



Office of

Fraternity and Sorority Life

THE UNIVERSITY OF UTAH

2022 - 2023 Annual Report



Section 1: Executive Summary

Office of Fraternity & Sorority Life Overview:

The Office of Fraternity & Sorority Life serves as the catalyst at the University of Utah for members of the fraternity and sorority community discovering their people, passion and purpose within their organizations, campus community, and beyond. The department serves as the bridge between affiliated Greek-Letter organizations and the educational experiences, support resources, and growth opportunities available to their membership at the University of Utah.

From holistic educational membership experiences, centering leadership & career development, risk management, harm reduction, and diversity, equity & Inclusion, community-wide programming that furthers members sense of belonging through connections with other affiliated students, connecting members to campus and community support resources, and promoting academic and educational excellence through the co-curricular experience, the department seeks to provide fraternity and sorority members with a well-rounded and meaningful experience at the University of Utah.

As a department within the Division of Student Affairs, our values of self-awareness, community development, and citizenship seek to transform community members into engaged and inclusive students, citizens and leaders that take ownership of their personal, educational and co-curricular experience to fulfill the Division's mission of furthering their well-being and success.

Office of Fraternity & Sorority Life Vision Statement:

We (*Office of Fraternity & Sorority Life*) support student wellbeing and success by striving for excellence in curating experiences filled with purpose, integrity, and inclusivity that empower and transform members into engaged citizens. We seek to help community members become the best versions of themselves through providing holistic educational experiences, promoting advocacy and service for others, fostering environments of academic excellence, and cultivating member's sense of belonging within their organizations, community, and beyond

Department History:

The fraternity and sorority community began at the University of Utah in the fall of 1909 when the first fraternity was established and chartered. The first sorority on campus was founded four years later in 1913. Today, the University of Utah has 20 fraternities and sororities with nearly 1,800 students comprising more than 7.4% of the overall undergraduate student body. In our community, we have 11 fraternities and 9 sororities with an average chapter size of 86 members. The fraternity and sorority community is proud to hold the longest running student led tradition at the University of Utah, Songfest, which is a singing and dancing competition that has been in continuation for 104 years. We believe the fraternal experience is an excellent developmental experience during one's time at the U and can lead to a lifetime of friendship, leadership, and individual excellence!

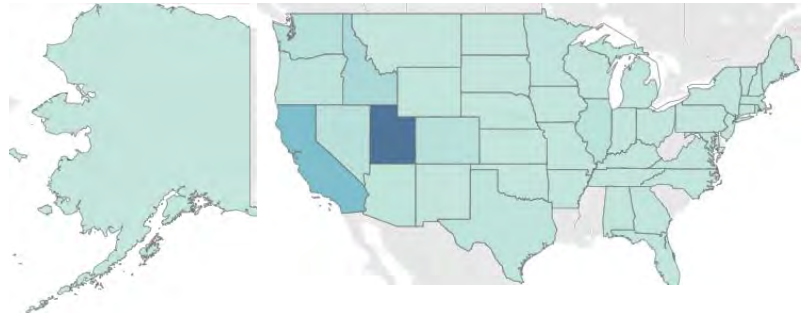
Office of Fraternity & Sorority Life Values & Corresponding Student Affairs Value:

- Self-awareness (*Self-Discovery & Student Centered*):
 - Holistic understanding of self is critical to success within and beyond the collegiate environment. Recognition and awareness of ones' identities, values, aspirations and the development of interpersonal skills are essential for the foundation of one's learning.
- Community Development (*Belonging*):
 - Existing within a thriving community requires fostering intentional partnerships, advocating for a sense of belonging for one's self and others and creating space for ongoing and meaningful change. Communities learning to navigate spaces and structures thoughtfully and strategically construct inclusion and meaningful experiences for members.
- Citizenship (*Life-Long Learning*):
 - Responsible citizenship is essential to a just and democratic society. This calls for broad engagement with one's local and greater community through involvement, activism in support of the belonging of all, participation in one's civic process and maintaining connections beyond graduation.

Office of Fraternity & Sorority Life Impact Data

Population Overview

- Fall 2022 – 1,812 total members (~7.1% of undergraduate population)
 - Fraternities – 780 (43%)
 - Sororities – 1,032 (57%)
- Population Demographics:
 - Members representing 15+ countries
 - 45 States - Have members from all states except LA, MS, SC, WV & DE
 - ~50% of community not from Utah/Largest out-of-state populations CA, ID, WA, CO
 - ~65% live on-campus / ~250 live in chapter-owned housing
 - ~10% First-Generation / ~7% Transfer Students / ~12% Pell Eligible
- Spring 2023 – 1,754 total members (~7.4% of undergraduate population)
 - Fraternities – 901 (51%)
 - Sororities – 853 (49%)



Campus Involvement

Members of the fraternity & sorority community are also involved in other areas of campus including serving as members of ASUU Presidency, Presidential Interns, Business Scholars, Union Programming Council, Bennion Center Scholars, Center for Campus Wellness Peer Health Educators, Resident Assistants, Teaching Assistants, Peer Mentors, and more.



Academic Data

Fall 2022 – As compared to Fall 2021

- All-Fraternity Men GPA – 3.12 (Fall 2021 – 3.07) = +.05 increase
- All-Sorority GPA – 3.23 (Fall 2021 – 3.18) = +.05 increase
- All-Greek – 3.16 (Fall 2021 – 3.11) = +.05 increase

Spring 2023 – As compared to Spring 2022

- All-Fraternity Men GPA – 3.16 (Spring 2022 – 3.07) = +.09 increase
- All-Sorority GPA – 3.30 (Spring 2022 – 3.29) = +.01 increase
- All-Greek – 3.22 (Spring 2022 – 3.15) = +.07 increase



Service & Philanthropy (Self-Discovery/LifeLong Learning)

Service & Philanthropy:

- Academic Year 2022-2023 Totals
 - Service: 13,520 hours
 - Philanthropy: \$638,083.83



Philanthropic/Service Partnerships:

- Rape Recovery Center
- Domestic Violence Awareness
- Huntsman Cancer Institute
- Service for Sight
- Camp Hobe
- Live Like Lou Foundation (ALS)
- Make A Wish Foundation
- Big Brothers, Big Sisters
- Women's Heart Health
- Read, Lead, Achieve
- The Ability Experience



Incoming & Current Student Recruitment Data:

Primary recruitment periods for fraternities and sororities happens in the fall semester, so data related to student interest and participation in recruitment should primarily analyze data from fall semesters, analyzed semester over semester.

