

UNIVERSITY of HOUSTON

CENTER for FRATERNITY & SORORITY LIFE



Program Questionnaire for FY 2020 - 2021

- 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:

The mission of the Center for Fraternity & Sorority Life (CFSL) is to enhance the fraternity/sorority member experience in order to elevate our Greek community. CFSL accomplishes this mission through intentional effort applied in the following areas:

- ***Center and Community Operations*** – CFSL will maximize effectiveness and efficiency in regards to Center and Community-specific practices, policies, and procedures.
- ***Planning and Assessment*** – CFSL will make a case for the value of fraternities and sororities through data-driven measures for success.
- ***Advising and Coaching*** – CFSL will identify and implement strategies that best support the advising needs of chapter leaders, council leaders, and general members.
- ***Educational Programming*** – CFSL will develop and provide access to original and innovative educational programming that meets the changing needs of fraternity/sorority leaders.
- ***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.
- ***Fraternity & Sorority Housing*** – CFSL will partner with Student Housing and Residential Life to create a positive residential environment for fraternities and sororities.

FY2019 in Overview:

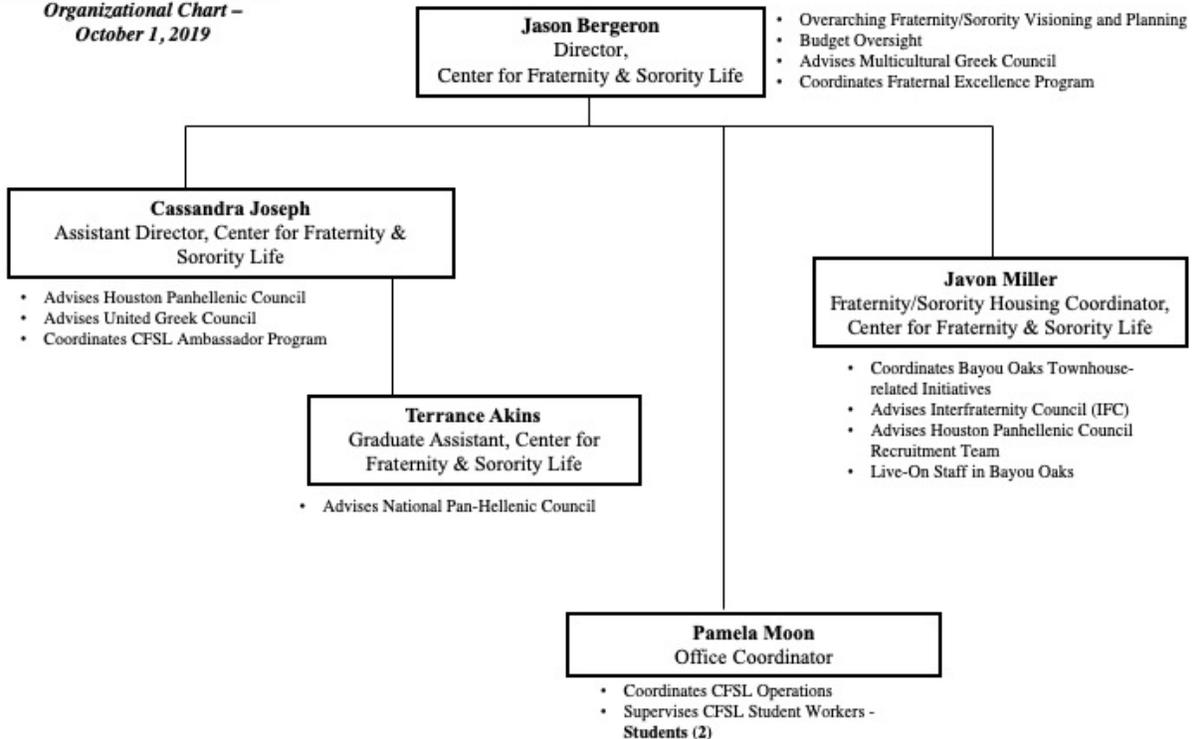
The Center for Fraternity and Sorority Life (CFSL) focuses primarily on the diverse needs of the fraternity and sorority community at the University of Houston. In FY2019, the center had three full-time exempt staff, one non-exempt staff member, and one graduate assistant who focus on advancing both student learning and operational effectiveness within Greek Life. Future goals and action items are tied directly to the six overarching areas for which the Center is directly responsible, as reflected in CFSL's mission statement. 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 44 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 best align the fraternity/sorority experience with University goals and Student Affairs and Enrollment Services values. Additionally, we will discuss new and evolving programs and initiatives in all areas. The center is requesting a one-time request for FY2021 to fund its ELEVATE Fraternal Leadership Conference. 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.

