



Office of
Fraternity and Sorority Life
THE UNIVERSITY OF UTAH

Annual Report

2023-2024



Fraternity and Sorority Life Annual Report – Fiscal Year 2024

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FRATERNITY AND SORORITY LIFE

The Office of Fraternity and Sorority Life supports student wellbeing and success by striving for excellence in curating experiences filled with purpose, integrity, and belonging that empower and transform members into engaged citizens. We seek for community members to 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.

Fraternity and Sorority Life serves as the catalyst for members discovering their people, passion and purpose within their organizations, campus community and beyond. The department bridges Greek-Letter organizations and the education experiences, support resources and growth opportunities available to their membership through a well-rounded and meaningful co-curricular experience at the University of Utah.



1,985

Total Community Membership

FSL provides holistic leadership and well-being support, resources and education to a community composed of 22-values based organizations including 13 fraternities and 9 sororities that represent approximately 8% of the undergraduate student population.

99.7%

Fall to Spring Retention

FSL members retained their enrollment at the University from Fall 2023 to Spring 2024 at nearly 7% higher than the all-student retention rate of 92.9%.

3.30

Average GPA of Fraternity & Sorority Members

Academic excellence is a pillar of the fraternity and sorority experience and FSL aims to provide support and resources that foster academic achievement. For FY24, FSL members averaged .02 higher than non-affiliated students.

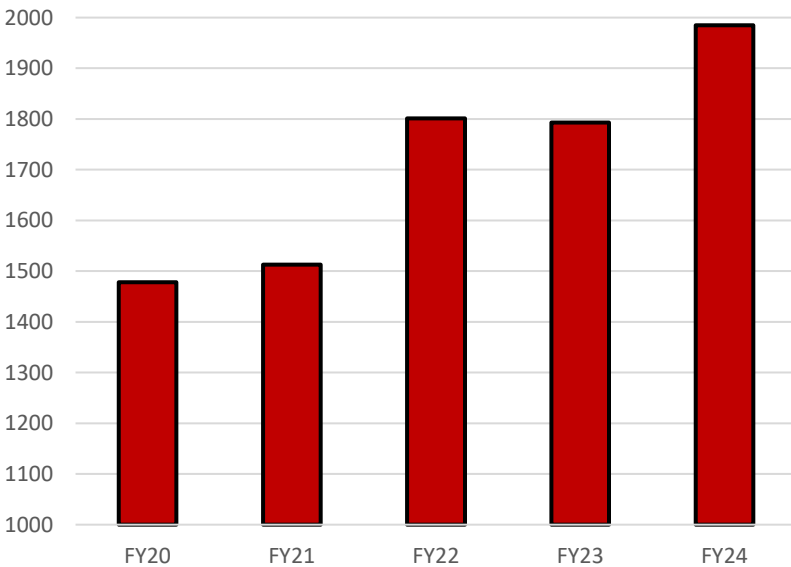
New Fraternities Beginning Fall 2024

Fraternity community will be welcoming three new fraternal organizations beginning Fall 2024. The addition of these organizations increases opportunities for membership by approximately 20% over the next three years, meeting the needs of the growing community and creating more opportunities for students to thrive from the holistic benefits provided by the fraternal experience. The selected organizations reflected knowledge of the Utah FSL community, extensive member support resources, locally engaged alumni and support staff, and enthusiasm for meaningful relationships with other organizations and campus community.



Fraternity & Sorority Membership Growth

Fraternity and sorority community has experienced a steady increase in membership growth. From FY20 to FY24, the community has increased 34% in total membership, an average year-to-year increase of approximately 8% and in FY24 reached highest recorded total membership of nearly 2,000 students.



Philanthropy & Service – Pillars of the Experience

\$667,616 funds raised

17,457 hours of service completed



The Live Like Lou Foundation



Big Brothers Big Sisters OF UTAH

SERVICE FOR SIGHT



Section 2: Major Accomplishments

Advanced: *Strengthened partnership between FSL and University of Utah Police*

Beginning in Fiscal Year 2023 (FY23), and continuing in Fiscal Year 2024 (FY24), the Office of Fraternity and Sorority Life (FSL) continued to strengthen partnerships with University of Utah Police to remain in compliance with Salt Lake City Ordinance 21A.36.150: FRATERNITIES AND SORORITIES 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 27 registered events (12 in Fall/15 in Spring) that took place at fraternity and sorority chapter facilities with over 2,500 estimated total attendees. These included registered parties attended by the entire Greek and campus community, philanthropy events to benefit local and national non-profit organizations, alumni engagement activities, and smaller social events between two organizations. For these events, the Office of Fraternity and Sorority Life required registration forms to review all planned activities and expected attendee's, completed trainings with organizational leadership, FSL staff and University Police to discuss expectations and ensure effective communication, and utilized follow-up meetings to address any questions or concerns once the events concluded. These efforts reflected an emphasis 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 hosting a meet-and-greet dinner with community leaders as well as partnerships with events including risk management education during which they reviewed their role in enforcing University and Salt Lake City policies and ordinances, and victim support resources available through the Department of Public Safety. Finally, for their ongoing positive representation, support and contributions to the Fraternity and Sorority, the Community Outreach and Special Events team from the University Police Division was awarded the Lori K. McDonald Commitment to Community Excellence Award.

