



# CENTER FOR FRATERNITY & SORORITY LIFE

Student Fees Advisory Committee (SFAC)  
Program Questionnaire for FY 2013-2014



- 1. Please provide a one-page executive summary of your questionnaire responses. This summary should include, in brief terms: your unit's mission, how you accomplish your unit's mission, and a justification of your unit's student fee allocation in terms of benefits for students.**

***Center for Fraternity and Sorority Life Mission:***

Through close collaboration with students and other stakeholders, the Center for Fraternity and Sorority Life (CFSL) empowers the growth of high achievers and values-based leaders by providing an measurable, meaningful, and transformative fraternity and sorority experience. With a commitment to individual student development, the Center creates opportunities for lifelong relationships, innovative thinking, civic engagement, and overall student success.

***Center for Fraternity and Sorority Life Vision:***

The university of Houston Center for Fraternity and Sorority Life will provide a nationally-recognized, urban, Tier One fraternity and sorority experience that serves as the primary vehicle for student success.

***2012 in Overview:***

The Center for Fraternity and Sorority Life (CFSL) was reorganized in 2012 to focus primarily on the needs of fraternity and sorority life at the University of Houston. The center has three full-time staff and one graduate assistant who focus on providing meaningful learning experiences within the 5 values of our office– leadership development, intellectual development, service and citizenship, relationships, and ritual and values. Over the last year the office has refocused its efforts, mission, and vision to reflect these values and a fraternity/sorority life focus. The center is working hard to strategically grow our fraternity and sorority community, while also providing increased accountability to fraternity and sorority members and intentional advising for chapter and councils.

The staff advises 47 fraternities and sororities housed within five governing councils, the fraternity/sorority residential experience in Bayou Oaks, and participates in a variety of Student Life, Student Affairs and University initiatives. This report will discuss the specific action steps we will take in order to assist the Division of Student Affairs in fulfilling the 6 Strategic Initiatives outlined in the 2013-18 Strategic Plan. Additionally we will discuss new and evolving programs and initiatives in all areas. The center growth is supported by Base Augmentation requests for permanent funding for the Greek Housing Coordinator position.

The CFSL is 100% funded by student fees, and we serve as effective stewards of this funding and to provide the University of Houston with experiences that are proven to meet the educational mission of the university. Throughout the report, you will see data that supports learning within many of our programs that required significant financial support. The department is conscious that learning is a core function of our work and we must do our best to demonstrate that learning is occurring within our programs.

- 2. Provide an organization chart of your unit. Large units may need to have an overview chart and then more specific charts for each program. Where you have multiple staff in the same position (e.g. counselor, custodian, etc), note this on your chart. Student employees should be cited on the chart and identified as students.**

The organizational chart for the Center for Fraternity & Sorority Life can be found on the final page of the questionnaire.

- 3. List the objectives that you provided with your 2011-2012 SFAC request. Please comment on your success in achieving these objectives. If an objective changed during the year, please note this and explain. Also, list any new objectives, the rationale for the addition, and comment on your success in achieving these objectives.**

The following goals and objectives were identified under the Center for Leadership and Fraternity & Sorority Life. Goals directly relating to leadership and civic engagement have since transitioned to the Center for Student Involvement.

The staff in the Center for Leadership and Fraternity & Sorority Life established a series of overarching two-year goals, beginning during the Fall 2010 semester and all with a scheduled completion of the end of FY2012. Within each of these goals are housed smaller goals. These goals represented the overall advancement of the three pillars of CLFSL – Leadership Development, Fraternity & Sorority Life, and Service and Citizenship.

Goal 1:

Examine and define the vision and direction for the Center for Leadership and Fraternity & Sorority Life.

- Clarify staff responsibilities and develop strategies to more clearly define the Greek Housing Coordinator and Instructional Assistant roles. Explore options for practicum and/or Vista opportunities.

Advising responsibilities were added to the Greek Housing Coordinator position. The university is also in the process of transitioning to a different staffing model which will provide greater direct supervision for the Greek Housing Coordinator over Bayou Oaks student staff. The Instructional Assistant (Graduate Assistant) role has been transitioned from leadership programs to focusing on marketing initiatives within CFSL, advising our Order of Omega organization, and directing the planning of our fraternity/sorority awards and recognition event. Additionally, in Fall 2012, the center enlisted the assistance of a practicum student to assist with the Fraternal Excellence Program.