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, advisor, etc.), note this on your chart. Student employees should be cited on the chart and identified as students.

The current organizational chart for the Center for Fraternity & Sorority Life is found below.

*Center for Fraternity & Sorority Life
Organizational Chart –
October 1, 2019*



Additionally, CFSL advising staff rotate direct coordination of our flagship programs listed below on a yearly basis:

- Fraternity & Sorority Presidents' Leadership Summit
- ELEVATE Fraternal Leadership Conference
- Fraternity/Sorority Night of Celebration
- Future Greek Leaders Academy

3. List your unit's strategic initiatives and action steps identified for the 2018-2019 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/dsaes/about/strategic_plan.html)

UH Goals: (<http://www.uh.edu/president/vision-priorities/>)

Strategic Initiative #1 – Advising and Coaching – CFSL will increase the level of chapter and council advising provided in order to best maximize student problem solving and communication.

- a. Action Step #1 – CFSL will host monthly 'Greek Leader 101' sessions in cooperation with the Center for Student Involvement RSO Registration Program to increase students' knowledge of important deadlines, programs, and resources available to fraternity/sorority leaders. [Priority #1] [DSAES Values – Empowerment, Accountability; UH Strategic Goals – Student Success]

Status: Accomplished. CFSL began hosting Fraternity/Sorority Leadership 101 (FSL 101) sessions in the Spring 2018 semester as a separate but connected part of RSO Registration. Two of the top three officers from all FSL chapters were required to complete an FSL 101 session at some point throughout the year to be eligible to register their student organization. Topics included:

- CFSL Mission, Vision, and Staff
- Baseline standards
- Important FSL programs
- Fraternal Excellence Program requirements
- Hazing, alcohol, and social policies important to FSL leaders
- Tips for new officers
- Frequently asked questions

46 chapters completed the FSL 101 process and were able to re-register as student organizations. In order to accommodate chapters that switch at the fall-spring break, December 2018, January 2019, and February 2019 sessions were also offered.

6 additional sessions were offered to capture officers who were transitioning in the late Spring/close of the academic year, reaching 64 additional student leaders.

As a measure of effectiveness, students rated the overall value of 4.67 on a 5-point scale (question was "Overall, this 'FSL 101' session provided valuable information applicable to my role as a chapter/council leader.").

Action Step #2 - CFSL will develop a system of council-based advisory team meetings once per semester. [Priority #8] [DSAES Values – Collaboration; UH Strategic Goals – Student Success].

Status: Partially accomplished. CFSL has built strong relationships with its advisory teams. While they may not be collecting face-to-face, council advisors are regularly in communication with alumni and faculty/staff advisors within the council communities.

Strategic Initiative #2 – 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 – CFSL will continue to expand its risk reduction, social responsibility, and safety programming to include a certification program for chapters. [Priority #2] [DSAES Values – Accountability, Innovation; UH Strategic Goals – Student Success]

Status: In Progress. CFSL team is currently discussing the elements of this ‘safety certification’, what it would include, and what the potential benefit to chapters would be to participate. CFSL expects to have a final product by Spring 2020.

- b. Action Step #2 – CFSL will evaluate gaps in fraternity/sorority leadership programming and package/promote a comprehensive leadership track including the Future Greek Leaders Academy, ELEVATE!, the Fraternity/Sorority Presidents’ Leadership Summit, and other leadership development programming [Priority #5] [DSAES Values – Empowerment, Innovation; UH Strategic Goals – Student Success]

Status: Partially accomplished. CFSL has linked together programs for emerging leaders (Future Greek Leaders Academy), mid-level leaders (ELEVATE Fraternal Leadership Conference) and senior-level leaders (Presidents’ Leadership Summit). CFSL is exploring more continued engagement with these programs beyond the day/weekend commitments and is exploring more snapshot programming (such as Fraternity/Sorority Leadership 101).

