

# CENTER FOR FRATERNITY & SORORITY LIFE



Student Fees Advisory Committee (SFAC)  
**PROGRAM QUESTIONNAIRE**  
**FY 16-17**

- 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.

***FY2015 in Overview:***

The Center for Fraternity and Sorority Life (CFSL) focuses primarily on the diverse needs of the fraternity and sorority community at the University of Houston. In FY2015, the center has three full-time staff and one graduate assistant who focus on advancing both student learning and operational effectiveness within Greek Life. A new full-time Office Coordinator was added to the CFSL staff team at the beginning of the FY16 year. Future goals and action items are tied directly to six overarching areas for which the Center is directly responsible: Center Operations, Advising and Coaching, Planning and Assessment, Educational Programming, Stakeholder Development, and Fraternity/Sorority Housing. The center is working hard to strategically grow our fraternity and sorority community, while also providing increased support and accountability to fraternity and sorority members and advising and coaching for chapters and councils.

The staff currently advises 45 fraternities and sororities housed under five governing councils, the fraternity/sorority residential experience in Bayou Oaks, and participates in a variety of Student Life and University initiatives. This report will discuss the specific action steps we will take in order to assist the Division of Student Affairs and Enrollment Services 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 is requesting no additional base augmentation and/or one-time requests for the FY17 year.

The CFSL is 100% funded by student fees, and we seek to be careful 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 next page.

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

- Overarching Fraternity/Sorority Visioning and Planning
- Budget Oversight
- Staff Supervision
- Advises Houston Panhellenic Council
- Coordinates Fraternal Excellence Program

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

- Advises Interfraternity Council
- Advises United Greek Council
- Advises Fraternity/Sorority Program Board
- Supervises CFSL Student Interns - **Students (2)**

**Kyle McGee**  
Graduate Assistant, Center for  
Fraternity and Sorority Life

- Advises Multicultural Greek Council
- Coordinates Fraternity/Sorority Executive Leaders Circle
- Coordinates Future Greek Leaders Academy

**Guillermo Flores**  
Fraternity/Sorority Housing Coordinator

- Coordinates Bayou Oaks Townhouse-related Initiatives
- Coordinates Housing Corps Development
- Advises National Pan-Hellenic Council (NPHC)
- Advises Houston Panhellenic Council Recruitment Team
- Serves as Live-On Staff in Bayou Oaks
- Order of Omega Advisor

**Pamela Moon**  
Office Coordinator

- Coordinates CFSL Operations

3. **List your unit's strategic initiatives and action steps identified for the 2014-2015 academic year and cite the specific Division of Student Affairs and Enrollment Services (DSAES) Strategic Initiatives and University of Houston Strategic Goals to which they relate (links below). Please comment on your success in achieving these strategic initiatives/action steps. If a strategic initiative/action step changed during the year, please note this and explain. Also, list any new strategic initiatives/action steps, the rationale for the addition, and comment on your success in achieving these items.**  
**DSAES Plan:** ([http://www.uh.edu/dsa/about\\_student\\_affairs/strategic\\_plan.html](http://www.uh.edu/dsa/about_student_affairs/strategic_plan.html))  
**UH Goals:** (<http://www.uh.edu/president/vision-priorities/>)

The staff in the Center for Fraternity & Sorority Life established a series of overarching strategic initiatives and action steps. These action items were specifically earmarked to be completed within FY 2015.

**Strategic Initiative #1 – To provide a roadmap for Future Planning within fraternity & sorority life (DSAES Strategic Initiatives #1, 2; UH Strategic Principles #1, 8)**

- a. Action Step #1 – Create a successful fraternity & sorority future plan and timeline that incorporates both action steps from the Greek Life Task Force, DSAES Strategic Plan mapped items, and CFSL External Review. – **Accomplished. CFSL has identified 67 separate action items to advance throughout these review processes.**
- b. Action Step #2 – Engage in a minimum of one additional council-based strategic planning effort. – **Changed and partially accomplished. CFSL has re-shifted towards using achievement reports that function as report cards for each active chapter. 'Chapter Achievement Reports' function similar to progress cards and provide a metric-based view into the achievements of the chapter. A sample Chapter Achievement Report is included as 'Appendix B'.**

**Strategic Initiative #2 – To further advance the Fraternal Excellence Program as a means for assessment, reward, and feedback (DSAES Strategic Initiatives #4, 5; UH Strategic Principles #1, 4)**

