



2019 - 2020 Annual Report
The Office of Fraternity and Sorority Life

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OFFICE OF FRATERNITY AND SORORITY LIFE

MISSION STATEMENT:

The mission of the fraternity and sorority community at the University of Utah is to provide members lifelong opportunities for growth and professional development by fostering ideals of leadership, academic excellence, service, philanthropy, social responsibility, and intercultural awareness, while forging a legacy of friendship, leadership, and loyalty to the University of Utah.

FRATERNITY AND SORORITY LIFE LEADERSHIP:

Fall 2019:

Jess Turuc, Director of Fraternity and Sorority Life
Ryan Miller, Assistant Director of Fraternity and Sorority Life
Jenna Pagoaga, Fraternity and Sorority Life Program Manager
Walker Nasser, Interfraternity President
Kim Davison, Panhellenic President

Spring 2020:

Jess Turuc, Director of Fraternity and Sorority Life
Ryan Miller, Assistant Director of Fraternity and Sorority Life
Jenna Pagoaga, Fraternity and Sorority Life Program Manager
Mihir Pimpale, Interfraternity President
Lauren Shapiro, Panhellenic President

MEMBER CHAPTERS:

MEN'S FRATERNITIES

Alpha Tau Omega
Beta Theta Pi
Delta Sigma Phi
Kappa Sigma
Omega Delta Phi
Phi Delta Theta
Pi Kappa Alpha
Sigma Chi
Sigma Nu
Sigma Phi Epsilon
Triangle

WOMEN'S FRATERNITIES/ SORORITIES

Alpha Chi Omega
Alpha Phi
Chi Omega
Delta Gamma
Kappa Delta Chi
Kappa Kappa Gamma
Pi Beta Phi

OVERVIEW

This is an overview and reflection of the 2019-2020 academic year.

ACCOMPLISHMENTS

- Academic Success
 - Fraternity and Sorority members continue to excel in the classroom throughout the academic year attaining a community Fall 2019 GPA of 3.24 (vs. All-Student GPA of 3.15) and a community Spring 2020 GPA of 3.54 (vs. All-Student GPA of 3.47). All of our chapters ended the Spring 2020 semester being above a 3.0 GPA.
- Leadership Development:
 - Created and/or adjusted programming based on student feedback and local/national trends:
 - Hosted our second Sophomore Leadership Retreat to engage and further the education of sophomores in the community.
 - Selected and trained officers for the inaugural Greek Programming Board that will execute large-scale, community wide events and alleviate the work load on our governing council officers.
 - Created a Chapter Accreditation Program (CAP) that was introduced in March and will be implemented in the 2019-20 academic year. Fraternal organizations are required to take part in this annual review that will hold organizations to meeting minimum expectations of a fraternity/sorority at the University of Utah. This program is also has a recognition piece as well. Recognition was given in April 2020.
 - Collected a comprehensive list of community service hours performed and philanthropic donations given throughout the academic year. The community reported 16,498 service hours performed as well as \$202,471.91 donated in the Fall 2019 semester. For the Spring 2020 semester, 1,808 service hours were performed and \$337,500.63 donated to various causes. The Spring 2020 efforts were greatly impacted by cancelled events due to COVID-19.
- Retention and Growth
 - Attained new and updated data displaying the community's retention and graduate rates.
- Awards & Recognition
 - Panhellenic Council was still recognized for their accomplishments the 2019 year in three award areas – Three-Star (top level) in Campus Collaborations, Three-Star (top level) Innovation, and Two-Star (middle level) in Accountability.
 - The staff were invited to present at the Annual Education Conference for the National Panhellenic Conference (NPC).

ONE UNIVERSITY

To support the University of Utah's initiative to be "One University", the Office of Fraternity and Sorority Life has strengthen our campus partnerships with the Center of Student Wellness, the Office of Admissions, the Office of Student Accountability and Support, the Center for Career and Professional Development, the Athletics department, as well as striving to utilize more on-campus services instead of outsourcing. As a staff we believe that it is our role to connect our students to various campus resources and advocate for our students to be engaged and invested in the current status of the University of Utah. We regularly invite campus partners to meetings with the chapters and/or the community and try to serve as a bridge in that connection.

EQUITY, DIVERSITY, AND INCLUSION

As a staff, we value this element of campus life. We regularly engage in webinars to learn more, take part of learning opportunities at conferences, and infuse this topic into our conversations and workshops with students. Through our newly created Chapter Accreditation Program, chapters will need to engage in at least one event that focuses on a cultural competency as part of their compliance with being recognized on campus. Throughout the course of the 2020-2021 academic year, we will be working with Student Diversity and Inclusion to create curriculum for our community to engage in. Please note: A joint resolution was presented to ASUU from BSU in July 2020. Details and plans regarding plans addressing the points concerning fraternity and sorority life from the resolution will be addressed in the 2020-21 annual report as this report reflects the 2019-2020 academic year.

COVID-19 IMPACTS & ADAPTIONS

Covid-19 has forced our staff and our students to shift the way that fraternities and sororities operate. This has primarily been through Zoom for chapter operations – meetings, education, etc. Shifting our work to virtual has presented some interesting challenges in regard to recruitment efforts, typical marketing and promotions, and membership engagement opportunities. Our students and leaders were torn between embracing this new reality and being reluctant to doing so. Most of these events have been traditionally been done in-person. We have done our best to role model the way by offering education on how to utilize the various features of Zoom as well as generating ideas of what could be for events that have happened in-person to virtual deliveries. This has been interesting with several trials and errors but mostly triumphs.

Due to COVID-19, we did have to cancel several events that our students look forward to all year. One of those events was Greek Week. This is a week of activities that students start preparing for in January and they were sad that it didn't happen. Sadly, not having this event and being sent home was really hard for a number of our students and hard for you student leaders. In addition to this, we postponed our Fraternity and Sorority Life Awards to mid-April. While chapters and members still received their recognition, it wasn't the same doing it online as it is in-person. Both of our councils cancelled events to send seniors off as well. While the students were mostly understanding in the spring semester, this has been tough for them.

As for the office and the staff, we spent most of the summer working from home. However, we did spend time preparing for our time in the office. To do so, we purchased PPE and signage to support safety and protection. Since being in the office in mid-August to late September, we utilized our plans created over the summer to limit the number of people coming into the office. This was limited as many of our services and programs can and have been offered virtually. Chapter operations like bills, membership updates and other paperwork have been transitioned to online platforms and meetings with students have happened over the telephone or Zoom.

DEPARTMENTAL CORE OBJECTIVES

Core Objective 1: Education and Prevention Success and Development (EPSD)

Alignment with the Student Affairs Strategic Objectives

Our core objective of **Education and Prevention Success and Development** aligns most closely with the division's strategic objective of **Student Engagement and Support**. The emphasis on the co-curricular program that support 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. This FSL objective also has elements of **Student Health and Wellness** as well as **Inclusivity and Equity**.