**Status: Completed**

- Create a mission and vision for the Center for Leadership and Fraternity & Sorority Life.

Due to the organization change, the CFSL staff has been able to articulate a fully formed mission/vision, strategic goals for the Center for Fraternity & Sorority Life.

**Status: Changed, Completed (July 2012)**

- Develop a basic strategic plan for Center for Leadership and Fraternity & Sorority Life.

CLFSL had created a strategic plan for leadership development with the completion of the Leadership Development task Force Final Report. This report sets strategic goals for the area of leadership development up to the year 2014-2015. The strategic goals within this report have now shifted to the Center for Student Involvement. Specifically within fraternity & sorority life, the center has focused on an innovative approach to student organization/governing council strategic planning, which has the potential to shape strategic planning from a departmental level. CFSL began with our Interfraternity Council in July/August 2012 and plans to continue with other council communities in the coming years.

**Status: Changed with Documented Progress**

Goal 2:

Promote problem solving and critical thinking through meaningful leadership development experiences.

- Examine the current 5-Star accreditation program and incorporate avenues that promote reflective thinking and values integration.

The Center for Leadership and Fraternity & Sorority Life is piloted its new Fraternal Excellence Program (FEP) awards and assessment program in the Fall 2011 semester. The FEP currently uses both qualitative and quantitative measures to measure a chapter's achievement in the following areas: Leadership Development, Intellectual Development, Service and Citizenship, Brotherhood & Sisterhood, and Ritual and Values. 16 chapters participated in the program in its inaugural year. This program uses faculty and staff across campus as evaluators in the hopes of gaining amore rich perspective as to how a chapter is mobilizing its mission and values. This program has gone into a full implementation in Fall 2012 and expects greater participation.

**Status: Continued and Completed**

- Provide opportunities for educational conferences and other developmental initiatives.

The CLFSL completed its first and second sessions of the Cougar Leadership institute in January 2011 and November 2011 for 36 and 44 students respectively. The CLFSL also completed its third session of the Fraternity & Sorority Visions Institute for 51 new fraternity/sorority leaders. This compares to last year's attendance of 62 new fraternity/sorority leaders in 2011.

**Status: Continued and Completed**

- Implement council focused new member orientation programs.

The staff is still looking into this as a possibility, but has shifted priorities in regards to educating fraternity/sorority members.

**Status: In Progress**

- Establish a student organization focused on guiding leadership development efforts within the CLFSL.

The completion of this goal currently lies with the Center for Student Involvement.

**Status: Changed and Relocated**

- Implement fraternity/sorority housing risk management and social responsibility curriculum for students living in Bayou Oaks.

The staff created its first educational program focused on social event management in Bayou Oaks, entitled "I Know How to Party" which was facilitated 7 times to 14 chapters in Fall 2011. The program explored high-risk situations that could occur during social events and participated in an interactive

program about how to promote socially responsible behaviors during social events. The staff looks to create more original programming to assist students in creating safe and healthy social events.

**Status: In Progress**

- Develop a comprehensive leadership development program targeted to all UH students.

The completion of this goal currently lies with the Center for Student Involvement.

**Status: Updated and In Progress**

Goal 3:

Establish a service learning initiative.

- Collaborate with the Metropolitan Volunteer Program to create weekly volunteer opportunities. (Fall 2011).

The completion of this goal currently lies with the Center for Student Involvement.

**Status: In Progress**

- Create an Alternative Spring Break program.

The CLFSL sponsored its first Alternative Spring Break experience for 10 students working with Head Start and Early Head Start Programs in New Orleans, LA in March 2012. Students fundraised their cost of the trip through multiple fundraising opportunities and participated in an immersive service experience in the New Orleans area, focusing on early childhood education in low-income areas. One participant said:

“My favorite part of my ASB experience was definitely the children in the Head Start programs. I’ll never forget my week with them and how happy I was to have been able to impact them, even if only for a short time.”

**Status: Completed**

- Establish a student organization for Alternative Break.

The completion of this goal currently lies with the Center for Student Involvement.

**Status: Relocated and In Progress**

- Provide training for student leaders for Alternative Break.

The completion of this goal currently lies with the Center for Student Involvement. The CLFSL did host a combined initial training in September 2012 with a representative from BreakAway Ministries, a national Alternative Break planning and education organization. This training was hosted in partnership with students and staff from Sam Houston State University.

**Status: Relocated and In Progress**

### Additional Objectives

The following initiatives were not part of our original goals as a functional area, but became important during the academic year.