Strategic Initiative #3 – 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- CFSL will develop an individual chapter scorecard system designed to include academic performance data, chapter achievement data, and conduct data. [Priority #3] [DSAES Values – Empowerment, Transparency, Accountability; UH Strategic Goals – Student Success]

Status: Accomplished. CFSL has successfully created Chapter Scorecards for each organization, and has utilized them as a mechanism for tracking organizational performance and enhancing communication between the University and those representing national boards/headquarters/staffs.

- b. Action Step #2 – CFSL will actualize planning for a formal fraternity/sorority community strategic plan. [Priority #6] [DSAES Values – Empowerment, Transparency, Collaboration; UH Strategic Goals – Student Success]

Status: Partially accomplished and in progress. During the FY2019 year, CFSL built upon the work done in FY2018 (establishing vision and strategic goal areas for the FSL community) by working to build out 3-year goals for both CFSL and each council area. CFSL has built out their 3-year goals and the CFSL team is working with their respective councils to refine their 3-year goals to complete the full FSL community strategic plan. Substantial completion estimated in November 2019.

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 build a communications database of fraternity/sorority alumni and facilitate semesterly communication to better increase alumni affinity within the fraternity/sorority experience. [Priority #4] [DSAES Values – Transparency, Collaboration, Accountability; UH Strategic Goals – Student Success]

Status: Partially accomplished. CFSL is in the process of working with multiple pilot groups to acquire their full initiate list locally. CFSL is still making attempts to collect alumni data and work with advancement/alumni affairs code it appropriately within the Advancement database. Slight progress has been made, but is slow moving.

- b. Action Step #2 – CFSL will explore the development of an assessment to evaluate the extent to which chapters are meeting national benchmarks/requirements. [Priority #9] [DSAES Values – Transparency, Accountability; UH Strategic Goals – Student Success]

Status: Changed. CFSL identified that this goal was not necessarily needed, and efforts to use the Chapter Scorecard as a reporting mechanism were better used to communicate how chapters are meeting UH requirements.

- c. Action Step #3 - In building upon FY18 goal, CFSL will evaluate implementation of and strengthen reach of the Fraternity/Sorority Community Advisory Board through a greater partnership with Alumni Affairs. [Priority #7] [DSAES Values – Empowerment, Collaboration; UH Strategic Goals – Student Success]

Status: Accomplished. The FSCAB held its inaugural meeting on July 22, 2019 with 7 of 8 alumni representatives and 2 staff representatives. While a partnership with Alumni Affairs has not been a critical part of this initiative, the initial implementation has been successful.

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 FY2019:

- Gamma Alpha Omega Sorority

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. If available, please provide program benchmarking data from comparable institutions.

	FY14	FY15	FY16	FY17	FY18	FY19
Operations						
Total Chapters	44	43	47	48	48	44
Total Members	1210	1393	1514	1568	1532	1468

Academic Performance						
Average Undergraduate Student GPA	2.880	2.880	2.890	2.920	2.956	2.99
Average Undergraduate Greek GPA	2.741	2.820	2.786	2.880	2.878	2.869
Difference	(0.139)	(0.060)	(0.104)	(0.040)	(0.078)	(0.121)
% of Chapters Above All-Men's/Women's/Student GPA	27%	33%	30%	29%	38%	31%

Flagship Program Attendance						
Fraternity & Sorority Presidents' Leadership Summit	35	46	60	50	49	48
ELEVATE Fraternal Leadership Conference	**	**	**	**	97	41
'--NetPromoter Score	**	**	**	**	72	78
Future Greek Leaders Academy	**	44	50	55	49	56
Fraternity/Sorority Night of Celebration	242	215	275	254	235	250
Greek-a-Palooza	**	**	220	**	355	386

