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 degrees, that support the University’s purpose and mission.
Accomplishments

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 2020-21 (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 2020-21 academic year:

• FTFT Fraternity members (N=238) had an average 14% lift in retention (95% vs. 81%)
• FTFT Sorority members (N=715) had an average 10% lift in retention (96% vs. 77%)

UA Greek Community Membership

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Career Development

Job Judo
Job Judo is a program for Greek-affiliated students designed to train them on how to win interviews and job offers in any profession. Going into its second year, Job Judo advisors met with FSP staff to create a Memorandum of Understanding (MOU) and more clearly outline the roles of those involved.

Job Judo student meetings were able to move in-person and on-campus, though attendance was still below their desired rate. However, of those that did attend, many have found jobs with large corporations and companies like Ford Motors, Intuit, and more. One student shared “Without Job Judo I never would have had the confidence to apply to a company like Ford. As a woman with little interest in cars, I assumed that industry wasn’t for me. Job Judo helped me see past that and recognize my skills have more value”.

The Job Judo officers met with FSP Assistant Director to review the year and brainstorm how to increase attendance. Officers plan to work on more direct outreach in 2022 rather than relying on bi-monthly newsletters and email blasts. Academic
**Academic Achievement**

**Greek vs. Non-Greek Academic Performance**

![Graph showing academic performance comparison between Greek and Non-Greek students from 2015/2016 to 2020/2021.](image)

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**Greek Academy**

Greek Academy, Fraternity & Sorority Programs’ interactive academic skills-building, returned to in-person beginning in the spring semester. Throughout 2021, three five-week sessions were offered in the spring semester and two four-week sessions were offered in the fall semester. The latter third session of the spring semester presented the first in-person session before the start of the COVID-19 pandemic; a maximum of ten students participated practicing social distancing, wearing face coverings, and sitting between plastic shields provided by the Student Union.

Both fall sessions were offered in-person with 20 students each. The fall programs were shortened to four sessions due to some sessions in the spring tending to end early and the increased effectiveness of having 4 full sessions. The fall also brought the inaugural “Communicating with Professors” session featuring a guest speaker who is a current UArizona Ph.D. student and a former lecturer at their previous institution. Additionally, a session was adapted to “How to Be a Successful Hybrid College Student” to reflect the hybrid nature and multiple class modalities present for the fall 2021 and likely the spring 2022 semester and beyond. The other two sessions included “Time Management” and “College Writing and Study/Test-taking Tips”.

“Aristotle”

“It is the mark of an educated mind to be able to entertain a thought without accepting it.”

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Leadership

GREAT Greek Weekend

After adapting to a virtual workshops series in 2020, GREAT Greek Weekend (GGW) returned to in-person in 2021! GGW is an annual program for new(er) members, typically first- or second-year students or first- or second-semester new members, to engage in an interactive retreat to develop their leadership, interpersonal, and professional skills necessary for future leadership in their chapter, council, or community, whether that leadership is positional or influential. It is typically their “first-glance” into leadership and is aimed to lead participants into the lifespan of student leadership in our community.

GGW was held on a Friday, 10/15, 1-6 pm and Saturday, 10/16, 9 am-3 pm on campus in the Student Union Memorial Center. 60 students participated, representing 27 of the 50 chapters in our Greek community: 13 Panhellenic Council sororities, 9 United Sorority and Fraternity sororities and fraternities, and 6 Interfraternity Council fraternities. Additionally, 16 student facilitators (SF), representing 14 organizations in our community lead small group activities and executed operational and logistical aspects of the program.

73% of participants rated their overall experience at GGW 5/5 and the other 27% of participants rated their experience 4/5. Likewise, 78.4% of participants strongly agreed GGW greatly prepared them to be a leader in the Greek community; we aim to continually increase the effectiveness of the program each year to better serve the needs of our students.