Areas of EPSD	Goals for EPSD	Desired Outcomes for EPSD	Achievement
Academic Success	Strive to be above the all-men's/women's semester GPA	Achieve a collective GPA that is above the all-men's/women's semester GPA	Fall 2019 -5/7 sororities and 7/11 fraternities achieved this. Spring 2020 - 5/7 sororities and 9/11 fraternities achieved this.
	Strive to be have a chapter GPA above a 2.95 for the semester	Chapters will be in good standing with our Office academic policy by being at or above a 2.95 semester GPA Note: Policy was implemented for January 1, 2019.	Fall 2019 - 3 chapters did not meet this. 15 chapters did meet this goal. Spring 2020 - All chapter met this goal.
	Provide support to chapters falling below the all-men's/women's GPAs through individual academic support meetings with chapter presidents and scholarship chairs	Responsibly know how to support members who do not meet the set academic GPA by offering individual academic support	Each semester, the FSL collects chapter academic plans to access the support being offered to members to enhance their efforts toward academic success. Critiques and suggestions are made accordingly pending on

			the plan and the chapters academic trends.
Leadership Development	Create/plan programs that mirror the values of fraternal organizations, and further the educational mission of the institution	Participants engage in programs that are informative and enhance the membership experience and expectations	Created new/adapted programs to meet the needs to of our students. Please see the “Leadership Development” section for more information.
	Advise and council Greek leaders in their personal leadership development and growth	Leaders will be prepared to lead their respective organization(s)	Work in progress.
Risk Prevention	Be aware of pertinent policies associated with Fraternity and Sorority Life and their respective organization(s)	To understand the policies that are pertinent to their respective organization(s)	Created new/adapted programs to meet the needs to of our students. Please see the “Risk Prevention” section for more information.
	Understand why specific policies are in place	Clearly understand why these policies are in place	Adapted office practices to meet the students and based off of feedback.
	Implement policies in their respective organization(s) to help keep members of the organization(s) safe	Implement the necessary policies within their organization to help keep members safe	We explain the best practices and expectations and hope students implement these policies and/or embrace their I/HQs policies.
	Challenge unsafe behaviors to encourage a safe and healthy membership experience	Recognize and correct unsafe behaviors and provide options for a healthy and meaningful membership experience	We changed our education practices in hopes empower students to do this.

PROGRAMS THAT SUPPORT THIS CORE OBJECTIVE

Academic Success:

Please see the information below for more information on the academic success of the community for the 2019-20 academic year.

Interfraternity Council (IFC)

	Fall 2019			Spring 2020		
Chapter	Members	GPA	Rank	Members	GPA	Rank
Alpha Tau Omega	42	3.24	4	34	3.61	3
Beta Theta Pi	96	3.45	1	95	3.77	1
Delta Sigma Phi	20	3.24	5	23	3.45	7
Kappa Sigma	68	2.75	11	75	3.30	11
Omega Delta Phi	7	3.26	3	6	3.57	4
Phi Delta Theta	98	3.27	2	104	3.52	5
Pi Kappa Alpha	98	3.15	6	51	3.51	6
Sigma Chi	164	3.09	7	133	3.62	2
Sigma Nu	48	2.94	9	46	3.45	7
Sigma Phi Epsilon	81	3.03	8	85	3.45	7
Triangle	31	2.92	10	28	3.32	10
IFC Total	753	3.19		680	3.51	

Panhellenic Council (PHC)

	Fall 2019			Spring 2020		
Chapter	Members	GPA	Rank	Members	GPA	Rank
Alpha Chi Omega	92	3.04	6	88	3.51	7
Alpha Phi	135	3.01	7	119	3.60	5
Chi Omega	150	3.30	3	139	3.63	3
Delta Gamma	139	3.33	2	124	3.66	1
Kappa Delta Chi	7	3.48	1	5	3.52	6

Kappa Kappa Gamma	120	3.28	5	125	3.65	2
Pi Beta Phi	144	3.29	4	136	3.62	4
PHC Total	787	3.29		736	3.60	

All-Undergraduate Student GPA at the University of Utah

	Fall 2019	Spring 2020
All Men’s University Average	3.08	3.40
All Women’s University Average	3.23	3.53
All University Combined Average	3.15	3.47

As per our new Academic Policy for fraternities and sororities, when a chapters fails to meet or exceed a chapter GPA of 2.95 that semester, the chapter will be placed on academic probation. This probation is a tiered system that requires chapters of concern to discuss support and address the educational need to support the chapter. This policy was implemented in Spring 2019. In the Fall 2019, three chapters did not meet the 2.95 GPA standard. In the Spring 2020, all chapter achieved this standard.

Complete semester reports are attached on pages 32 and 33 of this document.

Leadership Development:

- *New Member Orientation*
New Member Orientation was held on September 29, 2019 and February 19 and 20, 2020. New Member Orientation is a program for the newest members of the community as an opportunity for them to learn more about the larger Greek community that they have joined. Chapters we’re told that 60% of their new member classes needed to attend to meet the requirement for the Chapter Accreditation Program. The curriculum of this event is presented by student leaders, University administrators, and campus partners. Topics of discussion included education on alcohol awareness, risk reduction, sexual assault, time management, academic tips, healthy relationships, role of the governing councils and social media awareness.

- *Homecoming and Songfest*
The purpose of Homecoming, is to celebrate the University of Utah and show school spirit. With Greek members being some of the most involved and leaders on campus, they lead the way in participating in Homecoming events. Homecoming events includes a sign decorating competition to show school spirit and be displayed throughout campus. This replaced the traditional House Decorating Contest, where chapter homes were decorated to show their School Spirit. The decoration of homes limited who and how many

organizations could participate. This sign decorating competition was open to all registered student organizations to participate in and was run in collaboration with ASUU.

Songfest is the most highly anticipated annual event among the Greek Community. 2019 was the 100th anniversary of this event on campus, which makes it one of the longest standing traditions on-campus. Songfest is a competition in which each chapter choreographs a song and dance routine. The celebration engaged alumni, University Athletics and the pep band. The 2019 winner of songfest was Delta Gamma sorority.

The inaugural Greek Programming Board (GPB) hosted a couple of other events throughout the week of Homecoming to help build school spirit, engagement in campus and general excitement. The GPB hosted yard games challenge on President's circle, social media challenges on Instagram as well as a canned food drive to benefit the Feed U Pantry. The overall winner of Homecoming was Kappa Kappa Gamma sorority. This year, and moving forward, the winner of Homecoming is able to pick their Greek Week partner.

- *Greek Council Retreat*

On December 11, 2019, the Interfraternity Council (IFC) and Panhellenic Council (PHC) officers participated in a day-long training. The purpose of the training was to help the 11 student leaders who were elected and volunteer to lead their respective communities with the information that they need to do so successfully. Being a student leader at this level is a unique opportunity that requires men and women to receive some elevated leadership development, high-level thinking and insight into policy development and current practices. The retreat covered the difference between Office of Fraternity and Sorority Life (FSL) policies and council bylaws, as well as FSL programs versus council programs. We discussed values-based decision making, risk management policies, expectations and goal-setting.

- *Installation Ceremony*

Greek Council Officers, students who volunteer to be the leaders of the Greek Community, are elected each November. A slating committees recommend which students should serve as officers and delegates from each council then vote to accept, decline, or change the slate. Once officers have been elected, the Office of Fraternity and Sorority Life celebrates the newly slated officers with an Officer Installation Ceremony. This event was hosted on December 2, 2019. The ceremony includes the preceding Greek Council Presidents spoke about the successes and challenges of the year as well as presented the new officers for the upcoming year with an oath of office. Newly elected officers are pinned at this ceremony as a symbol of the start of their term and celebrate with their constituents, friends and family.

