2014- 2015 Annual Report
The Office of Fraternity and Sorority Life
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MISSION STATEMENT:
The mission of the fraternity and sorority community at the University of Utah is to provide men and women 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.

VISION STATEMENT:
Empowering fraternal men and women to achieve their full potential.

FRATERNITY AND SORORITY LIFE LEADERSHIP:
Nickolas K. Robbins- Assistant Dean of Students/ Fraternity and Sorority Life Advisor
Jenna Pagoaga- Fraternity and Sorority Life Executive Secretary
Justin Felton/ Natalie Pinkney- Fraternity and Sorority Life Graduate Assistant
Katelyn Childers/ Ambra Jackson- Panhellenic President
Alexander Khan/ Zackery Strong- Interfraternity President
Joel-Lehi Organista/ Jazmine Martinez- Multicultural Greek Council President

MEMBER CHAPTERS:

MEN'S FRATERNITIES
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
KEY ACTIVITIES

KEY ACTIVITY:
Risk Management and Education

• GOALS FOR RISK MANAGEMENT AND EDUCATION:
To facilitate this Key Activity, the Office of the Fraternity and Sorority Life will:
  o Provide risk management and education opportunities which will help students involved in Fraternity and sorority life:
    ▪ Be aware of pertinent policies associated with Fraternity and sorority life;
    ▪ Understand why specific policies are in place;
    ▪ Implement policies in their respective organization(s) to help keep members of the organization(s) safe;
    ▪ Challenge unsafe behaviors
  o Provide targeted training for chapter officers on topics of:
    ▪ Risk management
    ▪ Health assessment and needs
  o Hold chapter members accountable for issues of misconduct
  o Collaborate with Student Conduct Administration

• DESIRED OUTCOMES FOR RISK MANAGEMENT AND EDUCATION:
  Through the accomplishment of these goals, students will:
  o Be aware of policies that are pertinent to their respective organization(s);
  o Understand why these policies are in place;
  o Implement the necessary policies within their organization to help keep members safe, and challenge unsafe behaviors

• PROGRAMS THAT SUPPORT RISK MANAGEMENT AND EDUCATION:
  o 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/ Sorority chapters were provided copies of the city ordinance and ask to distribute the information to members of their respective chapters. The 2014 annual certification was delivered to the city on August 28, 2014. The 2015 annual certification was delivered on August 27, 2015.

o **Greek Leadership Academy**

Greek Leadership Academy was held on October 4, 2014. Greek Leadership Academy is an opportunity for new members of the Fraternity and Sorority Community to learn about the values, rights and responsibilities they have as members of the community. Speakers and presenters included student leaders, University administrators, campus partners, national speakers, community representatives and community alumni. Topics of discussion included education on alcohol awareness, sexual assault, healthy sexual relationships, hazing, educational support, motivating chapter members, fraternity and sorority life history and campus resources. Greek Leadership Academy is held annually in the fall.

o **Greek Council Hearing and Conduct Boards**

Greek Council and the Judicial Conduct Boards meet regularly to discuss, adjudicate and sanction fraternity and sorority chapters and members 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 Judicial Conduct Board 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 Judicial Conduct Board.

The Panhellenic Community’s judicial reporting and sanctioning process is governed by its national umbrella organization. The Interfraternity Community’s judicial reporting and sanctioning process is guided by the best practices of each campus. As such, the IFC Vice President of Judicial and Risk Reduction met with the Associate dean of students to create a judicial process that aligns with the University’s own adjudication process.

o **Greek Leadership Risk Management Meetings**

The Assistant dean of students held three retreat/ workshops this year for student leaders which outlined risk management and the policies that govern the community. The first was the Greek Leadership Retreat held on January 16, 2015 where chapter presidents and Greek Council officers learned about best practices to help govern chapter operations. The second was the Risk Management and Policy Dinner Meeting help on February 6, 2015 where student leaders were
given copies of the City Ordinance and governing documents and taught how to follow them. The third was the Risk Management Best Practices Meeting held on June 23, 2015 in which chapter presidents and risk managers presented to the dean of students and the assistant dean of students their plans and programs which help alleviate risky and unsafe behavior within their chapters.
KEY ACTIVITY:
Increase Visibility and Awareness of the Benefits of Fraternity and sorority life

