



FRATERNITY & SORORITY COALITION
ASSESSMENT PROJECT

Acknowledgement and Thanks

We would like to thank the men and women of the University of Wyoming for being active participants in the recent visit of the Coalition Assessment team. The team had a wonderful visit and developed a strong impression of the fraternity and sorority community at Wyoming.

We appreciated the opportunity to meet with President Buchanan, Dr. Axelson, and Dr. Cozzens, as well as everyone on the faculty and staff who made time for this important project. We appreciate, and Wyoming will benefit from, the candor during our visit.

We would like to especially thank Kate Steiner for being the campus contact and coordinating our visit. We appreciated the opportunity to meet with, and enjoyed our interactions with, the Dean of Students staff, the members of the Division of Student Affairs, and all other professional staff members with whom we met.

The students and advisors were another central part of our visit, and we want to thank the Panhellenic, and Interfraternity Council officers, chapter presidents, and new members, as well as the chapter and faculty advisors and House Corporation Board members for taking time to participate in the process. And we would like to especially thank the non-affiliated students for participating.

The team truly was impressed with the level of caring support that the community has at so many levels. There is a clear personal commitment on the part of so many. This caring support is mirrored in the Coalition as well, and that is why this assessment opportunity has been made available.

The Coalition, made up of the five industry leaders including the National Association of Latino Fraternal Organizations, National Pan-Hellenic Council, National Panhellenic Conference, the North-American Interfraternity Conference, and the Association of Fraternity Advisors has identified five areas to review when assessing a campus fraternity/sorority community. Those areas are:

- Developing Positive Interpersonal Relationships
- Leadership Development
- Build/Strengthen Social IQ, Citizenship, Service Learning
- Advance Academic Interest/Graduation of Membership
- Effective Campus Interface to and Support of the Fraternity/Sorority Community.

The following is a comprehensive overview of what the assessment team learned before and during the visit. The report is divided into four sections: Basic Summaries, Areas of Strengths, Areas of Improvement, and Recommendations utilizing the five areas of assessment. Please review all of this information, use it to inform your future decisions, and for greatest impact turn it into an actionable timeline. If we can be of assistance in that process, please do not hesitate to contact us at any time.

Thank you again for your hospitality.

Carolyn Whittier, Ph.D., Shawn Eagleburger, Carole Jones, and Chad Pfister, J.D.

Section 1: Basic Summaries

1. Fraternity men and sorority women at the University of Wyoming are perceived as leaders on campus. Many are involved in the ASUW and other Recognized Student Organizations on campus. The University has a strong Recognized Student Organization culture, and this has some implications for the fraternity /sorority community.
2. The fraternity and sorority experience is seen as central to the initiatives around school pride and school spirit. Fraternity/sorority members are part of a base of students who participate in school spirit activities, and have the potential to be leaders in the continued efforts to increase institutional pride.
3. The fraternity/sorority community is advised by a strong set of alumni and alumnae advisors and house corporation board officers. Men and women travel from as far as three hours away to provide on-going support and guidance to the fraternities and sororities at UW.
4. Fraternity/sorority alumni donate financially at a higher level than non-affiliated University alumni.
5. The Coordinator of Greek Affairs position was re-established as a full time position two years ago. There is continued effort to define the role of this person within the University administration and the student fraternity and sorority community.
6. The Greek Relationship Statement has been in place for several years and is up for a review and revision. This process will involve student leaders and representatives from the administration. In its current form, neither the University nor fraternity/sorority chapters have fulfilled the criteria in the relationship statement.
7. There is a lack of coordination of the foundational aspects of a successful fraternity/sorority community. There is no facilitation of chapter or council officer transition or training, no coordinated efforts to train or communicate with advisors and house corporation officers, no community-wide marketing initiatives, and no upkeep of documents, policies and procedures related to the fraternity/sorority community.
8. The University of Wyoming fraternity/sorority community lacks the strength in numbers it once had. The community's numbers have declined for over a decade, and member retention has become a significant issue. In addition, the community is perceived by non-affiliated students as closed to "outsiders" and not welcoming of people who are not members or among those being actively recruited.
9. Currently, the all fraternity and all sorority grade point averages are below the all-male and all-female averages. However, this report seems to be an aberration of the norm, which is that the all-fraternity and all-sorority grade point averages are just above the all-male and all-female averages.
10. A number of documents related to the fraternity/sorority community at the University of Wyoming are dated and in need of review and revision.
11. The University has created initiatives to build community among fraternity and sorority members and chapters through an annual IMPACT program and other community meetings. There is a feeling among the chapters that they need assistance with addressing fledgling chapter operations before they can fully engage in the development of the community.

Section 2: Strengths of the Community Based on Five Target Areas

It is the goal of the Coalition Assessment Project to help campuses identify the strengths of the fraternity/sorority community within the five target areas. These strengths were gleaned from the data shared by the University of Wyoming and from on-campus interviews conducted with various community stakeholders. This list is not intended to be comprehensive.