- *Chapter Presidents Workshop*

On January 8, 2020, the Office of Fraternity and Sorority Life (FSL) hosted a Chapter President's workshop. This workshop replaced the retreat that had happened in previous years based on logistics and feedback from past student leaders that the either the retreat was too long and/or took too much time away from their chapter. Another issue that we ran into in the past is that inter/national organizations will host educational opportunities

for Presidents such as academies, conferences, retreats, etc., that Presidents must attend to keep their leadership position. Because of this, we often didn't have every primary chapter leader attend but instead another chapter leader, which changed the dynamic of the experience. The workshop, in this format, allowed for all of the Presidents to be present because it was during the school week and students were on-campus.

At this workshop, we covered topics that consisted of values-based decision making, the semester calendar, and FSL policies and expectations. Throughout this workshop, we invited each chapter's new member educators to attend with the Presidents so we could cover the University's stance on hazing as well as have conversations about hazing prevention. We also invited chapter's social chairs to be part of our conversation on risk management and review of the Fraternal Insurance Programming Guidelines (FIPG) policies. This was done to foster the promotion of values and safety within the community. FIPG are event planning guidelines that most inter/national organizations expect their chapters to follow in to ensure that events are being planned safely and following their insurance standards.

- *Sophomore Leadership Retreat*

On the weekend of February 14 – 16, 2020, the Office of Fraternity and Sorority Life (FSL) hosted the second Sophomore Leadership Retreat. As a staff, we would often hear feedback from chapter and council leaders that there are a number of resources and energy that focus on freshman or new members, that we see sophomore members “fall through the cracks” more than any other group, which we know mirrors the national trend and conversation around the general collegiate sophomore experience. Based on this we created an opportunity to connect with sophomores across the community and have them be exposed to and engage in higher level conversations about the state of the community, develop as leaders and weigh in on the future direction and focus on the fraternity and sorority community. For this experience, there were two students from each chapter, as well as council leaders, who helped to facilitate this experience that was led by Tina VanSteenbergen. Tina designed the curriculum to focus on elevating one's leadership through authentic and inclusive leadership, leading challenging times, and community values. During this experience, the participants discussed issues and concerns within the community as well as areas of growth.

- *Greek Week*

Each year the Greek community hosts Greek Week, a week to celebrate the Greek Community as a whole and provide opportunities for chapters to break social barriers and come together. This year's week was supposed to take place on March 23-27, 2020. However, this was cancelled due to COVID-19.

- *Chapter Accreditation Program*

This year we launched and recognized chapters for their accomplishments via our new Chapter Accreditation Program (CAP). This purpose of this program is to ensure that organizations are relevant to their inter/national organization, governing council and to the University of Utah's expectations. This annual review is a reflection of what the organization has accomplished to enhance the memberships experience and education

throughout the calendar year. The areas of accreditation are: academic success, membership development, community outreach and philanthropic endeavors, retention and growth, chapter operations and risk management and reduction. The area of membership development focuses on various areas including: leadership development, cultural competency education, healthy relationship and sexual misconduct awareness, hazing prevention, alcohol/other drug education, health and wellness education, family engagement, alumni/ae relations as well as faculty/staff outreach. For organizations to be in good standing, organizations must achieve at 70% or Three Star Standing. Results from the program are listed starting on page 27 of this report.

This was developed in 2018 and released in early 2019 for chapters to engage in and complete during the 2019 calendar year. Chapters received notification of their status during the 2020 Fraternity and Sorority Life Awards Ceremony. Unfortunately, due to COVID-19 this ceremony was cancelled and held virtually instead.

- *Association of Fraternal Leadership and Values (AFLV)*
April 2 – 5, 2020, the Director and eleven IFC and PHC council officers were supposed to travel to San Diego, California to attend the Association of Fraternal Leadership and Values (AFLV). AFLV was an opportunity for students to network with one another, attend workshops and gain insight on polices as well as best practices related to programming in areas of recruitment, retention, leadership, diversity and inclusion, standards, council operations, risk prevention, and community development. This year, our past Panhellenic President, Kim Davison, was selected to serve as a conference intern. However, this conference was cancelled due to COVID-19.

Even though the conference was cancelled, the Panhellenic Council was still recognized for their accomplishments the 2019 year in three award areas – Three-Star (top level) in Campus Collaborations, Three-Star (top level) Innovation, and Two-Star (middle level) in Accountability.

Risk Prevention:

- *Annual City Certification*
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:
 - Name and addresses of each fraternity/sorority and names of each Chapter President
 - Identify persons responsible for monitoring compliance including assigned Salt Lake City Police representatives
 - Neighborhood relations information
 - Copies of signed agreements (or ordinance copy signed by each chapter president) and written information outlining the consequences of noncompliance
 - University compliance with each ordinance provision
 - Annual summary of citations issued at fraternity properties.
 - Risk management policies for each fraternity/sorority

- Other information necessary to demonstrate that the ordinance provisions are being adequately monitored and enforced

Presidents of Fraternity and Sorority chapters were provided copies of the city ordinance and asked to distribute the information to members of their respective chapters. The 2017-18 annual certification was delivered to the city on August 30, 2019 to meet the September 1 deadline.

- *Greek Leadership Risk Prevention Workshops and Meetings*

The Office of Fraternity and Sorority Life staff held two workshops this year for student leaders which outlined risk management policies and procedures that govern the community as well as workshops on the topic of new member education and hazing prevention.

On August 21, 2019, the staff hosted two workshops for New Member Educators on best new member practices and address the topic of hazing. New Member Educators joined the Chapter Presidents meeting on January 8, 2020 to receive this education. At this meeting, the social chairs joined the Chapter Presidents meeting to discuss how both leadership positions can best support their Risk Managers.

Within the first two weeks of each semester, the staff engaged in one-on-one meetings with each Risk Managers to ensure that they understood the finer points of the policy, expectations and how to lead the chapter in following this policy. We decided to do this because of the previous feedback that we've received and believe that it allowed for a better conversation regarding risk management and prevention. While this has provided more work for the staff, we have seen success in an increase amount of communication and level of understanding within these officers.

In addition to this, the Chapter Presidents and Risk Managers meet monthly with the Interfraternity Council and Panhellenic Council monthly to discuss relevant issues to their community.

- *Anti-Hazing Awareness and Prevention Week*

National Hazing Prevention Week fell on our Homecoming week in 2019. The community engaged in education the week prior and after through social media campaigns and a signing a pledge against hazing. The staff were invited to chapter meetings to discuss and address hazing as well.

- *Greek Council Hearing and Conduct Boards*

Each council and the Conduct Boards meet as needed to sanction fraternity and sorority chapters who fail to abide by the Greek Council Constitution and Bylaws. Sanctions are dispensed in an effort to educate members and chapters rather than simply punish. Members and chapters are also summoned to meet with the Conduct Board in a less formal meeting, which is led by Greek Council executive members, when concerning or inappropriate behavior is recognized. The goal of these conversations is to educate and aid

the member or chapter before the issue rises to the level of hearing with the Conduct Board.

Additionally, individual Panhellenic chapters are governed by their own national umbrella organization that oversee the judicial reporting and sanctioning process. The Interfraternity chapters' judicial reporting and sanctioning process are guided by the best practices of each campus. This past spring the Interfraternity Council started a conversation with the Office of Student Accountability and Support (SAS) to learn of ways that IFC can partner with SAS on hearing cases, creating outcomes and holding chapters accountable.