- a. Action Step #1 - Achieve an 80% chapter participation rate with the Fraternal Excellence Program. – **In progress. FY2015 saw a 71% participation rate. There are multiple groups that have yet to participate, but as FEP participation is a Baseline Standard, CFSL anticipates that there will be a significant increase in FEP participation.**
- b. Action Step #2 – Expand evaluator pool to include 50+ character interview evaluators and 50+ narrative evaluators – **In progress. CFSL reached 46 interview evaluators, its highest number of evaluators ever. We are still short of our 50+ goal.**
- c. Action Step #3 – Create an action-planning system for chapters performing poorly in one or multiple FEP areas. **Accomplished. CFSL has a template used in engaging in action planning with low-performing groups.**

**Strategic Initiative #3 – To further develop positive and broad-reaching messaging and branding for fraternity & sorority life (DSA Strategic Initiative #5; UH Strategic Principles #2, 5)**

- a. Action Step #1- Finalize and implement a fraternity/sorority marketing and growth plan designed to increase awareness and understanding of fraternity/sorority life on campus. – **Accomplished. CFSL has worked with the Center for Student Media and DSAES Marketing and Communications to develop a series of recruitment pieces and timelines.**
- b. Action Step #2 – Recruit and build a team of students to create, assist, and review fraternity/sorority marketing materials in conjunction with DSAES Marketing and Communications. – **Changed and accomplished. In lieu of a team of students, CFSL has shifted to an intern program that has been hired and is working specifically with marketing initiatives.**

**Strategic Initiative #4 – To better advance and promote learning and leadership within fraternities and sororities (DSA Strategic Initiative #1; UH Strategic Principles #1, 8)**

- a. Action Step #1 – Create a “how to” resource housed by CFSL that assists chapter leaders in navigating fraternity/sorority processes. – **In progress. CFSL has developed some resources that assist in navigating processes and is looking to create more.**
- b. Action Step #2 - Create and implement a tracking system for leadership experiences within fraternity/sorority life. – **Accomplished. CFSL has embedded all CFSL leadership development programs within the Get Involved system and is tracking participation through that experience. This includes:**
  - i. Fraternity/Sorority Presidents’ Leadership Summit
  - ii. Future Greek Leaders Academy
  - iii. Fraternity/Sorority Executive Leaders Circle Meetings
  - iv. Additional council-sponsored and/or CFSL sponsored educational or leadership initiatives
- c. Action Step #3 – Identify and track member participation in high-impact practices here at the University such as learning community participation, study-abroad participation, and service-learning. – **Accomplished. Self-reporting of participation in high-impact practices was used in the recent Fraternity/Sorority EBI survey. Survey participants reported 308 instances of high-impact practice participation, most specifically in the area of ‘Classes that require group projects and/or homework’.**

**Strategic Initiative #5 – To identify and advance practices that promote stakeholder and volunteer engagement and development (DSAES Strategic Initiative #1, 2; UH Strategic Principle #5)**

- a. Action Step #1 – Engage seasoned advisors in the development of an advisor/volunteer training initiative. Reach a minimum of 50% of all registered advisors. – **Incomplete in FY2015. This will be a goal for CFSL in FY2016.**
- b. Action Step #2 – Work with advancement/alumni to increase the richness of our fraternity/sorority alumni database. – **Accomplished and Continually In-Progress. We have sought previous membership data from multiple organizations and have continued to send membership information to Alumni Affairs to keep their database current.**

**Strategic Initiative #6 – To further develop and expand opportunities for fraternity/sorority specific housing (DSAES Strategic Initiatives #2, 4; UH Strategic Principle #8)**

- a. Action Step #1 - Review and, if necessary, modify current Bayou Oaks student staffing models. – **In progress. CFSL, in partnership with Student Housing and Residential Life, expects to transition Bayou Oaks staffing models in preparation for the 2016-2017 academic year.**
- b. Action Step #2 – Identify and create a process for non-townhouse housing opportunities for fraternities and sororities. – **In progress. CFSL will be working with interested groups in the Fall 2015 semester to identify housing options within the residence halls.**

*Additional Objectives*

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

1. Chapter Growth

The Center for Fraternity & Sorority Life officially chartered, created, and/or welcomed back the following organizations on campus during FY2015:

- Sigma Kappa Sorority
- Sigma Alpha Epsilon Fraternity
- Lambda Theta Alpha Latin Sorority
- Fraternity/Sorority Program Board

2. Greek Life Task Force Implementation Advisory Team Completion

The Center for Fraternity & Sorority Life completed the identification of action items related to the Greek Life Task Force Implementation Advisory Team and is currently working through completing those action items. (Attached as Appendix)

3. Continued Structural Advising Changes

As a result of the External Review and other driving factors, CFSL completed a process to fundamentally change advising responsibilities within the office. Using a coaching model, chapters now have access to a ‘chapter coach’ that provides direct support, advising, and coaching to chapter officers. Changes in council advising responsibilities were made in the summer of 2015.