- GOALS FOR INCREASED VISIBILITY AND AWARENESS OF THE BENEFITS OF FRATERNITY AND SORORITY LIFE:
  To facilitate this Key Activity, the Office of Fraternity and Sorority Life will:
  - Increase the percentage of the fraternity/sorority population by two percent;
  - Develop a comprehensive marketing plan and timeline that addresses branding and visibility

- DESIRED OUTCOMES FOR INCREASED VISIBILITY AND AWARENESS OF THE BENEFITS OF FRATERNITY AND SORORITY LIFE:
  Through the accomplishment of these goals, students will:
  - Experience involvement in a positive, holistic, co-curricular experience that enhances their University of Utah experience;
  - Identify values and benefits of membership in fraternity and sorority life

- PROGRAMS THAT SUPPORT INCREASED VISIBILITY AND AWARENESS OF THE BENEFITS OF FRATERNITY AND SORORITY LIFE:
  - Marketing Campaigns
    In 2013, Jessica Gleim was hired to streamline communication and marketing efforts in the fraternity and sorority community. This relationship continued and was strengthened during the 2014-2015 academic year. By utilizing one person for this effort, the key messaging, format and appearance of our marketing and communication pieces were consistent with one another. New communication and marketing efforts for 2014-2015 included a parent handout, recruitment posters, recruitment flyers, on-going flyers and recruitment handbooks. Jessica worked with Fraternity and sorority life staff and students to create marketing materials that created a cohesive and consistent look and message among all programs and organizations. In addition to printed materials, social media was more highly utilized and publicized and our website was updated to be more visually appealing and user friendly.

  - Community Presentations
    The assistant dean of students presented to the Office of Admissions, The Office of New Student and Family Programs, Housing and Residential Education and Salt Lake City Council Representatives to discuss the goals, benefits and positive trajectory of the Fraternity and sorority life Community at the University of Utah

  - Statistical Information
    Spring Membership 2014:
    - Panhellenic: 624
    - Interfraternity: 697
- Total Fraternity and Sorority Involvement: 1,321

Fall Membership 2104:
- Panhellenic: 625
- Interfraternity: 560
- Total Fraternity and Sorority Involvement: 1,185

Spring Membership 2015:
- Panhellenic: 706
- Interfraternity: 821
- Total Fraternity and Sorority Involvement: 1,527

Fall Membership 2015:
- Panhellenic: 565
- Interfraternity: 488
- Total Fraternity and Sorority Involvement: 1,053

Overall involvement in fraternity and sorority life decreased between Fall 2014 and Fall 2015 by 132 total members. This was divided between a decrease in 137 Panhellenic members and an increase of 5 Interfraternity members. This represented an overall decrease of 1% in the fraternity and sorority community; a decrease of 2% in the Panhellenic Community and an increase of .08% in the Interfraternity Community.

*The Fall statistics were examined just prior to Fall Recruitment and reflect lower involvement numbers due to graduation, marriage, religious missions and resignation. As such, the calendar year statistics are also included to show a more holistic vantage of the community’s growth.*

Overall involvement in fraternity and sorority life increased from Spring 2014 to Spring 2015 by 206 total members. This was divided between 82 Panhellenic members and 124 Interfraternity members. This represented an increase of 16% in the Fraternity and Sorority Community; 13% in the Panhellenic Community and 18% in the Interfraternity Community.
KEY ACTIVITY:
Student Success and Engagement

