



2020 - 2021 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 2020:

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

Spring 2021:

Jess Turuc, Director of Fraternity and Sorority Life
Matthew Phister, Assistant Director of Fraternity and Sorority Life
Jenna Pagoaga, Fraternity and Sorority Life Program Manager
Chase Hart, Interfraternity President
Erin Doyle, College Panhellenic President

MEMBER CHAPTERS:

MEN'S FRATERNITIES

Alpha Tau Omega
Beta Theta Pi
Delta Sigma Phi
Kappa Sigma
Omega Delta Phi Fraternity, Inc.
Phi Delta Theta
Phi Kappa Psi
Pi Kappa Alpha
Sigma Chi
Sigma Nu
Sigma Phi Epsilon
Triangle

WOMEN'S FRATERNITIES/ SORORITIES

Alpha Chi Omega
Alpha Phi
Chi Omega
Delta Gamma
Delta Sigma Theta Sorority, Inc.
Kappa Delta Chi Sorority, Inc.
Kappa Kappa Gamma
Pi Beta Phi

OVERVIEW

ACCOMPLISHMENTS

- Academic Success
 - Fraternity and Sorority members continue to excel in the classroom throughout the academic year attaining a community Fall 2020 GPA of 3.28 (vs. All-Student GPA of 3.24) and a community Spring 2021 GPA of 3.35 (vs. All-Student GPA of 3.31). All our chapters ended the Spring 2021 semester being above a 3.0 GPA.
- Values-Based Programming and Development:
 - We found fun, creative, and meaningful ways to shift programming virtually for our large, community traditions such as Homecoming, Greek Week, and Fraternity and Sorority Life Awards. We also did this with our leadership programming and chapter operations.
 - We started intentional conversations with chapter leaders in regard to the chapters approach and understanding of topics related to equity, diversity and inclusion. We've also spent the last year, engaging and listening to our students about their comprehension and thoughts around EDI to develop an educational training specifically for fraternity and sorority members.
 - We successfully continued our Chapter Accreditation Program (CAP), where chapters 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 lead to chapter status and recognition as well. Recognition was given in April 2020 and displayed on page 24 of the annual report.
 - We collected a comprehensive list of community service hours performed and philanthropic donations given throughout the academic year. The community reported 7,273.25 service hours performed as well as donated \$88,060.55 in the Fall 2020 semester. For the Spring 2021 semester, 4,179 service hours were performed and donated \$58,929.87 to various causes. Both the Fall 2020 and Spring 2021 efforts were greatly impacted by cancelled events or event restrictions due to COVID-19.
- Retention and Growth
 - During a year of a mostly virtual and online experiences, our member organizations were able to maintain the community membership size at 6.4%.
 - Primary sorority recruitment placed women 337 (84%) women during the process. This is a 5% increase from the fall prior.
 - The men took a dip in the fall semester but saw an increase in the spring semester.
 - Our community welcomed Phi Kappa Psi fraternity into our Interfraternity Council (IFC).
- Awards & Recognition
 - The Panhellenic Council was recognized by the Association of Fraternal Leadership and Values (AFLV) for their accomplishments during the 2020 year in the award area of Innovation at the two-star award level.
 - The Panhellenic Council received an academic recognition award from the National Panhellenic Conference. The award is presented to communities whose member organizations have collectively achieved a higher all-sorority GPA than the all-women's average.
 - Jess Turuc, Director, received distinguished service recognition from the Association of Fraternity/Sorority Advisors (AFA).
- Office Management
 - Hired and trained a new Graduate Assistant and Assistant Director to support the community.

ONE UNIVERSITY

To support the University of Utah's initiative to be "One University", the Office of Fraternity and Sorority Life has strengthened our campus partnerships with the Office of Admissions, the Office of Student Accountability and

Support, the Center for Professional and Career 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 and stakeholders to meetings with the chapters and/or the community.

EQUITY, DIVERSITY, AND INCLUSION

As a staff, we value this element of campus life. We regularly engage in webinars to gain more knowledge, take part of learning opportunities at conferences, and infuse this topic into our conversations and workshops with students. Through our Chapter Accreditation Program, chapters are expected to engage in at least one event that focuses on equity, diversity and inclusion as part of their compliance in being recognized on campus. As part of this effort, organizations attended a virtual speaker on what it means to be a supportive ally.

Throughout the course of the 2020-2021 academic year, we worked with Student Diversity and Inclusion unit within Student Affairs to create curriculum specific for our community to engage in. This curriculum is modeled after the Student Affairs Diversity Council's modules and reflects the student's thoughts and understanding from what we learned from our students that were gathered during engagement circles. This program will be piloted in Fall 2021 with a full launch to the community in Spring 2022.

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 regarding recruitment efforts, typical marketing and promotions, and membership engagement opportunities. Our students and leaders continued to be torn between embracing this new reality and being reluctant to doing so as most of these events have 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 zom 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 throughout the year. This ranged from recruitment efforts for the both the men and women, leadership endeavors, meetings, and community traditions such as Homecoming, Greek Week and our awards program. While all these efforts still happened, it wasn't the same doing it online as it is in-person. For the most part, our students understood why large, community-wide events had to happen in a virtual format. As we continued to learn and work through campus and county COVID-19 restrictions, we were able to work with our chapters to host events. Chapters diligently met with staff throughout the fall and the spring semesters to discuss the parameters and safety measures the chapter would be taking in the planning and execution of their events. We believe that these efforts helped chapters be successful in engaging and retaining their members during these semesters.