Council Executives Retreat

Fraternity & Sorority Programs hosted the annual council executives retreat in a synchronous and asynchronous format in 2021. The curriculum was based on Kouzes and Posner (1987, 2007) 5 exemplary practices of leadership, known as The Leadership Challenge. The model is designed as a starting point for leadership development and is used to establish an important common language among student leaders. Council leaders completed 9 learning modules via D2L and then met virtually with staff to go over lessons learned.
LAUNCH: a jumping-off point for fraternity and sorority leaders
Fraternity & Sorority Programs, along with support from the Interfraternity Council, Panhellenic Council, and the United Sorority Fraternity Council, virtually 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.

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

Virtual Antiracist Book Club

In 2021 the Anti-Racist Book Club change tactics from a different book each semester to being the same book each spring and fall semester respectively. In Spring Book Club reads and discusses “Blackballed: The Black & White Politics of Race on America’s Campuses” by Lawrence Ross; In the Fall, “Uncomfortable Conversations with a Black Man” by Emmanuel Acho. The hope in repeat in books is that it will increase community communication and attendance. The spring book was chosen as it references Greek life specifically and new officers are typically beginning their term in January. Participation can help them be more intentional and inclusive in their work. The fall book was selected because of Acho’s clear and compassionate way of writing. Many book club participants are new members and eager to participate. This book educates and encourages without feeling accusatory or blame-inducing.

While attendance at both sessions was low, we count two large successes from the experience. First, we got great feedback from participants that reading an extra book in college is hard, as a result, we will be offering audiobooks as an option in 2022. Second, one of Fall 2021’s participants was elected to serve on the Interfraternity Council as the first Vice President of Diversity, Equity, and Inclusion.
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Health & Wellness

Hazing Prevention Efforts
Fraternity & Sorority Programs joined the 4th cohort of the Hazing Prevention Consortium (HPC). The Hazing Prevention Consortium (HPC) is a multi-year research-to-practice initiative to support colleges and universities in campus-wide hazing prevention while also helping to build an evidence base for hazing prevention. The HPC is guided by the data-driven Hazing Prevention Framework. HPC members work together with StopHazing’s team of research and prevention experts over a three year period, to assess campus climate for hazing and build capacity for planning, developing, implementing, and evaluating data-informed hazing prevention strategies.

Hunter White Health Advocate Program
The HWHA 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 13th year of the HWHA program. A total of 19 health advocates participated in the HWHA program in the spring semester, and a total of 36 health advocates participated in the HWHA program in the fall semester. 30 students were trained in Naloxone administration during the fall semester. A total of 26 students completed the for-credit course throughout the year. Both the for-credit and non-credit programs were taught completely virtual in the spring semester due to the COVID-19 pandemic, and completely in-person during the fall semester.

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 community health needs assessment, and participate in at least one campus event with their chapter. Events students participated in included but were not limited to a COVID-19 vaccine clinic, a flu shot clinic, an emotional wellness webinar, and a virtual cooking class.

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 are key components 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.
Safe Spring Break Symposium
The Safe Spring Break Symposium, which falls under Greek Speak series, focuses on bringing speakers who can educate students about values-based decisions making as it relates to health and wellness. Approximately 3,000 students attended the 2021 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, “I thought it was really powerful and informative, it didn’t feel like a lecture or someone talking down to us but rather someone who truly understands what we are going through and genuinely wants to help us keep ourselves safe and healthy as that relates to our own lifestyles.”

The Next Generation of Fraternity Men
The Interfraternity Council and the United Sorority & Fraternity Council have partnered with Emerge! Center Against Domestic Abuse and A Call to Men to create the Healthy Manhood Initiative. The purpose is to educate fraternity men that their ideas about manhood, women, and girls have been shaped by their collective socialization. “The messages that the media and culture bombard men with telling men that women are objects, property, and have less value than men.” (A Call to Men). The Healthy Manhood Initiative aims to raise a fraternity man’s consciousness about his collective socialization so that he can think critically about how he might be reinforcing or passing on these harmful beliefs and so he can challenge those beliefs in other fraternity men.