• GOALS FOR SUCCESS AND ENGAGEMENT:
To facilitate this Key Activity, the Office of Fraternity and Sorority Life will:
  o Improve access, retention and graduation rates for fraternity/sorority members;
  o Strive to be above the all-men’s/women’s semester GPA for fall 2014/spring 2015;
  o Provide support to chapters falling below the all-men’s/women’s GPAs through individual academic support meetings with chapter presidents and scholarship chairs;
  o Create/plan programs that mirror the values of fraternal organizations, and further the educational mission of the institution;
  o Develop outcomes for all large scaled programs run through the assistant dean of students;
  o Hold the 2nd annual Greek Leadership Retreat;
  o Nurture student health, safety and well-being;
  o Advise and counsel Greek leaders in their personal leadership development and growth;
  o Develop and implement membership recruitment strategies congruent with national and University policies

• DESIRED OUTCOMES FOR SUCCESS AND ENGAGEMENT:
Through the accomplishment of these goals, students will:
  o Retain and graduate at a higher rate than their non-Greek peers;
  o Perceive the fraternity and sorority community as an inclusive and diverse organization that promotes and fosters learning across differences;
  o Be better equipped and educated to address issues of social injustice, development and cultural changes;
  o Seek to join the fraternity and sorority community;
  o Clearly articulate the purpose and expectations for all programming;
  o Identify that they feel prepared for new leadership positions;
  o Develop a timeline and strategic plan (utilizing expertise from campus professionals) that can address unhealthy behaviors within the community
• PROGRAMS THAT SUPPORT SUCCESS AND ENGAGEMENT:
  o Scholastic Comparison

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<th>Total Credit Earned</th>
<th>Hours</th>
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Fall 2014 Semester Fraternity GPA: 3.028
Fall 2014 Semester Sorority GPA: 3.030
Fall 2014 Semester Combined GPA: 3.050
Fall 2014 U of U All Men's GPA: 2.96
Fall 2014 U of U All Women's GPA: 3.14
Fall 2014 U of U Combined GPA: 3.06
## Sorority Scholastic Comparison Spring 2015:

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<th>Chapter</th>
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## Fraternity Scholastic Comparison Spring 2015:

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Spring 2014 Semester Fraternity GPA: 3.120  
Spring 2014 Semester Sorority GPA: 3.161  
Spring 2014 Semester Combined GPA: 3.080  

Spring 2014 University of Utah All Men's GPA: 3.007  
Spring 2014 University of Utah All Women's GPA: 3.157  
Spring 2014 University of Utah Combined GPA: 3.074
When chapters fail to meet or exceed university average GPA’s, conversations are held with the concerning chapter to discuss support and education to support the chapter. Certain privileges are also denied or revoked based on academic performance.

- **Cooperation with Center for Student Wellness**

  In an effort to support, encourage and foster engagement within the fraternity and sorority community, the Office of the Fraternity and Sorority Life works directly with the Center for Student Wellness to host individual chapter functions to facilitate conversations surrounding student rights and responsibilities, risk management, mutual and self-governance, healthy sexual relationship and alcohol abuse. On-going and more frequent roundtable discussions were held to communicate with fraternity and sorority members about making decisions that align with their personal, chapter and community values at all times- specifically during fall and spring breaks.

- **Fraternity and sorority life Sponsored Events:**
  
  - **Greek Summit:**
    
    Greek Summit was held in early October of 2014. Greek Summit is an opportunity for new members of the fraternity and sorority community to learn about the values, rights and responsibilities they have as members of the community. This is also a time for new members to receive education on alcohol awareness, sexual assault, and hazing prevention, educational support and campus resources. Greek Summit is held annually in the fall.

  - **Sexual Assault Awareness:**
    
    Members of the fraternity and sorority community participated in several educational workshops centered around the issue of sexual assault prevention and response. The Panhellenic Council hosted an evening workshop in conjunction with the Center for Student Wellness about bystander intervention. They also hosted a roundtable with the associate dean of students about the reporting process. Each chapter was required to invite the Office of Equal Opportunity and Affirmative Action into their homes to discuss Title IX and how it relates to sexual assault and the work the students do within their chapters.