1. Staffing changes

At the beginning of the FY2012 fiscal year, the CLFSL staff went from 4 professional staff to 2 professional staff. These positions remained vacant throughout the FY 2012 fiscal year and appropriate changes had to be made to sustain center operations and programs.

2. Organizational changes

Announced in January 2012 and implemented in July 2012, leadership development programs and service programs transitioned to the Center for Student Involvement. The Center for Leadership and Fraternity & Sorority Life became the Center for Fraternity & Sorority Life allowing the staff to focus directly on fraternity & sorority related initiatives. Goals and objectives relating to leadership and service have been transitioned to the Center for Student Involvement.

4. **Please discuss the means that you are utilizing to evaluate both your success in achieving the aforementioned objectives and their importance as compared to other objectives that you might pursue. Where data exist, discuss the number of persons served by each of your programs and the satisfaction level of those served. Please provide the method for collecting these data.**

Many of the programs and initiatives from CLFSL/CFSL are educational in nature. Therefore, it is important that the focus of how we identify success is through learning. All CLFSL/CFSL programs are grounded in our Student Life Learning Outcomes:

Students who participate in Student Life programs, services, and initiatives will:

1. Demonstrate the critical thinking and reflective reasoning skills necessary to engage in innovative problem-solving and decision-making. (Cognitive Complexity, Knowledge Acquisition, Integration, & Application)
2. Develop the leadership skills necessary to positively impact their communities. (Knowledge Acquisition, Integration, & Application, Civic Engagement, Humanitarianism)
3. Express personal values and demonstrate behaviors congruent with those values. (Interpersonal & Intrapersonal Competence)
4. Identify and apply strategies that promote effective teamwork and collaboration through meaningful relationships. (Interpersonal and Intrapersonal Competence, Humanitarianism, Practical Competence)
5. Develop intercultural competence and demonstrate a commitment to humanitarian values. (Humanitarianism, Knowledge Acquisition, Integration, & Application)
6. Employ personal, organizational, and academic goals that promote overall achievement and degree attainment. (Practical Competence, Persistence and Academic Achievement)

For many of our programs, pre-and-post tests are used to identify changes in knowledge, skills, or beliefs as a result of attendance at a program.

#### Alternative Spring Break

10 student participants - The Alternative Spring Break (ASB) program was a 5-day immersive service-learning experience in which students traveled to New Orleans, LA to work with Head Start and Early Head Start child education programs. Participants completed pre-and-post tests at the beginning and the closing of the institute. On a 5-point scale (5 = Strongly Agree, 1 = Strongly Disagree), students responded to a series of questions about their knowledge, attitudes, and skills related to their experience. Students demonstrated the following significant gains through pre-&-post test data.

Develop intercultural competence and demonstrate a commitment to humanitarian values.

Statement	Pre-Test Average	Post-Test Average	Change
I find it easy to understand the perspectives of others.	3.90	4.11	+.21
I feel comfortable asking questions of others to understand their culture.	3.80	4.00	+.20
I am able to articulate a working definition of the term “privilege”.	4.00	4.22	+.22

Develop the leadership skills necessary to positively impact their communities.

Statement	Pre-Test Average	Post-Test Average	Change
I am able to objectively identify the core social issues facing the New Orleans area.	3.60	4.33	+.73
I can identify how I can positively contribute to the Houston community.	4.00	4.22	+.22

Fraternity & Sorority Visions Institute

47 student participants - The Fraternity & Sorority Visions Institute is the a 3-day leadership experience for new/emerging leaders focusing on values identification and clarification, listening skills, shared responsibility, and action planning for chapters.

On a 7-point scale (7 = Strongly Agree, 1 = Strongly Disagree), students responded to a series of questions about their knowledge, attitudes, and skills related to their experience. Students demonstrated the following significant gains through pre-&-post test data.

Develop the leadership skills necessary to positively impact their communities.

Statement	Pre-Test Average	Post-Test Average	Change
I am able to articulate a working definition of the term “leadership”.	5.83	6.57	+.74
I believe I am well equipped to serve my fraternity/sorority community as a leader.	5.83	6.49	+.66

Express personal values and demonstrate behaviors congruent with those values.