4. Please discuss the means that you are utilizing to evaluate both your success in achieving the aforementioned strategic initiatives and/or action steps and their importance as compared to others that you might pursue. Where data exist, discuss the number of persons served by each of your programs and any assessment measures and/or learning outcomes used to evaluate program success. Please provide the method for collecting these data.

#### General Membership Data

The Center for Fraternity & Sorority Life tracks general membership data and, during any semester, communicates how many men and women on campus identify as members of fraternities and sororities. The campus has seen slow, steady increases in fraternity/sorority membership since Fall 2009.

	Total Enrollment	Undergraduate Enrollment	% Total Enrollment	% Undergraduate Enrollment	Total Members
Fall 2009	37000	28056	2.55%	3.36%	943
Fall 2010	38752	29378	2.75%	3.62%	1064
Fall 2011	39820	30452	2.78%	3.64%	1107
Fall 2012	40747	31367	3.05%	3.96%	1242
Fall 2013	39540	30400	3.07%	3.99%	1213
Fall 2014	40914	31722	3.40%	4.39%	1393

#### Academic Performance Data

The Center for Fraternity & Sorority Life tracks academic performance data for all fraternities and sororities through self-reported membership rosters. Academic performance has continued to be an area of opportunity for the Greek community, as consistently approximately 25-30% achieve a GPA at or above their all/men's/women's/student average.

	All-Greek GPA Average	All-Student Average	All-Men's Average	All-Women's Average	Chapters Above All-Men's/Women's/Student Average
Fall 2014	2.820	2.880	2.810	2.970	14
Spring 2015	2.828	2.900	2.820	2.980	15

### Fraternal Excellence Program

The Fraternal Excellence program is the University of Houston's assessment and awards programs designed specifically for fraternities and sororities. Throughout this program, fraternities and sororities discuss chapter accomplishments in each of five areas and receive awards, recognition, and feedback based upon their achievements in each area. During FY2015, 29 chapters participated in the Fraternal Excellence Program in some way, compared to 31 chapters during FY2014. Listed below are the total amount of excellence awards in each area across all participants that completed both narrative submissions and interviews. This data has assisted the CFSL staff in identifying which assessment areas require additional attention.

Excellence Area	Number of Excellence Award Winners in 2015	Number of Excellence Award Winners in 2014	Number of Excellence Award Winners in 2013
Intellectual Development	3	3	4
Leadership Development	1	3	1
Service and Citizenship	6	4	1
Brotherhood/Sisterhood	3	6	6
Ritual & Values	6	5	2
TOTAL	19	21	14

### Fraternity & Sorority Educational Benchmarking Survey

In the Fall 2014 semester CFSL administered an educational benchmarking survey to identify areas of strength and areas of opportunity as they were related to national standards and peer institutions. The survey received a 30.4% response rate (387 completed responses).

- General Results
  - We increased significantly in every area of effectiveness from the EBI and members are reporting a higher rate of satisfaction and learning than our peer institutions (all on a 7-point scale).
    - Fall 2012 → Fall 2014
      - Overall Satisfaction – 5.81 → 6.10
      - Overall Learning – 5.73 → 5.97
      - Overall Effectiveness – 5.74 → 6.02
  - Areas of concern continue to be the following:
    - Fraternity/Sorority Programming → 5.26
    - Safety and Security → 4.86
    - Housing → 4.84

### Chapter President Learning Assessment

In the 2014-2015 academic year, CFSL used chapter president 1-on-1 meetings to gain insight on learning gained by chapter presidents. The most common themes that arose are listed:

- 'Most Important Learning' that has occurred in the past month...
  - Working with others/team dynamics
  - Leadership concepts related to integrity/character/consistency
- 'Biggest Roadblock' encountered in the past month...
  - University processes
  - Unity/community within council/greater community,

- 'Most valuable resource' utilized in the past month...
  - Chapter advisor
  - University department (CSI, CFSL)

Additional FY15 programs that CFSL sponsored can be found below with a listing of student participation.

