begin Spring 2020 under the required number of members (5): Alpha Phi Alpha Fraternity, Inc., Alpha Pi Omega, Delta Chi Lambda, Delta Sigma Theta Sorority, Inc., Kappa Alpha Psi Fraternity, Inc., Lambda Theta Phi Latin Fraternity, and Zeta Phi Beta Sorority, Inc.

Fall 2018 Freshmen Census demographics by Greek status (See Appendix C) indicate that Greek students are less likely to be racially/ethnically diverse, first-generation college status, low-income, not a STEM major, and an Arizona resident, and more likely to live on campus and have higher high school GPA than non-Greek students.

Budget

The FSP budget has been managed very conservatively following the large expenditures related to the Greek Centennial in the 2015-2016 year, and 6 national searches conducted for the positions of Director (2016, 2018, 2019), Assistant Director (2016, 2019), and Coordinator (2016). Internal searches for Interim Director (2018), Interim Assistant Director (2018), and Interim Coordinator (2018) had no financial impact. The per-person auxiliary fee was raised .50 cents to \$30 and IFC and Panhellenic's programming fees were raised from \$1,000 per semester to \$5,000 per semester. The Greek Park expenses will continue in 2020 but should be covered by the Greek Centennial Leadership Fund which is specified for park upkeep. The Greek Legacy Fund will, as specified, support professional development, leadership, career and educational programs and leadership training as a part of student participation in Greek Life.

Goals

Fraternity and Sorority Programs will begin a Strategic Planning process in 2020. The strategic planning will identify issues, establish a vision, and clarify mandates. Additionally, committees and sub-committees will help with the implementation of plans and manage the process of continual learning and revising.

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APPENDIX

Appendix A

UA Fraternity and Sorority Member Retention

Cohort Year	FTFT Freshman Student Group	Retention Rate	Percentage Point Difference
2018 – 2019	Fraternity and Sorority Members (N=1,116)	89%	+13%*
	Comparison Group (N=1,116)	76%	
2017 – 2018	Fraternity and Sorority Members (N=1,108)	93%	+12%*
	Comparison Group (N=1,108)	81%	
2016 – 2017	Fraternity and Sorority Members (N=958)	93%	+16%*
	Comparison Group (N=958)	77%	
2015 – 2016	Fraternity and Sorority Members (N=1,043)	93%	+18%*
	Comparison Group (N=1,043)	75%	
2014 – 2015	Fraternity and Sorority Members (N=1,279)	90%	+10%*
	Comparison Group (N=1,279)	80%	
2013 – 2014	Fraternity and Sorority Members (N=1,138)	91%	+13%*
	Comparison Group (N=1,138)	78%	
2012 – 2013	Fraternity and Sorority Members (N=1,107)	92%	+17%*
	Comparison Group (N=1,107)	75%	
2011 – 2012	Fraternity and Sorority Members (N=1,001)	92%	+17%*
	Comparison Group (N=1,001)	75%	
2010 – 2011	Fraternity and Sorority Members (N=1,039)	89%	+18%*
	Comparison Group (N=1,039)	71%	

* $p < .01$

Notes:

- FTFT fraternity and sorority members include those who joined their first year and are considered active members in their respective chapter
- Student comparison group is generated using propensity score matching to account for factors which influence retention (e.g., STEM, first-generation, on-campus living, high school GPA, Pell grant recipient, ethnicity, gender, and residency)
- Due to a large number of sorority members, replacement option was used within propensity score matching
- Retention rates are rounded

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UA Fraternity Member Retention

Cohort Year	FTFT Freshman Student Group	Retention Rate	Percentage Point Difference
2018 – 2019	Fraternity Members (N=352)	89%	+13%*
	Comparison Group (N=352)	76%	
2017 – 2018	Fraternity Members (N=378)	93%	+12%*
	Comparison Group (N=378)	81%	
2016 – 2017	Fraternity Members (N=279)	91%	+11%*
	Comparison Group (N=279)	80%	
2015 – 2016	Fraternity Members (N=229)	95%	+22%*
	Comparison Group (N=229)	73%	
2014 – 2015	Fraternity Members (N=335)	91%	+13%*
	Comparison Group (N=335)	78%	
2013 – 2014	Fraternity Members (N=341)	91%	+14%*
	Comparison Group (N=341)	77%	
2012 – 2013	Fraternity Members (N=419)	96%	+20%*
	Comparison Group (N=419)	76%	
2011 – 2012	Fraternity Members (N=277)	93%	+17%*
	Comparison Group (N=277)	76%	
2010 – 2011	Fraternity Members (N=394)	89%	+21%*
	Comparison Group (N=394)	68%	

* $p < .01$

Notes:

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

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UA Sorority Member Retention

Cohort Year	FFFT Freshman Student Group	Retention Rate	Percentage Point Difference
2018 – 2019	Sorority Members (N=764)	89%	+12%*
	Comparison Group (N=764)	77%	
2017 – 2018	Sorority Members (N=730)	92%	+11%*
	Comparison Group (N=730)	81%	
2016 – 2017	Sorority Members (N=678)	94%	+19%*
	Comparison Group (N=678)	75%	
2015 – 2016	Sorority Members (N=814)	93%	+18%*
	Comparison Group (N=814)	75%	
2014 – 2015	Sorority Members (N=944)	90%	+12%*
	Comparison Group (N=944)	78%	
2013 – 2014	Sorority Members (N=797)	91%	+11%*
	Comparison Group (N=797)	80%	
2012 – 2013	Sorority Members (N=688)	90%	+12%*
	Comparison Group (N=688)	78%	
2011 – 2012	Sorority Members (N=724)	92%	+20%*
	Comparison Group (N=724)	72%	
2010 – 2011	Sorority Members (N=645)	89%	+18%*
	Comparison Group (N=645)	71%	

* $p < .01$

Notes:

- FFFT fraternity and sorority members include those who joined their first year and are considered active members in their respective chapter
- Student comparison group is generated using propensity score matching to account for factors which influence retention (e.g., STEM, first-generation, on-campus living, high school GPA, Pell grant recipient, ethnicity, gender, and residency)
- Due to a large number of sorority members, replacement option was used within propensity score matching
- Retention rates are rounded

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Appendix B

Fall 2018 Freshmen Census Demographics by Greek Status (N=7,731)

	Non-Greek (n=6,330)		Fraternity (n=426)		Sorority (n=975)	
	N	Valid %	N	Valid %	N	Valid %
Race/Ethnicity						
African American	321	5.1	0	.0	6	.6
American Indian	84	1.3	1	.2	7	.7
Asian	385	6.1	7	1.6	18	1.9
Hispanic	1,934	30.1	62	14.6	153	15.7
International	329	5.2	0	.0	3	.3
Pacific Islander	12	.2	0	.0	3	.3
Two or more races	335	5.3	20	4.7	49	5.0
Unknown/Other	75	1.2	9	2.1	8	.8
White	2,855	45.1	327	76.8	728	74.7
First-Generation Status	2,177	34.4	40	9.4	136	14.0
Low Income (Pell recipient)	1,693	26.8	41	10.4	109	11.2
Arizona Resident	4,010	63.4	141	33.1	384	39.4
Living on Campus	4,165	65.8	417	97.9	945	96.9
STEM Major	2,714	42.9	67	15.7	258	26.5
High School GPA (Mean)	3.3		3.2		3.4	

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Appendix C

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

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

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

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

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

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

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

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

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

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