A crucial focus of fraternity & sorority experience is to support students, particularly first-year students, in finding their sense of belonging and home on campus through connections made in organizations joined as part of the recruitment experience. Comparison of recruitment data year over year, reflects that the University of Utah's FSL community is not only continuing to build interest of incoming first-year students, but is also very successful in helping between one-half and three-quarters of those first-years participating find their homes in a Greek organization, which furthers their sense of belonging, provides access to wide breadth of support, mentorship and resources, and enables a holistically development experience from the beginning of their journey as collegians.

Sorority Recruitment Growth (Recruitment only occurs during Fall Semester. Goal is to increase participants each Fall)		
Fall 2020: Participants – 398	Fall 2021 Participants – 489 (+25% increase from F20)	Fall 2022: Participants – 541 (11% increase from F21)
Fraternity Recruitment Growth (Goal is for participation to increase for like-semester)		
Spring 2022: Participants: ~286	Spring 2023: Participants – ~254 (-12% decrease from S22)	
Fall 2021: Participants: 594	Fall 2022: Participants: ~663 (+11 increase from F21)	

First-Year Student Data - 22-23

Sorority Recruitment:

- Participation - 467 (86% of all participants)
- Membership Invitations - 331
 - 70% of first-year participants received an invitation
 - 82% of all participants who received membership invitations were first-year students

Fraternity Recruitment:

- Participation - 486 (73%)
- Membership Invitations - 176
 - 36% of first-years
 - 66% of all participants

Overall Data:

- Participation – 953 (79% of all participants)
- Membership Invitations - 507
 - 53% of first-year participants received an invitation
 - 42% of all participants who received membership invitations were first-year students


Fraternity & Sorority Programming data

2,362 Total Attendee's

Spring 2023
1,062 Attendee's
635 Unique Attendee's
35% of community

Average Attendance: 53


A SUNDAY TALK ON SEX, DRUGS, DRINKING, AND DYING




DR. LOUIS PROFETA
HOOT COURTROOM IN THE LAW BUILDING
6:30-8:00 PM APRIL 12

44 Total Programs

Educational Attendance Overview
Harm Reduction - 1,773
Diversity, Equity & Inclusion - 131
Leadership & Career Development - 458






Fall 2022
1,300 Attendee's
885 Unique Attendee's
46% of community

Most Attendance: 280

Finals Care Kit Building



Partner Programs & Initiative:

Partner Programs – 34 (of 44 total programs - 77% of all programs)

- Fall Programs – 19 (of 20 fall programs - 95% of fall programs)
 - Total Attendance – 1,268 (98% of total program attendee's)
- Spring Programs – 15 (of 24 spring programs - 63% of spring programs)
 - Total Attendance - 905 (85% of total program attendee's)

Select Partners & Initiatives:

- Center for Campus Wellness
 - 15 workshops, trainings, and resource fairs
- Office of the Dean of Students
 - 9 workshops, panels, trainings, and resource discussions
- Student Leadership & Involvement
 - Support RSO Renewal Process & Community-Wide Education
- Black Cultural Center
 - Partner on Intro to Black Greekdom Showcase & Growth of CBFO's
- American Indian Resource Center
 - Partner on Utes & University of Utah Lecture
- Department of Public Safety
 - Partner on registered events, Clery Act, campus safety education

Membership Experience (*from those who live it*)

“Being a part of Greek life has brought me a place of leadership and growth that has helped me to discover my passions that I didn’t know I had. I have been able to meet amazing individuals along the way that have positive impacted my college career & future endeavors” - Current member

As a member of Fraternity and Sorority Life, I could list an infinite amount of benefits I have gained as a result of my involvement. Whether this is academic support, leadership and responsibility skills, community service, alumni networking, or lifelong friendships, my experience has been nothing but positive. Constantly surrounded by strong, skilled, and amazing women, I have found a sense of individuality and belonging. Joining a sorority is the best decision that I have made in college - Sorority Member



When done well, FSL can & should be a holistic developmental experience for collegians - making them best versions of themselves

Section 2: Update on Strategic Initiatives

Strategic Initiative 1: Updates to University & Fraternity & Sorority Policy & Guidelines

As part of the effort to maintain effective, timely and holistic policies that govern the affiliated organizations within the fraternity and sorority community, the Office of Fraternity & Sorority Life took steps to further align current policies and guidelines with University and community need. Additionally, in alignment with the Student Affairs Adapting to Student Needs Strategic Plan, these policy revisions would ensure that the office and the community were maintaining our value of integrity and theme of operational excellence in all situations by creating more transparency within our policies to support community members and organizations understand the standards to which they are expected to adhere. Additionally, these efforts sought to continuously improve our outcomes to support student and organizational success and effectiveness, while strategically partnering with campus resources to maximize opportunities for learning, growth and development. The policies and guidelines the Office of Fraternity & Sorority Life sought to update and revise included:

- Policy 6-400 – Student Code of Rights & Responsibilities – *Hazing Definitions and Guidelines*
- Policy 6-402: Fraternal Social Organizations
- Greek Council Constitution Article XI: Section 1B – Alcohol Free Housing Exception Policy

Completed: Policy 6-400 – Student Code of Rights & Responsibilities – *Hazing Definitions and Guidelines*

A primary focus for the Office of Fraternity and Sorority Life for FY 23 was providing recommendations for revisions to the University of Utah’s Hazing Guidelines within Policy 6-400 – Student Code of Rights & Responsibilities. A proposal for updated guidelines was submitted as outlined in [Guidelines G6-400A Hazing Guideline](#), and were adopted on June 13th, 2023. Previous guidelines related to hazing activities or concerns relied on the Utah State Code which is rather broad, with limited examples or definitions that were applicable to the fraternity and sorority or student experience, limiting the scope of educational and accountability processes. Additionally, hazing is a nuanced issue with many factors and considerations influenced by context, and the associated behaviors and activities are ever evolving and changing. Thus, when writing the updated guidelines, it was necessary to be broad enough to apply to various situations, but specific enough with examples that could pinpoint particularly behaviors and trends that change over time. For these reasons, it was important to benchmark a number of other policies and institutions and engage a number of key stakeholders including staff from the Office of the Dean of Students and Office of General Council when developing the language and examples used in the policy. With the policies adoption and implementation, opportunities for tailored and applicable education related to hazing behaviors and practices, going into the fall semester and beyond, are now available. Additionally, the policy revisions allow for a more tangible and tailored approach to organizational accountability processes, including designated specific categories of types of hazing behavior to support an educational approach to accountability both from an organizational

and University perspective. Going forward, FSL and ODOS staff will be educating the fraternity and sorority community on the updates to the hazing policy at the beginning of the fall semester and will utilize various assessment strategies including reflection and survey data to determine the policies new effectiveness with helping members understand the various practices and behaviors referenced in the policy. Additionally, FSL will be launching online education that will gather further assessment data related to student's understanding of the policy.