1. Fraternity/Sorority Night of Celebration, January 27, 2015 – 215 attendees.
2. Future Greek Leaders Academy, February 3-5, 2015 - 44 participants.
3. Fraternity/Sorority President's Leadership Summit, August 14-15, 2015 – 46 participants.
4. Fraternity/Sorority Executive Leaders Circle Meetings
  - i. Standards and Accountability – 7 attendees
  - ii. Program Planning – 25 attendees
  - iii. Diversity and Inclusion – 9 attendees
  - iv. Service and Philanthropy Planning – 9 attendees
  - v. Student Organization Updates – 17 attendees

#### Upcoming Assessment Initiatives

The following are specific initiatives designed to collect data that will assist CFSL in advancing its mission throughout FY2016.

- Fraternity/Sorority Experience Survey – CFSL will use a nationally-recognized survey to gain continuous, comparative data about the fraternity/sorority community.
- Mapping exercise – CFSL in partnership with students will map all CFSL programs and initiatives to the American Association for Colleges and Universities Essential Learning Outcomes.

**5. Please discuss any budget or organizational changes experienced since your last (FY2016) 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 FY2015 with a Fund 3 addition to Fund Equity, please describe the conditions which caused the addition.**

CFSL was unable to fill its graduate assistant position in FY2015, so it remained vacant and responsibilities were distributed amongst current staff. CFSL used the \$5,000 in marketing provided for FY2015 in the following ways:

- Installation of digital signage within the Center for Fraternity & Sorority Life
- Purchase of additional promotional items for fraternity & sorority life

CFSL ended the fiscal year with a fund equity balance of \$24,653.25. The following condition may help to understand this equity:

- CFSL did not fill its Graduate Assistant position during the FY2015 year, as Tiffany Dennett, previous graduate assistant, filled our vacated Fraternity/Sorority Housing Coordinator on an interim basis. Costs for graduate assistant salary and professional development primarily contribute to this fund equity.

6. Please list your 2016-2017 strategic initiatives and action steps in priority order and cite the specific Division of Student Affairs and Enrollment Services Strategic Initiatives and University of Houston Strategic Goals to which they relate. 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.) that you intend to implement to accomplish your stated initiative.

The staff in the Center for Fraternity & Sorority Life has identified the following strategic initiatives and action steps to be completed by the close of FY2017.

**Strategic Initiative #1 – Center Operations – CFSL will maximize effectiveness and efficiency in regards to Center-specific practices, policies, and procedures. Link to DSA Strategic Initiatives: 4b, 4c; Link to President’s Vision & Priorities – Student Success**

- a. Action Step #1 – CFSL will complete a set of baseline standards that will serve as a complement to the Fraternal Excellence Program.
- b. Action Step #2 – CFSL will create and share process documentation resources for specific CFSL processes such as member reporting and recruitment documentation.

**Strategic Initiative #2 – Planning and Assessment – CFSL will make a case for the value of fraternities and sororities through data-driven measures for success. Link to DSA Strategic Initiatives: 4a; Link to President’s Vision & Priorities – Student Success**

- a. Action Step #1- Review, redraft, and rebrand the mission and vision for the Center for Fraternity & Sorority Life.
- b. Action Step #2 – CFSL will create a mechanism for identification and achievement of overarching Greek community goals.

**Strategic Initiative #3 – Educational Programming – CFSL will develop and provide access to original and innovative educational programming that meets the changing needs of fraternity/sorority leaders. Link to DSA Strategic Initiatives: 1d; Link to President’s Vision & Priorities – Student Success**

- a. Action Step #1 – Expand calendaring to include CFSL, Fraternity/Sorority Program Board, and chapter/council programs as a central resource.
- b. Action Step #2 – Create an opportunity for one all-Greek program and/or speaker per semester.

**Strategic Initiative #4 – Stakeholder Development – CFSL will establish relationships and build influence with advisors, faculty/staff, and university alumni to build both human and financial support for fraternities and sororities. Link to DSA Strategic Initiatives: 2b,2d; Link to President’s Vision & Priorities – Student Success**

- a. Action Step #1 – CFSL will create a regular schedule of development/advancement events and correspondences in collaboration with the Division of Student Affairs and Enrollment Services Director of Advancement.

- b. Action Step #2 – CFSL will develop specific outreach materials to university faculty & staff in order to increase interest in faculty/staff advising.
- c. Action Step #3 – CFSL will develop monthly digital-based updates for both chapter leaders and advisors regarding important information for the upcoming month.