Fraternal Excellence Program						
Total Excellence Awards Given	<u>21</u>	<u>19</u>	<u>40</u>	<u>46</u>	<u>44</u>	<u>38</u>
--Intellectual Development	3	3	8	6	6	9
--Leadership Development	3	1	3	9	5	5
--Service & Citizenship	4	6	7	8	9	6
--Bro/Sis/Siblinghood	6	3	5	7	9	4
--Ritual and Values	5	6	17	16	15	14

EBI/SkyFactor Benchmarking Survey						
Overall Satisfaction	**	6.10	**	5.83	**	5.99
Overall Learning	**	5.97	**	5.72	**	5.94
Overall Effectiveness	**	6.02	**	5.77	**	5.97

Social Media/Communications Influence						
Instagram Followers	**	**	**	**	1023	944
Twitter Followers	**	**	**	**	1309	1297
MailChimp 'Monthly Update' Unique Subscribers	**	**	2039	2270	2808	3734
MailChimp 'Monthly Update' Max Open Rate	**	**	50.70%	39.90%	24.60%	16.17%

Retention/Persistence Data

First-to-Second Year Persistence (FTIC) *F/S Members	86.92%	86.80%	84.27%	91.63%	NYA	NYA
First-to-Second Year Persistence (FTIC) *All-Students	86.3%	84.6%	84.87%	84.9%	NYA	NYA
Difference	.62%	2.2%	(.60%)	6.73%	NYA	NYA

*NYA = Not Yet Available

CFSL uses the following effectiveness measures on an annual and/or semester basis.

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. While dipping slightly from Fall 2017 to Fall 2018, fraternity/sorority membership remained just below 1,500 active and new members.

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 historically approximately 25-30% achieve a GPA at or above their all/men's/women's/student average. Complete reports can be found on the CFSL website at <http://www.uh.edu/cfsl/resources/reports/>. Including FY2019 data, the percentage of chapters achieving a term GPA above their respective all-men's/women's/student average rests on average in the low to mid 30's.

Flagship Program Attendance

CFSL measures program attendance in part by increases in attendance at CFSL-sponsored meetings, programs, and events. Specifically, CFSL tracks and strives to increase attendance at the following flagship CFSL programs. Also, important metrics that CFSL uses for program success are included beyond participation numbers:

- ELEVATE Fraternal Leadership Conference – October 2018
 - NetPromoter Score: Net Promoter is defined as the extent to which someone would recommend to a friend or colleague on a 10-pt scale (% 9-10's - % 6-1's). 70+ is considered 'world class'.
- Fraternity/Sorority Night of Celebration – February 2019
- Future Greek Leaders Academy – March 2019
- Fraternity & Sorority Presidents' Leadership Summit – August 2019
- Greek-a-Palooza – August 2019

Fraternal Excellence Program

The Fraternal Excellence program is the University of Houston's assessment and awards programs designed specifically for fraternities and sororities and has been in existence since

2011. 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. Excellence awards are given to chapters considered to be excelling in any and/or all of the specific evaluation areas. This data assists the CFSL staff in identifying which areas the Greek community is excelling and which areas require additional attention.

SkyFactor Fraternity & Sorority Educational Benchmarking Survey

Every other year, CFSL administers an educational benchmarking survey to identify areas of strength and areas of opportunity as they are related to national standards and peer institutions. Measures are communicated on a scale from 1 to 7, with scores above 5.50 considered to be operating at a strong level. This instrument provides CFSL with meaningful data about our effectiveness as a fraternity/sorority community and focused areas in which we can target efforts to increase overall effectiveness. For FY2019, CFSL saw increases in all major factors (learning, satisfaction, and effectiveness). CFSL also exceeded their Carnegie classification peers and all participating institutions in all major factors (learning, satisfaction, and effectiveness). Additionally, through additional data analyses, the following emerged:

- Members who have participated in the Future Greek Leaders Academy reported statistically significant levels of learning above those who had not attended FGLA.
- Students of color in Interfraternity Council and Houston Panhellenic Council groups reported statistically significant levels of satisfaction with their experience above students who identified as White.