Like the year prior, the staff spent time working from home with limited time in the office throughout the fall and spring semester. 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. Toward the end of the spring semester, the staff started to return to the office on a rotation basis. We did not meet with students in-person during the academic year and started to ease back into meeting with students face-to-face throughout the summer.

DEPARTMENTAL CORE OBJECTIVES

Fraternity and Sorority Life Core Objectives

1. Education and Prevention Success and Development (EPSD)
2. Retention and Growth (RG)
3. Community Development and Engagement (CDE)
4. Office Management (OM)

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 2020 –5/7 sororities and 5/11 fraternities achieved this. Spring 2021 – 5/7 sororities and 7/11 fraternities achieved this.
	Strive to be 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. <i>Note: Policy was implemented for January 1, 2019.</i>	Fall 2020 – 1 chapter did not meet this. 17 chapters did meet this goal. Spring 2021 – 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,	Participants engage in programs that are informative and enhance	Created new/adapted programs to meet the needs to of our students.

	and further the educational mission of the institution.	the membership experience and expectations.	Please see the “Leadership Development” section for more information.
	Advise and council Greek leaders in their personal leadership development and growth (such as communication, EDI, etc.	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, Services and Initiatives that Support this Core Objective

Academic Success:

Please see the information below for more information on the academic success of the community for the 2020-21 academic year.

College Panhellenic Council (CPC)

Chapter	Fall 2020			Spring 2021		
	Members	GPA	Rank	Members	GPA	Rank
Alpha Chi Omega	112	3.36	5	109	3.24	6
Alpha Phi	131	3.14	7	132	3.22	7
Chi Omega	158	3.41	3	150	3.46	4
Delta Gamma	139	3.50	1	152	3.56	2
Kappa Delta Chi	5	3.28	6	4	3.59	1
Kappa Kappa Gamma	132	3.46	2	130	3.41	5
Pi Beta Phi	158	3.40	4	151	3.50	3
PHC Total	835	3.36		828	3.43	

Interfraternity Council (IFC)

Chapter	Fall 2020			Spring 2021		
	Members	GPA	Rank	Members	GPA	Rank
Alpha Tau Omega	27	3.46	3	32	3.53	2
Beta Theta Pi	92	3.55	2	94	3.63	1
Delta Sigma Phi	22	3.14	6	22	3.29	6
Kappa Sigma	60	3.13	8	59	3.08	10
Omega Delta Phi	6	3.65	1	9	3.16	9
Phi Delta Theta	98	3.21	5	88	3.36	4
Pi Kappa Alpha	54	3.26	4	60	3.35	5
Sigma Chi	131	3.14	6	131	3.40	3
Sigma Nu	65	2.85	11	69	3.02	11
Sigma Phi Epsilon	106	3.05	9	102	3.20	8
Triangle	22	3.05	9	18	3.28	7
IFC Total	683	3.23		684	3.30	

Comparative FSL GPA vs. University of Utah Student GPA

	Fall 2020	Spring 2021
All Men's University of Utah GPA	3.17	3.23
All Fraternity GPA	3.23	3.30
All Women's University of Utah GPA	3.33	3.39
All Sorority GPA	3.36	3.43
All University of Utah Student GPA	3.24	3.31
All Greek GPA	3.28	3.35

As per our Academic Policy for fraternities and sororities, when a chapter 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 2020, one chapter did not meet the 2.95 GPA standard. In the Spring 2021, all chapters achieved this standard.

Complete semester reports are attached on pages 28 and 29 of this document.

Leadership Development:

- *New Member Orientation*
New Member Orientation was held virtually on September 27, 2020 and February 24 and 25, 2021. This program is for the newest members of the community as an opportunity for them to learn more about the larger Greek community that they have joined. The expectation is that 60% of their new member classes 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, healthy relationships, role of the governing councils and social media awareness.

- *Allyship Speaker*

We brought James Robilotta to campus virtually on September 22 and 23, 2020. There were 716 students in attendance between two sessions. James is a professional speaker who works with college students. He spoke with our students about identities that make up who we are, the privilege we may have, and allyship in its various forms.

- *OneLove Speaker*

One Love is a national organization that focuses on educating students on healthy and unhealthy relationships by empowering them to identify, avoid abuse and learn to love others better. During the 2019-2020 academic year, the University of Utah entered a contract with this agency to educate and invest in our students. President Watkins' hoped that this would ripple throughout campus organizations, campus departments, student-athletes and fraternity and sorority members. We planned for this program to take place during Greek Week 2020. However, this was postponed due to COVID-19. We were able to host this program virtually in the fall semester on the dates of October 20, 21, and 22. We split the sessions to have specific conversations with underclassmen and specific conversations with upperclassmen. We required 30% attendance from underclassmen and 30% for upperclassmen. We met this requirement.

- *Homecoming and Songfest*

The community engaged in virtual Homecoming activities during the week of November 2, 2020. 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 an Instagram flyer competition to replace sign decorating competition.

Songfest is the most highly anticipated annual event among the Greek Community. 2020 was the 101st 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. In 2020, this activity was turned in to videos that were posted on Instagram.