Developing Positive Interpersonal Relationships

1. All constituencies stated that a fraternity/sorority community is central to the success of the institution and that something would be lost if there was no fraternity and sorority community at Wyoming.
2. The Panhellenic Council hosts an opportunity for chapter presidents of the member organizations to meet to discuss issues, challenges and successes.
3. The Coordinator for Greek Affairs hosts monthly meetings with the new members of the fraternity and sorority community.
4. All chapters indicated they have a strong relationship with their inter/national organization and are in consistent contact about questions or issues as they arise.
5. The Coordinator of Greek Affairs has a strong support team of professional colleagues and other staff within the Division of Student Affairs on initiatives supporting the fraternity/sorority community.
6. The Interfraternity Council and Panhellenic Council are starting to host events together, including joint meetings, pumpkin painting, and a philanthropy event called Jail and Bail in the fall 2008 semester.
7. Chapter advisors are actively involved in the life of the chapters and are current on the operations of the chapter facilities and membership.
8. A higher percentage of fraternity and sorority alumnae donate to the University of Wyoming than non-affiliated alumni. Specifically, 46.74% of fraternity and sorority alumni/ae donate, while only 28.26% of non-affiliated alumni make financial contributions to the institution.

Leadership Development

1. An Order of Omega chapter is being established during the 2008-2009 academic year.
2. The community annually participates in the IMPACT program. Members of the university community serve as facilitators, and the program is underwritten by the Greek Endowment Fund through the University of Wyoming Foundation.
3. There are a number of fraternity and sorority members who serve as senators on the ASUW.
4. Panhellenic Council and IFC officers attend the Western Regional Greek Association Conference. In 2008, the Coordinator of Greek Affairs applied for and received a grant from the President's Office to fund the travel of two Sigma Lambda Gamma Sorority, Inc. members to also attend WRGA.
5. Chapter presidents, chapter advisors, and other chapter officers attend their regional and inter/national leadership trainings and conventions.

Build/Strengthen Social IQ, Citizenship, Service Learning

1. Fraternity men and sorority women volunteer in the Laramie community at a higher level than the average student at the University of Wyoming. In 2007-2008, fraternity/sorority members completed 9,000 hours of community service and raised over \$33,000 for local and national charities.
2. The University provides chapter members with no-cost training to become TIPS Certified.
3. Two member chapters of the Interfraternity Council have helped to establish Greek Men Against Assault as an effort to educate and create an awareness of being a safe community for women and all guests. Many of the fraternity men who are part of this program also volunteer to staff the phones at the local Rape Crisis Center.
4. Members of the Panhellenic community are part of a peer education program to provide education and awareness to others on campus about eating disorders, body image, and other societal issues.

Advance Academic Interest/Graduation of Members

1. There is a genuine interest in improving the chapter grade point average performance from the spring 2008 semester. Historically, the all-fraternity GPA and the all-sorority GPA are above the all-male and all-female GPA.

Effective Campus Interface to and Support of the Fraternity/Sorority Community

1. Student leaders are aware of the Office of Greek Affairs and know that there are resources available to them from the staff.
2. There is a genuine interest on behalf of University administrators to assist the fraternity/sorority community in its re-development and in its efforts to be more successful.
3. There is an active process already started to review and revise the Greek Relationship Statement. Students are involved in this process with the recommendation to also involve chapter advisors and council officers.
4. There are structures in place to assist young men and women with their relocation from a residence hall to a fraternity or sorority facility. This includes processes for meal plan switches, residence hall contract terminations and other coordinated efforts.

Section 3: Limitations of the Community Based on Five Target Areas

Developing Positive Interpersonal Relationships

1. There is a culture of distrust between fraternity/sorority chapters and the University, stemming from the failure of both to fulfill the stated expectations in the Greek Relationship Statement.
2. There is no working relationship between the advisors and house corporation board officers from each of the chapters. There is no coordinated effort to encourage communication, training, knowledge sharing, issue resolution, or cooperative purchasing. Any efforts that have occurred are conducted on an individual level, and only in a time of crisis.
3. The proximity of the IFC chapter facilities to the residence halls presents several challenges with noise violations, behavior of residents when returning from social functions and general neighbor relations.
4. There is a lack of knowledge or understanding of culturally based fraternities and sororities, and their current and potential role within the fraternity/sorority community.
5. Required living in the fraternity and sorority chapter facilities is a roadblock to recruitment. Not all men and women are interested in living in the facilities for three years, and currently there is no solution or resolution to that issue other than to terminate one's membership in the organization.
6. The fraternity/sorority community seems to have no image at all at the University of Wyoming. Most non-members are aware there is a community but are not aware of the activities of the chapters, the reasons people join, or what the benefits of the community are to the greater University.