Social Media/Communications Influence

CFSL regularly tracks and measures its communication impact through both social and digital media:

- Instagram Followers
- Twitter Followers
- MailChimp 'Monthly Update' Newsletter Subscriber Count
- MailChimp 'Monthly Update' Newsletter Maximum Open Rate for Fiscal Year

Persistence/Retention Data

Through its divisional progress card, CFSL tracks the retention and graduation rates of fraternity/sorority members, specifically the first-to-second year return rate and 6-year graduation rate. While 6-year graduation rates are not yet available for the data years included, fraternity/sorority members demonstrated a 6.73% difference in first-to-second year retention rate, meaning those who join fraternities/sororities in their first semester are more likely to return for their second year at the university.

- 5. Please discuss any budget or organizational changes experienced since your last (FY2020) 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.**

CFSL has continued to expand its educational programming efforts based upon growing need. ELEVATE Fraternal Leadership Conference has provided approximately 150 (2017 & 2018) fraternity/sorority members with on-campus leadership development, while additional speakers brought in intentionally and in partnership with other departments have assisted the FSL community in addressing specific educational needs. While these initiatives have been identified as a need by DSAES leadership, they have not been base-funded through SFAC, causing CFSL to further restrict spending on multiple flagship programs. CFSL has failed to operate with even a marginal surplus of maintenance and operations funds for the last three fiscal years.

- 6. If your unit concluded FY2019 with a Fund 3 addition to Fund Equity in excess of \$5,000, please describe the conditions which caused the addition and provide a line item identification of the budgetary source(s) of the addition (i.e. lapsed salary, conference travel, etc.).**

The Center for Fraternity & Sorority Life concluded FY2019 with a Fund 3 addition to Fund Equity of \$9,244. Approximately 92% of this amount can be attributed to the following:

- Javon Miller started as the Fraternity/Sorority Housing Coordinator on September 10, 2018. The addition to fund equity is, in small part, accounted for by this short time period in FY2019 when the position was vacant.
- When CFSL budgets for the fiscal year, it has historically budgeted an amount of 35% of staff salaries for fringe benefits, as is standard practice within the university. CFSL ended up using less than its budgeted amount for fringe benefits and, due to SFAC regulations, was unable to repurpose those funds toward maintenance & operations. CFSL has revised its approach for fringe benefits budgeting for FY2020 to attempt to avoid this fringe benefits overage.

Outside of lapsed salary and unused fringe benefits, CFSL returned \$753 to Fund Equity for FY2019, which is approximately .2% of its total SFAC allocation.

- 7. Please list your 2020-2021 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 FY2020. All strategic initiatives are grounded in the six core areas of the Center for Fraternity & Sorority Life.

Strategic Initiative #1 – Center and Community Operations - CFSL will maximize effectiveness and efficiency in regards to Center and Community-specific practices, policies, and procedures.

- a. Action Step #1 – CFSL will fully implement the coding of fraternity/sorority involvement within Campus Solutions, and develop policies, practices, and reporting mechanisms to support that implementation. [DSAES Strategic Initiatives – R1; UH Strategic Goals – Student Success].
- b. Action Step #2 – CFSL will work to expand the Fraternity/Sorority Night of Celebration efforts to include council-driven recognition efforts. [DSAES Strategic Initiatives – SS5; UH Strategic Goals – Student Success]

Strategic Initiative #2 – Educational Programming – CFSL will develop and provide access to original and innovative educational programming that meets the changing needs of fraternity/sorority leaders.

- a. Action Step #1 – CFSL will develop tangible (digital and print) resources that assist in educating both FSL members and non-FSL members about the historical and current diversity of the UH FSL community. [DSAES Strategic Initiatives – SS2; UH Strategic Goals – Student Success]

Strategic Initiative #3 – Planning and Assessment – CFSL will make a case for the value of fraternities and sororities through data-driven measures for success.

- a. Action Step #1- CFSL will work with governing councils and, if applicable, recruitment teams to engage in a comprehensive study of who is joining, who is not joining, and why. [DSAES Strategic Initiatives – SS4, R1; UH Strategic Goals – Student Success]
- b. Action Step #2 – CFSL will develop a comprehensive, consistent communications and media plan that includes social, digital, print, and video elements. [DSAES Strategic Initiatives – SS5; UH Strategic Goals – Student Success, National Competitiveness]

- c. Action Step #3 – CFSL will develop a mechanism to manage and capture chapter and council philanthropy efforts. [DSAES Strategic Initiative – SS4; UH Strategic Goals - Student Success]
- d. Action Step #4 – CFSL will expand its persistence/graduation measures to include non-FTIC students. [DSAES Strategic Initiative – SS4; UH Strategic Goals - Student Success]

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.