The Greek Programming Board (GPB) hosted a couple of other events throughout the Homecoming week to help build school spirit, engagement in campus and general excitement. The GPB hosted smaller social media challenges on Instagram as well as a canned food drive to benefit the Feed U Pantry

- *Greek Council Executive Board Leadership Retreat*

On November 30, December 3, and December 10, the Interfraternity Council (IFC) and Panhellenic Council (CPC) officers participated in three virtual training sessions to help transition these student leaders into their new leadership roles. 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 first training session involved an officer transition between the 2019 and 2020 leaders. There was a facilitated Q&A and then we utilized breakdown rooms for each position to meet and have a conversation. The second training was the "nuts and bolts" of their roles and being a leader. Part two 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. The third session was focused on goal setting and semester planning.

- *Greek Council Executive Board Leadership Installation Ceremony*

Greek Council Executive Board 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 virtually on zoom on January 10, 2021.

- *Chapter Presidents and Officer Meetings*

On the week January 11, the Office of Fraternity and Sorority Life (FSL) hosted a Chapter President's meeting. The virtual meeting allowed for all the Presidents to be present because it was during the school week. During these meetings, we covered that consisted of values-based decision making, the semester calendar, and FSL policies, leadership expectations as well as COVID expectations and guidelines.

Throughout the week, we also met with each chapter's president and new member educators virtually to 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 Health and Safety guidelines. This was done to foster the promotion of values and safety within the community. In all these meetings we discussed COVID expectations and guidelines with the officers in attendance. In the spring, we expanded this education to officers who oversee the academic success of the chapter.

- *Sophomore Leadership Retreat*

Unfortunately, this event was cancelled due to COVID-19. While we figured out a way to make this work virtually, we struggled to find small group facilitators who would be willing to spend their weekend facilitating the curriculum with us and our lead facilitator, James Robilotta. The students struggled with the idea of this program being virtual all weekend, but the reputation of the Sophomore Leadership Retreat and the reputation of James helped the students gain interest.

Instead of hosting this retreat, we worked with James to host a workshop with the community around resiliency and moving forward into the unknown. The workshop had a session for general members, one for chapter leaders and another for students who would have attended the Sophomore Leadership Retreat. The workshop launched in April 14 with 613 number of attendees throughout the various meetings.

- *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 22-26, 2021. The week was virtual. There was a photo scavenger hunt over social media, a trivia night held on zoom, and a lipsync competition comprised of video recordings posted on Instagram. The community again donated to the Feed U pantry throughout the week.

- *Chapter Accreditation Program*

The Fraternity and Sorority Life Awards are held annually to honor chapters and members within the fraternity and sorority community to exemplify excellence. The 2020 FSL Awards were examined and revised to align with more values-based examples of excellent behavior. This was the second year that our new Chapter Accreditation Program (CAP) was utilized. The winners were released and recognized virtually the week of March 29, 2021. This purpose of the CAP 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 reflects what the organization has accomplished to enhance its 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. To be in good standing, organizations must achieve at 70% or Three Star Standing. Results from the program are listed starting on page 24 of this report.

○ *Association of Fraternal Leadership and Values (AFLV)*

The conference was held virtually over the months of February and March 2021. All council officers and staff were able to attend various sessions throughout the two-month period. Like the conference in-person, out student leaders had the opportunity to network with others in similar leadership positions, attend workshops and gain insight from one another on polices as well as best practices related to programming, risk prevention, and community development. The Panhellenic Council was recognized for their accomplishments during the 2020 year in Innovation at the Two-Star level.

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 2019-2020 annual certification was delivered to the city on August 28, 2020 to meet the September 1 deadline.

○ *Risk Prevention Meetings*

The Office of Fraternity and Sorority Life staff held workshops virtually 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. These meetings took place on virtually throughout the first couple weeks of classes. In these meetings we also reviewed COVID-19 related expectations.

Throughout the fall and spring semester, the staff met with chapter leaders and event planners to review their in-person chapter sponsored events to aide in chapters success of hosting events with COVID-19 precautions and expectations in mind.

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.

○ *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 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.

- *Title IX Trainings*

Due to the pandemic, the Office of Fraternity and Sorority Life and the Office of Equal Opportunity and Affirmative Action decided to resume these trainings during the 2021-22 academic year.

Actions Taken Based on Data-Informed Changes

As the pandemic continued to evolve, we shifted our programs to promote safety for our students while providing meaningful programs and opportunities for connection. To do this, we had to rely more on our student leaders and their lived experiences to appropriately adjust to support them and the community.

COVID-19 Impacts or Limitations on Ability to Achieve Goals

Due to the pandemic, we, like everyone, had to adjust what programs we did and how we supported our students' leaders and their organizations. This meant that we had to spread trainings out over multiple days to reduce zoom fatigue as well as have more meetings to review COVID-19 protocols on a constant basis with student leaders. In addition to this we also had to cancel some events because those events weren't feasible as we would have liked.

Goals Impacted due to an On-line Environment or Delivery

Our goals in supporting our students to achieve academic excellence, develop as leaders and prevent risk within their memberships shifted to be more pertinent to how COVID-19 was impacting the lives of our student's experience. This included pieces from addressing how to learn virtually and how to manage the risks of in-person gatherings. The virtual experience presented opportunities for connection, however, as we thought about our delivery of educational meetings and programs, we had to be aware of zoom fatigue and how support various learning styles via zoom.