Leadership Development

1. There is great potential for growth in the area of leadership development within the Wyoming fraternity/sorority community. Currently there is no facilitated cross-council leadership development training for council officers, chapter presidents, chapter advisors, faculty advisors, or other similar chapter officers (risk management chairs, scholarship chairs, etc.).
2. There is no officer transition program for the incoming IFC and Panhellenic Council officers.
3. There is a strong perception that the same students are doing everything on campus, serving as leaders in the fraternity/sorority community, as senators on the ASUW, as leaders in several Registered Student Organizations, as participants on university committees, etc. The perception is these students are over-programmed and are having to choose between activities due to scheduling conflicts and time management.
4. The purpose, function and role of the Interfraternity Council is not clear to the men of the IFC community, and likewise regarding the Panhellenic Council and Panhellenic women.
5. There are no university-wide leadership initiatives that can assist the fraternity/sorority community in developing young and future leaders.

Build/Strengthen Social IQ, Citizenship, Service Learning

1. The current risk management policies and procedures for fraternities and sororities are not in line with FIPG, Inc. guidelines. These can be accessed at fipg.org
2. Member chapters of the Interfraternity Council are hosting philanthropy events at local third-party vendor establishments. These chapters do not understand the issues and disconnect of events such as “Penny Beers to Save the Kids.”
3. While the fraternity/sorority community excels in philanthropy and service, there is no greater knowledge of these contributions within the University of Wyoming student, faculty and staff community. Chapters have no follow-up public relations once they complete service/philanthropy projects.
4. There is a general lack of understanding of what the true definition of diversity is for the University of Wyoming community. Students are not challenged to engage in conversations about diversity, the role diversity plays or could play in the life of a fraternity or sorority, and how they can lead the conversation within the greater Wyoming community.
5. There are numerous fraternity/sorority alumni/alumnae in the Laramie area, an untapped resource for potential mentorship of chapter members or for additional opportunities for connection in the greater Laramie community.

Advance Academic Interest/Graduation of Membership

1. Currently the University does not collect information related to graduation rates of fraternities/sororities. Without this information, the community cannot determine if there are areas of challenge or areas of success with regard to the role fraternity and sorority membership plays in retaining students.
2. The University of Wyoming requires all Recognized Student Organizations to have a faculty advisor, and this is the case for all fraternities and sororities. When asked, few of the chapters could identify who their faculty advisor is and no examples of effective faculty advisor relationships were provided.
3. The academic performance of new members in both Interfraternity Council and Panhellenic Council organizations is concerning, specifically, the performance of the IFC new members. Failure to consider academic performance, before considering a man for fraternity membership, is a significant concern.
4. Retention of members within the fraternity/sorority community currently is a challenge. There has been no evaluation of this trend nor is there a strong understanding of why the retention issue exists.

Effective Campus Interface to and Support of Fraternity and Sorority Community

1. The University of Wyoming has a very strong Recognized Student Organization culture, and often fraternities and sororities are lumped in with the other RSO's. While structurally fraternities and sororities are not housed with the other RSO's, as they are a part of the Dean of Students Office, the organizations are often held accountable to overall RSO policies with no consideration for the difference in the organizational structures.

2. Currently there is no trained judicial board for fraternities and sororities. The Greek Standards Board does have guidelines; however there has not been any selection of members or training in the last year. Due to the lack of a board, the 2007-2008 judicial case was referred to the Dean of Students Office instead of being adjudicated through the student process.
3. The University of Wyoming has a large number of documents that communicate rules, procedures, expectations, and relationships between the University and the fraternity/sorority community. Most have not been reviewed or revised in several years and no longer represent current practices within the fraternity/sorority experience.
4. There is no document that communicates the relationship between the University and each of the individual house corporations, addressing issues of the land lease agreement, the provision of steam and electricity to the facilities, and other related items.
5. The University does not have a regular form of communication or training with the chapter advisors and house corporation board officers.
6. There is a direct correlation between the elimination of the full-time fraternity and sorority professional for 10 years and the decline in fraternity/sorority membership, lack of foundational structures, and behavioral challenges within the community.

Section 4: Next Steps for the Community Based on Five Target Areas

These recommendations are based upon the data the Coalition Assessment Team received from the University and from the interviews conducted on campus with constituents and stakeholders. These recommendations respond to the strengths and limitations outlined in this report and are presented within the five focus areas of the assessment. Because the University is encouraged to use this report in developing an action plan for fraternity/sorority community improvement, the Assessment Team presents these recommendations in what it believes is an order of priority.