**Strategic Initiative #5 – Fraternity & Sorority Housing – CFSL will partner with Student Housing and Residential Life to create a positive residential environment for fraternities and sororities. Link to DSA Strategic Initiatives: 4b; Link to President’s Vision & Priorities – Student Success**

- a. Action Step #1 – CFSL will engage in a thorough review of its Bayou Oaks selection process to ensure it continues to provide housing opportunities to those most deserving.

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 partners with the DSAES Advancement Area to identify development and fundraising opportunities that can assist our center in meeting its needs. CFSL has a completed Case Statement to be shared with potential donors through the DSAES Advancement Area.

The Center for Fraternity and Sorority Life (CFSL) historically has and plans to continue to explore grants options from the following national organizations:

- Association of Fraternity/Sorority Advisors (AFA) for Conference Scholarships and Professional Development Funding

**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. This includes organization management, advisor education, and educational programming. However, CFSL serves the fraternity and sorority registered student organizations greater than other university departments, and provides organizational programs specifically tailored to the unique needs of fraternities and sororities. CSI and CFSL partner in many ways to best serve the needs of fraternities and sororities through a fraternity/sorority lens and a general student organization lens.

# Appendix A - Greek Life Task Force Implementation Action Items

Area	Recommendation	Action Step	Completion Metric (How will you know when completed?)	Completion Timeline	Needed Resources	Responsible Party(ies)
Academic and Student Success	Chapters should have active faculty advisors to provide academic support.	Outreach to Profs with Pride to solicit ways to engage young and committed faculty in advising.	Meeting with Simon Bott completed	3/1/2015	None	CFSL Staff
Academic and Student Success	Chapters should have active faculty advisors to provide academic support.	Create a working list of faculty who are interested in fraternity/sorority advising	List has been completed	5/1/2015	None	CFSL Staff
Academic and Student Success	Chapters should have active faculty advisors to provide academic support.	Connect with Center for Student Involvement Director regarding collaborative strategy for proposing changes in promotion and tenure	Strategy determined with CSI	6/1/2015	None	CFSL Director
Academic and Student Success	Chapters should have active faculty advisors to provide academic support.	Identify stakeholders needed in approaching faculty senate about 'university service' requirements	Stakeholder list completed and vetted	8/1/2015	None	CFSL Staff; AVP
Academic and Student Success	Chapters should have active faculty advisors to provide academic support.	Draft a proposal to redefine faculty service requirements to encourage advising	DRAFT proposal completed	12/1/2015	None	CFSL Staff; AVP
Academic and Student Success	Chapters should have active faculty advisors to provide academic support.	Have proposal vetted and affirmed by appropriate parties including VP, Provost, Faculty Senate	FINAL proposal completed and affirmed	5/31/2016	None	CFSL; AVP; VP; Faculty Senate
Academic and Student Success	Develop an incentive program to reward Greek chapters and members that are performing above average academically.	Work with DSAES advancement to identify more donor opportunities for f/s related scholarships	Listing and, if needed, creation of scholarship opportunities	3/1/2015	Scholarship/development funds	CFSL Staff; DSAES Advancement
Academic and Student Success	Develop an incentive program to reward Greek chapters and members that are performing above average academically.	Develop a landing page on CFSL website directing to information about f/s-related scholarships, both those managed by CFSL and outside parties.	Webpage created	5/1/2015	None	CFSL Staff; Advancement
Academic and Student Success	Develop an incentive program to reward Greek chapters and members that are performing above average academically.	Solicit a listing from students regarding effective incentive strategies	List completed	5/1/2015	None	CFSL staff