In Progress:

- Policy 6-402: Fraternal Social Organizations
- Greek Council Constitution Article XI: Section 1B – Alcohol Free Housing Exception Policy

FSL also began to develop proposed revisions to other applicable policies and guidelines for the fraternity and sorority community including University Policy 6-402 which outlines the University's relationship with fraternities and sororities including organizational rights, responsibilities, expectations and accountability processes. Additionally, FSL staff are working to update and revise guidelines articulated in the *Greek Council Constitution Article XI: Section 1B – Alcohol Free Housing Exception Policy* to ensure this policy meets the needs of both the institution and affiliated organizations with a University-recognized chapter facility. Community discussions and institutional benchmarking to inform these revisions have begun. The completion of these revisions were hindered by the limited bandwidth of FSL staff during FY 23, which is further elaborated on in Section 4. The process of continuing these revisions and next steps towards completion are elaborated on in Section 5: New & Continuing Initiatives.

Strategic Initiative 2: Responsible Growth & Retention

In alignment with the values and themes of the Student Affairs Strategic Plan including focusing on student belonging with students feeling connected and valued, as well as honing our practices to optimize student success through operational excellence and student engagement, the Office of Fraternity & Sorority Life sought to provide members with more support, resources & a welcoming environment, which required a multi-faceted approach.

This initiative focused on restructuring the office staffing model to increase student support and educational opportunities as well as redesigning the office space to make it a more welcoming, user-friendly space for students to connect, collaborate and find support from FSL staff

Partially Completed: Office Staffing Model Restructure

Office of Fraternity & Sorority Life redesigned the staffing model to increase the overall support, educational opportunities, and strategic partnerships available within our team by restructuring from 2 full-time staff members to 3 full-time staff members. This process included maintaining the Director role while revising the responsibilities of the previous Associate/Assistant Director role, which was mid-level, into 2 entry-level Coordinator positions that each would provide oversight of a particular Executive Board within the Greek Council (IFC or Panhellenic) and lead programming, advising, and partnership efforts. This redesign was approved in November, and the search to fill these roles began in December. FSL was successful in filling the first Coordinator role in April of 2023, with onboarding in June. The search to fill the second position is ongoing. Challenges for filling these positions included the competitive hiring environment within the field of Fraternity & Sorority Life across the country. There are a large number of vacant entry-level positions, and a limited number of applicants. Outreach efforts to sister institutions, member organizations, campus partners, and alumni have been ongoing. With the support of Student Affairs, we have been able to increase the compensation package for this position, which has made the role more competitive within the hiring market. We anticipate being able to fill this role in the fall semester.

Partially Completed: Office Redesign

In an effort to create a welcoming, inclusive and resourceful space for the fraternity & sorority and campus community, the Office of Fraternity & Sorority Life has begun to redesign our office space to make a more user-friendly environment, centered on student need and experience. This includes updating the aesthetic of the space by adding lounge furniture, a student work space, and a private meeting space, to encourage students to meet and collaborate together on FSL-related projects or ideas. Additionally, the student lounge area will become the focal point of the office, as it will be located immediately next to the main door. We will be moving the staff work areas towards the back of the office to increase



Kai Pruyn '23 accepts Cherry Moslander Ridges Greek Council Scholarship at University Advancement Scholarship Luncheon – November 2022

privacy, and provide access to further resources including a mounted TV, whiteboard, and kitchen area. The second office space is being converted into a conference/meeting room that can be utilized by staff and students for private meetings, collaboration or planning. This project began in Spring 2023, and is ongoing, with an expected completion by December 2023. This process has been hindered by the need to secure funding for the adaptations, and the limited bandwidth of FSL staff to push the changes forward, in collaboration with campus partners in facilities and design.

Strategic Initiative 3: Updating Approach to Education & Programming (*Student-Centered Engagement*)

With a primary focus on ensuring that fraternity & sorority programming is focused on support and advocating for the needs of students, the Office of Fraternity & Sorority Life has been working to develop a multi-faceted approach to community programming and education that provides workshops, trainings, and education that is student-centered and engaging in a way that holistically focuses on the student experience.

In Progress: Structured Annual Education Model

This approach aims to create a structured, annual education model that holistically addressed education, student support and general programming needs of the community with reoccurring programming over 1-2 calendar years, as well as leaving space for one-time opportunities based on student, community and institutional need. The focus of the model is to center small-scale (5-25 attendee's) programming, that is generally opt-in, with students being able to choose to attend, rather than being required. This programming generally features campus and community partners who either co-facilitate or lead the education, in collaboration with FSL staff. Topics focus on diversity, equity and inclusion (i.e. Intro to Black Greekdom & Utes & University of Utah), leadership development (Emerging Leaders Program & FSL Leadership Summit) and harm reduction (FSL Prevention Series & Resource Town Hall). With an opt-in approach, students are choosing to attend which is more likely to produce effective student participation and learning, as they want to be present and engage in the space. Additionally, this model provides opportunities for annual risk-management education focusing on topics including hazing prevention, the Clery Act, general risk management practices, health and wellness resources on campus and Title IX. The introduction to these topics occurs in the Spring semester as chapter and community leaders begin in their roles. In the fall semester, roundtables are held to discuss what they learned from their roles in the spring and what questions have arisen over the course of the previous semester. Finally, this model also caters towards donor-funded programming initiatives that provide financial resources and educational support to further student learning. In this aspect, FSL staff have developed a relationship with Northwestern Mutual to sponsor the development of the FSL Emerging Leader program which aims to develop skills in up-and-coming community leaders, while showcasing for the students the resources and opportunities available to them through internships, careers development and financial education through Northwestern Mutual. The development of this educational model is ongoing and will continue in FY 24. FSL staff initiated the first roll-out of this model during FY 23, but were limited in ability to assess and develop programming due to limited staff bandwidth and support. Additionally, FSL staff plan to build on the relationship with Northwestern Mutual to further develop the Emerging Leader Program, while also exploring other opportunities for donor support, specifically through alumni and parent programming and partnership development.