1. The University should consider reviewing and revising the Greek Relationship Statement.
(Effective Campus Interface)

a. The review and revision could be conducted using the following steps:

- A formal announcement sent to all constituent groups advising them of the review, providing the method/schedule for the review, directing their feedback and questions, and informing them of where a revised agreement will be presented. These constituent groups might include, but are not limited to, all active University of Wyoming fraternities and sororities, advising teams of all chapters, corporation /housing boards of all chapters, university administration, university faculty, regional and inter/national leadership of all chapters, umbrella organizations (NPC and NIC), family members/parents of current students, pertinent university offices and departments (Student Organization office, health-related offices, etc.).
- The reviewers should consider allowing representation of, and feedback from, all constituent groups, as well as appropriate time to accomplish the process.
- Drafts of revisions could be presented for feedback, and it's important that feedback be considered. Allowing for the presentation of revisions at both council meetings (and tabling the vote until the following council meeting) would allow for chapters to consult appropriate constituent groups.
- All final revisions could be approved and agreed to by each individual member chapter, not the IFC or Panhellenic, on behalf of their member chapters.
- The committee working to revise the document could seek the consultation of other universities with similar agreements and situations. Both the NPC and NIC can provide information on comparable universities and comparable programs.

b. The review and revision could include the following:

- Regulating GPA standards for chapter officers and removal from office are internal policies determined by the privately incorporated inter/national organizations, not by the University. An exception might be if the University applied this regulation to all recognized student organizations.
- Consider removing the House Mentor/Director Requirements from the Greek Relationship Statement and developing a separate document that outlines the relationship between the University and House Mentor Program.
- Signatures: The Presidents of Panhellenic and IFC do not have the authority to bind individual chapters to the document requirements that apply to individual chapters.

c. Once completed, the following annual implementation steps could be taken:

- A meeting with all chapter presidents and chapter advisors could be held at the beginning of the year to review the expectations in the Relationship Statement and determine if there are any concerns or questions from the chapters.
- A monthly update could be provided to the chapters as to their progress in fulfilling Statement expectations. This allows for the optimum success of each chapter fulfilling all of the expectations.
- A review of the document could be set on a regular schedule – every two-four years – that includes all constituencies.

2. **The University should consider reevaluating the role of physical facilities in the fraternity/sorority experience.** (*Interpersonal Relationships*)

One of the biggest issues in the fraternity/sorority community is the role of physical facilities. Forty to fifty years ago when the majority of fraternity and sorority houses were built, housing, food and social interaction options were limited and the fraternity/sorority house was an excellent location to live and be able to interact with fellow brothers/sisters. Today, however, the housing, food and social interaction options for students are significant. Most universities have, or are in the process of updating, dining and residential facilities to include numerous food options and residential living options, in particular suite-style living. In addition, many private companies are beginning to build luxury apartment complexes that cater directly to the student lifestyle and include many amenities found in college residential halls but with the added benefit of being fully furnished, many with flat screen televisions, pools and Jacuzzis.

Unfortunately, fraternities and sororities have not been able to keep up with the advancements made by colleges/universities and private corporations. In fact, many fraternity/sorority houses probably look very similar on the interior and exterior today as they did when they were built 40 or 50 years ago. There are many reasons why fraternity/sorority houses have been unable to keep up; but financial instability driven largely by portraying houses as the extremely cheapest option, instead of being competitive with other housing options, is a driving factor.

The University of Wyoming is in a unique position and has an excellent opportunity to shape the future of housing for current and future students. As the Department of Residential Life at UW is creating its master plan for its facilities, the fraternity/sorority community should consider creating its own master plan on what its facilities should look like, as well as how they could function in the years to come. This master plan creation ideally could be done by a group whose sole focus is on the creation of the plan, but it possibly could be created in conjunction with the review of the Greek Relationship Statement.

The Master Plan at a minimum could address the following issues:

- The Role of the Fraternity and Sorority House at the University of Wyoming
 - Are they merely housing accommodations? For part or for the whole?
 - Are they a place for social interaction?
 - Are they a place to hold meetings?
 - A supplement or complement to existing and future University-owned housing facilities?
- The Look and Feel of Fraternity and Sorority Rows, including the presence of common areas
 - A common exterior design standard?
 - The presence of open and green common areas?
- The Role of Live-In Housing Staff and the training and experience that should be required by such staff
- The Presence of Underclassmen, in Particular Freshmen and First-Year Students, Living in the House
- The Dining Function of Fraternity and Sorority Houses, and their Relationship with University Dining Options

One multi-functional approach to address today's issues is to reduce the amount of residential space within the house and remodeling the remaining areas to be more appropriate for the hosting of meetings, meals, and social functions. By reducing the number of beds within the facility to a more manageable number, the financial stability of the group increases because a reduction in membership does not have as direct an impact on the bottom line. For example, it is much easier to consistently fill 10 to 15 beds over a period of 10 years than it is to fill 40 beds over that same period. Another benefit to reducing the number of beds is that current and future members no longer feel the pressure of living within the facility, thus opening up the type and number of students who might be interested in being in a fraternity or sorority but currently are deterred because of the physical facility and having to live in it.