- a. CFSL will continue to work with CFSL will work with DSAES Advancement, DSAES Communications, and Alumni Affairs to code at least 30% of all fraternity/sorority alumni within the Alumni/Advancement database. [DSAES Strategic Initiatives – 3b, 4e; UH Strategic Goals – Student Success, National Competitiveness]

8. Recognizing that the potential to generate additional Student Service Fee income for FY2021 base funding is extremely limited and recognizing that it is likely that some units will not be allocated the new base budget augmentations and/or one-time funds requested. Please provide a narrative of how your unit would accommodate a reduction of 5% in your total FY2021 base Student Service Fee budget request and provide a line-item explanation of where budgetary cuts would be made.

CFSL is a fully fee-funded operation, including all salary and benefits and maintenance and operations. As CFSL is unable to reduce salary and benefits dollars, all reductions would come from maintenance and operations, including programming dollars. A 5% reduction for FY2020 would equal \$18,806. Listed below is a line-item explanation of where cuts would be made, in addition to the challenges presented in navigating those cuts.

Cost Reduction	Description	Amount Reduction	Challenge
Travel [CFSL Staff Professional Development]	Decreasing budgeted funds for CFSL staff-related professional development	\$3000	CFSL staff are expected to have expertise in all aspects of fraternity/sorority operations including housing, risk management, membership recruitment, diversity and inclusion, and so forth. Professional development allows the staff to gain that expertise.
Travel [Fraternity/Sorority Presidents' Leadership Summit]	Conducting the 2-day retreat for chapter leaders on campus	\$7500	Leaving campus for this experience allows for increased relationship-building and increased focus and commitment by participants. Hosting the program on campus would make it difficult to achieve the necessary outcomes.
Advertising [Marketing and Promotions for Fraternity/Sorority Life]	Decreasing the amount of design, print materials, and digital materials designed to promote the fraternity/sorority experience.	\$4000	Decreasing printed and digital marketing materials would increase the difficulty of selling the fraternity/sorority experience and increasing the amount of students involved in Greek Life.
Programs/Events [Fraternity/Sorority Night of Celebration]	Decreasing costs for food and awards hardware for Fraternity/Sorority Night of Celebration	\$2500	The Fraternity/Sorority Night of Celebration has generated a reputation as a flagship, well-orchestrated event to showcase the accomplishments of the Greek community. Decreasing the budget for this event would increase the difficulty in

			recognizing high achievement and establishing a culture of excellence.
Programs/Events [Multiple Programs]	Decreasing of t-shirts and other promotional items for CFSL-sponsored programs	\$1500	CFSL has worked diligently to brand specific fraternity/sorority programs, in addition to branding the overall experience, and this would decrease the ability to continue to promote CFSL programs and the overall fraternity/sorority experience.
TOTAL		\$18,500	

9. 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, and is in the process of collecting and coding alumni data to better target and reach fraternity/sorority alumni.

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

The Center for Fraternity & Sorority Life does collect funds from chapters registering social events within Bayou Oaks for the purposes of funding security officers, but CFSL serves as a pass-through and accountability mechanism for payment in that regard.

The Center for Fraternity & Sorority Life has generated a small amount of revenue through sponsorships for its Greek-a-Palooza Weeks of Welcome program. These dollars are expected to assist in funding additional programmatic efforts sponsored either by CFSL or the CFSL Ambassadors.

10. 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 & 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.

Additionally, multiple other campus departments offer programming designed to benefit members of fraternities and sororities that is also done in part by CFSL (Women and Gender Resource Center, UH Wellness, Center for Student Involvement). CFSL both engages these departments in ensuring Greeks are supporting their efforts while also providing educational programs that address the specific context of leading and managing risk within fraternities and sororities.