Statement	Pre-Test Average	Post-Test Average	Change
To be an effective Greek leader, it is important to me to spend time reflecting on my personal values.	6.22	6.77	+.55
The values of my fraternity/sorority serve as a useful guide for everyday decision making.	6.17	6.70	+.53
I can explain the shared values of the UH fraternity/sorority community.	4.66	6.40	+1.74

Identify and apply strategies that promote effective teamwork and collaboration through meaningful relationships.

Statement	Pre-Test Average	Post-Test Average	Change
I am comfortable confronting my chapter members about behaviors incongruent with my chapter's values.	5.78	6.30	+.52
I consider the larger fraternity/sorority community when making decisions within my chapter.	5.27	6.04	+.77

#### Fraternal Excellence Program

The CLFSL piloted its Fraternal Excellence Program with 16 chapters from HPC, NPHC, and MGC communities. Listed below are the total submission numbers. CFSL entertained including average evaluation data in each area however this data is not representative of performance due to the large number of chapters who completed narrative responses but did not complete character interviews, decreasing their evaluation score significantly. This data has assisted the CLFSL/CFSL staff in identifying which assessment areas require additional attention.

Excellence Area	Total Narrative Submissions	Total Interviews Completed	Excellence Award Winners
Intellectual Development	15	9	Delta Gamma Delta Zeta
Leadership Development	14	8	None awarded
Service and Citizenship	15	10	Alpha Phi Alpha Kappa Delta Chi
Brotherhood/Sisterhood	16	12	Chi Upsilon Sigma Sigma Lambda Gamma
Ritual & Values	14	8	Alpha Phi Alpha Delta Zeta

Additional programs that CLFSL/CFSL sponsored can be found below with a listing of student participation.

1. Catalyst Leadership Luncheons
  - September 21, 2012
  - Carmen Carter, Assistant Dean for Student Affairs, College of Technology
  - “Building Bonds”
  - 25 participants
  
  - October 26, 2012
  - Dr. James Anderson, Special Assistant to the President for Diversity
  - “Leadership from Different Viewpoints: The Evolution of a Concept”
  - 33 participants
  
  - November 9, 2012
  - Melissa Abram-Jackson, Senior Training Specialist in Human Resources
  - “Values Driven”
  - 25 participants
  
  - February 29, 2012
  - Dr. Ira Colby, Dean of Graduate College of Social Work
  - “Is It Possible Today?”
  - 39 participants
  
  - March 22, 2012
  - Daniel Maxwell, Associate Vice President for Student Affairs
  - “Creating Your Own Path: In Search of Community”
  - 18 participants
  
  - April 18, 2012
  - Dr. J. Richard Walker, Vice President for Student Affairs
  - “Authoring Your Personal Leadership Story”
  - 20 participants

### Upcoming Assessment Initiatives

As CFSL adds more educational programs and initiatives to its library, it will use the following metrics to demonstrate strategic relevance to the university.

- Fraternal Excellence Program (FEP) – The Fraternal Excellence Program will be the standard the CFSL uses to determine achievement within the fraternity & sorority community. CFSL will use data collected in the five (5) assessment areas as a benchmark for achievement within the fraternity & sorority community.
  
- Fraternity & Sorority Experience Survey (FSES) – The CFSL will create a schedule in which they administer the Fraternity & Sorority Experience Survey, starting in Fall 2012. The FSES will provide statistical data regarding demographic information, learning data, behavioral data, and student satisfaction data for our fraternity & sorority community.

- Participation Data – The CFSL will keep data about numbers of students who participate in CFSL programs and will look to increase the number of students who participate in its programs.

5. Please discuss any budget or organizational changes experienced since your last (FY 2013) SFAC request, their impact on your programs, and your reason for implementing them. SFAC recognizes that some programs did not receive the funds that they requested, that some programs were impacted by additional expenses after the conclusion of the budget cycle, and that some programs may be ahead of or behind their self-generated income projections. In addition, if your unit concluded FY 2012 with a Ledger 3 Fund Equity balance, please describe the conditions which caused the fund balance.

Overall income and expenditure of Center for Fraternity & Sorority Life SFAC request for FY2012 decreased by (\$104,732) as explained below. These decrease had no adverse effect on the center to fulfill its mission to students

A. Income

Overall income decreased from the amount on the SFAC request form by a total of (\$104,732) as follows:

Decrease in alternative program break out	(\$ 2,150)
Decrease in Leadership Development	(\$ 10,750)
Decrease in Greek Housing Coordinator Funding	(\$ 39,100)
Transfer to CSI	(\$ 91,749)
Billing for Greek Housing Coordinator Expenses	<u>\$ 39,017</u>
	<b><u>(\$104,732)</u></b>

B. Expenses

Overall expenses decrease from the amount on the SFAC request form by a total of (\$104,732) as follows.