Started: *Developed Housed Fraternity and Sorority Relationships with Federal Heights Neighbors*

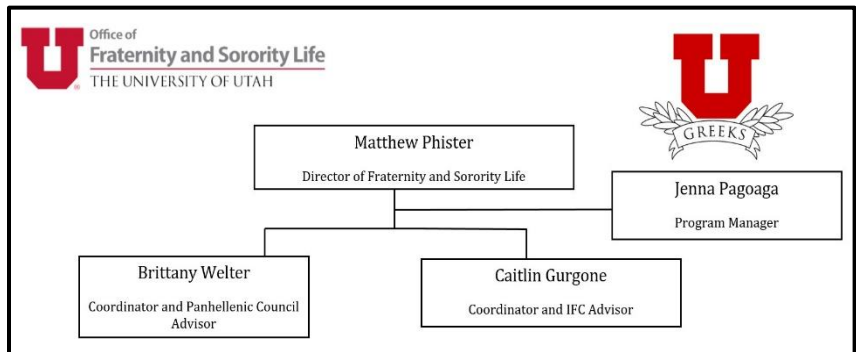
During FY24, an emphasis was placed on the housed organizations within the fraternity and sorority community building relationships with their Federal Heights neighbors. As part of this effort, organization leaders were encouraged to introduce themselves to surrounding neighbors to provide a direct contact when issues arose to ensure there was effective and timely communication. This effort led to a reduction in neighbor complaints between the Fall and Spring semester. During the Fall semester eight complaints regarding noise and behavior concerns were submitted to the Office of Fraternity and Sorority Life, which required staff to serve as liaisons to organization members to reduce noise or disruptive behavior. In the Spring semester, after training was provided to organization leaders on effective strategies for developing neighbor relations, those complaints were reduced to two. Communication was received from neighbors who had previously expressed concerns that they appreciated the new approach; they felt organizations were timely and responsive to their concerns and less issues were arising because of more community awareness regarding good neighbor relations. Additionally, conversations began during FY24 regarding the establishment of a neighborhood relations council that would ensure the regular and direct engagement of fraternity and sorority leaders and their Federal Heights neighbors. This council would feature at least two representatives from the neighborhood as well as FSL Staff, student leaders, and University Police and would meet quarterly to discuss concerns and opportunities for collaboration. Talks to develop this council are ongoing.



FSL Staff & Student Leaders attended the Association of Fraternal Leadership & Values Conference in Anaheim, CA in February 2024 where we learned from experts about developing campus and neighbor relations, strategies for harm reduction including community self-governance, and leadership development initiatives.

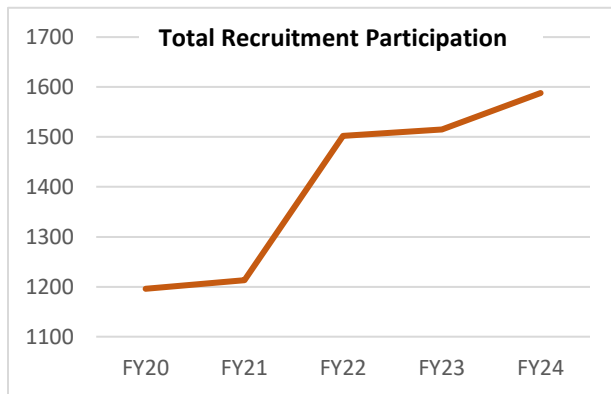
Completed: Staffing Restructure and Onboarding

The search to fill the remaining full-time staff vacancy was completed in March 2024 with the hiring of Caitlin Gurgone as the second Coordinator of Fraternity and Sorority Life. Caitlin began her role in June 2024. Caitlin serves as Primary Advisor to the Interfraternity Council and fraternity community, coaches a portfolio of fraternity and sorority leaders, and develops, implements and evaluates educational programming in areas of risk prevention, harm reduction, leadership and career development and belonging initiatives for fraternity and sorority members. The Office of Fraternity and Sorority Life is now fully staffed, as aligned with the staffing restructure that was developed during FY23. This model includes a Director, two full-time coordinators and part-time program manager.