- 3. The staff in the Office of Greek Affairs, in cooperation with the governing council officers, should consider committing to a full review and revision of all governing documents, policy documents, risk management guidelines, housing documents, and all other items related to the fraternity/sorority experience. (*Leadership Development*)**

Many of the current guiding documents for the Wyoming fraternity/sorority community are out of date or have not been updated in some time. The Office of Greek Affairs should consider developing a four-year timeline that will determine the review and revisions of all documents on a four-year cycle. This could include the following:

- IFC and Panhellenic Constitutions
- IFC and Panhellenic recruitment guidelines
- Greek Relationship Statement
- Social Responsibility Guidelines
- Greek Community Standards
- Greek Judicial and Standards Council documents
- House Mentor Manual and Program

- 4. University staff should consider instituting a comprehensive alumni development, training and communication structure. (*Interpersonal Relationships, Leadership Development*)**

The University should strongly consider increasing its communication and interaction with alumni/ae volunteers working with fraternities and sororities. It is recommended that the University consider hosting a meeting of the advisors five times a year with a specific training topic and opportunity to share ideas and suggestions for improvement.

It also is recommended that the University consider hosting a meeting for the house corporation board officers five times a year, separate from the chapter advisor meeting. These sessions could focus on assisting the organizations in inter-group cooperative purchasing, discussion of issues and solutions related to housing, etc.

The alumni/ae who work with the UW fraternity/sorority community are the greatest resource for improvement and relationship building between the University and the chapters. Meeting with these men and women on a regular basis can close the significant communication gap and lack of understanding regarding what all players on the "Greek Team" are doing.

- 5. The University, in cooperation with the House Corporation Board Officers, should consider conducting a review of their relationship. This review could include the House Mentor Program, the meal exchange and contract release process, development of documents defining the relationship, etc. (*Effective Campus Interface*)**

It could be vitally important that one of the first meetings with the House Corporation Board Officers include a review of the meal exchange and contract release process. While it is important that freshman men and women be incorporated into chapter living, it may be beneficial to only require that they eat evening meals at the fraternity/sorority house. There is a benefit of allowing freshman men and women to remain in the University dining halls for breakfast and lunch if they so desire. Remaining friends with non-affiliated students provides positive PR for the fraternity/sorority community, desirable recruitment opportunities and more.

A second step would be the review, by the Dean of Students Office and the House Corporation Board Officers, of the House Mentor Manual and the overall role of the House Mentor. There seems to be a lack of consistency about the House Mentor role and responsibilities, as well as confusion as to who would be an eligible House Mentor.

Finally, it is recommended that the University and the House Corporation Board Officers consider determining the criteria for an eligible House Mentor. The University should consider exploring the possibility of live-in Graduate House Directors hired cooperatively between the University and the specific House Corporation. The training and development of these live-in Graduate House Directors could be the responsibility of the University, while the day-to-day operations of the facility guidance and expectations would be the responsibility of the individual House Corporation.

6. Consider developing a comprehensive marketing plan promoting the fraternity/sorority community and targeting faculty, parents, community leaders, and potential members.
(Effective Campus Interface)

The Assessment Team observed that there is little to no information promoted to the general public about the role and activities of fraternities and sororities at the University of Wyoming. There was information shared about the lack of positive coverage of fraternity/sorority activities in the school newspaper. The fraternity/sorority community has little to no formal interaction with non-affiliated students at Wyoming and therefore does not have many opportunities to share the good news about itself.

A marketing campaign should be considered to promote the benefits and values of fraternity and sorority membership. This “campaign,” if pursued, should be developed by a professional marketing agency, or at the very least, a high-level graduate program that can maximize the marketing message and therefore the effectiveness of the campaign.

Additionally, the Office of Greek Affairs and/or governing councils should coordinate training for chapter public relations chairs. The training should include:

- Information on how to develop news releases
- How to disseminate the news releases
- How to know when to create a news release
- Dealing with the press in times of crisis
- Who has the authority to speak on behalf of the chapter/council

This training could be developed with the assistance of the University public relations office, providing students the opportunity to develop relations with campus officials who could assist them in creating a positive image of their respective organizations. The training also could be held in cooperation with the student newspaper staff and the leaders of other student organizations. Fraternity and sorority members should see this as an opportunity to host a program with broad appeal to non-members who are leaders in other student organizations.

- 7. Consider conducting a review of the effectiveness of the annual IMPACT Program. Part of the review could include the creation of a five-year leadership and community development programming plan funded by the Greek Endowment Fund from the Wyoming Foundation.**
(Leadership Development, Effective Campus Interface)

The IMPACT program at the University of Wyoming has been an excellent first step in providing leadership development for fraternity and sorority members. However, the effectiveness of the IMPACT program is being questioned due to its annual nature. In addition, the program is more effective when it is facilitated by fraternity and sorority professionals who do not work at the University of Wyoming so they can challenge the “status quo” of the University and fraternity/sorority culture.

It is recommended that a four-year leadership development plan be considered to ensure that fraternity and sorority members are provided leadership development that is different, challenging, and meeting the current needs of the community. Using the funding from the Greek Endowment Fund, training could be provided to council officers, chapter presidents, and other officers based on the topics of the training and the current needs of the fraternity/sorority community. An annual fraternity and sorority leadership retreat is great, but writing and developing your own curriculum can ensure outcomes are specific to the current issues and trends in the community. One thought would be to inter-mix a national level program like IMPACT with a home-based program on an every-other-year basis.