- *DYAD Strategies*

The Office of Fraternity and Sorority Life contracts DYAD Strategies LLC ("DYAD") to conduct research on and provide guidance on the fraternity/sorority community. Once finally approved, the survey took place in January 2020. There were 44% of our fraternity community who participated and 52% of our sorority community who participated in the study, 697 students total (49% of the community) participated. This survey reviewed the students behavior and tolerances around fraternal conformity, hazing rationale, hazing tolerance, organizational commitment, organizational identification, importance of social status, unethical organizational behavior, perceived organization support, brotherhood/sisterhood, alcohol consumption behaviors, and fraternal/community relations. We went with this survey instrument over creating our own because we are able to compare our community to the other across the country including PAC-12 institutions, DYAD are the leading experts in FSL especially for these topics, and there are a number of inter/national organizations that utilize DYAD as well. This allows for this information to be shared easily and widely with our stakeholders.

- *Title IX Trainings*

Every year, the Office of the Fraternity and Sorority Life requires that chapters host the Office of the Dean of Students and the Office of Equal Opportunity and Affirmative Action to give a presentation on what Title IX is, resources on campus and procedures to follow. All chapters completed this during the 2019-20 academic year. These campus partners have also given this presentation to the newest members of the community at the New Member Orientation in the both the fall and spring semesters.

Core Objective 2: Retention and Growth (RG)

Alignment with the Student Affairs Strategic Objectives

The Fraternity and Sorority Life (FSL) objective of **Retention and Growth** aligns with the Student Affairs Strategic Objective of **Strategic Enrollment Management** as we think about how we market, grow and retain members in the fraternity and sorority community. For FSL, there are some elements of **Student Engagement and Support** in this objective because we empower student leaders to take a role in the marketing and engagement of recruiting members to and retaining within the community.

Areas for RG	Goals for RG	Desired Outcomes for RG	Achievement
Retention	Improve access, retention and graduation rates for fraternity/sorority members	Retain and graduate at a higher rate than their non-Greek peers	Please see the "Retention Rates" section for more information.
Growth	Increase the percentage of the fraternity/sorority community	Increase the percentage of the fraternity/sorority community by 3-5%	This was not achieved but we did make some small advances.
	Develop a comprehensive marketing plan and timeline that addresses branding and visibility	Create a plan and timeline that is attractive and reflective of the community and the membership experience and values of our organizations	This is an on-going work in progress as we work in conjunction with each respective governing council.
	Develop and implement membership recruitment strategies congruent with national and University policies	These strategies will enhance the recruitment efforts that our organization(s) host as well as make the joining process easier for potential new members	This is an on-going work in progress as we work in conjunction with each respective governing council.

PROGRAMS THAT SUPPORT RETENTION AND GROWTH:

Retention Rates

Fraternity and Sorority Life (FSL) Retention vs. University of Utah (UofU) Retention

Cohort	Fall to Spring		Fall to Fall		Year 3		Year 4	
	FSL	UofU	FSL	UofU	FSL	UofU	FSL	UofU
2013-2014	96.8%	89.3%	90.8%	73.3%	83.8%	65.1%	80.6%	61.5%
2014-2015	95.8%	88.0%	90.5%	71.8%	84.9%	62.7%	81.9%	60.3%
2015-2016	97.9%	89.6%	90.1%	73.5%	85.6%	64.6%	83.3%	60.6%
2016-2017	98.3%	89.4%	91.3%	75.4%	83.8%	66.9%	81.5%	63.7%

2017-2018	95.7%	88.9%	91.7%	73.7%	83%	64.6%		
2018-2019	97.1%	89.3%	90.7%	74.6%				
2019-2020	98.3%	90.7%						

Graduation Rates

Fraternity and Sorority Life (FSL) Graduation Rates vs. University of Utah (UofU) Graduation Rates

Cohort	Grad 4		Grad 6	
	FSL	UofU	FSL	UofU
2013-2014	35.4%	16.0%	69.6%	52%
2014-2015	36%	17.2%	52.9%	41.1%
2015-2016	37.2%	18.2%	37.2%	31.1%
2016-2017	29.4%	12.7%	24.1%	21%
2017-2018	21.3%	9.1%	11.2%	10.7%
2018-2019	13.7%	5.1%	5.5%	4.3%
2019-2020				
Average	22.0%	10.5%	26.8%	20.5%

In reflection of both sets of these numbers, we are pleased with our retention numbers. We believe our practices and efforts have aided in this success. We recognize that we have to spend some time reflecting on the current state of our graduation rates for the community, as we would like to not only get a better understanding of these numbers but also how we can increase these numbers.

Growth:

- *Interfraternity Council (IFC) Recruitment*

In an effort to align our practices with national trends and standards, the Interfraternity Council decided to maintain informal, “365-style” of recruitment for 2019-2020. Chapters are permitted to give potential new members invitations (bids) to join their chapters at any time throughout the year. The theory behind this is to foster closer, ongoing relationships with men who are interested in fraternity life in an effort to find men who are seeking membership within the community based on congruent values. This practice was reiterated at supported by the North-American Interfraternity Conference (NIC).

Based on feedback received from new members who joined in Fall 2018, the structure of the primary recruitment period for Fall 2019 took on a bit more organization than the past.

The recruitment period started with an information session hosted by the IFC that explained the recruitment process, terms that they men may hear, the financial aspect of fraternities, how to ask good conversations during the process as well as what to wear. The IFC offered this session twice to accommodate interested students schedules. We then learned that men going through the process had a better understanding of how to be successful in the recruitment process.

There were 231 men that joined the IFC community during Fall 2019. During the Spring 2020 semester, 108 men joined the IFC community.

○ *Panhellenic Council (PHC) Recruitment*

“Find Your Sunshine”, was the theme for Sorority Formal Recruitment, which took place from August 30 – September 3, 2019. To focus on the foundational principles of what it means to be in a sorority, the women of the Panhellenic Council chose to make values their first priority. A values-based recruitment model was implemented for the fourth time. The goal was to challenge chapters and the Panhellenic Council to become more genuine, vulnerable, and to have meaningful conversations. The PHC wanted to ensure that our recruitment practices attracted and retained quality members who were dedicated to making the community better.

During this recruitment process during the fall semester, we were able to place or match 309 women who participated in the process, which is 78% of the women who participated. In the spring semester, 28 women joined the Panhellenic community.

Community Statistics

	Fall 2016		Fall 2017		Fall 2018		Fall 2019
	Members	Change	Members	Change	Members	Change	Members
Interfraternity Council (IFC)	658	13.3% Increase	746	0.67% Decrease	741	1.61% Increase	753
Multicultural Greek Council (MGC)	19	Sustained	19	26% Increase	24		
Panhellenic Council (PHC)	755	0.94% Decrease	748	12.2% Increase	839	6.1% Decrease	787
Total	1432	5.7% Increase	1513	6.01% Increase	1604	4.15% Decrease	1540

	Spring 2017		Spring 2018		Spring 2019		Spring 2020
	Members	Change	Members	Change	Members	Change	Members

Interfraternity Council (IFC)	652	11% Increase	724	5.5% Decrease	695	2.2% Decrease	680
Multicultural Greek Council (MGC)	21	14.3% Increase	24	4.2% Decrease			
Panhellenic Council (PHC)	716	0.14% Increase	717	7.4 % Increase	781	6.11% Decrease	736
Total	1389	5.5% Increase	1465	0.96% Increase	1479	4.4% Decrease	1416

Core Objective 3: Community Development and Engagement (CDE)

Alignment with the Student Affairs Strategic Objectives

The **Community Development and Engagement** objective encompasses the stakeholders that are invested in the success of the fraternity and sorority community. This objective primarily focuses on our relationship and engagement with chapter advisors, house board corporations, inter/national headquarter staffs and volunteers as well as parents and families. This objective aligns mostly with **Student Engagement and Support** and **Strategic Enrollment Management**, as we are all invested in the success, development and progression towards completion of the students who are affiliated with fraternities and sororities at the University of Utah.