Advanced: Responsible Growth – Membership recruitment and retention; Organizational Expansion Underway
Steady Growth in Recruitment Participation

As displayed in the graph below, from FY20 – FY24, the Fraternity and Sorority community has continued to see a steady growth in student participation in new member recruitment activities, highlighting both interest and enthusiasm from students about finding their home and sense of belonging as members of the FSL community. Over the last four recruitment cycles, there has been approximately a 31% increase in participation and an average increase year-over-year of 7.75%. The community achieved its highest participation on recording during FY24 with nearly 1,600 students participating in the recruitment process. These data points are important for assessing long-term community viability, 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



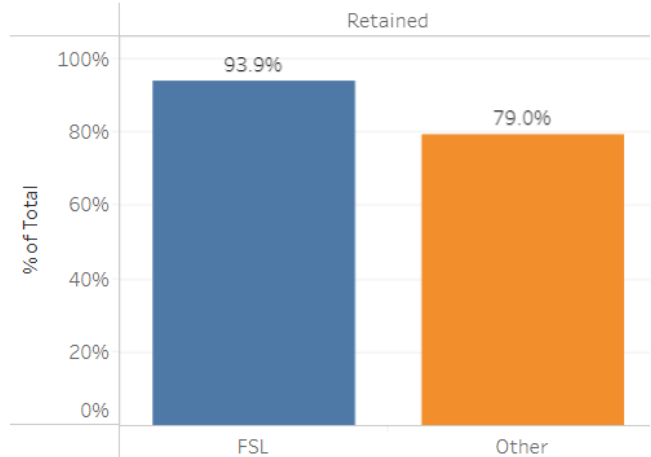
experience. FSL continues to partner with Office of Admissions and Orientation and Transition to connect with incoming students and further showcase the benefits and support provided through fraternity and sorority membership. We are also examining new partnership opportunities within Student Affairs and throughout the University to reach student communities that traditionally have not participated in the recruitment process, particularly those from underrepresented or non-traditional student populations.



Active Membership Retention

As displayed in the executive summary, along with a continuing increase in new member recruitment participation, the fraternity and sorority community has also seen a steadied increase in membership growth, which correlates with active member retention. From FY20 to FY24, the community has increased 34% in total membership and an average year-to-year increase of nearly 8%, despite the impacts of COVID-19 in FY20 and FY21. These growth numbers are even more impressive given that the community saw a fluctuation in the number of organizations, including decreases during FY23 due to closures and removal of recognition for three fraternal organizations. Additionally, in comparing retention data from Fall 2022 to Fall 2023, the Fraternity and Sorority community retained 93.9% of community membership, nearly 15% higher than those unaffiliated with a fraternity or sorority at the University of Utah. The retention and steady increase in membership reflects the fraternity and sorority community's efforts in providing their members with a holistic membership experience that provides the academic support, leadership and professional development experiences, and connections and belonging necessary for them to maintain their membership in their organizations, and persist towards graduation.

Fall to Fall



Organizational Expansion Process

As the above data reflects, interest and membership in the fraternity and sorority community continues to grow. Similarly, projected future enrollment data indicates a continued steady increase in student enrollment at the University, which is likely to correlate to continued growth in recruitment participation. In preparation for this continued interest the fraternity community began the process of seeking to add additional fraternal organizations to the community during FY24. This organizational growth will increase opportunities available for those participating in recruitment to find membership in an organization that fits their interests, values, and goals at the institution. From September through November 2023, the FSL community welcomed seven fraternal organizations for day-long interviews and meetings with campus stakeholders including active members, organization and community leaders, alumni, advisors and campus partners to determine which organizations should be invited to establish an emerging chapter at the University. The interview process concluded in November 2023 and feedback was gathered from all participants to ensure a variety of interests and perspectives were evaluated during the decision-making process. In January 2024, the fraternity community unanimously voted in favor of recommending invitations to three fraternal organizations to establish emerging chapters. These recommendations were endorsed and approved by University



DELTA CHI
FRATERNITY

Fall 2024



PHI GAMMA DELTA

Fall 2025

administration and the process concluded in February 2024. Three organizations – Delta Chi Fraternity, Phi Gamma Delta Fraternity, and Tau Kappa Epsilon Fraternity - will be joining and/or returning to the Utah fraternity community between FY25 and FY27. These organizations were selected, in part, because of their research and understanding of the current fraternity and sorority landscape at the University of Utah, their extensive member support and educational programs, large collectives of alumni and staff support within close-proximity

of Salt Lake City, and their eagerness to build mutually beneficial partnerships between their inter/national organizations and the University of Utah. The additions of these organizations is anticipated to increase opportunities for membership by more than 20% over the next three years, allowing space for more incoming and current students to thrive from the holistic benefits provided by the fraternal experience. Additionally, the sorority community has begun the process of exploring adding an additional sorority to create further opportunities for those participating in sorority recruitment to find their home in a Greek-Letter organization.