Decrease in salary and benefits	(\$ 89,964)
Decrease in Administrative Charges	(\$ 6,272)
Decrease in Supplies	(\$ 1,000)
Increase in Travel Other	\$ 2,000
Decrease in Alternative Break-out Program	(\$ 2,000)
Decrease in Leadership Program	(\$ 3,992)
Decrease in Speakers Expenses	(\$ 3,420)
Decrease in other Expenses	<u>(\$ 84)</u>
	<b><u>(\$104,732)</u></b>

CFSL concluded FY2012 with a Ledger 3 with a fund balance carry forward of \$32,374 and an equity balance of \$37,993. That balance is a result of vacancy of the Greek Housing coordinator for most of the year. CFSL was approved to utilize \$14,183 of this the fund equity allotment to fund the Graduate Assistant position.

**Base Augmentation FY14**

- Greek Housing Coordinator  
To permanently fund the Greek Housing Coordinator out of SFAC dollars  
Cost - \$31,000 – Salary

\$12,200 – Benefits  
\$2,592 – 6% Admin Fee  
\$648 – 1.5% VPSA Fee  
**Total: \$46,440**

*Link to DSA Strategy: 2.b*

2. Graduate Assistant

To permanently fund graduate assistant for Fraternity and Sorority Life out of SFAC dollars  
Cost- \$11,580 – Salary  
\$1,800 – Benefits  
\$802.80 – 6% Admin Fee  
\$200.70 – 1.5% VPSA Fee

**Total: \$14,383.50**

*Link to DSA Strategy: 2.b*

3. Student Travel

To fund additional opportunities for fraternity/sorority leaders to travel to leadership development programs, educational programs, and conferences designed for fraternity/sorority leaders  
Cost - \$5,000  
\$300 – 6% Admin Fee  
\$75 – 1.5% VPSA Fee

**Total: \$5,375**

*Link to DSA Strategy: 1.d*

4. Strategic Planning Support

To fund strategic planning initiatives within the council communities. These initiatives will pair the chapters and governance organizations in strategic planning efforts that will shape initiatives for the upcoming years. .

Cost - \$10,000  
\$600 – 6% Admin Fee  
\$150 – 1.5% VPSA Fee

**Total: \$10,750**

*Link to DSA Strategy: 1.d, 4.c*

- 6. The terminology for responding to this item has been amended to be consistent with the strategic planning framework. Therefore, SFAC requests that you report your success measures in terms of strategic initiatives and action steps versus goals and objectives as previously requested. To this end, please list your 2013-2014 strategic initiatives and action steps in priority order. Larger units may wish to group responses by subprogram. Under each strategic initiative, please state the specific action steps (programs, activities, services, policies/procedures, etc.) you implemented to accomplish your stated initiative.**

The staff in the Center for Fraternity & Sorority Life has identified the following strategic initiatives and action steps to carry into the FY2014 fiscal year.

Strategic Initiative #1 - Enrollment and Academic Performance – *Link to DSA Strategic Initiatives: 6a*

- a. Action Step #1 - Reframe recognition strategies for academic achievement in fraternities and sororities through Fraternity/Sorority Awards Ceremony and other media.
- b. Action Step #2 - Partner with the shared governance system (governing councils) to develop and enforce academic standards for all fraternities and sororities.
- c. Action Step #3 - Place more intentional academic intervention resources on CFSL website for chapter/member use.

Strategic Initiative #2 – Programming and Leadership Development – *Link to DSA Strategic Initiatives: 1d*

- a. Action Step #1 - Create a 4-year leadership guide map that assists chapters in identifying developmentally appropriate leadership experiences for various levels of membership.
- b. Action Step #2 - Retool current Fraternity & Sorority Visions Institute to focus on new/emerging leaders in fraternity/sorority life.
- c. Action Step #3 - Explore junior-senior leadership experiences for chapter leaders/officers.
- d. Action Step #4 - Create opportunities for combined officer transition experiences across councils (IFC, HPC, NPHC, MGC, LGC).