Areas of CDE	Goals for CDE	Desired Outcomes for CDE	Achievement
Chapter Stakeholders	Develop relationships with Chapter Advisors	Develop a Chapter Advisors training program to enhance the development and experience of chapter advisors as well as be seen as a resource for them	This has shifted throughout the year from a large group meeting to more electronic communication and individual meetings.
	Develop relationships with Housing Board Presidents	Have open lines of communication and be seen as a liaison as needed between the city and chapters	This has been most successful, based on the House Board Presidents, wants to be an electronic and as needed relationship.

	Develop relationships with Inter/National Organizations	Develop an open line of honest communication to exchange information, positive and concerning	We continue to meet with I/HQ staffs to support our students. Our staff met with most I/HQ traveling staff members and have had about 95 touch points either in person or over the phone with I/HQ staff members. This excludes emails.
	Engage Alumni	To enhance the concept of lifelong membership and support of the community/chapter via programs and fundraising	This is a work in progress and we strive to find ways to connect with alumni to meet their desires. This has been a challenge because of records that have not been kept in the past.
Community Stakeholders	Engage Parent and Families	Develop an open line of communication to help parents and families understand the membership experience of their student as well as be seen as a resource to them throughout their students membership	This is an on-going piece that we hope in the next academic year to provide more resources and information for this group of stakeholders.

- **PROGRAMS THAT SUPPORT SUPPORTING COMMUNITY DEVELOPMENT ENGAGEMENT:**

- *Chapter Advisor*

On August 8, 2019, the staff met with the chapter advisors. The meetings are an opportunity for participants to discuss successes, missteps, best practices, and university policies. While, this is a great opportunity for advisors to exchange contact information and network with other alumni members of the community attendance has been low. Throughout the year, the staff has found that sending emails with updates and reminding advisors that we are available to meet based on their needs has proven to be more successful than planning a meeting for everyone to get together. Throughout the 2019-20 academic year, one-on-one engagement with advisors has increased from the previous year. FSL had 23 individual meetings (phone or in-person) with advisors of the last academic year.

Core Objective 4: Office Management (OM)

Alignment with the Student Affairs Strategic Objectives

Office Management aligns with the division’s objective of **Staff Excellence**. As we strive to provide the student with a premier fraternal experience, it’s important for us to adjust and/or create policies, practices and have the training that support and challenge our students as well as uphold best practices.

Area of OM	Goals for OM	Desired Outcome for OM	Achievement
Policies and Procedures	Identify/create system to help support organization operate effectively	Develop and enhance existing policies to increase office procedures and efficiency	We released new policies and procedures for chapters to follow in January 2019. This effort is on-going and consistently evaluated.
Office Staff	Increase the number of full-time professional staff	Hire and train a full-time professional staff member to aide in the development of the community	This is an on-going effort.

- **PROGRAMS THAT SUPPORT OFFICE MANAGEMENT:**

- *Organization and Examination*

- In an effort to help all programs run more effectively and effectively, continuous organizational efforts and being implemented and tested. This includes an in-depth examination and on-going development of all Office of Fraternity and Sorority Life policies and procedures to ensure compliance and documentation at all levels.

- *Increased Staff*

- In May 2019, the Office of Fraternity and Sorority Life hired a Graduate Assistant to join our staff the upcoming academic year. The Graduate Assistant is a part-time position that assists in program development, leadership development and community oversight.

- *Professional Development for the Staff*

- Over the last academic year, the staff has engaged in various professional development opportunities listed below. Details of conference attendance, association involvement and campus committee engagement can be found in the “Staff Excellence” section of this report on page 26.

UTILIZATION DATA

Please see the information below for the categories asked.

1. Total number of students served

- a. Fall 2019 – 1,540 Greek-affiliated students
- b. Spring 2020 – 1,416 Greek-affiliated students

2. Total number of individuals served (if it is not exclusively students)

- a. Fall 2019:
 - i. 1,540 Greek-affiliated students
 - ii. About 150 (chapter advisors, staff/faculty advisors, neighbors, parents and families, Inter/National Headquarters)
- b. Spring 2020:
 - i. 1,416 Greek-affiliated students
 - ii. About 150 (chapter advisors, staff/faculty advisors, neighbors, parents and families, Inter/National Headquarters)

3. For students

a. Academic career

- i. The students that are affiliated with and reflected in the numbers above in our community are active, undergraduate members.

b. Year in School

	Men	Women	Total
Freshmen	185	150	335
Sophomore	210	210	420
Junior	188	185	373
Senior	231	225	456
Total	814	770	1,584

c. Race/Ethnicity

	2019-2020
American Indian/Alaska Native	0.3%
Asian	3.3%
Black/African American	0.8%
Foreign	1.2%
Hispanic/Latino	10.8%
Native Hawaiian/Other Pacific Islander	0.1%

Multi-ethnic	6%
Not Specified	0.5%
White	77%

d. Veteran Status

i. The Office of Fraternity and Sorority Life does not have this information at this time.

e. International

i. The Office of Fraternity and Sorority Life does not have this information at this time.

4. Gaps in Data

a. The Office of Fraternity and Sorority Life doesn't track the number of non-affiliated students that we work with. We will work on methods to track Veteran Status and International Student involvement.

PLANS FOR THE FUTURE

ANTICIPATED CHALLENGES

As we think about fraternity and sorority life on any campus, there are elements of concerns because of challenges presented. The University of Utah is no different. While our challenges may not be as visible as others, they are present.

Risk Management and Prevention:

We continue to see a struggle for students to understand and implement risk management procedures to ensure member's safety and avoid tragedies that have happened across the nation. There is also a struggle of students understanding what an organizational event is and is not as well as how to hold members accountable.

Programming:

Students are over-programmed and not retaining 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 a number of 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.

Marketing and Advertising:

Our students 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 what the typical story featured across the country. Our students have unique experiences that are enhancing their college experience in a dynamic way, but they aren't displaying this.

Staffing and Space Concerns:

As the institution continues to grow and the expectations/demands also shift/develop, we will need to grow our staff and office space to support the community growth. The burnout and workload of the staff continues 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, we are expected to do a number of things for the students as well as moving the needle forward on initiatives and development such as curriculum development, fundraising and assessment. The lack of infrastructure will continue to increase staff burnout and turnover. In addition to this, another concern is 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.

While the current structure and space are meeting our needs, this won't last for long. We are starting to outgrow the space. There is limited storage space as well as limited space for our organizations to meet to conduct business. Once it is deemed appropriate to add another staff member to the staffing structure, we will have to convert more of the student space to office space to support that staff member's operational needs. This will make the current office space even smaller and less functional for students.

Impacts from COVID-19

COVID-19 has forced our office and the organizations to pivot our operations. Most of the meetings, events and activities that our community engages in are traditionally done in-person have shifted to zoom or other virtual platforms. For some chapters this has been an easy shift but for some this has not. Currently, students are making do with virtual experiences and getting innovative. As we think about COVID-19 continuing in fall 2020 and into spring 2021, we know that students are growing restless as they are wanting this to end and "return to normal". Our staff has worked with the community to host some well-planned, thought-out in-person events that follow the SLC guidelines. However, a looming concern that is often thought about is "zoom fatigue" from virtual experiences, in-person events going rouge and a lack of engagement that will lead to men and women leaving the fraternity and sorority experience, which would have several impacts for our organizations , programming and staff infrastructure.