TAU KAPPA EPSILON

Fall 2026

Advanced: Strategic Partnerships and Programming Collaboration

As FSL staff grew and refined our approach to education and programming initiatives, we saw FY24 bring community records in participation, programs held, and campus partnerships. Overall, FSL held 54 total programs with 4,937 attendee's, nearly doubling program attendance from FY23, including 79% of the community attending at least one program, training or workshop. This percentage of community participation was a 3% increase from FY23. The primary programming focus for FY24 remained maintaining and establishing strategic partnerships with campus partners remained at the forefront. These partnerships are paramount to the membership experience as they allow FSL staff to utilize expertise on the fraternity and sorority experience in collaboration with experts in particular areas including leadership and career development, health and wellness, and more to tailor education and programming that specifically meet the needs of the FSL community throughout their membership experience. This approach brings community members to the experts in engaging, informative, and tailored ways. In this effort, 74% of the programming implemented by the Office of Fraternity and Sorority Life during FY24 collaborated with a campus partner at the University of Utah. In the Fall of 2023, FSL partnered on 22 of 29 (76%) programs, and in Spring 2024, 15 of 21 (71%) programs were involving a partner office or organization. FSL programming covered topics including health and wellness, community engagement and belonging, and leadership development. Typically, these initiatives were co-facilitated by FSL and partner office staff, including developing curriculum, and facilitation approaches tailored to the fraternity and sorority experience, as well as completing post-programming debriefs to discuss successes and changes for the future.

Campus Partners for FY 24:

- Office of the Dean of Students
- Center for Campus Wellness
- Student Governance and Leadership
- American Indian Resource Center
- University Counseling Center
- Huntsman Mental Health Institute
- Mental Health First Responders (MH1)
- Vice President for Student Affairs
- Office of Equal Opportunity And Affirmative Action
- Bennion Center for Community Engagement
- U Career Success
- University Athletics
- Office of Orientation and Transition
- Union Programming Council
- Office of Alumni Relations

- Housing and Residential Education
- Center for Equity and Student Belonging
- Department of Public Safety
- Women’s Resource Center

Campus Partner Spotlights:

Two strategic partnerships the Office of Fraternity and Sorority Life continued to develop during FY24 were with the Office of the Dean of Students and Center for Campus Wellness. These offices delivered education on topics including hazing prevention, student support resources, bystander intervention, personal growth and development, alcohol and other drugs, healthy relationships, mental health and more:

Office of the Dean of Students

- 7 Workshops, Panels and Trainings
- 990 Total Attendee’s
 - 826 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
- 764 Total Attendee’s
 - 614 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.

New Campus Partner Program Initiative – Office of Alumni Relations - Senior Send-Off

New for FY24, the Office of Fraternity and Sorority Life partnered with the Office of Alumni Relations in April 2024 on a Senior Send-Off event that invited more than 200 past and present organization and community leaders, soon to be graduates, advisors and alumni to gather and celebrate the accomplishments and impact of fraternity and sorority members graduating in Spring 2024. The event included an alumni and community leader social, dinner, and testimonials from graduates and alumni on the lasting benefits of fraternity and sorority experience at the University of Utah. With the success of the send-off and goals of growing FSL alumni engagement we intend to make this an annual end of Spring semester tradition to bring together and celebrate the impact and legacy of our collective of alumni, community leaders and graduates.



Maddie Mossman '24 speaks on behalf of FSL graduating seniors about her experience and impact of FSL membership on her time at the U – April 2024

Section 3: Major Challenges

Challenge One: *Department Staffing Vacancies and Extended Search Processes*

The Office of Fraternity and Sorority Life began FY24 with one remaining vacancy for the IFC Advisor/Coordinator of Fraternity and Sorority Life position. The FSL team engaged two separate search processes during FY24 in order to fill this role with one failed search that was the result of two offers being declined due to personal reasons and job offers from other institutions. The successful search concluded in March 2024, as discussed in Section 2. The successful conclusion of the IFC Advisor/Coordinator search completed a process that began during FY23. Because of the time consuming nature of these search processes and the limited bandwidth of FSL staff as a result of the vacancy, adjustments were made through FY24 to educational and community priorities to center immediate needs and areas of concern including harm reduction, belonging initiatives and leadership development programming for organization and community leaders. FSL staff prioritized developing campus and community partnerships to meet the support and educational needs of the community. These relationships will ensure continued streamlining and expanding educational and support initiatives during FY25. While the completion of this search was critical to the current development and support of the community, as membership growth continues we anticipate further exploring staffing and support resources that meet the unique needs of the FSL community. As discussed in Section 4 and 5, we aim for this to be an opportunity for Student Leaders to further engage and impact the efforts, goals and mission of the Office.