Section 3: Major Accomplishments

Completed: *Revisions to Policy 6-400 – Student Code of Rights & Responsibilities – Hazing Definitions and Guidelines*

In December 2022, the Dean of Students asked staff from the Office of Fraternity & Sorority Life to make recommendations for revisions to the University of Utah's Hazing Guidelines within Policy 6-400 – *Student Code of Rights & Responsibilities*. These proposed revisions would be reviewed and appropriate language would be included in the larger revisions to the overall Student Code of Rights & Responsibilities that were being proposed in the Spring of 2023. Previous guidelines related to hazing activities or concerns relied on the Utah State Code, which is rather broad, with limited examples and definitions applicable to the fraternity and sorority or student experience, limiting the scope of educational workshops and accountability processes to focus on the most severe types of hazing practices. Research and data from the [Hazing Prevention Network](#) and numerous hazing behavioral scholars (see [Hazing in View: College Students at Risk](#)) articulate that hazing can take a variety of forms and severity levels, heightening the importance of developing and maintaining policies that reflect and incorporate these various forms. Additionally, hazing is a nuanced issue with many factors and considerations influenced by context, and the associated behaviors and activities are ever evolving and changing. To develop these recommendations, FSL staff attended sessions at professional conferences and benchmarked policies and

guidelines related to hazing and organizational conduct from institutions that experts on hazing behavior had deemed as the institutional standard for clear and effective policies. These institutions included Georgetown University, University of Colorado – Boulder, Lehigh University, Dartmouth, and Auburn University. Additional, review of scholarly articles related to hazing practices and behavior were conducted including reviewing [Hazing in View: College Students at Risk](#) and engaged a number of institutional stakeholders including staff from the Office of the Dean of Students and Office of the General Council in drafting the revisions. From this research, FSL staff gathered definition language, examples, and narratives that they then tailored to meet the needs and concerns of the University of Utah, both within, and beyond the fraternity & sorority community. These guidelines were proposed as part of the revisions in [Guidelines G6-400A Hazing Guideline](#), and were adopted on June 13th, 2023. With the policies adoption and implementation, opportunities for tailored and applicable education related to hazing behaviors and practices, going into the fall semester and beyond, are now available. Additionally, the policy revisions allow for a more tangible and tailored approach to organizational accountability processes, including designated specific categories of types of hazing behavior to support an educational approach to accountability both from an organizational and University perspective. Going forward, FSL and ODOS staff will be educating the fraternity and sorority community on the updates to the hazing policy at the beginning of the fall semester and will utilize various assessment strategies including reflection and survey data to determine the policies new effectiveness with helping members understand the various practices and behaviors referenced in the policy. Additionally, FSL is in the process of developing a partnership with an online education platform that provides multi-tiered hazing education and incorporates policy discussions, reflection opportunities and learning assessments to evaluate student knowledge and understanding. This platform also provides facilitation guides so that FSL staff can incorporate in-person workshops and trainings, to supplement the online learning and developing further understanding of the policy, and its application to the FSL community. These policy revisions are the first-step in developing tangible learning and growth opportunities for fraternity and sorority community members on the topic of hazing reduction and prevention.

Advanced: *Strengthened partnership between FSL & Salt Lake City Police & Department of Public Safety*

Throughout FY 23, the fraternity & sorority community maintained compliance with Salt Lake City Ordinance 21A.36.150: FRATERNITIES AND SORORITIES, which requires roving patrols of uniformed officers on Friday and Saturday evenings as well as uniformed officers to provide security at registered events that take place at University-recognized chapter facilities, within the boundaries outlined by said ordinance. Over the past year, the Office of Fraternity & Sorority Life has maintained and furthered relationships with both Salt Lake City and University Police to remain in compliance with the ordinance, and ensure fraternity and sorority events remained safe, welcoming and within all University, City, State and federal regulations. Over the course of the fall and spring semester, there were a total of 26 registered events (11 in fall/15 in Spring) that took place at fraternity chapter facilities with over 2,000 estimated total attendees (note: sororities are not permitted to host parties or social events with fraternal organizations at their chapter facilities due to regulations set by their national governing organizations). These included registered parties attended by the entire Greek and campus community, as well as smaller social events between two organizations (typically a fraternity and sorority). For these events, the Office of Fraternity & Sorority Life enforced the use of registration forms that outlined the theme, activities, and expected attendee's for each event, the use of guest lists to document all expected attendee's, pre-meetings with each organization, FSL, and University Police to discuss expectations and ensure effective communication, and follow-up meetings to address any questions or concerns once the events concluded. Over the course of all events, no citations were issued, nor were any arrests made. When concerns were shared related to attendee behavior or potential lack of compliance with alcohol regulations, follow-up meetings were scheduled and completed between the chapter-at-issue, with the Office of Fraternity & Sorority Life and the Office of the Dean of Students to review expectations and address concerns. These efforts reflect the focus on effective, timely communication between all parties, and addressing concerns as they arose to ensure they were addressed and did not continue. Additional efforts were made to further relationships with University police through their attendance and engagement with the community at appropriate programming events including risk management education during which they reviewed their role in enforcing University & Salt Lake City guidelines and ordinances, and a resource town hall, in which they reviewed victim support resources available through the Department of Public Safety, outlining opportunities for support and engagement beyond policing and accountability. These relationships will continue to be a focus of the Office of Fraternity & Sorority Life in FY24, including hosting a cookout between fraternity chapters and University Police, and continuing to build the partnership between Salt Lake City and University Police in relation to the roving weekend patrols of the Federal Heights Neighborhood designated for fraternity and sorority chapter facilities.

Started: *Staffing Restructure to Provide Further Support, Education & Partnerships*

In November 2022, after the hiring of the new Director of Fraternity & Sorority Life, a restructuring of the office staffing model for FSL was initiated. Along with hiring a new Director, it was determined that two full-time entry-level Coordinator roles would absorb the responsibilities previously held by the Associate Director role. Additionally, it was determined that the Graduate Assistant for Fraternity & Sorority Life role would be sunset at the conclusion of FY24, to redistribute the financial resources allocated for the GA position, towards future compensation for the Coordinator roles. Adding these roles provides a minimum of 20 additional hours of support and resources to the fraternity and sorority community, beyond the support that was previously available with 2-full time staff members and a Graduate Assistant (now the FSL staff is composed of 3-full time staff members). These additions to the FSL team increase the bandwidth and capacity of the staff, allowing for increased oversight and accountability, further educational programming opportunities, more efforts focused on student support and connection to resources and further capacity to build and maintain campus and community partnerships and initiatives. Searches to fill these roles began in November 2022, and the first Coordinator role was successfully filled in April 2023, with this staff member, Brittany Welter, onboarding in June 2023. This role serves as the Primary Advisor to the Panhellenic Council & sorority community, coaches a portfolio of fraternity and sorority chapters, and plans, leads and evaluates educational programming in areas including risk management and harm reduction, diversity, equity & inclusion, and leadership and career development for fraternity and sorority members. The search to fill the second Coordinator position is ongoing. FSL anticipates being able to fill this role in the fall semester.

Advanced: *Responsible Growth – Membership recruitment & retention; Organizational Expansion Underway*

A continuous focus for the Office of Fraternity & Sorority Life is responsible organizational growth, in terms of organizational membership capacity, and the appropriate number of organizations within the fraternity and sorority community. These calculations are determined based on current membership numbers, chapter operating capacity (i.e. are facilities capable of maintaining organizational size, is the overall membership experience positive, are there organizational conduct concerns, etc.) and projected community interest (utilizing past recruitment data and projected institutional enrollment data).