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%.	During the pandemic this was not achieved to the desired outcome that we would have like. However, we did maintain the size of our community during the 2020-21 year.
	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, Services and Initiatives that Support this Core Objective

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%	79.3%	60.3%
2018-2019	97.1%	89.3%	90.7%	74.6%	85.9%	66.2%		
2019-2020	98.3%	90.7%	92.3%	77.8%				
2020-2021	99.6%	89.2%						

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				
2020-2021				
Average	22.0%	10.5%	26.8%	20.5%

Growth:

- *Panhellenic Council (CPC) Recruitment*

“Find Your Paradise”, was the theme for Sorority Primary Recruitment, which took place virtually from September 4 – September 8, 2020. The chapter and council leaders focused on the foundational principles of what it means to be in a sorority. A values-based recruitment model was implemented for the fifth time. This process took place entirely on zoom, which was the safest option for new members to join. The event was affectionately called “zoom-cruitment” was the preferred method of recruitment from the National Panhellenic Conference. While the prospective new members (PNMs) and the chapters didn’t love this style of recruitment, they understand why this was the decision and made it work. After all, the goal and purpose of recruitment is to have women join through having authentic, genuine, and meaningful conversations about values and themselves. This process allowed CPC to ensure that our recruitment practices attracted and retained quality members who were dedicated to making the community better.

Recruitment efforts in the spring semester were held for a couple of chapters who were not at total. These events were held throughout January and February in a virtual format.

During this recruitment process during the fall semester, we were able to place, or match, 337 women who participated in the process, which is 84% of the women who participated. In fall 2019, we were able to match 78% of the women who participated. In the spring semester, 57 women joined the Panhellenic community compared to 28 women the spring prior.

- *Interfraternity Council (IFC) Recruitment*

To align our practices with national trends and standards, the Interfraternity Council decided to maintain informal, “365-style” of recruitment for 2020-2021 with some structure added in to organize the process. 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).

During the fall 2020 and spring 2021 semester, the recruitment process for the men was also a virtual process. 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 student’s schedules. This was held virtually over zoom. We then learned that men going through the process had a better understanding of how to be successful in the recruitment process. The first round of events for the fraternities were held virtually. The men played games virtually like kahoots, gave presentations about their organization as well as met with PNMs in breakout rooms to get to know them more. The second round of recruitment events were held in-person and were based on invitations only. This allowed the fraternities to meet and comply with county guidelines for in-person gatherings. The preference, or final round, were more serious events where PNMs were invited back to a dinner with alumni. All

in-person events were reviewed with the chapter leadership by the office after the chapter received approval from their advisors and/or house corporations to host in-person events.

There were 197 men that joined the IFC community during the Fall 2020 semester, compared to 231 that joined the previous fall. During the Spring 2020 semester, 141 men joined the community, compared to 108 men that joined in Spring 2021.

o *Multicultural Greek and National Pan-Hellenic Greek Recruitment*

These are two communities that we striving to grow and welcome into our community. Nationally, fraternities and sororities within the Multicultural Greek Council (MGC) and the National Association of Latino Fraternal Organizations (NALFO) are growing at rapid rates. Currently, we aren't experiencing the same growth at the University of Utah. We continue to connect with these organizations to show our interest and to show the positives of the FSL community at our Institution. In addition to this, we can continue to explore the growth of the National Pan-Hellenic Council (NPHC), historically black fraternities and sororities, organizations by working with local graduate chapters. The staff meets with these organizational leaders to strategize ways to get the collegiate chapters on our campus. This ranges from filling out paperwork and writing letters to regional leadership officers.

Community Statistics

	Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2020
	Members	Change	Members	Change	Members	Change	Members	Change	Members
CPC	755	0.94% Decrease	748	12.2% Increase	839	6.1% Decrease	787	6.1% Increase	835
IFC	658	13.3% Increase	746	0.67% Decrease	741	1.61% Increase	753	9.3% Decrease	683
MGC	19	Sustained	19	26% Increase	24				
Total	1432	5.7% Increase	1513	6.01% Increase	1604	4.15% Decrease	1540	1.43% Decrease	1,518

	Spring 2017		Spring 2018		Spring 2019		Spring 2020		Spring 2021
	Members	Change	Members	Change	Members	Change	Members	Change	Members
CPC	716	0.14% Increase	717	7.4 % Increase	781	6.11% Decrease	736	12.5% Increase	828
IFC	652	11% Increase	724	5.5% Decrease	695	2.2% Decrease	680	0.59% Increase	684
MGC	21	14.3% Increase	24	4.2% Decrease					
Total	1389	5.5% Increase	1465	0.96% Increase	1479	4.4% Decrease	1416	6.5% Increase	1,508

Actions Taken Based On Data-Informed Changes

Based on the success of virtual recruitment, we will be less afraid to incorporate and utilize zoom to host recruitment events.

COVID-19 Impacts or Limitations on Ability to Achieve Goals

COVID-19 forced us to think differently about how we do things. While we couldn't grow the community to our desired percentage, during this unknown time we were able to maintain the size of the fraternity and sorority community.

Goals Impacted due to an On-line Environment or Delivery

The virtual environment and delivery hasn't been easy but it did allow for us to accomplish most of our goals and maintain the size of our community. We have only been delayed in our goals of desired community growth by 3-5% and not creating an extensive marketing plans and strategies to enhance and organize our efforts.

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 135 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, Services, and Initiatives that Support this Core Objective

Chapter Advisors and House Corporation Presidents

Throughout 2020-2021, the staff kept in close contact with chapter advisors and house corporation presidents to share relevant updates, shifting guidelines and to provide advise on how to move forward. We had a virtual meeting on January 19 with Vice President McDonald and Dean Ramirez to share information and answer question. Through this conversation, we learned of ways that we can best support the chapters at this time and worked with the Campus Store to provide access to at-cost PPE supplies.

