Greek Recruitment Study
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Executive Summary
Executive Summary
Fraternity & Sorority Recruitment Study
November 17, 2010

UNC Greek Community

<table>
<thead>
<tr>
<th></th>
<th>IFC</th>
<th>PHC</th>
<th>Greek Alliance</th>
<th>NPHC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Orgs</td>
<td>23</td>
<td>11</td>
<td>11</td>
<td>8</td>
</tr>
<tr>
<td>Members</td>
<td>1146</td>
<td>1693</td>
<td>100</td>
<td>85</td>
</tr>
<tr>
<td>GPA</td>
<td>3.11</td>
<td>3.28</td>
<td>2.90</td>
<td>2.96</td>
</tr>
<tr>
<td>GPA (1st yr)</td>
<td>3.10</td>
<td>3.19</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Fall/Spring</td>
<td>75% / 25%</td>
<td>97% / 3%</td>
<td>100% / 0%</td>
<td>100% / 0%</td>
</tr>
<tr>
<td>1st/2nd Year</td>
<td>70% / 30%</td>
<td>70% / 30%</td>
<td>0% / 100%</td>
<td>0% / 100%</td>
</tr>
<tr>
<td>Alcohol</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
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</table>
Concerns About Fall Recruitment

- Freshmen could benefit from more time to transition to college life and academics before going through recruitment
- The timing of recruitment forces students to make a significant life decision too quickly
- Fall recruitment inhibits assimilation into campus life
- Fall recruitment and the resulting pledge education distract from academics

Options for Recruitment

- Maintain fall
- Move to spring
- Change to rolling recruitment
- Change to performance-based recruitment
### Discovery Process

<table>
<thead>
<tr>
<th>Phase</th>
<th>Time Frame</th>
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<tbody>
<tr>
<td>1</td>
<td>Reviewed past studies at UNC</td>
</tr>
<tr>
<td>2</td>
<td>Reviewed empirical research on recruitment</td>
</tr>
<tr>
<td>3</td>
<td>UNC BOT members and IFC/PHC alumni interviewed administrators at comparable institutions</td>
</tr>
<tr>
<td>4</td>
<td>UNC student government interviewed counterparts at same institutions</td>
</tr>
<tr>
<td>5</td>
<td>Held public discussion with interested parties</td>
</tr>
<tr>
<td>6</td>
<td>Make recommendations to the Board</td>
</tr>
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</table>

### 1. Conclusions of Past Studies

<table>
<thead>
<tr>
<th>Time</th>
<th>Focus</th>
<th>Recommendations</th>
</tr>
</thead>
<tbody>
<tr>
<td>1996</td>
<td>Chancellor’s Committee on Greek Affairs</td>
<td>• Alcohol-free rush&lt;br&gt;• Alcohol and drug education&lt;br&gt;• Creation of non-social programming&lt;br&gt;• Declined to defer recruitment</td>
</tr>
<tr>
<td>2002/03</td>
<td>IFC Recruitment Study</td>
<td>• Longer recruitment period with a one-week delay&lt;br&gt;• IFC Code of Conduct&lt;br&gt;• Open House program&lt;br&gt;• Required registration&lt;br&gt;• Declined to defer recruitment</td>
</tr>
<tr>
<td>2004</td>
<td>Task Force on Personal Servitude and Deferred Recruitment</td>
<td>• Anonymous reporting system&lt;br&gt;• Education of new and active members&lt;br&gt;• Declined to defer recruitment</td>
</tr>
<tr>
<td>2007</td>
<td>Office of Fraternity &amp; Sorority Life – comprehensive review</td>
<td>• Upgraded standards&lt;br&gt;• Declined to defer recruitment</td>
</tr>
</tbody>
</table>
2. Empirical Research

- Retrospective, correlational study
- 45,000 first-year students at 17 different institutions
- See Appendix B for the full study

Debard & Sachs (2010) Conclusions

- Membership is positively correlated to “building a sense of belonging on campus, resulting in greater attachment to the institution.”
- Membership and retention are positively correlated
- Membership and academic performance are positively correlated
- Some evidence to support deferred recruitment
- Limitations
  - Correlation does not imply causation
  - Significant differences among institutions especially more selective institutions
3. Discussions with Other Institutions

- Selected 20 institutions
- OFSL created a profile for each school
- BOT members and IFC & PHC alumni conducted 17 structured interviews
- Focused on recruitment and new member education processes
- Discussed other best practices

3. Completed Interviews

**Gardner** (Myer & Ford)
- UVA
- Cal Berkeley
- Michigan
- Kansas
- Indiana

**Smith** (Lewis & Collawn)
- UCLA
- Illinois
- Minnesota
- Purdue
- Iowa State

**Perry** (Tatum)
- NCSU
- Penn State
- Oregon State
- Alabama

**Hyde** (Biggs & Dahlem)
- Cornell
- Miami
- Florida
3. Conclusion from Discussions

- No consensus on efficacy of spring vs. fall recruitment
- Either can work well or cause problems
- Timing of recruitment is not the most important issue
- Moving to spring recruitment has potential benefits, but is not without its own problems and will require significant resources from the institution to support the transition

4. Student Leader Survey Conclusions

- Discussions about culture of recruitment activities are more significant than timing
- System works at schools with fall and spring recruitment. Concerns centered on culture change
- Immediate access to academic, social and mentorship resources is important to Fall recruits
- Understanding of college workload and experience with campus life are more important to Spring recruits
5. September 2010 Public Meeting