Academic and Student Success	Establish a greater focus on education by creating an academic resource web page embedded within the Center for Fraternity and Sorority Life.	Review and revise 'Intellectual Development' FEP rubric to include use of resources.	Redrafted FEP rubric	6/1/2015	None	CFSL Staff
Academic and Student Success	Establish a greater focus on education by creating an academic resource web page embedded within the Center for Fraternity and Sorority Life.	Identify a list of template resources that can be used for individual academic planning.	List completed	8/1/2015	None	CFSL Staff
Academic and Student Success	Establish a greater focus on education by creating an academic resource web page embedded within the Center for Fraternity and Sorority Life.	Identify and create 'how to' and 'best practice' resources focused on academic improvement	List completed	8/1/2015	None	CFSL Staff
Academic and Student Success	Establish a greater focus on education by creating an academic resource web page embedded within the Center for Fraternity and Sorority Life.	Create and propagate a full 'Intellectual Development' resource section on the CFSL website	Completed web presence	12/1/2015	None	CFSL staff
Academic and Student Success	Establish a mid-term grade reporting mechanism.	Connect with Dan Maxwell and determine how we can support FYE Work	Meeting completed	3/1/2015	None	CFSL Director; AVP
Academic and Student Success	Establish a mid-term grade reporting mechanism.	Explore current tools being used by chapters and other departments (Check with Athletics)	Resources collected	8/1/2015	None	CFSL Staff
Academic and Student Success	Establish a mid-term grade reporting mechanism.	Work with appropriate partners to assist with implementation timeline and strategy	Timeline finalized	8/1/2016	None	CFSL Staff; Assistant VP; Associate VP; FoE Program Committee
Academic and Student Success	The Center for Fraternity and Sorority Life work with each Greek governing council to establish or reinforce academic standards for new and continuing members.	Convene a work group to explore shared academic standards (in concert with other minimum standards).	Included in Standards drafting and Implementaion	8/31/2015	None	CFSL; AVP; Standards Committee
Academic and Student Success	The Center for Fraternity and Sorority Life work with each Greek governing council to establish or reinforce academic standards for new and continuing members.	Create and vet a FINAL set of minimum recognition standards.	Included in Standards drafting and Implementaion	8/31/2015	None	CFSL; AVP; Standards Committee
Academic and Student Success	The Center for Fraternity and Sorority Life work with each Greek governing council to establish or reinforce academic standards for new and continuing members.	Develop a timeline for full implementation of academic standards (In concert with other minimum standards).	Included in Standards drafting and Implementaion	12/31/2015	None	CFSL; AVP; Standards Committee
Community	Centralize all marketing efforts to Center for Fraternity and Sorority Life for marketing the entire Greek experience.	Meet with Orientation staff to explore opportunities to present to parents	Parent Orientation Plan Finalized	2/1/2015	None	CFSL Staff
Community	Centralize all marketing efforts to Center for Fraternity and Sorority Life for marketing the entire Greek experience.	Create a unified media plan (both print and digital media) that emphasizes the benefits of Greek Life and highlights all councils and chapters	Plan finalized	5/15/2015	Marketing support \$\$ through SFAC	CFSL Staff; CSM Staff; Potential Marketing Intern
Community	Increase programing to increase the quality of the Greek Life community.	Develop a strategy for Greek Programming Board creation and officer selection	Strategy developed	4/1/2015	None	Committee comprised of students and staff advisor
Community	Increase programing to increase the quality of the Greek Life community.	Create a Greek Programing Board	Establishment of membership, purpose, and scope	9/1/2015	Board structure and Benchmarking	Committee comprised of students and staff advisor