Inter/National Organizations

This academic year, we saw an increase in our communication with our colleagues at the inter/national organizations. This has been done through meetings and zoom calls to discuss the shifts and progress of the chapters throughout this uncertain time. These meetings ranged from updates from both sides, idea exchange for best practices and ways to pivot as well as some risk management concerns.

Alumni and Family Engagement

These two areas of engagement are works in progress. Our goal was to develop these pieces more but due to the impacts of COVID-19, we had to prioritize other efforts to support our students and member organizations.

Actions Taken Based on Data-Informed Changes

Our actions shifted based on the pandemic and needed to focus our attentions elsewhere to support the students.

COVID-19 Impacts or Limitations on Ability to Achieve Goals

Due to COVID-19, we were not able to enhance the engagement opportunities with alumni or families like we wanted to. The pandemic forced our staff to focus and prioritize efforts to support our student leaders and member organizations during this uncertain time.

Goals Impacted due to an On-line Environment or Delivery

During this time and the efforts of a virtual delivery and environment, some of our goals were impacted because we had to focus our attention elsewhere and some efforts stayed the same as we continued to support the chapters.

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 continuously 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, Services, and Initiatives that Support this Core Objective

Organization and Examination

To help all programs run more effectively and efficiently, continuous organizational efforts have to be 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 the fall 2020 semester, the Office of Fraternity and Sorority Life hired a full-time Assistant Director, Matthew Phister to join our staff. Matthew started in the office on January 11, 2021, and works primarily on council development, education and leadership development and programming.

Actions Taken Based on Data-Informed Changes

Based on experiences and best practices, we continue to evaluate our policies and procedures to better serve the students.

COVID-19 Impacts or Limitations on Ability to Achieve Goals

Due to the uncertainty of the pandemic, we couldn’t move forward in our goal to increase our full-time staff members as would have hoped.

Goals Impacted due to an On-line Environment or Delivery

The on-line delivery and environment did not impact our goals.

UTILIZATION DATA

Please see the information below for the categories asked.

1. **Total number of students served**
 - a. Fall 2020 – 1,518 Greek-affiliated students
 - b. Spring 2021 – 1,508 Greek-affiliated students
2. **Total number of individuals served (if it is not exclusively students)**

- a. Fall 2020:
 - i. 1,518 Greek-affiliated students
 - ii. About 150 (chapter advisors, staff/faculty advisors, neighbors, parents and families, Inter/National Headquarters)
- b. Spring 2021:
 - i. 1,508 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	155	225	380
Total	738	770	1,508

c. **Race/Ethnicity**

	2019-2020
American Indian/Alaska Native	0.3%
Asian	3.6%
Black/African American	0.8%
Foreign	1%
Hispanic/Latino	11%
Native Hawaiian/Other Pacific Islander	0.2%
Multi-ethnic	6.1%
Not Specified	0.4%
White	76.6%

d. **Veteran Status**

- i. The Office of Fraternity and Sorority Life does not have this information currently.

e. **International**

- i. The Office of Fraternity and Sorority Life does not have this information currently.

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

ON-GOING 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. 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.

Another challenge that we face is that students are over-programmed but 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.

In addition to these challenges, we continue to work on is the relationship between Salt Lake City Police Department (SLCPD) and FSL. We are striving to better responses to off-campus incidents and create accountability standards for the affiliated fraternities and sororities. We are reviewing policies and procedures to ensure we have the best response for the community, and university community at large.

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 what 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 in a dynamic way, but they aren't displaying this.

OFFICE AND STAFF DEVELOPMENT CHALLENGES:

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, 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. 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.

NEW CHALLENGES THAT DEVELOPED IN 2020-2021:

The ever-evolving pandemic has presented several challenges for our staff, student leaders and the fraternity and sorority members. The membership experience over the course of this year had to shift to primarily virtual or through in-person events that met county restrictions and university expectations. As the pandemic continues, the office reminds the students that we need to be diligent in our safety procedures as well as being ready to pivot, if needed.

We also experienced issues that led to conversations about racial and social injustice within the fraternity and sorority community. This was heightened as ASUU presented a Joint Resolution that called out some of these inequities of and within our community. Through a conversation with those students leaders, we were able to clear up some pieces about the programs and services that we offer, but it did force us, as a staff and a community to rise up to enhancing our learning and engagement around this critical topic. From this, a third of our organizations have created EDI leadership positions within their chapters. Both CPC and IFC created, implemented, and elected student leaders to serve as Vice President positions for EDI to lead their respective councils in these efforts. The office has spent a significant amount of time hosting speakers on the topic of allyship as well as working with the area of Student Diversity and Inclusion within Student Affairs to create a program specific for fraternity and sorority members.

ANTICIPATED OPPORTUNITIES

As a community there are a variety of opportunities to enhance various areas of what we do. These areas 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. Another area that presents a 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 around student retention, telling our story, alumni and family engagement. Our hope is to continue to build partnerships with various areas across campus to aide in what these opportunities can be.

We have a unique opportunity to grow the community at the University of Utah. The Interfraternity Council (IFC) Phi Kappa Psi fraternity to their community in Spring 2021. 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), historically black fraternities and sororities, with local graduate chapters. This next year allows for us to try some new programming efforts to increase this sub-community’s growth. As for the College Panhellenic Council (CPC), the chapters spent the 2020-2021 academic year with an average membership size of 137. The women are interested in exploring extension in the upcoming year.