Steady Growth In Recruitment Participation

As displayed in Section 1's Executive Summary, membership recruitment numbers year over year from Fall 2021 – Fall 2022 remained strong, and reflected an 11+ increase in overall participation, including a strong showing of first-year student interest, participation, and eventual receiving of membership invitations. These data points are important for determining community success, as they reflect continued and growing interest of incoming and current students who believe that membership in a fraternal organization is a necessary part of their University of Utah experience. We seek to build on this interest by determining opportunities for partnerships with the Office of Admissions and Office of Orientation & Transition to further showcase the opportunities available for incoming students within the fraternity and sorority community through presentations, tabling, and other engagement opportunities with admitted and enrolled incoming first-year students. Additionally, we are exploring opportunities with other offices within Student Affairs and throughout the institution to determine further partnerships that will support future student interest and involvement within the recruitment process. A primary focus of this effort includes ensuring the fraternity and sorority community is a welcoming environment for all those who may have interest, particularly students from underrepresented communities. These partnership explorations include International Student and Scholarship Services, Student Leadership & Involvement, the Black Cultural Center, Center for Equity & Student Belonging, American Indian Resource Center and more.

Active Membership Retention

Despite the departure of two fraternal organizations at the conclusion of fall 2022, the overall fraternity and sorority community maintained a stabilized population of membership due to successful spring recruitments that welcomed nearly 200 new members to the community (typical spring recruitment numbers are less than 100), and high active member retention, despite expected dips in membership due to fall semester graduations and transfers. Membership data should be analyzed in like-semesters (e.g. Fall to Fall / Spring to Spring) to account for similar factors impacting membership numbers including graduations, transfers, missions, study abroad, etc. With this in mind, when comparing Spring 2022 to Spring 2023, the community experienced approximately a 1% increase in membership, despite the loss of two fraternal organizations prior to this semester. This growth is truly an accomplishment as the loss of these organizations would have been expected to dramatically impact overall membership population because there were less organizations recruiting,

meaning less opportunities for invitation to membership, as well as less members retained because the members of the organizations that departed were no longer factored into overall community population. For Fall 2022 as compared to Fall 2023, the community experienced only a .02% decrease, when it would have been expected to see a much larger decline due to the loss of the membership of the organizations that left the community (roughly 100 members). This data reflects that not only are recruitment numbers continuing to be strong, but membership retention is also stable and growing.

Organizational Expansion Process

Based on student participation data during fraternity and sorority recruitment over the past 3 academic years, the high number of students not receiving membership invitations, and projected future student enrollment data, it was determined in Summer 2022, that the Office of Fraternity & Sorority Life would explore fraternity expansion (the process to add additional fraternal organizations as recognized fraternities within the community).

This process continued through 2022, and into 2023. In April 2023, the Office of Fraternity & Sorority Life extended seven invitations to fraternal organizations to visit the University of Utah in the Fall of 2023 to present information on their organization and meet with campus and community stakeholders to determine which organizations should be invited to establish an emerging chapter at the University beginning in 2024. The Office of Fraternity & Sorority Life aims to welcome 2-3 fraternal organizations to campus between 2024 and 2028, to expand the opportunities for those participating in fraternity recruitment to find a home in a Greek-Letter organization at the University of Utah. The aim of this effort is to provide further opportunities for those participating in recruitment to receive a membership invitation from an organization that fits their interests, values, and goals at the institution. Additionally, the Panhellenic community will be exploring adding an additional sorority to the community to create further opportunities for those participating in sorority recruitment to find their home in a Greek-Letter organization as well.



*Pi Kappa Phi Fraternity Chartering
Banquet – April 2023*

Advanced: Strategic Partnerships & Programming Collaboration

With limited staffing capacity for the Office of Fraternity & Sorority Life in FY 23 (see Section 4: Challenges), a primary focus was building strategic partnerships and programming initiatives with campus and community partners to ensure members of the fraternity and sorority community were receiving the education and information necessary for them to be successful community leaders, members, and students, while ensuring that FSL Staff could focus on all necessary priorities. Additionally, while the staff in the Office of Fraternity and Sorority Life are experts on the fraternity and sorority experience, we are the epitome of student affairs generalists, knowing information about a variety of topics and being aware of numerous resources available to community members, but relying on strategic relationships and partnerships with a variety of stakeholders who are experts in their particular field, to ensure the community receives the appropriate support and information necessary to be successful in their membership and overall student experience. Thus, the Office of Fraternity & Sorority Life continues to develop and implement education and programming opportunities that bring community members to the appropriate experts in engaging and informative ways.

As displayed in Section 1's Impact Data, 77% of the programming implemented by the Office of Fraternity & Sorority Life during FY23 was done in collaboration with a campus partner at the University of Utah or from a Salt Lake City community partner. In the Fall of 2022, FSL partnered with a campus or community partner on 19 of 20 (95%) programs, and in Spring 2023, 15 of 24 (63%) programs were involving a partner office or organization. As shown below in the FSL Programming overview table, these programming initiatives covered topics including harm reduction, diversity, equity & inclusion and leadership development. Typically, these initiatives were co-facilitated by FSL and partner office staff, including developing curriculum, activities, and assessment strategies tailored to the fraternity and sorority experience, as well as engaging in post-programming debriefs to discuss successes and possible changes for the future.

- Partners for FY 23 included:
 - Office of the Dean of Students
 - Center for Campus Wellness
 - Black Cultural Center
 - Student Leadership and Involvement
 - American Indian Resource Center
 - University Counseling Center

Fraternity & Sorority Community Education

Current FSL Education & Developmental Programming

All programming is required for specific members of each organization based on positions or status of membership

