

## Executive Summary-Greek Life

### **Strengths:**

The CAS assessment allowed the committee to evaluate programs strengths and identify areas needing improvement. The committee determined that strengths of the Greek Life area were in the program category, leadership, organization and management, technology, and campus community relations.

### **Areas Needing Improvement:**

The program area of mission is an area the evaluation team identified as one of the areas needing improvement. The mission for Greek Life is not specifically outlined; however, program goals and objectives area outlines in the Office of Student Life mission document. Other program areas needing improvement include human resources, financial resources, diversity, and assessment and evaluation.

### **Inhibiting Factors:**

In general, there was a belief that CAS was out of touch with the realities of fraternity/sorority life. In many cases, the committee had to interpret areas and make assumptions for the current state of affairs in Greek Life. For example, the focus today in Greek Affairs is has the experience been purposeful, values centered. This was not addressed directly in the standards. In the mission section of the standard, the committee interpreted the standard of **promoting the intellectual, social, recreational, spiritual, moral, and career development**, to be a statement about fraternal core values and application of ritual. The committee believed that promoting intellectual development is important, but through an application of fraternal values.

**Recommendations:** The following area a summary of the recommendations from the committee:

### **For compliance purposes:**

- 1) Develop a senior year experience that connects students to the institution, career development, and lifetime commitment to the fraternal core values (being a responsible alumnus).

- 2) Utilize the Safe Zone program and partnership with the Office of Intercultural Programs and Services to develop core programs that address diversity awareness.
- 3) Design a series of "roundtable" opportunities that focus on programming and developing effective chapter programming efforts.
- 4) Create a civility program that includes topics such as tolerance and social justice.
- 5) Implement IMPACT (mini undergraduate Interfraternity institute) on campus.
- 6) Utilize office web page to publish policies and procedures that impact the program.
- 7) Engage staff in becoming more proficient in technology by taking advantage of courses provided.
- 8) Develop a comprehensive strategy to fundraise/friend raise for fraternity/sorority life programs and services.
- 9) Reassess program priorities.
- 10) Update technology in office spaces utilized by Interfraternity Council, Pan-Hellenic Council, and Panhellenic Association.
- 11) Recruit faculty members to serve as advisors.
- 12) Develop faculty and chapter advisor training that clearly defines roles and responsibilities.
- 13) Develop a community service guide for chapters that detail agencies and projects.
- 14) Revise and reinstate the "Our chapter, Our choice" program in order to discuss issues of values as it relates to the understanding of different cultures, races, ethnicities, and orientations.
- 15) Regularly disseminate information from the Office of Intercultural Programs and Services to chapter facilities for posting.

- 16) Prior to hiring, evidence should be provided regarding professional ethics competencies (i.e. course work, work experience, references).
- 17) Conduct a Greek Experience Assessment.
- 18) Provide an evaluation tool after every program.
- 19) Utilize faculty and community partners in all assessment activities.
- 20) Implement focus groups to learn more about fraternity/sorority perceptions by independent students.
- 21) Collaborate with the Normal Housing Inspection and Fire Department during yearly evaluations of each chapter facility.
- 22) Create standard checklist for each chapter for program evaluation and facilities assessment.

**For enhancement:**

- 1) Present mission statement and goals to all chapters in written form.
- 2) Convene focus groups of students, faculty, and alumni to discuss goals and objectives.
- 3) Incorporate mission and goals in the Greek Strategic plan as well as future standards documents.
- 4) Create a more effective means to disseminate information regarding scholarship, membership, and financial information.
- 5) Re-design job descriptions to reflect emphasis on leadership ability.
- 6) Clearly define job responsibilities and authorities for the Assistant Director and the Greek Program Coordinator.
- 7) Examine staff responsibilities in comparison to benchmark institutions.
- 8) Actively recruit staff that have diverse experiences to enable a better understanding of the complexities of fraternity/sorority advising.

9) Assume greater responsibility for fraternity/sorority chapter housing. In doing so, establish expectations for facilities, in house programming, and house supervision.

10) Develop and provide a resource area for programming to allow chapters access to videos, books, and program tools.

11) Provide advisor training in crisis management and liability issues.

12) Establish a clear crisis management document.

13) Provide risk management education to chapters that cover legal responsibility for membership, facilities, and activities.

14) Regularly attend the Normal Neighborhood Association meetings, not just in times of crisis.

15) Expect that staff will take advantage of campus professional development opportunities that address professional ethics.