In addition to the one-time leadership conference, the Office of Greek Affairs should consider working with the governing councils to offer trainings for chapter officers. Risk Managers, New Member Educators, Treasurers, Scholarship Chairs, etc. are all officer positions that every fraternity and sorority has, and they all are trying to complete the same basic tasks. If the governing councils were to bring together these like officers, imagine the possibilities for sharing of information, cooperative programming and activities, and universal understanding of the rules, regulations, and expectations.

- 8. The Interfraternity Council and the Panhellenic Council should consider developing independent judicial boards and processes.** *(Leadership Development)*

It is inappropriate for the Panhellenic and Interfraternity councils to adjudicate as a joint function, therefore each needs to consider developing and implementing its own judicial processes. The National Panhellenic Conference offers a process of conversation, mediation and finally a hearing (should need be) to arbitrate all conflicts between member organizations and/or a chapter and the Panhellenic council. An excellent educational PowerPoint on the NPC Judicial Procedures is offered in the ‘College Panhellenic Only’ section of the NPC website. For NPC organizations, particular forms must be filed and properly documented.

Most IFC’s follow a model of a student hearing board with a series of appeals, should such be applicable. In today’s time of lawsuits and liability, it is important that policy owners are addressing issues concerning the upholding of the policy. Remember, judicial procedures are in place to hold a member chapter accountable, not a group of member chapters accountable – each chapter should be heard in separate cases and by the most appropriate jurors.

9. Consider instituting the annual meeting with the University President that is outlined in the current Greek Relationship Statement. (*Effective Campus Interface*)

One of the recommendations contained within the Greek Relationship Statement is:

Presidential Annual Meeting – The President of the University will host an annual meeting with the leadership of UW Greek chapters, a designee from their respective house corporations and alumni advisory teams, the leadership from IFC and Panhellenic Council, and appropriate members of the UW administration. This meeting will be held to enhance communication between all respective parties regarding shared issues and concerns.

At the time of the Assessment Team's visit this meeting had not occurred since the adoption of the Relationship Statement. This annual meeting could be scheduled for the beginning of the Spring Semester 2009. By holding the meeting at the beginning of the semester, it will allow for the creation of a foundation upon which the entire semester can be built. In future years, this meeting could either coincide with the beginning of each school year or with the election of new IFC and Panhellenic Council officers.

In addition to the annual meeting with the President, the IFC and Panhellenic Council officers could hold twice-a-semester meetings with the Vice President of Student Affairs and the Dean of Students. These meetings could occur near the beginning and end of each semester to allow the council leadership to interact with the campus administration – to express any concerns as well as provide an update to the work being done by both councils.

Over time, these types of meetings could be expanded to include other administrators, as these interactions will increase the profile of the fraternity/sorority community with the campus community.

10. The University should consider aiding the facilitation of the House Corporations to cooperatively purchase items. (*Effective Campus Interface*)

It was observed during the visit that the facilities occupied by fraternities and sororities are all older than 40 years and require considerable upkeep. In addition, a requirement that all of the houses have functioning automatic fire sprinkler systems is a possibility.

The cost to maintain these facilities is considerable, and while estimates vary based on the size and style of house, the installation of sprinkler systems can easily reach tens of thousands of dollars.

Due to the large costs associated with maintaining facilities of the age of the UW houses, the University should consider aiding in the creation of a purchasing consortium made up of the various University of Wyoming housing corporations. By having a consortium, individual groups will be available to reach a broader group of contractors from across the country, as well as save money on purchases each group likely will have to make. If possible, the University, because of its expertise in construction management, should consider assisting in the creation of Requests for Proposals, advertising the RFPs, and in the evaluation of received bids. Further, any assistance in construction management would be appreciated by the house corporations and the created consortium and strengthen communication and relationships between the fraternity/sorority alumni/ae community and the University.

11. It is recommended that hiring a full-time administrative assistant be considered to support the administrative responsibilities of the Office of Greek Affairs. (*Effective Campus Interface*)

The functionality of the Office of Greek Affairs and the effectiveness of the Coordinator of Greek Affairs could be improved by the hiring of a full time administrative assistant. As with most student affairs professionals, a concrete daily routine is difficult to achieve. Many times, long-term projects and even pertinent daily tasks are lost through the need to address an immediate issue.

By allowing for a front-line professional, the Coordinator is able to dedicate time to major projects without disruption. An administrative assistant would be able to help improve record keeping of the office, develop contact resources and communication plans, and intercept phone calls or visitors which might be able to be addressed at a more appropriate time. In addition, an administrative assistant can help ensure the office is open during all regular business hours, regardless of the presence of the coordinator.

12. The Panhellenic Council should consider evaluating the formal recruitment process for possible areas of improvement, including consideration of including Sigma Alpha Sorority as a full participant in the formal process. (*Interpersonal Relationships*)

Sigma Alpha Sorority should be included in the formal recruitment process if it wishes. There are women at the University of Wyoming who are not interested in living in a sorority house, but are interested in learning about the benefits of sorority membership. Their participation in the formal recruitment process provides this opportunity.