Community	Increase programing to increase the quality of the Greek Life community.	Work with Greek Programming Board to Establish a Greek Pride Day or other strategy to highlight F/S membership on campus	First Event/Program Held	11/1/2015	Functional Greek Programming Board	Greek Programming Board
Community	Increase programing to increase the quality of the Greek Life community.	Develop a regular calendar of both CFSL and student-sponsored programming designed to promote both educational and social-educational interests.	Calendar finalized	12/31/2015	Programming \$\$	CFSL Staff; Greek Programming Board
Community	Increase the opportunities for greater community-wide input.	Define role/purpose/scope of All-Greek Advisory Board	Creation of structure and scope	7/31/2015	Students, alumni, faculty, staff	CFSL Director; VP; AVP; Student and alumni representatives
Community	Increase the opportunities for greater community-wide input.	Establish an all Greek Advisory Board	Establishment of membership and completion of first team development experience (retreat)	1/1/2016	Students, alumni, faculty, staff	CFSL Director; VP; AVP; Student and alumni representatives
Community	Inquire and investigate the "service" component of faculty tenure and promotion to determine if serving as a chapter advisor would be credited as a service venture.	Investigate/re-investigate university service requirements amongst colleges for promotion and tenure purposes	Data collected	9/1/2015	None	CFSL staff
Community	Inquire and investigate the "service" component of faculty tenure and promotion to determine if serving as a chapter advisor would be credited as a service venture.	Use information to explore and strategize with CSI about need and, if need, approach.	Communicate with Faculty Senate, Deans, and benchmarking	12/1/2015	None	CFSL staff; CSI staff; AVP; VP
Growth	Develop a plan to have a visible display of the Greek community in or around the University Center	Develop a plan to have a visible display of the Greek community in or around the University Center	When plan is developed and display design is finalized	5/1/2015	\$\$	CFSL Staff; Student Leaders; AVP; UC Policy Board
Growth	Develop plan/strategy for chapter expansion	Develop an overarching strategy for community-wide expansion and addition of groups.	Development of Expansion Statement and 3-Year Plan	6/1/2015	DSAES Strategic plan; council constitutions; Expansion Statement	CFSL and all 5 F/S councils
Growth	Elimination of Unrecognized Fraternities/Sororities	Share current 'Expansion Statement' with all council leaders and have a conversation to clarify expansion expectations	When all unrecognized groups have met with a member of CFSL.	3/1/2015	Expansion Statement; CFSL Philosophy statement	CFSL and Unrecognized groups
Growth	Elimination of Unrecognized Fraternities/Sororities	Work with council leaders to develop and finalize a formal, shared strategy for unrecognized fraternities/sororities	When all unrecognized groups have been identified.	8/31/2015	None	CFSL; Council Leadership
Growth	Fraternity/Sorority Legacy Fund	Create a plan to create and promote the Fraternity/Sorority Legacy Fund designed to fund strategic initiatives within Fraternity/Sorority Life	When account is created and plan is developed to fund	1/1/2016	None	CFSL Director; AVP; DSAES Advancement
Growth	Fraternity/Sorority Legacy Fund	Identify a strategy to determine use and distribution of funds	When strategy and oversight group is identified	5/1/2016	None	CFSL Director; AVP; DSAES Advancement
Growth	To provide support to increase community-wide membership to 2,000+ members (5% of active enrollment) by the Fall 2016 semester.	Develop a strategy to focus on recruitment education and planning designed to grow fraternity & sorority membership.	When strategy is completed and documented	6/1/2015	CFSL; AFLV & other resources	CFSL
Growth	To provide support to increase community-wide membership to 2,000+ members (5% of active enrollment) by the Fall 2016 semester.	Identify a plan for including alumni stories in regular fraternity/sorority mrketing and promotion	When alumni stories are gathered and implemented into our marketing plan. This is somewhat of a half step and should be included in the implementation of the marketing plan.	7/1/2015	Defined message and marketing plan; chapter alumni	CFSL; Involved alumni volunteers
Growth	To provide support to increase community-wide membership to 2,000+ members (5% of active enrollment) by the Fall 2016 semester.	Choose marketing materials that fit marketing plan.	Included in Community	7/1/2015	Creation Station; marketing plan; defined message.	CFSL
Growth	To provide support to increase community-wide membership to 2,000+ members (5% of active enrollment) by the Fall 2016 semester.	Establish and Review Annual Goals for F/S Community with student leaders - not to be confused with departmental goals	When a timeline for review of Annual goals has been established.	6/1/2016	DSAES strategic plan; external review; each chapter's 3 year growth rate; Annual Report	CFSL
Growth	To provide support to increase community-wide membership to 2,000+ members (5% of active enrollment) by the Fall 2016 semester.	Create a Marketing Plan	Included in Community			
Growth	To provide support to increase community-wide membership to 2,000+ members (5% of active enrollment) by the Fall 2016 semester.	Implement marketing plan with a timeline	Included in Community			
Housing	Develop Other Housing Options for Larger Chapters	Identify university threshold for conversation about development of future fraternity/sorority housing (not for public consumption, but for University purposes)	When threshold is identified	12/31/2015	None	CFSL Staff; SHRL Staff; AVP; VP
Housing	Establish Other Housing Models for Newer and Smaller Chapters	Develop on-campus housing options ideas applicable to each council	When CFSL has an idea of housing options for each council.	3/1/2015	Benchmarking peer institutions	CFSL Staff; SHRL Staff
Housing	Establish Other Housing Models for Newer and Smaller Chapters	Discuss on-campus housing options /ideas with Housing Office	When this discussion has taken place.	6/1/2015	Benchamarking data	CFSL Staff; SHRL Staff
Housing	Establish Other Housing Models for Newer and Smaller Chapters	Develop application process with Housing Office to establish on-campus housing options	When application process has been created.	7/1/2015	Example of CFSL Housing application process from peer institutions	CFSL Staff; SHRL Staff
Housing	Establish Other Housing Models for Newer and Smaller Chapters	Review Draft of on-campus options with students for feedback	When students have provided feedback	8/1/2015	Draft application process	CFSL Staff; SHRL Staff
Housing	Establish Other Housing Models for Newer and Smaller Chapters	Finalize application process with Housing Office	When application process is finalized	11/1/2015	Revisions from councils	CFSL Staff; SHRL Staff