FSL Staff completed the sorority recruitment process with a record number of participants and membership invitations – August 2024

Challenge Two: *Organization Policy Education and Accountability Processes*

Throughout FY24, the Office of the Fraternity and Sorority Life and Office of the Dean of Students (ODOS) partnered on investigations into allegations of organizational misconduct. These processes are critically important to the ongoing and continued safety, and wellbeing of the current and future membership of the fraternity and sorority community. These investigations center the guidelines within University Policy 6-400 regarding Student and Organizational Rights and Responsibilities that were updated in FY24 including those related to [hazing and member safety](#). The aim of these processes is to center learning and growth, while collaborating 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 and 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. On average, investigations during FY24 took 4+ weeks to complete. Once investigations are complete, FSL and ODOS share the responsibility of ensuring that assigned sanctions which could include educational programming, restitution, reflection or other approaches that centering learning and accountability are completed. This typically adds additional follow-up meetings and educational responsibilities beyond the initial investigation accounting for an additional 4-6 weeks. In total during FY24, FSL and ODOS staff spent roughly 130+ hours collaborating on organizational misconduct investigations and follow-up. Thus, similar to the search processes discussed above, supporting and collaborating on these processes required extensive bandwidth of FSL staff. Additionally, these processes highlighted the importance of FSL staff continuing to focus on developing and implementing health and wellness education that centered learning and clarity related to University guidelines and expectations, member support and well-being strategies, and further community understanding of organizational accountability processes. These organizational accountability processes and member education approaches can

further benefit from FSL/University partnerships with internal or external vendors that can gather data and assessment as well as provide tailored educational approaches such as online asynchronous learning that educate members on topics including hazing prevention, alcohol and other drugs, and university policies and guidelines. These strategies also incorporate data analysis strategies that identify member awareness of misconduct behaviors and highlight gaps in knowledge and understanding that could be addressed through tailored educational sanctions and community-wide programming.

Challenge Three: Assessment and Evaluation

Though the Office of Fraternity and Sorority Life hosted a number of programs and educational experiences with community members and campus partners, these programs incorporated a limited number of approaches to evaluate learning and growth, beyond participation data and some qualitative student feedback. While we are confident participants gained knowledge, developed skills and found community through programming and education, there is limited qualitative or quantitative data to reflect that learning, the gaps that remain, and the effectiveness of the implemented educational strategies. This causes challenges with making data informed decisions regarding adaptations or approaches to FY25 programming and education. These challenges inform our approach and priorities for the coming year to incorporate data gathering and learning evaluations into all programs and trainings. These approaches will center learning outcomes that speak to Student Affairs mission and strategic initiatives. FSL intends to partner with the Student Affairs Strategic Initiatives team to develop these learning outcomes and assessment approaches. Additionally, as part of ongoing professional development, FSL staff will continue to engage in trainings and education that informs their understanding of assessment techniques and program design, including American College Personnel Association (ACPA) [Program Design School](#).



FSL Student Leaders meet incoming students during HRE & FSL early move-in "Welcome Back BBQ" – August 2024

Section 4: Status of FY24 Strategic Projects

Initiative 1: Policy Revision

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

Beginning in FY 23, the Office of Fraternity and Sorority Life began updating and revising policies that support and govern the fraternity and sorority community. FSL staff and Greek Council leaders collaborated on revising and updating proposed bylaws for the Greek Council Hearing Board, which serves as a means of limited self-governance within the fraternity and sorority community. These bylaws have been reviewed by the Governing Councils of the Fraternity and Sorority community and Office of General Counsel and are in the final stages of review with the Director of Fraternity and Sorority Life and Office of the Dean of Students. Implementation is expected for the Fall 2024 semester. 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 and Responsibilities, such as violations of social standards, the SLC Ordinance, or community governing documents. Benchmarking for updates to University Policy 6-402 began in Fall 2023 and continued through Spring 2024 with a focus on clarity in the organizational misconduct adjudication process. These revisions aim to incorporate and speak to changes in related policies such as 6-400 and 6-401A/B regarding Student and Organizational Rights and Responsibilities that took place between FY23 and FY 24. Revisions are ongoing and aim to be proposed during FY25. Revisions to Greek Council Constitution Article XI: Section 1B – *Alcohol Free Housing Exception Policy* were placed on hold during FY24 as the University determines plans for

growth and development of the fraternity and sorority community including decisions regarding organizational housing and relationships and influences of Salt Lake City stakeholders.