Event	Timing	Overview	Campus Partners
Leadership & Career Development			
Chapter President's Education	Beginning of Fall & Spring	Meeting with fraternity & sorority presidents to review University & FSL Policies, support they receive from FSL, expectations of President's related to organization management & accountability, share campus resources, meet campus partners & review semester calendar	Office of the Dean of Students Student Leadership & Involvement
Council Officer Development Series	Monthly	Workshops held for members of IFC & Panhellenic that focus on professional and leadership development including conflict management, effective communication, working with stakeholders, resume writing, networking, and developing transferable skills.	Office of the Dean of Students Career & Professional Development Center
FSL Leadership Summit	Spring semester	Develop relationships among leaders of the Fraternity & Sorority community, build awareness of FSL community's successes, challenges, and opportunities for growth, align personal and organizational values, and strengthen leadership and communication skills.	Vice President for Student Affairs (<i>Keynote</i>)
Harm Reduction / Risk Management			
Risk Management Education	Beginning of Fall & Spring	Review hazing policies & prevention, sexual misconduct policies & reporting, working with UPD & ODOS, SLC Ordinance, organizational conduct process review, importance of peer accountability. Chapter leadership required to attend.	Office of the Dean of Students Office of Equal Opportunity And Affirmative Action Department of Public Safety
Clery Act & Campus Reporting	Fall & Spring	Review of Clery Act, timely warnings, campus safety, working with UPD, how to report harm & what occurs after harm is reported	Office of Dean of Students U of U Department of Public Safety
Campus & Community Resource Town Hall	Spring Semester	Develop awareness and understanding of campus and community resources to report and address sexual misconduct, support and advocate for survivors, as well as those that support areas including mental health, addiction and general wellbeing	Office of the Dean of Students Center for Campus Wellness University Counseling Center Women's Resource Center Office of Equal Opportunity And Affirmative Action Rape Recovery Center Utah Coalition Against Sexual Assault U of U Department of Public Safety
Supporting Students in Distress	Fall Semester	Care for self and others, when there is a disclosure of IPV or mental health crisis	Office of the Dean of Students University Counseling Center Center for Campus Wellness
Conflict Management & Navigating Difficult Conversations	Fall Semester	Understanding conflict and navigating difficult situations, provide language, strategies, and resources that emphasize the relationship between accountability and brotherhood/sisterhood.	Office of the Dean of Students
New Member Orientation	Fall & Spring	Fraternity & sorority new members. Orientation focuses on understanding the fraternity & sorority community, the role of the FSL office, campus resources and policies, etc. Hazing & sexual misconduct policies are reviewed and explained.	Office of the Dean of Students Office of Equal Opportunity And Affirmative Action
New Member Education	Fall & Spring	Bystander Intervention, Safer Party Culture, Sex & Relationships, & Mental Health & Identity Awareness. Content specifically tailored to new members. 60% required to attend.	Center for Campus Wellness
FSL Prevention Series	Multiple workshops in Fall & Spring	Bystander Intervention, Safer Party Culture, Sex & Relationships, & Mental Health & Identity Awareness. 2 members of each organization required to attend.	Center for Campus Wellness
Men's Identity Education (<i>education specifically for fraternity community</i>)	Fall & Spring Semesters	Safer party culture, gender norms/masculinity, consent, difficult conversations, peer accountability & reporting, power & oppression, supporting survivors, identifying problematic behavior, campus resources related to sexual assault. Content tailored to fraternities.	Center for Campus Wellness
Diversity, Equity & Inclusion			
Intro to Black Greekdom	Fall & Spring	Overview of the origins, history, traditions, and culture of Black-Greek Letter organizations	Black Cultural Center
Utes & University of Utah	Fall Semester	Relationship between the University & Ute Tribe, recognizing and addressing Indigenous cultural appropriation, and support of Indigenous communities	American Indian Resource Center

- Career & Professional Development Center
- Vice President for Student Affairs
- Office of Equal Opportunity And Affirmative Action
- Department of Public Safety
- Women’s Resource Center
- Rape Recovery Center
- Utah Coalition Against Sexual Assault
- Two strategic partnerships that the Office of Fraternity & Sorority Life furthered during FY23 were with the Office of the Dean of Students and Center for Campus Wellness, focusing on risk management and harm reduction programming. These offices delivered education on topics including hazing prevention, student support resources, bystander intervention, alcohol and other drugs, healthy relationships, mental health and more.
 - Office of the Dean of Students
 - 9 Workshops, Panels & Trainings
 - 939 Total Attendee’s
 - 813 unique interactions – the number of students who engaged at least once with ODOS, developing relationships with staff, learning about policies and programs, and recognizing the support and resources available to them as students through the Office of the Dean of Students.
 - Center for Campus Wellness
 - 15 workshops, trainings and programs
 - 734 Total Attendee’s
 - 660 unique interactions - the number of students who engaged at least once with CCW, developing relationships with staff, learning about health and wellness related topics, and recognizing the support and resources available to them as students through the Center for Campus Wellness.

Section 4: Challenges

Challenge 1: *Department Staffing & Search Process*

In July of 2022, the Director of Fraternity and Sorority Life departed the University of Utah, leaving one-full Associate Director, one Graduate Assistant, and a part-time Program Manager to oversee the fraternity and sorority community of nearly 2,000 members. While the Office of Fraternity and Sorority Life is immensely proud of the educational opportunities, campus partnerships, and policy initiatives that were furthered during FY23, realistically with the loss of the full-time capacity, professional knowledge, and campus and professional partnerships that were associated with the departure of the former director, the capacity of the FSL team was limited throughout FY23. During much of FY23, the FSL team worked to engage campus and community partners to support programming and educational initiatives, relied on volunteer and alumni relationships for support, and prioritized community safety, health and wellness, and member development programming over other previously planned initiatives such as the Emerging Leader Program, DEI Modules, or alumni programming. The FSL team worked to address these bandwidth concerns through engaging in search processes to fill the previously mentioned entry-level Coordinator roles discussed in Section 3. This process began in November in 2022, and concluded in March 2023, with the filing of one of two Coordinator positions. The search to fill the second Coordinator role is currently ongoing and will continue until the role can be filled, with an expected conclusion in fall 2023. The search to fill these roles has been nuanced and complex, requiring adjustments and pivots throughout the course of the nearly 10-month process. These partially successful and extended search processes also tapped FSL staff bandwidth and financial resources, limiting further educational or community support and development initiatives. FSL Staff are currently benchmarking similar roles at other Pac-12 and peer institutions to determine competitiveness of the role and compensation packages to explore further resources that could be allocated or sought to make the position more appealing to candidates among peer and aspirant institutions. Despite these challenges, throughout the restructuring process and staffing searches, current FSL staff have furthered their understanding and knowledge related to the fraternity and sorority experience as well as its place and role at the University of Utah, which allows for understanding areas the community and office need to adapt their approach, ways to be more effective, strategic, and collaborative partners with campus and community stakeholders, and how to more effectively support the growth, development and experience of Graduate Assistant and entry-level staff members to ensure they are learning and developing as members of the FSL team and as

professionals in the field of fraternity and sorority advising. These learning experiences will greatly benefit future staff, the overall development of the fraternity and sorority community and its current and future membership.

Challenge 2: Organizational Education & Accountability Processes

Throughout FY23, the Office of the Fraternity and Office of the Dean of Students partnered on investigations into possible organizational misconduct. These processes are critically important to the ongoing and continued safety, and wellbeing of the fraternity and sorority community and its current and future membership. The aim of these processes is to center learning experiences, and collaborate with local and Inter/national organizations to address any conduct and behavior not in alignment with the mission and values of Greek-Letter organizations, the Office of Fraternity & Sorority Life and the University of Utah.