ANTICIPATED OPPORTUNITIES

As a community there are a variety of opportunities to enhance various areas of the fraternal experience on our campus.

Education and Programming:

We have opportunities to grow in areas that range from enhancing our education on several areas of risk prevention to ensure that our community continues to provide a safe, meaningful experience for our students. In addition to this, another large opportunity is in leadership programming and engagement in not only a student's organization but in campus involvement opportunities as well. We also recognize that there is work to be done to address the challenges listed above.

Organization Growth:

We have a unique opportunity to grow the fraternity and sorority community at the University of Utah. The Interfraternity Council (IFC) experienced a successful expansion of Alpha Tau Omega fraternity in Fall 2017 and looks forward to another expansion in the near future with Phi Kappa Psi fraternity. Nationally, our Multicultural Greek Council (MGC) for fraternities and sororities that have a cultural bases are growing at rapid rates. However, we aren't experiencing the same growth at the University of Utah. We can continue to explore the growth of the National Pan-Hellenic Council (NPHC) with local graduate chapters. This next year allows for us to try some new programming efforts to increase this sub-community's growth.

Racial and Social Justice Conversations

As we start our Rotational Programming Model of Education (developed in 2019), we are starting with Equity, Diversity and Inclusion (EDI). This model has been put in place for our community for us to host programming all-year with the intention of focusing on complex topics throughout an academic year. We are partnering with the area of Student Diversity and Inclusion within Student Affairs to engage our students in conversations and build a curriculum around EDI for fraternity and sorority members to be released in early 2021. This program will not only be woven into our Chapter Accreditation Program but we anticipate that it will continue to grow and evolve throughout the following years.

In July 2020, the Black Student Union (BSU) presented a resolution to the Association of Student of the University of Utah (ASUU) regarding issues of the Black student experience on campus. There were three issues within the resolution regarding fraternities and sororities. Through a conversation the staff and student leaders from both the fraternity and sorority community and BSU leadership, we believe that we are in a place where we can work together to enhance the education and development of the community's cultural competency and racial awareness.

We recognize that this education is an opportunity for the community to broaden their knowledge, awareness and understanding of EDI. We believe that this will impact the lives of our students as individuals, their organizations and our surrounding communities. We know that education on this topic is welcomed by many of our students. On the flip side, we know that there are some that will be resistant to the education. We believe that the purpose of engaging in these conversations is vital to our students experiences and their futures as citizens in our ever-evolving society.

Salt Lake City Police Department (SLCPD):

There is an opportunity to strengthen the relationship with the Salt Lake City Police Department (SLCPD). The housed chapters along University Street, 100 S., and Wolcott Street are not owned or operated by the University of Utah. These homes are owned and operated by private House Corporations that function within each organization. With that, these properties do not fall under the University of Utah Police Department's jurisdiction; instead, these properties fall under the SLCPD jurisdiction. A City Ordinance for Fraternal Organizations was created with the expectations of the housed organizations to remain in good standing. This ordinance is to be upheld by the SLCPD. Over the past year, there have been conversations that focus on the need for better communication and cleaner expectations for the community and how it is being policed within the City Ordinance.

ONLINE PROGRAMS AND SERVICES

The pandemic has certainly taught us a number of things. As we have shifted everything that we do to online, we can keep doing the following virtually – membership updates, meeting with students and organizations, delivering trainings and education, as well as hosting engagement opportunities virtually as an additional way for students to engage. As I think about the future of engagement for the fraternity and sorority community, we can only do so much virtually. I think we’re making some positive strides to still bring excitement for some of our experiences that traditionally happen in-person for now but this is becoming challenging.

STAFF EXCELLENCE

A. Awards and Recognition

NA for 2019-2020.

B. Committee Memberships

Staff Member	University of Utah Committees
Turuc, Jess	DanceMarathon Advisor
	HerCampus Advisor
	OEO/Title IX Liaison
	Student Affairs Diversity Council
	University of Utah Athletics Student Attendance Work Group
Ryan Miller	Alcohol/Other Drugs Task Force
	Campus Recruitment Committee
	Homecoming Committee
	Professional Development Committee
	Welcome Week Committee

C. Presentations and Publications

Miller, R. D. & Turuc, J. M. (October 2019). *Campus-Based Fraternity & Sorority Advisors: A Day in the Life*. Presented at the Annual Education Conference of the National Panhellenic Conference, Memphis, TN.

Bennett, M. & **Miller, R. D.** (December 2019). *Wish I Would Have Known....* Presented at the Annual Meeting of the Association of Fraternity/Sorority Advisors, Anaheim, CA.

Cromwell, R.A., Medrano Graham, C., **Turuc, J.M.**, Walden Cole, S. (December 2019). “Supporting CBFOs as FSAs at PWIs”. Presented at Association of Fraternity/Sorority Advisors, Anaheim, CA.

Silvers-Harnly, E. & **Miller, R. D.** (January 2020). *We're Here to Help...But Really*. Presented at Association of Fraternal Leadership & Values, Indianapolis, IN.

Turuc, J.M., Walden Cole, S. (June 2019). "Supporting CBFs as Campus-Based Professionals with Limited Resources". Presented at Association of Fraternity/Sorority Advisors Region 5 Drive-In, online webinar.

D. Faculty Appointments

NA for 2019-2020

E. Additional Information and Staff Highlights

I. Professionalism – conferences attended, trainings that support the mission of your department

Association Engagement

Staff Member	
Jess Turuc	Association Fraternity/Sorority Advisors (AFA) Annual Meeting Education Program Committee
	Association of Fraternal Leadership and Values (AFLV) Education Program Review Committee
	National Panhellenic Conference (NPC) FSL Advisory Committee
	Utah NASPA Committee
Ryan Miller	Association of Fraternity/Sorority Advisors (AFA) - Editorial Board Member for <i>Perspectives</i> , an AFA publication
	Association of Fraternal Leadership and Values (AFLV) - Coordinator of Awards and Assessment for the West

Facilitations Experiences

Staff Member	
Jess Turuc	Content Facilitator for Sigma Kappa's Regional Leadership Conference
	Facilitator for Harm Prevention Education programs for Delta Gamma, Kappa Kappa Gamma, and Phi Kappa Psi
	Lead Facilitator for Kappa Kappa Gamma's Leadership Academy

Ryan Miller	Facilitator for Harm Prevention Education programs with in Kappa Kappa Gamma Women's, Phi Kappa Psi, and Phi Gamma Delta
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Conference Attendance

Staff Member	
Jess Turuc	Association of Fraternity/Sorority Advisors, Anaheim, CA
	Hart Risk Reduction Institute, Atlanta, GA
Ryan Miller	Association of Fraternity/Sorority Advisors, Anaheim, CA
	Hart Risk Reduction Institute, Atlanta, GA
	AFA Mid-Level Career Institute, virtual
	Association of Fraternal Leadership and Values, Indianapolis, IN

CHAPTER STATUSES

This section is to show the chapter who were found responsible for violating the University Of Utah Student Code Of Conduct during the 2019-2020 academic year.