ONLINE PROGRAMS AND SERVICES

The pandemic has certainly taught us several things. As we had to shift everything that we do to online, we recognized that we were able to continue operations such as 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 and connect. We will continue to offer virtual appointments to students as they may find more convenience meeting virtually, over coming into the office. We will also be prepared to pivot to virtual learning and engagement if needed to continue the fraternity and sorority experience.

STAFF EXCELLENCE

A. Awards and Recognition

Staff Member	Award title, from Organization
Jess Turuc	Sue Kraft Fussell Distinguished Service Award, Association of Fraternity/Sorority Advisors

B. Committee Memberships

Staff Member	Committees
Jenna Pagoaga	University of Utah: <ul style="list-style-type: none"> Assistant Director of Fraternity and Sorority Life Search Committee, <i>Office of Fraternity and Sorority Life</i>

	<ul style="list-style-type: none"> Budget & Finance Coordinator Search Committee, <i>Office of Student Leadership & Involvement</i>
Matthew Phister	<p>University of Utah:</p> <ul style="list-style-type: none"> University Union Board Member, <i>Union Programming Council</i> Campus Recruitment Committee, <i>Office of Admissions</i> Engaging Men Working Group, Co-Chair – <i>McCluskey Center for Violence Prevention</i> Shifting the Narrative: Campus Education Series Working Group, <i>McCluskey Center for Violence Prevention</i> Student Affairs Diversity Committee, <i>Division of Student Affairs</i> University Union Student Leader Scholarship Review Committees Budget & Finance Coordinator Search Committee Chair, <i>Office of Student Leadership & Involvement</i> Anti-Racism Working Group Facilitator, <i>Housing & Residential Education</i> Reexamining Staff Training from a Social Justice Lens Task Force, Co-Chair, <i>Housing & Residential Education</i> <p>Professional Associations/Organization:</p> <ul style="list-style-type: none"> AIMHO Diversity & Social Justice Committee Member, <i>Association for Intermountain Housing Officers</i> – February – December 2020 AIMHO Assessment & Information Committee, <i>Association for Intermountain Housing Officers</i> – February – December 2020
Jess Turuc	<p>University of Utah:</p> <ul style="list-style-type: none"> Admissions Appeal Review Committee, <i>Office of Admissions</i> DanceMarathon Advisor, <i>Children Miracle Network</i> Title IX Liaison, <i>Office of Equal Opportunity</i> Student Affairs Diversity Committee, <i>Division of Student Affairs</i> Student Affairs Professional Development Committee, <i>Division of Student Affairs</i> University Public Safety Advisor Board, <i>Division of University Public Safety</i> University Union Student Leader Scholarship Review Committees, <i>University Union</i> <p>Professional Associations/Organization:</p> <ul style="list-style-type: none"> First 90 Days Lead Facilitator, <i>Association of Fraternity/Sorority Advisors</i> – August 2020 – Present Annual Meeting Education Program Committee, <i>Association Fraternity/Sorority Advisors</i> – July 2020 Awards and Assessment Review Committee, <i>Association of Fraternal Leadership and Values</i> – November 2020 Education Program Review Committee, <i>Association of Fraternal Leadership and Values</i> – November 2020 Fraternity/Sorority Advisory, <i>National Panhellenic Conference (NPC)</i> – May 2020 – Present Education Program Chair, <i>Utah NASPA Committee</i> – 2019 – 2021

	<p>Facilitation Experiences:</p> <ul style="list-style-type: none"> • Content and Small Group Facilitator, <i>Triangle Fraternity's National Leadership Conference</i> – January 2021 • Content Track Facilitator and Panelist, <i>University of Oregon FSL Risk Manager Institute</i> – January 2021 • Facilitator for Harm Prevention Education programs for Delta Gamma, Kappa Kappa Gamma, and Phi Kappa Psi
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C. Presentations and Publications

Linder, C, Burton, B, Badger Glead, B, **Phister, M**, & Richards, J. (2021). *Building on What We Know (and don't!): Using Scholarship to Engage in Primary Prevention of Relationship and Sexual Violence Among College Students*. Manuscript submitted for publication.

Turuc, J. (2021). *Creating Welcoming Spaces: An Introduction to Incorporating DEI work into your Organization*. Louisiana State University Education Program Series. Virtual.

D. Faculty Appointments

NA for 2020-2021

E. Additional Information and Staff Highlights

Conference Attendance:

Staff Member	
Matthew Phister	Association of Fraternal Leadership and Values Annual Conference, February 2021 Interfraternity Institute (IFI), June 2021 ACPA Institute for Critical Perspectives and Practices on College Masculinities, June 2021 NASPA Annual Conference, March 2021 NASPA FSL DEI Conference, June 2021 NIC Advisors Institute, January 2021 PAC-12 Educational Strategy, July 2021
Jess Turuc	Association of Fraternity/Sorority Advisors Annual Meeting, December 2020 Association of Fraternal Leadership and Values Annual Conference, February 2021 NASPA Annual Conference, March 2021 NASPA FSL DEI, June 2021 NASPA Leadership Education Inventory, December 2020 PAC-12 Educational Strategy, July 2021

New Hire:

Matthew Phister started in the Office of Fraternity and Sorority Life as the Assistant Director in January 2021.

Staff Contribution to one U, EDI and antiracism work:

The staff is committed to being a connector between the fraternity and sorority community and the University of Utah campus. We believe that we should be bridges to help our students understand what campus partners and resources are available to them to enhance their student experience.

As you can see from the staff's involvement in various committees as well as conference attendance, the staff is committed to learning and engaging in conversations around EDI and anti-racism. Our intention is to learn and develop as practitioners and educators to be able to better integrate this knowledge into conversations with chapters, the leaders as well as advocate for those who aren't at the table.