Appropriately, these processes are a large time commitment for all parties involved and include meeting with a number of stakeholders to determine necessary facts and information. Thus, similar to the search processes

discussed above, supporting and collaborating on these processes limited the bandwidth and capacity of FSL staff in focusing on similarly important initiatives. Additionally, these processes noted the priority of FSL staff focusing on updating and developing guidelines related to health and wellness and organizational accountability to ensure all governing policies are applicable, and adaptable to current, and future, needs and experiences of the fraternity and sorority community. These updates are noted in Section 2, 3 & 5 of this document in relation to recent policy updates, and future initiatives. These experiences have helped inform the direction of future FSL educational programming for FY24 as they have illuminated opportunities for learning within the fraternity and sorority community in relation to specific health and wellness topics as well as opportunities to further community understanding of organizational accountability processes. Finally, these challenges informed a need to continue to focus on policy revisions and additions. These policy updates and revisions are noted in Section 5.



**Greek Night at Men's Basketball –
February 2023**

Challenge 3: Assessment & Evaluation

With the limited capacity of fraternity and sorority staff during FY23, while numerous educational and developmental programs were planned and executed by FSL staff and campus partners, there were limited evaluations of learning through assessment strategies from these programs, outside of gathering student participation data and individual qualitative feedback from student conversations and follow-up. As with any program, while participation data is encouraging and important, participation does not necessarily equate to learning. Similarly, learning outcomes were developed for most programming and it is more than likely students who engaged in FSL educational programming gained knowledge or developed skills, yet it is unclear if that learning was connected to the intended learning outcomes, what gaps in knowledge remain, and what strategies were effective in developing said learning. There were some efforts at gathering student feedback from smaller opt-in programs like the Emerging Leader Program and DEI Modules, however, these feedback surveys mostly focused on student qualitative feedback and evaluation of what content they understood, or didn't feel was applicable, rather than specifically assessing learning outcomes and knowledge development. The limited assessment from FY23, causes challenges in making data informed decisions regarding adaptations or adjustments that need to be made to FY24 programming and education, beyond utilizing the qualitative and word-of-mouth feedback received by FSL staff when talking with student leaders. However, as outlined in Section 5, the previous year's challenges with assessment have informed the priorities and approach FSL staff will take to FY24 programming in terms of ensuring every program, workshop and training has a method to gather data to gauge learning and inform programming decisions moving forward. Additionally, FSL staff also have a clearer understanding of what they want to assess, how they will structure their learning outcomes, and methods they will utilize to gather assessment data. Finally, with the addition of one, and eventually two, FSL Coordinators to support programming and education, there is additional capacity to engage assessment strategies, compile and evaluate data, and use that data to inform education and community development for FY25.

Section 5: New & Continuing Initiatives

Initiative 1: Policy Revision (*Integrity & Operational Excellence*)

- Policy 6-402: Fraternal Social Organizations
- Greek Council Hearing Boards
- Greek Council Constitution Article XI: Section 1B – *Alcohol Free Housing Exception Policy*

As outlined in Section 2, the Office of Fraternity and Sorority Life began work on updating and revising numerous policies that support and govern the fraternity and sorority community during FY23, and this effort will continue in FY24. Updates to University Policy 6-402 which outlines the University's relationship with fraternities and sororities, seeks to revise the guidelines to ensure all aspects are relevant and applicable to the current and future needs of the community including refining community standards and revising the adjudication process for organizational accountability when there are alleged violations of University policy, such as those included in [Guidelines G6-400A Hazing Guideline](#). Additionally, FSL staff are working to update and revise guidelines articulated in the *Greek Council Constitution Article XI: Section 1B – Alcohol Free Housing Exception Policy* to ensure this policy meets the needs of both the institution and affiliated organizations with a University-recognized chapter facility. Updates to this policy seek to allow organizations to adhere to standards necessary for member and organizational success and wellbeing, while maintaining realistic, effective and applicable health and wellness policies that are supported and furthered by the institution. Next steps for these revisions include discussions with community stakeholders including organizational leadership and advisors, recent alumni, and institutional partners including the Office of the Dean of Students, and Office of General Council. Additionally, FSL staff will be benchmarking similar policies at peer and aspirant institutions within, and beyond, the Pac-12 to gather examples and templates of policies that have been effective at these institutions in supporting productive and collaborative relationship between fraternal organizations, and their institutional partners. Finally, FSL staff and Greek Council leaders are in the process of completing a draft of proposed bylaws outlining a Greek Council Hearing Board that would serve as a means of limited self-governance within the fraternity and sorority community. The Hearing Board serves as the community's means of enabling self-accountability when there are violations of community bylaws and standards, not covered within the Student Code of Rights & Responsibilities, such as violations of social standards, the SLC Ordinance, or community governing documents. Hearing Board bylaws will be proposed to the Office of the Dean of Students and Office of General Council early in FY24 to begin discussions on opportunities, limitations, and next steps in regards to the Board's oversight, with a proposed timeline of Hearing Board activation by the end of the Fall 2023 semester.

Initiative Two: Responsible Growth & Staff Development (*Operational Excellence*)

- Office Staffing Model – Second coordinator/FSL Ambassadors
- Holistic onboarding & staff development strategies
- Affiliated Organizations - *Fraternities & Sororities - IFC/CPC/CBFO*

As discussed throughout this document, hiring and onboarding a second Coordinator to advise and support the fraternity and sorority community remains a primary priority for the Office of Fraternity and Sorority Life in FY24. Efforts to recruit candidates is ongoing, including outreaching to sister institutions in the Mountain West region to encourage applications from recent graduates, promoting the opportunity on social media, and outreaching to organizational partners including the North American Interfraternity Conference, Association of Fraternity & Sorority Advisors, Association of Fraternal Leadership & Values and Inter/National Headquarters organizations to request they promote to their students and partners. Timeline for recruiting, interviewing and making hiring decisions for the second Coordinator role is anticipated to conclude by the end of the Fall 2023 Semester. Additionally the Office of Fraternity and Sorority Life is beginning the process of developing a student leader position within the office, an FSL Ambassador role, to engage more students in the work of the Office, create further leadership opportunities, and provide further administrative support to the Office and community. Duties of this role are expected to include serving as the point-person in the office for phone calls, visitors, and general community questions, presenting at New/Transfer Student Orientation, supporting community tabling and recruitment efforts, and helping with other general administrative tasks and paperwork such as rosters and website edits. This role is expected to be a 10-15 hour per week paid position, open to any undergraduate fraternity and sorority member. The Office expects to seek funding for this position from institutional partners, alumni and parent donors, as well as partnering with University Advancement to explore possible donor relationships similar to that of Northwestern Mutuals funding of the Emerging Leader program. With an eye towards holistically developing all incoming staff, including full-time and student leaders, FSL will be developing an onboarding and staff development program that centers University and Division goals and directives outlined in the UUPM Performance Management System, and utilizes professional core competencies for Fraternity and Sorority Professionals, outlined by NASPA and the Association for Fraternity & Sorority Advisors. This program seeks to identify areas of strength and growth for all FSL team members, and build on those areas through professional development experiences like conferences, trainings, and continuing education, opportunities to develop knowledge and skills within new areas of FSL or Student Affairs including assessment, facilitation, curriculum

development, and research, and outline avenues for career advancement at the University of Utah, and within the field of fraternity and sorority life. Finally, as part of the FSL organizational growth initiative to bring additional affiliated fraternities and sororities to the Utah community, a priority will be placed on exploring avenues to specifically bring Culturally Based Fraternal Organizations (CBFO's). FSL staff will be developing a working group of campus and community partners with knowledge and relationships to CBFO's to identify opportunities for resource allocation, education, and possible future establishment of these organizations. A focus of this effort will also emphasize building relationships and partnerships with current graduate chapters in the Salt Lake City area of organizations who do not currently have collegiate membership/chapters. FSL staff is hopeful to add at least 1 CBFO within FY24.