Housing	Establish Other Housing Models for Newer and Smaller Chapters	Begin Implementation process of new Townhouse Staffing Model in Bayou Oaks	When Staffing Model has been created	3/31/2016	Staffing Model and benchmark data about staffing model	CFSL Staff; SHRL Staff
Shared Governance	Academic Performance	Establish a set of basic expectations or standards for all registered chapters.	Included in Shared Governance			
Shared Governance	Establish a set of minimum chapter standards that are uniform and equal for each council and each group. (See Academic and Student Success for similar recommendation)	Determine relationship between FEP and baseline standards	When two are presented as one central program	7/31/2015	None	Standards Committee
Shared Governance	Establish a set of minimum chapter standards that are uniform and equal for each council and each group. (See Academic and Student Success for similar recommendation)	Bring in council leaders for feedback on standards	When council leaders have reviewed and vetted it	10/31/2015	None	CFSL staff; Council presidents
Shared Governance	Establish a set of minimum chapter standards that are uniform and equal for each council and each group. (See Academic and Student Success for similar recommendation)	DRAFT standards is presented to DSAES leadership	When presented and approved by DSAES leaders	12/31/2015	None	CFSL staff; standards committee
Shared Governance	Establish a set of minimum chapter standards that are uniform and equal for each council and each group. (See Academic and Student Success for similar recommendation)	Identify a timeline for when baseline standards will begin.	Completed and distributed timeline	1/31/2016	None	CFSL staff; AVP
Shared Governance	Establish a set of minimum chapter standards that are uniform and equal for each council and each group. (See Academic and Student Success for similar recommendation)	Create a committee to create and vet a set of baseline standards	First draft of baseline standards is set	6/31/2015	None	CFSL staff
Shared Governance	Explore the feasibility of establishing a comprehensive judicial board in collaboration with the Dean of Students Office.	Explore and connect with campuses with comprehensive Greek conduct boards	Partner campuses identified	8/1/2015	None	CFSL Staff; DOS Staff; Student leaders
Shared Governance	Explore the feasibility of establishing a comprehensive judicial board in collaboration with the Dean of Students Office.	Pull together workgroup to develop selection, training, procedural elements, etc.	Completed list of committee members	5/1/2016	None	CFSL Staff; DOS Staff; Student leaders
Shared Governance	Form a Greek council/programming entity that is representative of all five existing Greek governing councils.	Develop sample application/bylaws for review by student leaders.	Final DRAFT of application and bylaws	3/1/2015	None	CFSL Staff; Selected student leaders
Shared Governance	Form a Greek council/programming entity that is representative of all five existing Greek governing councils.	Develop processes for selection/training of officers	Selection timeline and criteria	3/15/2015	None	CFSL Staff; Selected student leaders
Shared Governance	Form a Greek council/programming entity that is representative of all five existing Greek governing councils.	Work with newly selected officers to identify programming needs and create a base timeline of educational and community-development programs.	Programs calendar	4/1/2015	\$\$	GPB Officers
Shared Governance	Form a Greek council/programming entity that is representative of all five existing Greek governing councils.	Identify future of funding source for group.	Final budget created	4/1/2015	\$\$	Greek Programming Board; CFSL Advisor
Shared Governance	Increase Greek participation in more school activities.	Answer the question "what good engagement looks like"?	When an accurate explanation of what good engagement is provided	8/1/2015	None	CFSL Staff; Council Presidents
Shared Governance	Increase Greek participation in more school activities.	Refine dashboard to publically reflect baseline standards for both compliance and achievement.	Updated dashboard	9/1/2015	None	CFSL staff
Shared Governance	The Greek Council should explore the feasibility with New Student Orientation an opportunity to "showcase" the true meaning of brotherhood and sisterhood.	Meet with FSL staff and Orientation staff/student directors to discuss opportunities for involvement in Orientation programs.	Meeting completion	2/1/2015	None	CFSL staff; Council presidents
Shared Governance	The Greek Council should explore the feasibility with New Student Orientation an opportunity to "showcase" the true meaning of brotherhood and sisterhood.	Identify specific gaps in the Weeks of Welcome schedule where FSL could fill in.	Completion of Weeks of Welcome with F/S-specific programming	8/1/2015	Potential \$\$ for programming	CFSL staff; Greek programming board
Shared Governance	The Greek Council should explore the feasibility with New Student Orientation an opportunity to "showcase" the true meaning of brotherhood and sisterhood.	Identify opportunities outside of Orientation that can provide an opportunity for new students and current students to connect.	Completed programs - Weeks of Welcome	8/1/2015	\$\$ for programming	CFSL Staff; Future Greek Programming Board