  - **Leadership Retreat:**
    
    In January of 2015, the second annual Leadership Retreat was held. The retreat included all members of the Greek Council and presidents of each chapter. Participants discussed values-based decision making and goal setting as it pertained to community values. Students also shared their vision for the direction of the fraternity and sorority community and how our values could support that. Members of the retreat also discussed risk management and FIPG policies to help foster the promotion of values within the community.

  - **Men’s Recruitment:**
    
    In an effort to align our practices with national trends and standards, the Interfraternity Council decided to try a more informal, “360-style” of recruitment for 2014. This means that there is no set, formal recruitment period. Instead, chapters are permitted to give potential new members invitations to join their chapters at any time throughout the year. The theory behind this move 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.
KEY ACTIVITY:
Support Alumni Advisors, House Boards and National Organizations

- GOALS FOR SUPPORTING ALUMNI ADVISORS, HOUSE BOARDS AND NATIONAL GROUPS:
  To facilitate this Key Activity, the Office of Fraternity and Sorority Life will:
  - Develop strong relationships with Chapter Advisors, House Board Presidents and National Organizations

- DESIRED OUTCOMES FOR SUPPORTING ALUMNI ADVISORS, HOUSE BOARD PRESIDENTS AND NATIONAL GROUPS:
  Through the accomplishment of these goals, students and the Office of Fraternity and Sorority Life will:
  - Develop a Chapter Advisor Training program
  - Meet with Chapter Advisors twice a semester
  - Meet with House Boards once a year
  - Communicate with National Groups consistently, not just when something bad happens

- PROGRAMS THAT SUPPORT SUPPORTING ALUMNI ADVISORS, HOUSE BOARD PRESIDENTS AND NATIONAL GROUPS:
  - Chapter Advisor/ House Board President Dinner
  Beginning in Fall 2013, the assistant dean of students met twice per semester with the chapter advisors and the house board presidents. The purpose of these dinners is to serve as a good will effort as well as an opportunity for face to face interaction with the assistant dean and fellow advisors and presidents. These dinners were an opportunity for participants to discuss successes, missteps, best practices, advice and university policy regarding their duties. It was also a great opportunity for advisors and presidents to exchange contact information and network with other alumni members of the community.

  This program has continued through the 2014-2015 academic year and has proven to be a beneficial component to chapter development and communication. It has also served to connect advisors to one another to act as a sounding board for one another to brainstorm ideas and challenges.
KEY ACTIVITY
Office Management

• GOALS FOR OFFICE MANAGEMENT:
To facilitate this Key Activity, the Office of Fraternity and Sorority Life will:
  o Identify/create a system to help support organizations more effectively

• OUTCOMES FOR OFFICE MANAGEMENT:
Through the accomplishment of these goals, students and the Office of Fraternity and Sorority Life will:
  o Update chapter roster/paperwork system to provide improved accessibility and ease of access for information

• PROGRAMS THAT SUPPORT OFFICE MANAGEMENT:
  o 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 of all Greek Council policies and procedures to ensure compliance and documentation at all levels.

  o Greek Council Office
    In the beginning of 2015, the Office of Fraternity and Sorority life moved from its location in the Dean of Students suite to its own location in the Union Building. This move has provided the professional staff with dedicated space to work with students and one another. The move also provided students with dedicated space to do office work and homework, a student lounge area and a large meeting area. The increase of students using the space has been noted though no formal evaluation has been done to determine the increase of foot traffic and space use.

  o OrgSync
    The Greek Council supported the purchasing of a new software, OrgSync, through ASUU. It is the hope of the fraternity and sorority life staff that chapters will begin to use OrgSync for the chapter management and communication requirements of the University. This includes membership updates, finances, member communication, calendaring, and official ASUU recognition. The goal this year is to get chapters to complete their individual profiles and get members to sign up on the software. The goal is to fully train them on how to use it and being to implement the software for office management and operations next fall.
PLANS FOR THE FUTURE

ANTICIPATED CHALLENGES AND OPPORTUNITIES
The current Interfraternity and Panhellenic Presidents have had a strong desire to focus member education on issues of social justice and inclusion within the community. As such, the Greek Council is hosting three workshops which include topics surrounding student identity, gender binary and privilege. All chapter presidents and Greek Council officers will be in attendance at these events.

