



2021-2022 Annual Report  
The Office of Fraternity and Sorority Life

## **PRIMARY PURPOSE (PART I)**

### **OFFICE OF FRATERNITY AND SORORITY LIFE**

#### **MISSION STATEMENT:**

We support student wellbeing and success as the Office of Fraternity & Sorority Life by striving for excellence in curating experiences filled with purpose, integrity, and inclusivity that empower and transform members into engaged citizens.

#### **PURPOSE:**

The Office of Fraternity and Sorority Life strives for excellence in curating experiences filled with purpose, integrity, and inclusivity that empower and transform members into engaged citizens.

#### **FUNCTIONS:**

The Office of Fraternity and Sorority Life educates, advocates, and supports the fraternal experience on campus by providing members with education on leadership development, risk management, equity, diversity and inclusion, academic success, and lifelong membership.

**DEPARTMENTAL OUTCOMES (PART II) & PROGRAMS, SERVICES, AND RESOURCES (PART III)**

*These sections are combined as various initiatives support the department outcomes.*

**Fraternity and Sorority Life Objectives**

1. **Education and Prevention Success and Development (EPSD)** – *This objective emphasizes the co-curricular program that supports a student’s connection to belonging at the University of Utah while developing transferrable leadership skills and risk prevention techniques to better their personal and academic success is what this core objective’s purpose strives to do.*
2. **Retention and Growth (RG)** – *This emphasizes how we market, grow and retain members in the fraternity and sorority community.*
3. **Community Development and Engagement (CDE)** – *This focus is on the engagement of our stakeholders. This includes chapter advisors, house board corporations, inter/national headquarters staff members and volunteers as well as parents and families.*
4. **Office Management (OM)** – *As we strive to provide the student with a premier fraternal experience, it’s important for us to manage the office space, budget, resources, and staff effectively to support the students and organizations.*

Area of EPSD	Program, Services, and/or Resources	Evidence of Outcome Achieved/Relevant Data	Utilization Summary
<b>Academic Success</b>	Compile semester reports to display the community’s academic achievements. To be in good standing, organizations must obtain a 2.95 GPA.	Fall 2021– 3 chapters did not meet this. 16 chapters did meet this goal. Spring 2021 – 3 chapters did not meet this. 17 chapters did meet this goal.	See Semester Reports
<b>Leadership Development</b>	Council and Organization Officer Training	Participants engage in trainings that are informative and enhance the membership experience and expectations. Leaders will be prepared to lead their respective organization(s).	Provide numbers of attendance for trainings. All council officers were in attendance. 90% of chapter officers attended. Those that missed had make up meetings to receive the information.
	New Member Orientation	Those who are in the joining process of their membership experience attend this program to teach them about the larger Greek community, expectations and campus resources to support them. This happens in	412/665 new members attended in the fall. 80/154 new members attended in the spring.

		both the fall semester and spring semester.	
	UTES Presentation	This was a collaboration with the American Indian Resource Center (AIRC) to educate our members on the relationship between the University of Utah and the Ute tribe.	324 students attended this program.
	Homecoming & Songfest	This is a week that organizations look forward to filled with friendly competitions, fundraising and service, community building activities and 102 <sup>nd</sup> Songfest. This week aides in enhancing not only community building but also building affinity to the Greek experience and institution.	<i>All events were well attended throughout the week.</i>
	Greek Week	This week is held every spring semester and organizations within the community are put into teams to engage in service, education, community building and friendly competitions. This week also enhances community building and affinity building.	<i>All events were well attending throughout the week.</i>
	FSL DEI program	Pilot program (spring 2022) that teaches FSL members concepts or DEI.	There were 15 students who participated in the pilot program.
<b>Risk Prevention</b>	Title IX/OEO Training	This was education provided by OEO for leaders to best understand Title IX, reporting, and what is expected of them moving forward.	All organizations met the attendance requirement of 3 officers being in attendance.

	Prevention Day with Campus Partners (Fall 2021)	This was a day of education where participants got to hear from and receive information from campus partners such as the MCVP, ODOS, UUPD, MH1.	137 students attended across 18 organizations.
	Prevention Awareness series (Spring 2022)	This was education in conjunction with CSW to teach students about safer party culture, bystander intervention and healthy relationships.	598 students attended.
	City Certification	<p>In accordance with Chapter 21A.36.150 (C)(1) of the Salt Lake City Code, the University of Utah submits an annual report to the city outlining the following information:</p> <ul style="list-style-type: none"> <li>• Name and addresses of each fraternity/sorority and names of each Chapter President</li> <li>• Identify persons responsible for monitoring compliance including assigned Salt Lake City Police representatives</li> <li>• Neighborhood relations information</li> <li>• Copies of signed agreements (or ordinance copy signed by each chapter president) and written information outlining the</li> </ul>	Compliance was met and the certification was turned in to the proper authorities within SLC.