Initiative Two: Responsible Growth and Staff Development

- Office Staffing Model
 - Second coordinator – **Completed**
 - FSL Ambassadors – **Ongoing**
- Holistic onboarding and staff development strategies – **Partially completed**
- Affiliated Organizations - *Fraternities and Sororities - IFC/CPC/CBFO* – **Partially Completed**

The search for a second Coordinator of Fraternity and Sorority Life was successfully concluded in March 2024 with the hiring of Caitlin Gurgone to advise and support the fraternity community. Caitlin began her role in June 2024. With the primary focus on hiring and onboarding full-time staff, the FSL Ambassador position has not yet been developed, but remains a priority for FY25. As part of Caitlin’s onboarding, FSL developed a new comprehensive on-boarding plan that was developed through benchmarking peer offices, feedback from past staff, and review of institutional priorities. This plan included a holistic overview of the FSL office and responsibilities, engagement with campus partners in a variety of capacities, and completion of a number of University and professional association trainings and learning materials. Because the Student Affairs Performance Management priorities and directives are still being developed, an FSL specific performance evaluation has not yet been created. However, a comprehensive professional development plan was created grounded in professional core competencies for Fraternity and Sorority Professionals, through the Association for Fraternity and Sorority Advisors. This program identifies areas of strength and growth, and centers training experiences and continuing education opportunities to develop knowledge and skills within new areas of FSL or Student Affairs including assessment, facilitation, curriculum and leadership development. Finally, as discussed in Section 2, the fraternity expansion selection process was completed in April 2024, and three new organizations will be joining the Utah fraternity community over the next three years:

- [Delta Chi Fraternity](#) – Fall 2024
- [Phi Gamma Delta Fraternity](#) – Fall 2025
- [Tau Kappa Epsilon Fraternity](#) – Fall 2026

FSL has not yet developed a working group of campus and community partners to focus on the growth of Culturally Based Fraternal Organizations (CBFO’s). However relationships have been developed with existing and new graduate chapters of these organizations in the Salt Lake City area and conversations have begun with these groups about next steps in establishing and growing collegiate chapters. This remains a priority for FY25.

Initiative Three: Structured Annual Education Model with Strategic Partnerships - **Ongoing**

Continuing the initiative from FY23, FSL staff worked with campus and community partners to develop a Structured Annual education model. However, while this effort was being developed, the decision was made to shift away from small-scale, opt-in programming attended by few members, to focus on large-scale community-wide programming that impacted the largest amount of members possible. Priorities remained to focus on risk prevention and leadership development programming. As indicated by the number of programs, attendee’s and partnerships this effort was a success, impacting nearly 80% of the fraternity and sorority community. Compared to previous years, attendance and engagement were more effectively tracked, however, due to limited staff bandwidth, learning outcomes and the use of assessment techniques were limited. During FY24, the FSL team further developed the FSL Prevention Series in partnership with the Center for Campus Wellness, engaged more effectively with general members of the fraternity and sorority community through monthly “Lunch with FSL” meet and greets, and further refined our organization and community leader education and trainings. As shared



Caitlin Gurgone, FSL Coordinator & IFC Advisor hired March 2024

in Section 2, FSL continued to build on strategic partnerships and worked closely on curriculum development with a number of campus partners to utilize their knowledge and expertise.

Section 5: New and Continuing Strategic Projects

Project One: Policy and Process Revision

- Policy 6-402: Fraternal Social Organizations
- Greek Council Hearing Board and Neighbor Relations Council
- Philanthropy and Registered Social Event Policy Implementation

Description:

Fraternity and Sorority Life began updating and revising numerous policies that support and govern the FSL community during FY23 and FY24, and this effort will continue in FY25. Updates to University Policy 6-402 remain the priority. This policy outlines the University's relationship with fraternities and sororities and FSL seeks to revise the guidelines to ensure all aspects are relevant and applicable to the current and future needs of the community and University including refining community standards and revising the adjudication process for organizational accountability. FSL staff and Greek Council leaders are in the process of completing proposed bylaws outlining a Greek Council Hearing Board that serves as a means of self-governance and accountability within the fraternity and sorority community when there are violations of community bylaws and standards. This Hearing Board works in collaboration with the Office of the Dean of Students and a Neighbor and Community Relations Council to strengthen relationships and communication between the University, the Fraternity and Sorority Community and Federal Heights neighbors, including enforcing the registered social event policy for chapter facilities. Finally, the Greek Council has instituted a philanthropy event policy to streamline and clarify guidelines related to organizations hosting and raising funds for philanthropic organizations. FSL staff will be supporting and guiding council officers in implementing and assessing this policy that encourages events on campus, increased community awareness of events and the standardizing of expectations.