Initiative Three: Structured Annual Education Model w/ Strategic Partnerships

(Student-Centered Engagement, Support & Advocacy, Operational Excellence & Inclusive Excellence)

Continuing the initiative from FY23, FSL Staff will be building upon the Structured Annual Education Model in FY24, which was outlined in Section 2. The initiative will continue to focus on small-scale, opt-in programming with annual risk prevention and leadership development

programming. A priority for FY24 will be to ground all education and programming in learning and assessment strategies, including developing



FSL & BCC Intro to Black Greekdom – April 2023

learning outcomes for all programs and implementing a variety of

assessment techniques to gauge learning and member development. The FSL

team hopes to build on the programming from FY23 including redesigning the curriculum from the Emerging Leader program, tailoring the FSL Prevention Series to the fraternity and sorority experience, developing a lunch and lead program that engages council and chapter leaders in learning experiences with campus and community partners on a variety of leadership and professional development topics, and partnering with the McCluskey Center for Violence Prevention on a Greek Prevention Delegates program that educates chapter leaders on topics related to relationship violence, and then gives them the skills and resources necessary to educate their peers on these topics as well. FSL will also continue to work with University Advancement as well as the Office of Alumni Relations and Parent Fund to seek donor and resource support opportunities for those interested in sponsoring or partnering on these initiatives. Finally, FSL will continue to build on the strategic partnerships developed in FY23, including exploring opportunities to further the FSL relationship with offices including Housing & Residential Education, Student Leadership & Involvement, the Bennion Center, Department of Public Safety, and Alumni Affairs.

Future FSL Educational Programming

(Contingent on hiring of 2 FSL Coordinators & securing financial resources)

FSL DEI Modules

DEI Modules focus on attendee's developing an awareness and understanding of a variety of social justice topics, delivered through small and large group discussions, activities, videos, and reflection activities, tailored to fraternity & sorority experience.

FSL Prevention Delegates

In partnership with the McCluskey Center for Violence Prevention, FSL Prevention Delegates program will provide members with the skills and knowledge to prevent harm before it happens through research, literature and scholarly review as well skill building and resource sharing. Each organization designates 1-2 members to serve.

Emerging Leaders Program

Financial support & partnership with Northwestern Mutual. Through workshops and mentorship from staff, participants learn effective communication, values-based leadership, leadership authenticity, conflict management, financial literacy, delegation and collaboration, working with stakeholders, ethical leadership.

LGBTQIA+ Solidarity for Student Leaders Workshop

In partnership with LGBT Resource Center, this workshop lays a foundation around the intricacies and differences between sex, sexuality, and gender and maps queer and trans experiences onto the topic of sexual violence, while developing an action-plan for attendee's addressing concerns in their own organizations.

Hazing Prevention

Utilizing a variety of approaches including keynote lecture, small group workshops and online training that requires 100% completion, will address concerns related to hazing, how it arises, how to identify it, how it harms and how to address to general members.

Healthy Relationships & Consent Education

Utilizing a variety of approaches including keynote lecture and small group workshops, to provide tailored education addressing concerns related to healthy relationships and consent, tailored to the Fraternity & Sorority experience, specifically general members.

Career Development & Networking

In partnership with Career Success, hosting career development events including Networking 101, "Meet the Greeks" Career Fair, and cover letter, resume & interview workshops that help translate the transferable skills of the fraternity and sorority experience.

Alumni Relations Programming

In partnership with Office of Alumni Relations, create engagement opportunities for community members to connect with passionate Utah and FSL alumni through career panels, alumni newsletters, fundraising opportunities and mentorship programs.

Goals & Opportunities

Strategic initiatives The Office of Fraternity & Sorority Life will focus on in upcoming year

Organizational Conduct Process Development

Develop clear, thorough, well-benchmarked organizational conduct process that aligns with University goals, policies and accountability priorities. Process should allow continuity & due process, while centering safety, education and organizational development.

- Adapting to Student Needs Perspective: Students - Improving Outcomes
- Timeline: Spring 2023 – Summer 2024
- Deliverable: Updating University Policy 6-402

Increased Staffing & Support

Through restructure of FSL staffing model, two entry-level coordinators will absorb responsibilities previously held by the Associate Director. These positions will allow:

- Increased oversight & accountability
- Increased educational opportunities focusing on health and wellness, risk management, and leadership development (both # of programs & # of students)
- Increased student support & connection to resources (academics/wellbeing)
- Increased campus partnerships (SLI, HRE, CCW, MCVP, HRE, Bennion)
- Further opportunities for long-term growth and planning
- Adapting to Student Needs Perspectives:
 - Students - Improve Outcomes & Meaningful Connections/Belonging
 - Organizational Capacity – Improve Infrastructure & Culture
 - Internal - Improve Collaboration & Strategic Partnerships
- Timeline: Spring & Fall 2023

Increase Fraternity & Sorority Organizations

As participation in fraternity & sorority recruitment and average chapter sizes continue to increase, and recognizing the loss of two fraternities during the fall of 2022 due to conduct and low membership, there is a need to increase the number of fraternity and sorority organizations to ensure the number of spots available correlates with participation.

- Adapting to Student Needs Perspective – Students
 - Improve Awareness & Access & Meaningful Connections & Belonging
- Timeline: Organizations Apply/Selected: Spring 2023 – Fall 2023
 - Organizations Establish: Fall 2024 – Fall 2028

Develop Annual Risk Reduction Education & Increase Participation

With organization/member conduct concerns during AY 22-23 including those related to hazing, alcohol and sexual misconduct, there is a need to create further educational opportunities, specifically for general members. This approach will center data gathering, utilize multiple educational strategies, and community feedback.

- Adapting to Student Needs Perspective – Students - Improve Outcomes
- Timeline:
 - Program Development – Spring/Summer 2023
 - Implementation – Fall 2023/Spring 2024 and Ongoing