The Panhellenic Council also needs to consider fully implementing a no-frills recruitment structure, and it is recommended that all food during recruitment rounds, including the Progressive Barbecue, be eliminated.

The Panhellenic Council should also consider evaluating the timing of recruitment. Three weeks into the school year could be a reason for the low number of women participating. The freshman women have settled into life in their residence halls and established friendships; therefore, they likely don't feel it necessary to make friends in sororities. Attending classes and studying for tests are roadblocks to recruitment. When the PNMs found it too hard to juggle both, they dropped out of recruitment.

13. The Interfraternity Council should evaluate the effectiveness of the formal recruitment structure and consider moving to an informal or non-structured process.

The current formal structure for recruitment is proving to be an ineffective means of interesting men in joining fraternities at the University of Wyoming. The Interfraternity Council should review the effectiveness of the current structure through focus group conversations with the men who did join through the formal process, men who joined outside of the formal process, and men who did not join at all. The IFC should also collect data on the membership trends from the last five years to determine the trends on how men are showing interest and successfully joining fraternities.

The North-American Interfraternity Conference (NIC) Standards recommends that each council allow its member chapters to recruit 365 days a year with no restrictions. The Wyoming IFC would benefit from allowing the chapters to be free to recruit men at anytime during the year. While the council can assist with the promotion of fraternity membership and host informational events and programs, the chapters should be allowed to recruit men and affiliate them at any time. Chapters will be able to use creative and positive competition with one another year round.

14. Consider sending the Interfraternity Council officers to the NIC IFC Academy to develop a strong function and purpose for the Interfraternity Council. (*Leadership Development*)

For the past four years the NIC has hosted the IFC Academy, so leaders of campus Interfraternity Councils can hear from fraternity executives, NIC professional staff, attorneys, and other industry leaders on how they can be a values-based organization that is truly advocating for the needs of fraternity life on their campus.

The outcomes from the 2008 Academy included:

- A renewed passion for engaging and enhancing the fraternity community on your campus.
- Tangible benchmarks to measure success on your campus.
- Tools to assess how you should be responding to the needs of member chapters.
- A process to implement the NIC Standards for Campuses.

In an effort to encourage attendance from as many IFC officers as possible, the registration fee is kept low. The 2009 edition will be held January 24, 2009. More information, including registration information, can be found at http://www.nicindy.org/programs/IFC_academy/.

The IFC Executive Council should consider making attendance at the IFC Academy a priority. Funding from the University and/or member organizations should be considered so members of the IFC Executive Council can attend without large out-of-pocket expense, with the goal being for the entire IFC Executive Council to attend as a group every year. The following timeline could be used to work toward that goal in the event that funding cannot be found to send the entire IFC Executive Council.

- 2009 Academy – President, Recruitment Chair, Director of Public Relations, and Judicial Council Chair
- 2010 Academy – President, Vice-President, Recruitment Chair, Director of Public Relations, Scholarship Chair, and Judicial Council Chair
- 2011 Academy – Entire IFC Board

15. Consider adjusting the role and purpose of the Greek Diversity Task Force to better address the current needs of the fraternity and sorority community.

(Interpersonal Relationships, Social IQ, Effective Campus Interface)

The Assessment Team was impressed with the fact that the University has a Greek Diversity Task Force. However, concerns arose when a better understanding of the role and purpose of this committee was shared. It is the recommendation that the composition of the committee include the IFC and Panhellenic Council presidents as ex-officio members. In addition, it is recommended that the purpose and role of the Greek Diversity Task Force be evaluated, asking the question “Does it educate fraternity and sorority members and advisors on issues related to diversity?” This committee should consider reviewing activities and programs related to the fraternity/sorority experience and assisting in offering recommendations that could enhance a partnership with all fraternities and sororities.

16. The Panhellenic Council, in cooperation with the University, should consider addressing body image issues within the sorority community. (*Interpersonal Relationships, Social IQ*)

In several conversations, it was apparent that sorority chapters were finding it difficult to address issues surrounding body image. Also apparent were the outstanding resources available to these chapters on the UW campus. It was noted that chapters were failing to appropriately aid members struggling with body image out of concern for the public image of their chapter. Chapter membership, and especially chapter leadership, should understand the delicate situation and extreme health risk body image challenges present. Chapter leaders should develop methods of addressing important topics like these by employing/engaging campus and/or community professionals. Chapter leaders also should consider utilizing resources made available within their inter/national organizations, ones that have been developed to help combat negative body image, ie: Delta Delta Delta unveiled a widely recognized and successful program just this year.

In addition, should the Panhellenic Council consider it helpful, the National Panhellenic Conference offers programs on self-esteem (Focus of Self Esteem) and eating disorders (National Eating Disorders Screening Program). Perhaps a first step for the Panhellenic would be to plan a program for April, the month in which the NPC asks College Panhellenic Councils to sponsor Eating Disorder Awareness programs.