Organization	Date	Violations	Sanctions
Pi Kappa Alpha	February 2020	<ul style="list-style-type: none"> • III. B. 2. a. Conduct all of its activities in accordance with applicable laws and ordinances, and applicable University regulations, as well as in conformity with the national or local policies of the fraternity. • Article XII. Hazing Policy 	<ul style="list-style-type: none"> • Member review by National Fraternity • Plan of Action/Enhancement Plan in conjunction with National Fraternity
Kappa Sigma	October 2019	<ul style="list-style-type: none"> • III. B. 2. a. Conduct all of its activities in accordance with applicable laws and ordinances, and applicable University regulations, as well as in conformity with the national or local policies of the fraternity. 	<ul style="list-style-type: none"> • Chapter Probation (until August 31, 2020) • Enhancement/' Plan

Kappa Sigma	September 2019	<ul style="list-style-type: none"> • III. B. 2. a. Conduct all of its activities in accordance with applicable laws and ordinances, and applicable University regulations, as well as in conformity with the national or local policies of the fraternity. 	<ul style="list-style-type: none"> • Chapter Warning (60 to 180 days - ended December 13, 2019) • Education Course
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ORGANIZATION EXCELLENCE

The Fraternity and Sorority Life Awards are held annually to honor chapters and members within the fraternity and sorority community to exemplify excellence. The 2019 FSL Awards were examined and revised to align with more values-based examples of excellent behavior. This was the first year that you new Chapter Accreditation Program was recognized. The winners were released and recognized virtually the week of April 18, 2020.

Chapter Accreditation Standing:

Accreditation Area - Academic Success		
<i>Three Star</i>	<i>Four Star</i>	<i>Five Star</i>
Alpha Chi Omega	Phi Delta Theta	Chi Omega
Alpha Phi	Pi Beta Phi	Delta Gamma
Alpha Tau Omega		Kappa Kappa Gamma
Beta Theta Pi		Omega Delta Phi

Accreditation Area - Membership Development		
<i>Three Star</i>	<i>Four Star</i>	<i>Five Star</i>
Alpha Chi Omega	Pi Beta Phi	Alpha Phi
Sigma Nu		Alpha Tau Omega
		Beta Theta Pi
		Chi Omega
		Delta Gamma
		Delta Sigma Phi
		Kappa Kappa Gamma
		Phi Delta Theta
		Triangle

Accreditation Area - Community Service & Philanthropic Engagement		
<i>Three Star</i>	<i>Four Star</i>	<i>Five Star</i>
Sigma Nu	Alpha Phi	Delta Gamma

	Chi Omega	Omega Delta Phi
	Kappa Kappa Gamma	
	Phi Delta Theta	

Accreditation Area - Retention & Growth		
<i>Three Star</i>	<i>Four Star</i>	<i>Five Star</i>
Sigma Phi Epsilon	Alpha Tau Omega	Alpha Phi
Triangle	Pi Beta Phi	Beta Theta Pi
		Chi Omega
		Delta Gamma
		Phi Delta Theta
		Pi Kappa Alpha
		Sigma Nu

Accreditation Area - External Relations		
<i>Three Star</i>	<i>Four Star</i>	<i>Five Star</i>
Delta Gamma		Beta Theta Pi

Accreditation Area - Chapter Operations		
<i>Three Star</i>	<i>Four Star</i>	<i>Five Star</i>
Kappa Delta Chi	Alpha Chi Omega	Alpha Phi
Sigma Chi	Delta Sigma Phi	Alpha Tau Omega
Sigma Nu	Kappa Sigma	Beta Theta Pi
Triangle	Pi Kappa Alpha	Chi Omega
		Delta Gamma
		Kappa Kappa Gamma
		Omega Delta Phi
		Phi Delta Theta
		Pi Beta Phi
		Sigma Phi Epsilon

Accreditation Area - Risk Management		
<i>Three Star</i>	<i>Four Star</i>	<i>Five Star</i>
Sigma Nu	Alpha Tau Omega	Alpha Chi Omega
	Delta Gamma	Alpha Phi
	Phi Delta Theta	Beta Theta Pi
	Sigma Chi	Chi Omega
	Triangle	Delta Sigma Phi
		Kappa Delta Chi

		Kappa Kappa Gamma
		Kappa Sigma
		Omega Delta Phi
		Pi Beta Phi
		Pi Kappa Alpha
		Sigma Phi Epsilon

Overall Accreditation Standing		
<i>Three Star</i>	<i>Four Star</i>	<i>Five Star</i>
Alpha Chi Omega	Alpha Phi	Beta Theta Pi
Pi Beta Phi	Alpha Tau Omega	Chi Omega
Pi Kappa Alpha	Kappa Kappa Gamma	Delta Gamma
	Omega Delta Phi	
	Phi Delta Theta	

Dean's Award of Excellence:

The Dean's Award of Excellence recognizes the top-performing chapters across all areas of the Chapter Accreditation Program. There can be multiple fraternities/sororities recognized with this award:

- Delta Gamma Women's Fraternity
- Beta Theta Pi Fraternity

Individual Awards:

Individual awards are given to exceptional student leaders in the community in various areas. These awards are judged by an outside panel of reviewers.

- Up & Coming Leaders of the Year – Mariann Sablan, Delta Gamma, and Bryson Bentz, Sigma Phi Epsilon
- Outstanding Campus Involvement – Alyssa Mitchell, Pi Beta Phi
- Outstanding Community Service – Zile Bemis, Delta Gamma and Max Schultz, Sigma Phi Epsilon
- Living the Ritual Award – Erin Carroll, Kappa Kappa Gamma
- Outstanding Chapter Presidents – Ian VanLeeuwen, Beta Theta Pi (IFC), Eliza Parking, Chi Omega (PHC) and Hope Kim, Delta Gamma
- Greek Man of the Year – Walker Nasser, Phi Delta Theta
- Greek Woman of the Year – Kim Davison, Alpha Chi Omega
- Advisor of the Year – Serra Lakomski, Delta Gamma

EDI Plan for Fraternity and Sorority Life

The Office of Fraternity and Sorority Life and the community strive to provide not only a meaningful fraternity/sorority experience to those who seek membership, but we also strive for this experience to be inclusive. We recognize that in order for our members to be active, engaged citizens on our campus and community, they need education and opportunities to learn and grow in the areas of equity, diversity and inclusion. The fraternity and sorority community strives to reflect the University of Utah's goals and values as well as racial demographic membership.

We are invested in developing new ways and strategies to engage our members – students and advisors in conversations in and about EDI. We are seeking ways to improve our member's knowledge on this topic as well as provide opportunities for members to engage with others and learn from experts. The initiatives listed below are efforts to do what is listed above.

Membership Engagement Plans

As we continue to move through these uncertain times, the Office of Fraternity and Sorority Life staff are engaging in conversations with chapter leaderships to talk about what their plans are for adjusting to restrictions and virtual chapter events. One of the topics we will cover is EDI. We'll be asking how chapters are engaging members and supporting members during this time. We have also reached out to each inter/national organization to learn what information, education and support they are providing to their chapters.

We are/have collected information from IHQs to determine what conversations will be had from the organizational perspective and how we can support those efforts throughout the year.

Trainings

In collaboration with the Student Diversity and Inclusion staff, we are hosting engagement circles with council leaders, incoming and outgoing chapter leaders, general members and new members of the community to learn more about their experience and understanding of topics within EDI. These conversations will give us more insight to develop a curriculum for the fraternity and sorority community. These engagement circles will take place in October and November 2020. The curriculum will be released in January/February 2021.