ORGANIZATION STATUSES

This section is to show the chapter who were found responsible for violating the University Of Utah Student Code Of Conduct during the 2020-2021 academic year.

Organization	Date	Violations	Sanctions
Kappa Sigma	Fall 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. 	<ul style="list-style-type: none"> • University Probation through August 31, 2021 (chapter was already on warning status) • Enhancement Plan • Monthly meetings with Director of FSL • Educational Programming
Sigma Chi	Fall 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. 	<ul style="list-style-type: none"> • University Warning through October 31, 2020. • Monthly meetings with Director of FSL to implement specific safety planning related to COVID-19
Pi Kappa Alpha	Fall 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. 	<ul style="list-style-type: none"> • Referral to the National Fraternity. • Probation from the Fraternity until May 1, 2021 • Written notice of expectations related to gatherings of more than twenty (20) individuals
Pi Kappa Alpha	Fall 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. 	<ul style="list-style-type: none"> • University probation through December 31, 2021 • Enhancement plan development with chapter advisors and Director of FSL
Sigma Chi	Fall 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. 	<ul style="list-style-type: none"> • University Probation through October 17, 2021 • Letter or apology to impacted community • Enhancement plan developed with chapter advisors and Director of FSL

Sigma Nu	Fall 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. 	<ul style="list-style-type: none"> • University Probation until October 28, 2021 • Monthly meetings with Director of FSL • Enhancement plan developed with chapter advisors and Director of FSL • Educational programming • Referral to National Fraternity
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ORGANIZATIONAL 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 2020 FSL Awards were examined and revised to align with more values-based examples of excellent behavior. This was the second year that our new Chapter Accreditation Program was utilized. The winners were released and recognized virtually the week of March 29, 2021.

Chapter Accreditation Standing:

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

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

Accreditation Area – Community Service & Philanthropic Engagement		
<i>Three Star</i>	<i>Four Star</i>	<i>Five Star</i>

Kappa Sigma Sigma Chi Sigma Phi Epsilon	Alpha Phi Phi Delta Theta	Chi Omega
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Accreditation Area - Retention & Growth		
Three Star	Four Star	Five Star
	Pi Kappa Alpha	Alpha Chi Omega Alpha Phi Beta Theta Pi Chi Omega Delta Gamma Delta Sigma Phi Kappa Kappa Gamma Phi Delta Theta Pi Beta Phi Sigma Chi Sigma Nu Sigma Phi Epsilon

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

Accreditation Area - Risk Management		
Three Star	Four Star	Five Star
Pi Kappa Alpha Sigma Nu	Kappa Sigma Sigma Chi	Alpha Chi Omega Alpha Phi Alpha Tau Omega Beta Theta Pi Chi Omega Delta Gamma Delta Sigma Phi Kappa Delta Chi Kappa Kappa Gamma Omega Delta Phi Phi Delta Theta Pi Beta Phi Sigma Phi Epsilon

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

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:

- Chi Omega Women’s Fraternity
- Phi Delta Theta 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 – Elsa Osborne, Kappa Kappa Gamma
- Outstanding Campus Involvement – Chloe Laverson, Pi Beta Phi, and Joe Nelson, Beta Theta Pi
- Outstanding Community Service – Kate Button, Alpha Chi Omega and Cameron Sueoka, Sigma Chi
- Living the Ritual Award – Beth Leo, Delta Gamma and Scott Michael, Phi Delta Theta
- Outstanding Chapter Advisor – Whitney Fenech, Alpha Chi Omega
- Outstanding Chapter Presidents – Delanry Horchover, Delta Gamma, and Devin Valiquett, Beta Theta Pi
- Greek Man of the Year – Mikey Miller, Phi Delta Theta
- Greek Woman of the Year – Olivia Dubell, Chi Omega

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.

FSL EDI Curriculum – *in progress*

In collaboration with the Student Diversity and Inclusion staff, we are hosted 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.

2020-2021 Update: The engagement circles happened during the fall 2020 semester. The curriculum has been developed to model the first two Student Affairs Diversity Council (SADC) learning modules. These will be required for fraternity men and sorority women to engage in. A third module will be created for those who want to take their learning and education a step further as allies. We are currently working on creating affinity spaces and social media campaigns to compliment this educational experience.

Membership Engagement Plans - *in progress*

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 inter/national headquarters (IHQs) to determine what conversations will be had from the organizational perspective and how we can support those efforts throughout the year.

2020-2021 Update: We continue to have conversations with chapters about what it means for them to engage their members in EDI conversations. For some chapters, this means starting book clubs and watching documentaries together and for some they have decided to do these pieces as well as create a leadership position to aide in the chapter's education. We continue to reach out to and seek updates from the inter/national organizations on their development and progress with EDI efforts for their organization.

Speaker - *completed*

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.

2020-2021 Update: We brought James Robilotta to campus virtually on September 22 and 23, 2020. There were 716 students in attendance between two sessions. The feedback that we received from students was that his presentation was engaging, thought-provoking and made the students think about how they show-up on social media around topics of EDI.