Strategic Initiative #3 - Advisor Training and Education – *Link to DSA Strategic Initiatives: 2b*

- a. Action Step #1- Provide a consistently formatted “Monthly Advisor Update” to all alumni/faculty/staff advisors that includes upcoming due dates, educational resources, questions to ask chapter leaders, etc.
- b. Action Step #2 - Develop a sample advisor position description designed to set clearer advisor expectations.
- c. Action Step #3 - Provide small, one-page resources that can assist/educate advisors on problem-solving, risk reduction education, civic engagement, etc.

- d. Action Step #4 - Provide semesterly president/advisor meetings designed to provide uniform information to chapter and alumni leaders.

Strategic Initiative #4 - Expectation and Deadline Management – *Link to DSA Strategic Initiatives: 4b, 4c*

- a. Action Step #1 - Provide complete listings of upcoming deadlines at the start of each semester.
- b. Action Step #2 - Strictly adhere to each deadline set by the CFSL.
- c. Action Step #3 - Provide incentive resources for chapters/members that meet deadlines.
- d. Action Step #4 - Explore incentivized early registration options for educational programs.

Strategic Initiative #5 – Marketing and Branding – *Link to DSA Strategic Initiatives: 5a, 5c*

- a. Action Step #1 - Use empirical data to develop marketing materials for unaffiliated students and faculty and staff partners.
- b. Action Step #2 - Develop specific marketing materials for faculty/staff/alumni partners including specific ways and means of becoming involved in fraternity/sorority life.

Strategic Initiative #6 – Bayou Oaks - *Link to DSA Strategic Initiatives: 2b*

- a. Successfully transition management of Bayou Oaks fraternity/sorority townhouse management to the University of Houston. Continue to develop shared expectations for facility treatment and maintenance.
- b. Develop strategic and regular partnership opportunities with Student Housing and Residential Life that will help to best address townhouse issues.

**7. What are the other possible sources of funding available to your unit and what efforts are being made to access them (e.g. grants, donations, etc.)? If you receive funds from other sources, please briefly describe the source, purpose, and duration of the funding and report the amounts received in the appropriate rows/columns on the SFAC Spreadsheet.**

The Center for Fraternity & Sorority Life currently receives funding for the Greek Housing Coordinator from American Campus Communities (detailed on the “Other” section in the Student Service Fee request). This includes cost for salary and benefits for the staff member in the position. American Campus Communities is billed for the position based on time worked and salary earned. Due to the necessity of the position and the termination of our leasing relationship with American Campus Communities, CFSL is requesting SFAC to fund this position as of FY2014.

The Center for Fraternity and Sorority Life (CFSL) is currently exploring grants options from the following national organizations:

- Association of Fraternity/Sorority Advisors (AFA) for Professional Development Funding
- National Education Association (NEA) for Professional Development Funding
- National Association for Student Personnel Administrators (NASPA) for Research Funding
- The Luce Foundation for Research Funding
- American College Personnel Association (ACPA) for Research Funding

Additionally CFSL is working to gain access to the American Association of State Colleges and Universities (AASCU) Grant Search program in order to find grants tailored to our department and strategic initiatives.

**8. Please describe any services that are similar to yours and/or any overlap between your unit and any other unit(s) providing services to students and the rationale for the overlap.**

The Center for Student Involvement (CSI) and The Center for Fraternity and Sorority Life (CFSL) both provide services for registered student organizations. However, CFSL serves the fraternity and sorority registered student organizations greater than other university departments. There is residual overlap between CSI and CFSL due to the transition of all Leadership and Civic engagement program from the former Center for Leadership and Fraternity & Sorority Life to CSI. CFSL staff members are aiding CSI staff in transitioning these programs.

**Jason Bergeron**  
Director,  
Center for Fraternity & Sorority Life

Creates and implements a vision for Fraternity and Sorority Life  
Budget Oversight  
Staff Supervision  
Advises Interfraternity Council

**Cassandra Joseph**  
Activities Coordinator II, Center for Fraternity & Sorority Life

Advises National Pan-Hellenic Council  
Advises Multicultural Greek Council  
Advises Latin Greek Council  
Supervises Student Staff in CFSL  
**Students (4)**

**Megan Francis**  
Greek Housing Coordinator

Advises Houston Panhellenic Council  
Supervises the townhouse managers at Bayou Oaks  
Liaison between the Greek organizations  
American Campus Communities  
Liaison between American Campus Communities and UH

**Courtney Reynolds**  
Graduate Assistant, Center for Fraternity and Sorority Life

Order of Omega Advisor  
Coordinator of Fraternity & Sorority Awards  
Coordinator of CFSL marketing initiatives