Project Scope:

- Policy 6-402: Fraternal Social Organizations - Benchmarking Big 12, peer and aspirant institutions and professional association policies that define relationships with fraternities and sororities and organizational accountability processes. Propose changes to policy to Office of Dean of Students by January 2025.
- Greek Council Hearing Boards – Propose finalized bylaws to Dean of Students and Office of General Counsel by September 2024 and finalize by December 2024.
- Neighbor and Community Relations Board – Outreach to select Federal Heights neighbors and campus and community partners in August 2024 to gauge interest in participating. Host first meeting of NCRB in October 2024 and meet quarterly.
- Philanthropy and Registered Social Event Policy Implementation – Increase awareness of event guidelines and expectations through trainings in August 2024 and engage chapter leaders in surveys and roundtables to gauge understanding and effectiveness of policies through FY25. Identify potential barriers to compliance.

Objective: Increase Student Awareness and Access

Initiative: Revitalize Engagement and Belonging



Fraternity & Sorority Members continue to prioritize and value raising funds and completing service hours for local and national non-profits including the Make A Wish Foundation, Big Brothers, Big Sisters, the Rape Recovery Center of SLC, Best Friends, and more.

Metrics and Outcomes:

1. What are best practices related to institutional relationships with fraternity and sorority organizations?
 - a. **Metrics:** Benchmark Big 12, peer and aspirant institution and professional association policies that define relationships with fraternities and sororities and organizational accountability processes
 - b. **Outcome:** Identify key best practices that meet the needs of the University of Utah in relation to the fraternity and sorority community and specific areas in which adjustments are necessary (Operational)
2. What are the policies and bylaws that the Greek Council should be self-governing as compared to those adjudicated by the Office of the Dean of Students?
 - a. **Metrics:** Analyze existing policies and rules that govern the community and consult with ODOS and OGC to determine appropriate scope of Greek Council Hearing Board
 - b. **Outcome:** Finalize proposed bylaws and implement self-governance model (Operational)
3. What strategies for outreach and communication would be most effective in furthering positive and collaborative relationships with those residing in the Federal Heights Neighborhood near Greek Row?
 - a. **Metrics:** Engage in focus group conversations with FSL community members and Federal Heights residents
 - b. **Outcome:** Develop Neighbor and Community Relations Council that meets regularly and serves as bridge between FSL Community and Greek Row neighbors (Operational)
4. What is the current level of FSL community awareness and understanding of philanthropy and registered social event policies? What are gaps or areas of concern?
 - a. **Metric:** Engage in focus groups and roundtables with organization leaders and identify potential barriers to compliance.
 - b. **Outcome:** Evaluate and refine Greek Council Philanthropy and Registered Event policy and trainings that address expectations, areas of confusion and concern.

Project Two: Responsible Organizational, Staff and Student Leader Growth

- Student Leader Role Development - *FSL Ambassadors and Council Officer Compensation*
- Examine Staff Roles, Responsibilities and Areas of Growth
- Affiliated Organizations - *Fraternities and Sororities – IFC/CBFO*

Fraternity and Sorority Life continues to explore the development of additional student roles within our office. The FSL Ambassador position is anticipated to be a paid student employment role that creates leadership opportunities and provides 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, developing marketing and outreach strategies to campus community, supporting FSL tabling and recruitment efforts, and general administrative tasks such as roster management, community reports and website edits. We also anticipate exploring compensation models for other student leader roles including council officer positions. Additionally, now that all full-time roles within the FSL office have been filled, we anticipate spending FY25 analyzing these roles and their particular responsibilities to determine if they meet the needs of the office, community and staff members and identify areas of growth or adjustment. Finally, we aim to successfully develop a plan for onboarding and incorporating Delta Chi to the fraternity community this Fall that will inform future strategies for additional fraternities in the years to come. We will also continue exploring avenues to bring Culturally Based Fraternal Organizations (CBFO's) to the FSL community. FSL staff will be developing a working group of campus and community partners with knowledge and



Zeta Phi Beta Sorority Inc. established a graduate chapter in SLC in September 2023. Conversations are ongoing to establish a Collegiate Chapter at the University of Utah.

relationships to CBFO's to identify opportunities for resource allocation, education, and possible future establishment.

Project Scope:

- Student Leader Role Development - Benchmarking Partner Offices Big 12, peer and aspirant institutions for student leader employment and council officer compensation. Develop position descriptions and compensation models to propose to SALT by December 2024.
- Staff Roles and Responsibilities – Analyze staff responsibilities through time allocation analysis during the workday to determine areas that may need more focus or attention and responsibilities that could be shifted elsewhere.
- Affiliated Organizations – Create a detailed onboarding plan for Delta Chi that lays a foundation for how future organizations can be successful when establishing and weigh plan against recruitment results; establish CBFO working group.