My hope is to infuse social media campaigns, articles/books and/or movies/clips to the learning to meet students engage students. I also hope to create some affinity spaces for BIPOC and LGBT students who are affiliated with our community as a space of support and connection.

Climate Study

We want to explore conducting a climate survey to understand where the students involved in fraternity and sorority life are currently at in their understanding as well as how they feel the environment actually is. This could be in conjunction with the Division of EDI's upcoming climate survey or on our own. We believe that it will be important to have the understanding and perspective of the fraternity and sorority members, as well as the general community will really help advise how we move forward.

Speaker

We will be bringing James Robilotta virtually to campus to talk about identities, privilege, and allyship in its various forms. James is a professional speaker who works with college students. He has worked with our community before and holds membership in Iota Phi Theta Fraternity, Inc. as a white man. This will take place in late September.

Fall Semester 2019 Report

Fraternity/Sorority Membership	Service/Philanthropy	All-Undergraduate Student GPA:	Individual GPA Averages:
Total Membership: 1,540	Total Service Hours Reported: 16,498.05	Men's Term GPA: 3.08	All-Fraternity Men Term GPA: 3.19
Total Undergraduate Population: 24,760	Total Philanthropy Dollars: \$202,471.91	Women's Term GPA: 3.23	All-Sorority Women Term GPA: 3.29
Campus Percentage of Greek Students: 6.21%		All-Student Term GPA: 3.15	All-Greek Term GPA: 3.24

All	Ranking		Chapter Rank by Term GPA	Membership Term GPA	Previous Term GPA	Term GPA Change	Number of Active Members	Active Members Term GPA	Number of New Members	New Member Term GPA	Service Hours Reported	Philanthropy Dollars Reported
	Men	Women										
13		6	Alpha Chi Omega	3.04	3.06	-0.02	57	2.97	35	3.16	1654	Did Not Report
15		7	Alpha Phi	3.01	3.12	-0.11	78	2.96	57	3.07	1200	\$20,000.00
9	4		Alpha Tau Omega	3.24	3.40	-0.16	28	3.15	14	3.39	Did Not Report	\$1,100.00
2	1		Beta Theta Pi	3.45	3.40	+0.05	67	3.44	29	3.45	600	\$53,250.00
4		3	Chi Omega	3.30	3.37	-0.07	99	3.35	51	3.21	1300	\$20,000.00
3		2	Delta Gamma	3.33	3.37	-0.04	86	3.32	53	3.34	2974	\$8,427.94
10	5		Delta Sigma Phi	3.24	3.07	+0.17	15	3.29	5	3.10	Did Not Report	Gave 20 pints of blood
1		1	Kappa Delta Chi Sorority, Inc.	3.48	3.03	+0.45	5	3.43	2	***	Did Not Report	Did Not Report
6		5	Kappa Kappa Gamma	3.28	3.28	77	3.24	43	3.34	1005	\$4,996.00
18	11		Kappa Sigma	2.75	3.04	-0.29	36	2.94	32	2.52	Did Not Report	Did Not Report
8	3		Omega Delta Phi Fraternity, Inc.	3.26	3.37	-0.11	6	3.21	1	***	0	Did Not Report
7	2		Phi Delta Theta	3.27	3.15	+0.12	67	3.30	31	3.20	1032	\$11,021.00
5		4	Pi Beta Phi	3.29	3.28	+0.01	92	3.24	52	3.37	0	\$1,361.00
11	6		Pi Kappa Alpha	3.15	3.01	+0.14	62	3.21	36	3.06	6478	\$15,152.97
12	7		Sigma Chi	3.09	3.14	-0.05	128	3.13	36	2.97	Did Not Report	\$67,000.00
16	9		Sigma Nu	2.94	3.08	-0.14	34	2.98	14	2.82	Did Not Report	Did Not Report
14	8		Sigma Phi Epsilon	3.03	3.03	56	3.17	25	2.75	450	\$163.00
17	10		Triangle	2.92	2.54	+0.38	23	2.96	8	2.81	205.05	Did Not Report

*** Due to FERPA regulations chapters under 5 members will not be reported

Spring Semester 2020 Report

Fraternity/Sorority Membership		Service/Philanthropy		All-Undergraduate Student GPA:		Individual GPA Averages:	
Total Membership:	1,416	Total Service Hours Reported:	1,808	Men's Term GPA:	not reported yet	All-Fraternity Men Term GPA:	3.51
Total Undergraduate Population:	not reported yet	Total Philanthropy Dollars:	\$37,500.63	Women's Term GPA:	not reported yet	All-Sorority Women Term GPA:	3.60
Campus Percentage of Greek Students:	not reported yet			All-Student Term GPA:	not reported yet	All-Greek Term GPA:	3.54

	Ranking		Chapter Rank by Term GPA	Membership Term GPA	Previous Term GPA	Term GPA Change	Number of Active Members	Active Members Term GPA	Number of New Members	New Member Term GPA	Service Hours Reported	Philanthropy Dollars Reported
	Men	Women										
All												
12		7	Alpha Chi Omega	3.51	3.04	+0.47	75	3.48	13	3.69	Did Not Report	Did Not Report
8		5	Alpha Phi	3.60	3.01	+0.59	113	3.63	6	3.10	619	\$1,535.00
7		3	Alpha Tau Omega	3.61	3.24	+0.37	30	3.59	4	***	199	Cancelled due to COVID-19
1	1		Beta Theta Pi	3.77	3.45	+0.32	78	3.74	17	3.89	Did Not Report	Did Not Report
4		3	Chi Omega	3.63	3.30	+0.33	139	3.36	0	n/a	860	\$800.00
2		1	Delta Gamma	3.66	3.33	+0.33	124	3.66	0	n/a	Did Not Report	\$5,165.63
14	7		Delta Sigma Phi	3.45	3.24	+0.21	21	3.44	2	***	Did Not Report	Did Not Report
10		6	Kappa Delta Chi Sorority, Inc.	3.52	3.48	+0.04	5	3.52	0	n/a	Did Not Report	Did Not Report
3		2	Kappa Kappa Gamma	3.65	3.28	+0.37	117	3.64	8	3.79	Did Not Report	Did Not Report
18	11		Kappa Sigma	3.30	2.75	+0.55	59	3.40	16	2.96	Did Not Report	Did Not Report
9	4		Omega Delta Phi Fraternity, Inc.	3.57	3.26	+0.31	5	3.51	1	***	Did Not Report	Did Not Report
10	5		Phi Delta Theta	3.52	3.27	+0.25	91	3.52	13	3.56	Did Not Report	Did Not Report
5		4	Pi Beta Phi	3.62	3.29	+0.33	135	3.62	1	***	Did Not Report	Did Not Report
12	6		Pi Kappa Alpha	3.51	3.15	+0.36	42	3.52	9	3.49	Did Not Report	Did Not Report
5	2		Sigma Chi	3.62	3.09	+0.53	112	3.61	21	3.63	130	\$30,000.00
14	7		Sigma Nu	3.45	2.94	+0.51	38	3.50	8	3.17	Cancelled due to COVID-19	Cancelled due to COVID-19
14	7		Sigma Phi Epsilon	3.45	3.03	+0.42	74	3.40	11	3.76	Did Not Report	Did Not Report
17	10		Triangle	3.32	2.92	+0.40	22	3.43	6	3.02	Cancelled due to COVID-19	Did Not Report

*** Due to FERPA regulations chapters under 5 members will not be reported