Fraternity/Sorority Membership	Service/Philanthropy	All Undergraduate Student GPA:	Individual GPA Averages:
Total Membership: 1,518	Total Service Hours Reported: 7,273.25	Men's Term GPA: 3.17	All-Fraternity Men Term GPA: 3.23
Total Undergraduate Population: 23,658	Total Philanthropy Dollars: \$88,060.55	Women's Term GPA: 3.33	All-Sorority Women Term GPA: 3.36
Campus Percentage of Greek Students: 6.14%	All Student Term GPA: 3.24	All-Greek Term GPA: 3.28	All-Greek Term GPA: 3.28

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										
8		5	Alpha Chi Omega	3.36	3.51	-0.15	61	3.51	51	3.16	828	\$5,864.01
12			Alpha Phi	3.14	3.60	-0.46	70	3.11	61	3.17	1941.75	\$9,170.00
4			Alpha Tau Omega	3.46	3.61	-0.15	22	3.38	5	3.83	432.50	Did Not Report
2			Beta Theta Pi	3.55	3.77	-0.22	71	3.53	21	3.59	150	\$6,329.53
6		3	Chi Omega	3.41	3.63	-0.22	104	3.42	54	3.4	913.50	\$11,466.00
3		1	Delta Gamma	3.50	3.66	-0.16	83	3.47	56	3.54	217	\$8,022.27
12		6	Delta Sigma Phi	3.14	3.45	-0.31	21	3.15	1	***	Did Not Report	2,150.00
9		6	Kappa Delta Chi Sorority, Inc.	3.28	3.52	-0.24	5	3.28	0	n/a	Cancelled due to COVID-19	Cancelled due to COVID-19
4		2	Kappa Kappa Gamma	3.46	3.65	-0.19	88	3.39	44	3.59	553	\$4,026.00
15		8	Kappa Sigma	3.13	3.30	-0.17	50	3.20	10	2.76	902	\$248.00
1		1	Omega Delta Phi Fraternity, Inc.	3.65	3.57	+0.08	6	3.65	0	n/a	56	Cancelled due to COVID-19
11		5	Phi Delta Theta	3.21	3.52	-0.31	82	3.24	16	3.08	651	\$9,177.50
7		4	Pi Beta Phi	3.40	3.62	-0.22	101	3.36	57	3.46	323	\$5,815.24
10		4	Pi Kappa Alpha	3.26	3.51	-0.25	29	3.46	25	3.01	Did Not Report	Did Not Report
12		6	Sigma Chi	3.14	3.62	-0.48	77	3.10	54	3.19	Cancelled due to COVID-19	\$16,800.00
18		11	Sigma Nu	2.85	3.45	-0.60	39	2.86	26	2.84	322	\$8,500.00
16		9	Sigma Phi Epsilon	3.05	3.45	-0.40	67	3.16	39	2.85	Cancelled due to COVID-19	\$222.00
16		9	Triangle	3.05	3.32	-0.27	22	3.05	0	n/a	128.50	\$270.00

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

Fraternity/Sorority Membership

Service/Philanthropy

All Undergraduate Student GPA:

Individual GPA Averages:

Total Membership: 1,508
Total Undergraduate Population: 24,388
Campus Percentage of Greek Students: 6.18%

Total Service Hours Reported: 4,179 hours
Total Philanthropy Dollars: \$58,929.87

Men's Term GPA: 3.23
Women's Term GPA: 3.39
All-Student Term GPA: 3.31

All Fraternity/Men Term GPA: 3.30
All-Sorority/Women Term GPA: 3.43
All-Greek Term GPA: 3.35

	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												
13		6	Alpha Chi Omega	3.24	3.36	-0.12	94	3.32	15	2.8	Did not report	Did not report
14		7	Alpha Phi	3.22	3.14	+0.08	110	3.25	22	3.08	800.5	\$2,961.00
4			Alpha Tau Omega	3.53	3.46	+0.07	32	3.53	0	n/a	535	\$0
1	1		Beta Theta Pi	3.63	3.55	+0.08	79	3.60	15	3.78	1329.5	Did not report
6		4	Chi Omega	3.46	3.41	+0.05	150	3.46	0	n/a	175	\$8,352.03
3		2	Delta Gamma	3.56	3.50	+0.06	138	3.58	14	3.35	116.5	\$2,812.84
11	6		Delta Sigma Phi	3.29	3.14	+0.15	17	3.19	5	3.58	Did not report	Did not report
2		1	Kappa Delta Chi Sorority, Inc.	3.59	3.28	+0.31	2	***	2	***	Did not report	Did not report
7			Kappa Kappa Gamma	3.41	3.46	-0.05	124	3.40	6	3.64	405	\$5,720.00
17	10		Kappa Sigma	3.08	3.13	-0.05	50	3.08	9	3.07	Did not report	Did not report
16		9	Omega Delta Phi Fraternity, Inc.	3.16	3.65	-0.49	7	3.17	2	***	Did not report	Did not report
9	4		Phi Delta Theta	3.36	3.21	+0.15	75	3.37	13	3.28	Did not report	Did not report
5		3	Pi Beta Phi	3.50	3.40	+0.10	151	3.50	0	n/a	Did not report	Did not report
10	5		Pi Kappa Alpha	3.35	3.26	+0.09	46	3.40	14	3.17	67.5	\$1,584.00
8		3	Sigma Chi	3.40	3.14	+0.26	77	3.37	54	3.45	750	\$32,000.00
18		11	Sigma Nu	3.02	2.85	+0.17	59	3.02	10	3.03	Did not report	\$500.00
15	8		Sigma Phi Epsilon	3.20	3.05	+0.15	86	3.16	16	3.43	Did not report	\$5,000.00
12	7		Triangle	3.28	3.05	+0.23	15	3.23	3	***	Did not report	Did not report

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