Objective: Improve Culture and Staff Experience

Initiative: Revitalize Engagement and Belonging

Metrics and Outcomes:

1. What are best practices for student leader employment and compensation within a fraternity and sorority office?
 - a. **Metrics:** Benchmark Partner offices, Big 12, peer and aspirant institutions for student leader employment and council officer compensation models
 - b. **Outcome:** Identify key best practices that meet the need of the FSL office and develop position description and compensation model. (Operational)
2. What areas of responsibilities are full-time staff spending the majority of their time? Do those areas meet the needs of the office and community? Are their gaps?
 - a. **Metrics:** Utilize a time allocation analysis to breakdown responsibilities in which staff are spending their time and bandwidth
 - b. **Outcome:** Identify specific gaps or concerns and determine possible resources to allocate to those areas. (Operational)
3. What are the needs and concerns of Graduate Chapters of CBFO's that may prevent the establishment of collegiate chapters at the U?
 - a. **Metrics:** Conduct focus group conversations with current members and graduate chapter leaders of CBFO's to gather input and feedback related to future partnerships.
 - b. **Outcome:** Address areas of growth and success while establishing at least 1 CBFO collegiate chapter (Program-Specific)

Project Three: Tailored Education with Strategic Partnerships and Chapter Excellence Model

- FSL Peer Health Educator Implementation
- Tailored and Data Informed Educational Approach
- Revisions to Chapter Accreditation Program

Continuing the initiative from FY23, FSL Staff will refine the Tailored Education Model through large-scale, community wide programming that centers risk prevention, harm reduction, belonging initiatives, leadership development and alumni engagement. In partnership with Student Affairs Strategic Initiatives, these programming efforts will be grounded in learning outcomes and assessment techniques to gauge member development. These programs will also aim to continue and further develop partnerships with campus and national experts in these areas of health and wellness



FSL continues to prioritize community development and belonging initiatives as part of our tailored approach to education and programming. This includes Songfest during Homecoming week, which remains the University of Utah's longest running student-led tradition. Songfest was hosted for the 104th consecutive year in September 2023.

and leadership development so the FSL staff can help tailor partner expertise in order to meet the needs of the community. Similarly, we will explore partnerships with external vendors that provide online education and community climate data to gauge areas of strength and opportunity in order to center data informed education. As part of this effort, we seek to develop our new partnership with the Center for Campus Wellness that provides paid Peer Health Educators specifically for the fraternity and sorority community. We anticipate these roles will provide increased opportunities for health and wellness education that directly meets the needs of the FSL community. Finally, we seek to analyze and revise our chapter accreditation/excellence model to ensure organizations maintain their relevancy at the University of Utah and continue to strive to provide holistic membership experiences to those who join their organizations.

Project Scope:

- Peer Health Educators – Identify key areas of focus for peer health educators and opportunities for them to educate the FSL community beyond Center for Campus Wellness specific programs. Determine how often FSL organizations utilize this resource and what adjustments need to be made.
- Tailored and Data Informed Education – Refine FSL education and programming to ensure a focus on community-wide impact and educating the most members possible through strategies that achieve learning and growth. Analyze opportunities for partnerships with external vendors to provide data and platforms that can inform and support this approach.
- Revisions to Chapter Accreditation – Refine Accreditation Program so organizations are empowered to provide data and narratives that share the story of FSL experience, while educating and developing their members in areas of need through campus and inter/national organization partnerships.

Objective: Improve Collaboration and Strategic Partnerships

Initiative: Revitalize Engagement and Belonging

Metrics and Outcomes:

1. How often and in what areas will FSL organizations utilize peer health educators and how can curriculum be tailored to further meet their needs
 - a. **Metrics:** Track usage of Peer Health Educators by organizations and which specific topics they are educating on; gather focus group data on areas in which program could be expanded
 - b. **Outcome:** Refine Peer Health Educator model and develop a series of requestable programs. (Program-Specific)
2. What areas of growth or gaps in knowledge and awareness exist for the FSL community in relation to risk prevention and harm reduction
 - a. **Metrics:** Partner with external vendor to complete assessment survey regarding community behavior and climate for harm reduction.
 - b. **Outcome:** Refine approach to education to center specific gaps and areas of growth rather than providing broad generalized education (Program Specific)
3. What are areas in which organizations themselves would be better suited to provide education and programming rather than FSL office?
 - a. **Metrics:** Gather community leader feedback through survey and roundtables on previous versions of accreditation program and opportunities for changes.
 - b. **Outcome:** Revise Accreditation Program for organizations to more effectively share their story and holistic impact on the member experience. (Program-Specific)