Healthy Brotherhood Workshop
Each semester, the Interfraternity Council (IFC) fraternities welcome new men to their organizations. Men who join are primarily freshman and sophomores. During recruitment, each potential new member must complete the Healthy Brotherhood program. The program is approximately 1½ hour long and is facilitated by content experts from Emerge Center Against Domestic Abuse and Boys to Men Tucson (both are 501(c)(3) Nonprofits). The Healthy Brotherhood program is a place for fraternity new members to discuss manhood, what it means to be a man in college, and their role in ensuring the health of themselves and others.

A Call to Men Workshop
A Call to Men is an organization dedicated to helping create a world where all men and boys are loving and respectful and all women, girls, and those at the margins of the margins are valued and safe. To create a healthier fraternal community, a partnership was formed between the Arizona Fraternity community and A Call to Men in 2019. Occurring every fall semester, each fraternity is required to have members participate in a one-hour session. The session focuses on educating participants about the violence that men perpetrate against women (sexual violence) and other men (hazing), and men and their emotions (stigma around mental health, fear of femininity, lack of empathy).
University of Arizona Greeks donated a total of $232,922.25 for philanthropic endeavors in 2021
These changes bring the University of Arizona Fraternity and Sorority membership to 5,430 students and 52 Greek letter organizations at the time of this report.

The expansion future is bright for the Arizona Greek community. Several fraternities have expressed interest in returning to the 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 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 started Spring 2021 with Continuous Open Bidding and a temporary policy change from the National Panhellenic Conference allowed for 11 of the 13 chapters to be eligible and participate in recruiting new members.
  - 186 women joined the community in Spring 2021, a nearly 100% increase from the 94 in Spring 2020.
- The Panhellenic Council’s fall primary recruitment was again one of the only schools in the Pac-12 to maintain recruitment numbers with 1,622 women registering for recruitment.
  - 91 women increase from Fall 2020.
- Quota was set at 118 and 10 of the 12 chapters meeting or exceeding quote. After bid day, total was set at 359, with 6 chapters being under and eligible for Fall Continuous Open Bidding.
  - It is worth pointing out that one of the two chapters that did not meet quote is not an NPC organization and has specific membership requirements that restrict them from meeting the same goals and numbers at the remaining NPC chapters. This chapter does not indicate a decrease in community success though number that meet quote have shifted.
- The Panhellenic Council continued to respond to the COVID-19 pandemic and worked to mitigate the risk that recruitment, as a 3,500-person event can pose. Recruitment was held in a hybrid fashion with only one set (Preference) being in-person.
  - They did this successfully by having regular meetings with the participating chapters and continuously getting their insight on what would/would not work.
  - Chapters continued to come together and share resources, advice, and support one as everyone works through a new process.
- The Panhellenic Council offered registration scholarships for the first time to make the recruitment process more accessible.
- Monthly DEI webinars were held and social media was used to increase members’ education on topics including but not limited to:
  - Intent vs. Impact
  - How to Be an Ally to the Asian Community
  - Disability Awareness and Allyship
- The Panhellenic Council received a National Panhellenic Conference College Panhellenic Excellence Award. This award recognizes College Panhellenic that demonstrate success in the areas of academics, community impact, judicial procedure, leadership, recruitment, programming, and marketing.
- Awards for the Association of Fraternal Leadership and Values will be announced in February 2022.
- The Panhellenic Council hosted Jessica Gendron Williams in March to celebrate Women’s History Month. Jessica spoke about women’s empowerment in regards to mental health and how to live authentically as a woman in the world.
United Sorority & Fraternity Council

- USFC voted to add a Land Acknowledge to their bylaws, now read at all USFC sponsored events.
- Hosted a Cultural Cooking Philanthropy Event and raised $100 for the Community Food Bank of Southern Arizona.
- USFC coordinated its first USFC Week to promote Council-wide recruitment for all Chapters which included a virtual showcase and a social on the U of A Mall.
- The annual Step, Stroll, and Salute (Triple S Show) was successfully held back in person after having been transitioned to virtual in 2020.
- USFC was finally able to host their long-awaited Winter Banquet at Savoy Opera House to celebrate the accomplishments of the Chapters and the members. Additionally, the newly elected officers were sworn into their roles.
- Edgardo Aguilar was elected as the new USFC President to serve for the 2022 year.