		<p>consequences of noncompliance</p> <ul style="list-style-type: none"> <li>• University compliance with each ordinance provision</li> <li>• Annual summary of citations issued at fraternity properties</li> <li>• Risk management policies for each fraternity/sorority</li> <li>• Other information necessary to demonstrate that the ordinance provisions are being adequately monitored and enforced</li> </ul>	
--	--	--	--

<b>Area of RG</b>	<b>Program, Services, and/or Resources</b>	<b>Evidence of Outcome Achieved/Relevant Data</b>	<b>Utilization Summary</b>
<b>Retention</b>	Track member retention and graduation rates.	We are striving to improve retention and graduation rates for fraternity/sorority members at a higher rate than non-Greek peers.	See table from tableau.
<b>Growth</b>	Track membership size.	Increase the percentage of membership and organizations within the community.	<p>Fall 2020 – Fall 2021 membership increased 21.9%.</p> <p>Spring 2021 to Spring 2022 membership increased 16.05%.</p> <p>Pi Kappa Phi fraternity joined our community during the spring 2022 semester.</p>
	Culturally Based Fraternal Organizations (CBGOs)	We are striving to support and grow our options for culturally	Our current 3 groups have seen success throughout this past year. The office has developed

		based organizations to thrive on our campus.	relationships with graduate chapters to explore options for collegiate membership. In the future the office should explore ways to continue this as well as work with national organizations to join the community.
--	--	--	---

<b>Area of CDE</b>	<b>Program, Services, and/or Resources</b>	<b>Evidence of Outcome Achieved/Relevant Data</b>	<b>Utilization Summary</b>
<b>Organizational Stakeholders</b>	Organization Advisors	Develop relationships with advisors to create open communication and guidance. This happened through meetings and various forms of communication.	<i>Various meetings and communication.</i>
	Housing Board Corporations	Develop relationships with house corp presidents to further communication and support students. This happened through meetings and various forms of communication.	<i>Various meetings and communication.</i>
	Inter/National Organizations	Develop relationships with inter/national organization representatives to further the development of our organizations. This happened through meetings and various forms of communication.	<i>Various meetings and communication through roughly 175 touchpoints.</i>
	Alumni Engagement	We were striving to develop more of a connection and collaborative initiatives with alumni relations to engage alum near and far. However, due to staff turnover and priorities shifting, we didn't meet this goal.	<i>We've started the conversations and hope to work toward this in the future.</i>
<b>Community Stakeholders</b>	Parents and Families	We were striving to develop more connection and touch points with	<i>We've started the conversations and hope to</i>

		parents and families of members in our community. We believe this would help those understand the membership experience and the office could serve as a resource to answer questions. However, due to staff turnover and priorities shifting, we didn't meet this goal.	<i>work toward this in the future.</i>
	Neighbors	We made efforts to build a better relationship with the neighbors surrounding the "Greek Row". This has mainly happened after something had occurred. Conversations and plans had started with UMC to think about strategically addressing this matter. However, due to other issues this goal did not happen. The students did organize monthly clean-ups of the neighborhood.	<i>We've started the conversations and hope to work toward this in the future.</i>

<b>Area of OM</b>	<b>Program, Services, and/or Resources</b>	<b>Evidence of Outcome Achieved/Relevant Data</b>	<b>Utilization Summary</b>
	Accreditation Program	The program was developed to enhance the expectations of the membership experience.	All chapters submitted this report.
	Office Staffing	Our staffing model stayed the same this year. As priorities shift and demands increase, it will be important to increase the full-time staff that support, educate and advocate for this community.	<i>We've started the conversations and hope to work toward this in the future.</i>

**IMPACT DATA (PART IV)**

**Assessment and Evaluation:**

The Office of Fraternity and Sorority Life uses a couple of different methods to assess, measure, and evaluate our programs and services. To assess our programs and events, we utilize forms and surveys to ask for student feedback on their experience at the event and/or to gauge what they



have learned from the program. We regularly track, to the best of our ability, how many students attend events, programs, and services like trainings. In addition to this, we have worked with OBIA to collect utilization data on our community.

**Utilization Data:**

- *Total number of students served in programs, services, check-ins, etc.:*
  - Fall 2021 – 1,851 Greek-affiliated students
  - Spring 2022 – 1,750 Greek-affiliated students
- *Total number of individuals served (if it is not exclusively students)*
  - Fall 2021:
    - 1,851 Greek-affiliated students
    - About 150 (chapter advisors, staff/faculty advisors, neighbors, parents and families, Inter/National Headquarters)
  - Spring 2022:
    - 1,750 Greek-affiliated students
    - About 150 (chapter advisors, staff/faculty advisors, neighbors, parents and families, Inter/National Headquarters)
- *For students:*
  - Academic career
    - The students that are affiliated with and reflected in the numbers above in our community are active, undergraduate members.