17. The University should consider collecting the following information: (*Effective Campus Interface*)

The Office of Greek Affairs would benefit from the annual collection of the following:

- Retention of new members from formal pledging to initiation
- Freshman to sophomore retention
- Four-year graduation rate
- Six-year graduation rate
- Dollars donated annually by fraternity and sorority alumni to the University of Wyoming
- Dollars donated annual by fraternity and sorority alumni to their chapter/house corporation
- Percentage of fraternity and sorority alumni who donate to the University of Wyoming
- GPA comparison of new members (freshmen) to all other freshman students

This information will take time to initially collect, but the time commitment will be reduced going forward and it will provide valuable data if properly tabulated. It will be important, and will make for better comparative analysis, to compare fraternity and sorority membership data to non-member data rather than all-University that includes the fraternity and sorority members.

When this data is available over time, and not only on a community level but on a chapter by chapter basis, trends can be seen, effectiveness of intervention efforts can be assessed and, hopefully, rewards for outstanding performance can be based on sound data. In each of the measures mentioned above, the criteria for data collection needs to be in writing and logically assessed.

18. Consider a cooperative effort by all involved to address issues of language as it pertains to the fraternity and sorority experience. (*Interpersonal Relationships and Effective Campus Interface*)

Language is symptomatic of attitude. We all adjust our behavior and our language as we enter different environments. It speaks to our attitude about, and respect for, those environments. As entering freshmen join our organizations, don't they first adopt our mannerisms and our vocabulary in an effort to "fit in"? Our language reinforces our paradigms.

Some of the words listed here may seem "picky," or even an effort at "political correctness." Like most efforts at change, a new equilibrium brings with it a new awareness and a new comfort, and a sign that we have grown into a new paradigm. Fraternities and sororities are trying to prepare members for life in society. Appropriate language and behavior are fundamental to that effort.

The University of Wyoming should attempt to change the vernacular and language used within the fraternity and sorority community:

- | | |
|--------------|---|
| • Greek Life | Fraternity and Sorority Life |
| • Pledge | New or Associate Member |
| • Rush | Recruitment |
| • Rushee | Potential New Member |
| • Boys | Men (or Gentlemen) |
| • Girls | Women (or Ladies) |
| • Frat | Fraternity (as it pertains to referencing an IFC chapter) |
| • Panhel | Panhellenic |

19. In cooperation with the Vice President for Student Affairs, the fraternity and sorority community should consider working to develop a middle school and high school outreach program to educate potential Wyoming students about the benefits of fraternity and sorority membership.

(*Interpersonal Relationships, Effective Campus Interface*)

The Vice President for Student Affairs offered to work with members of the fraternity/sorority community on a middle school and high school outreach program, led by members of the community, to increase awareness of the benefits of fraternity/sorority membership. Fraternity men and sorority women could work to organize a community philanthropy project with area middle schools in order to introduce students to community service and fraternities and sororities. Other possibilities for the outreach program could include: members working with area middle schools and high schools to offer tutoring; hosting a Panhellenic and IFC Weekend during which graduating high school seniors have the opportunity to visit campus and learn more about fraternity and sorority membership; and fraternity and sorority members participate in freshman move-in and market fraternity and sorority life during the process.

This outreach program can be a long-range expectation that can build upon itself each year. It will be important for the community to focus on the immediate internal needs and issue and then utilize new ideas, such as an outreach program, to foster excitement about fraternity and sorority membership, as well as interaction between college men and women and middle and high school students.

20. Consider developing a Residence Life Liaison program to address issues that are created by the close proximity of the residence halls and the fraternity and sorority chapter facilities.

(Interpersonal Relationships, Effective Campus Interface)

The fraternity and sorority houses are in very close proximity to other on-campus residential facilities. There are some noise challenges on evenings where fraternities are hosting social events at their facilities. It will be important for the Interfraternity Council to work in cooperation with the Office of Residence Life to discuss the issues presented by the close proximity, and to determine solutions to these challenges. It would be a recommendation to create a Residence Life Liaison position on the IFC that would meet monthly with the Residence Life staff and the Greek Affairs staff to discuss any issues, and bring back information to the other members of the Interfraternity Council, and vice versa to create a stronger working relationship.

Disclaimer

This assessment report is for educational purposes. It is intended for use solely as a development guide to assist in strengthening Greek letter organization systems. It is not intended to address any particular organization. This assessment report by its nature includes assessments the sources of which would be deemed hearsay in a court of law as the assessment includes as bases for it a variety of statements and opinions by varying sources, the underlying truth of which were not necessarily verified or attempted to be verified or supported as part of the assessment process. The names of persons who were sources of information for this report have been purposely not included in this report. Documents leading up to the compilation of this report will be destroyed pursuant to the respective document retention policies of each of the organizations participating in this assessment report.