Interfraternity Council

- The Interfraternity Council coordinated an informal recruitment process in the spring 2021 semester. There were over 185 men added to the community for spring 2021 recruitment.
- The Interfraternity Council had a formal recruitment process during the fall 2021 semester. The recruitment was a hybrid model with mostly in-person events. 462 men accepted a bid to join a fraternity.
- The Interfraternity Council worked with Emerge! Center Against Domestic Abuse to reframe the recruitment session of A Call to Men into Healthy Brotherhood. This workshop is for all new members of IFC chapters to attend to be introduced into the conversation on the man box that later is incorporated into A Call to Men.
- The Interfraternity Council donated over $20,000 to Emerge! Center Against Domestic Abuse in 2021.
- On November 14th, the council hosted their inaugural awards banquet at the UA student union.

Greek Standards Board

- The Greek Standards Board adjudicated 10 cases related to various policy and student code of conduct violations.
- The Greek Standards Board continues to adjudicate social event policy violations and student code of conduct related to COVID-19 violations.

Philanthropy Advisory Board

- PAB approved 42 philanthropy events, 20 in the Spring and 22 in the Fall.
- PAB regained a full board of 7 after having only had 3 members previously.
- PAB revised its bylaws to provide fewer restrictions on event times and dates, provide further clarification on guidelines, and ensure a further commitment to philanthropic causes.
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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 or Interim Loss of Recognition until the final disposition of the case. Several IFC chapters had mediation meetings with the Greek Standards Board in regards to the violation of COVID-19 policies. More severe infractions were adjudicated by the Dean of Students’ Conduct Office.

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 was unable to fill all of the fraternity justice spots. The Interfraternity Council had 1 executive leader be removed due to his chapter’s loss of recognition.

Demographics

Fall 2019 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 GPA than Fraternity students.

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Budget
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The FSP budget continues to be managed very conservatively. The revenue for the fiscal year 2020 was $414,786.00 with total expenses being $319,937.00. The net change was $94,849.00. Fraternity & Sorority Programs continued to provide leadership and educational programming, spanning numerous subjects including health and safety, while understaffed, to nearly 5,300 undergraduate students. The department developed a “why statement” and “key priorities” from strategic planning sessions that occurred during the year. Our programs help students gain deeper self-awareness, build self-confidence, and develop new skills. Students who participate in a fraternity or sorority tend to retain at a higher rate from their freshman to sophomore year than non-participants. The department also operated with one less full-time staff member and graduate assistant due to departures from the office. Services and programs were not affected due to staff shortages.

Fraternity & Sorority Programs continue to collect enough cash on hand to pay personnel and other operating expenses. There is an opportunity to create additional staff positions.

Goals

1. The department will increase personnel by adding one additional full-time staff member. This professional will primarily be responsible for educational and leadership development They will develop a campus support model to increase undergraduate and alumni effectiveness.

2. Increase the current Greek population by one thousand students bringing the total to above 5,500. Currently, the Greek community is at around 4,500. To do this, we are going to increase our social media presence and maintain a more up-to-date website. Also, we will focus on peer-to-peer marketing during the entire semester.

3. Develop and sustain a sexual assault prevention program that impacts Greek students each year they are a member. We will need to invest time and money, and work together with the Consortium on Gender-Based Violence to develop a relevant and impactful curriculum.