a. Year in School

	Total
Freshmen	200
Sophomore	495
Junior	446
Senior	604
Total	1,750*

\*based on Spring 2022 membership numbers

b. Gender

	Total
Men	832
Women	918
Total	1,750*

\*based on Spring 2022 membership numbers

c. Residency

	Total
Utah Residents	1,249
Non-Utah Residents	501
Total	1,750*

\*based on Spring 2022 membership numbers

d. Race/Ethnicity

	2021-2022*
--	------------

American Indian/Alaska Native	0.3%
Asian	3.6%
Black/African American	0.8%
Foreign	1.0%
Hispanic/Latino	11%
Native Hawaiian/Other Pacific Islander	0.2%
Multi-ethnic	6.1%
Not Specified	0.4%
White	76.8%

\*based on Spring 2022 membership numbers

- e. Fraternity/Sorority Status
    - i. All.
  - f. Honors Status
    - i. The Office of Fraternity and Sorority Life does not have this information.
  - g. HRE Housing Status:
    - i. The Office of Fraternity and Sorority Life does not have this information.
  - h. Veteran Status
    - i. The Office of Fraternity and Sorority Life does not have this information.
  - i. International
    - i. 28 students.
  - j. Trio Status
    - i. The Office of Fraternity and Sorority Life does not have this information.
  - k. NCAA Student Athletes
    - i. The Office of Fraternity and Sorority Life does not have this information.
2. Gaps in Data  
 The Office of Fraternity and Sorority Life doesn't track the number of non-affiliated students that we work with. We also don't have all of the information for some of the areas listed above.

### **MAJOR ACCOMPLISHMENTS (PART V)**

- Academic Success
  - Fraternity and Sorority members continue to do well in the classroom throughout the academic year attaining a community Fall 2021 GPA of 3.11 (vs. All-Student GPA of 3.20) and a community Spring 2022 GPA of 3.15 (vs. All-Student GPA of 3.23).
- Values-Based Programming and Development:

- We started intentional conversations with chapter leaders regarding the chapters approach and understanding of topics related to equity, diversity, and inclusion. We've also spent the last year creating an FSL EDI program. This program was piloted in the spring 2022 semester for chapter officers. Based on their feedback, tweaks to the program will be made and the program will be rolled out to the community for the fall 2022 semester for members to sign up and engage in.
- We successfully continued our Chapter Accreditation Program (CAP), where chapters are required to take part in this annual review that will hold organizations to meet the minimum expectations of a fraternity/sorority at the University of Utah. This program also leads to chapter status and recognition as well.
- We collected a comprehensive list of community service hours performed and philanthropic donations given throughout the academic year. The community reported 4,087.25 service hours performed as well as donated \$219,682.22 in the Fall 2021 semester. For the Spring 2022 semester, 5,937 service hours were performed, and donated \$254,53.62 to various causes.
- During the spring 2022 semester, we were able to engage 40% of the community after the sexual assault allegations that were reported in January as part of our plan to learn more and do better.
- Retention and Growth
  - The community experienced significant growth from the 2020-21 academic year to the 2021-22 academic year. The membership size at the end of Spring 2021 was 1,508 and 6.18% of the undergraduate population compared to the end of the Spring 2022, where the community ended with 1,750 members and 7.6%.
  - Our community welcomed Pi Kappa Phi fraternity into our Interfraternity Council (IFC).

### **MAJOR CHALLENGES (PART VI)**

- On-Going Challenges:
  - Staffing and Budget:
    - We will need to grow our staff and office space to support the community's growth. The burnout and workload of the staff continue to be a concern. Turnover in the fraternity/sorority advising industry is high, and for good reason. Campus-based FSL professionals are expected to do many things for students – education, compliance training, programming, development, and more. As generalists, this as well as moving the needle forward on initiatives and development such as curriculum development, fundraising, and assessment. This infrastructure will continue to increase staff burnout and turnover.
    - We continue to see a struggle for students to un our budget. Most of our staff salaries come from Greek dues that are paid each semester. If membership isn't sustainable, salaries may be impacted. However, without adequate staff, services, and education for an active, high-risk community could be compromised and have larger implications for the member experience.
  - Student Issues:

- Students struggle to understand and implement risk management procedures to ensure members' safety and avoid tragedies that have happened across the nation as seen from sexual assault allegations reported in January 2022. There is also a struggle among students to understand what an organizational event is and is not as well as how to hold members accountable.
- Students are over-programmed but do not retain critical information. Our staff is working on ways to create innovative and realistic programming to meet the student's needs that isn't just fun or seen as a "checklist" item. It's important to recognize that fraternities and sororities have several stakeholders invested in their experience and have expectations of them. This ranges from their Inter/National Organizations, the Office of Fraternity and Sorority Life as well as the recognition as student organizations. For those groups that are housed, they must also abide by the Salt Lake City Ordinance for Fraternal Organizations.
- Our students also struggle with telling their story of what it means to be a member of the community as a fraternity man or sorority woman at the University of Utah. They struggle to tell a story that depicts their actual story and not the typical story featured across the country or the story featured on popular social media accounts. Our students have unique experiences that are enhancing their college experience dynamically, but they aren't displaying this.