With the increase of negative publicity on the national stage surrounding fraternity and sorority life, the assistant dean of students would like to increase the awareness of benefits and positive actions of the community at the University of Utah. The assistant dean is currently in the process of exploring options to hire a part-time student worker to serve as a marketing and public relations chair for all of Greek Council. The hope is that having one person dedicated to this cause, the themes, ideas, messaging and control of our public image can be better controlled and distributed.

The assistant dean of students has noticed an increased number of students who have expressed the need to have internships and more hands-on experience prior to graduation in order to be more marketable in the workforce. To help with this need, the assistant dean would like to focus attention on the education and activities that not only give students more hands-on opportunities within the community, but how to affectively market those skills on resumes and in interviews.

In 2015, Omega Delta Phi, an NIC organization, chose to move into the Interfraternity Council. This left Kappa Delta Chi as the sole members of the MGC. KDChi then opted to move into PHC as an associate member and MGC was disbanded. The Office of Fraternity and Sorority Life has received some negative feedback from some members of the University community about the lack of support for multicultural students. While this is not the case, it is understood where that notion would come from. It is the hope of the Office of Fraternity and sorority life that by moving ODPhi and KDChi into the IFC and PHC respectively, will give them an opportunity for greater exposure to the general student body and other multicultural Greek organizations. In turn, we hope other groups will express interest in colonizing on our campus and see the return of the MGC.

The current student leaders in the fraternity and sorority community have taken upon themselves a desire to maintain the growth and sustainability of the community. An increase of positive marketing and behavior shifts will hopefully increase not only the quantity of students involved in the community, but the quality as well. These students see a need for a change in the community towards more values-based programming, decision making and risk management. One challenge this continues to pose is helping the community see the need for and making the correct accommodations to see a need for the shift in behavior. The students serving in leadership roles are serving as change makers. A challenge within this will be to help them see the big picture and not get discouraged when positive change doesn’t happen overnight.
ORGANIZATION EXCELLENCE

The Greek Choice Awards are held annually to honor chapters and members within the fraternity and sorority community to exemplify excellence. The 2013 Greek Choice Award divisions were examined and revised to align with more values-based examples of excellent behavior. These awards were expanded in 2014 to include one man and one woman in each category. The winners were acknowledged at the annual Greek Choice Awards on April 3, 2015.

**Greek Man of the Year**
Alex Khan- Sigma Chi

**Greek Woman of the Year**
Kate Childers- Delta Gamma

**Interfraternity President of the Year**
Tyler Griffin- Delta Sigma Phi

**Panhellic President of the Year**
Marley Arango- Kappa Kappa Gamma

**Multicultural President of the Year**
Sattia Gonzales- Kappa Delta Chi

**Outstanding Campus Involvement**
Ashton Meeks- Alpha Chi Omega
Peter Creveling- Sigma Chi

**Outstanding Community Service**
Alyssa Corbett- Delta Gamma
Jesse Reifsnnyder- Sigma Chi

**Living the Ritual**
Lindsay Gilson- Chi Omega
Ridley Heyrend- Beta Theta Pi

**Up and Coming Leader**
Cassidy Pearson- Alpha Chi Omega
Alex Motro- Phi Delta Theta

**Advisor of the Year**
Ashlee Christofferson- Pi Beta Phi
Mike Parkin- Pi Kappa Alpha

**Outstanding Greek Council Officer**
Saria Alacarez- Kappa Delta Chi
April Furin- Chi Omega
Kevin Heiner- Sigma Phi Epsilon

**Lori K. McDonald Community Award**
Lori K. McDonald