1. Will Bondurant - UNC Student Government
   In Support of Fall Recruitment
2. Tucker Piner, President of the IFC
3. John Hughes - Chairman of the Fraternity Alumni Association
4. Pete Smithhisler –President, National Interfraternity Council
5. Beth Collawn, Kappa Delta Advisor
6. Rhea Keller, President of the Panhellenic Council
7. Caroline Peterson, President, Kappa Delta
8. Sarah Johnson, Member, Zeta Tau Alpha, Morehead Cain Scholar

In Support of Spring Recruitment
9. Dan Thornton -Associate Director, Office of Scholarships and Student Aid & Adjunct Assistant Professor
10. Amy Burnett, UNC ‘12
11. Chuck Lovelace –UNC ‘77

6. Recommendations to the Board of Trustees
Cornell University

General Information

Institution Cornell University
Address 540 Willard Straight Hall
Main Phone (607) 225-2910
Relevant Websites greeks.cornell.edu, cornellife.com, cornellpanhellenic.com, cornellmglic.com
US News Ranking 15th

Institution Demographics

Number of Undergraduates 13,846
Geographic Distribution of Undergraduate Students

<table>
<thead>
<tr>
<th>Region</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>New York</td>
<td>27.8%</td>
</tr>
<tr>
<td>Mid-Atlantic</td>
<td>21.2%</td>
</tr>
<tr>
<td>New England</td>
<td>11.1%</td>
</tr>
<tr>
<td>West</td>
<td>10.7%</td>
</tr>
<tr>
<td>International Students</td>
<td>10.5%</td>
</tr>
<tr>
<td>Midwest</td>
<td>7.7%</td>
</tr>
<tr>
<td>South</td>
<td>6.8%</td>
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Greek System Profile

<table>
<thead>
<tr>
<th></th>
<th>No. of Organizations</th>
<th>No. of Members</th>
<th>% of Total Undergraduates</th>
<th>5 Yr. Trend (+ or -)*</th>
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</thead>
<tbody>
<tr>
<td>Fraternities</td>
<td>31</td>
<td>2106</td>
<td>15.2%</td>
<td>N/A</td>
</tr>
<tr>
<td>Sororities</td>
<td>11</td>
<td>1588</td>
<td>11.5%</td>
<td>N/A</td>
</tr>
<tr>
<td>MGLC**</td>
<td>14</td>
<td></td>
<td></td>
<td>N/A</td>
</tr>
<tr>
<td>Total</td>
<td>3694</td>
<td></td>
<td>26.7%</td>
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* (+) is the symbol for increase. (-) is the symbol for decrease.
**MGLC includes NPHC, NALFO and Asian Interest groups.
Greek System Academic Performance

<table>
<thead>
<tr>
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<tr>
<td>Sororities</td>
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<td>NPHC Fraternities</td>
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<td>Greek Alliance</td>
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<tr>
<td>Other***</td>
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</tr>
<tr>
<td>Total</td>
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***Explanation of “Other” needed here.

Campus GPAs

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<td>All Male First Year</td>
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</tr>
<tr>
<td>All Female</td>
<td>N/A</td>
</tr>
<tr>
<td>All Female First Year</td>
<td>N/A</td>
</tr>
<tr>
<td>All Campus</td>
<td>N/A</td>
</tr>
</tbody>
</table>
Cornell Question and Answer

How do you measure participation in campus organizations?

We ask chapters to submit this info on their End of Year Reports. The University does not make campus involvement and community service hours for all students available. I can’t answer your participation in campus orgs question without having to physically go through each End of Year Report but the community service is compiled yearly in our Annual Report (attached). Also available at http://dos.cornell.edu/cms/greek/upload/OFSA_AnnualReport_0809.pdf

How do you measure participation in community service activities? see annual report

Housing

Which groups have houses?

2-MGLC all 11 PHC, and 37 of the 39 IFC

Where are the houses located?

All around campus in Ithaca & Cayuga Heights; though they are technically not on campus some look like they are due to proximity

Who owns the houses?

For IFC 2 national groups own two houses; 13 are owned by the university and the others are owned by private alumni boards. 1 MGLC is owned by the university and another is university owned but being rented by a MGLC fraternity. All PHC are owned by alumnae with the exception of AXiD which is owned by national org.

How do you monitor houses?

During recruitment we only monitor the IFC houses and that’s via the security guards and corresponding police departments as well as IFC exec. PHC is monitored during the daytime recruitment by Rho Gammas and PHC advisor but alcohol is not a problem during PHC recruitment.

IFC and PHC Formal Recruitment

What is the recruitment schedule (begin/end/duration)?

IFC and PHC both have recruitment the week before school begins in the spring semester. So this year it is the week of Jan. 17th. Both groups have informational meetings the first night. The men then have open houses during the day and contacts on Wed, Friday, and Sunday. Contacts are when fraternity men visit interested students in their residence hall. Bid Day for men is Sunday. Women have the usual formal recruitment schedule with two days of open houses, then house tours, skit (yep), pref, and Bid Day on Sunday. School beings the Monday immediately following.
We have a good partnership with Residential Programs. They allow our students to move back in the Monday (17th) that recruitment starts so housing is not an issue.

**Who is eligible for recruitment?**

IFC just last semester passed a rule saying you had to have a 2.25 cumulative GPA. PHC and MGLC have no GPA requirement but they defer to their national organizations in most cases. You cannot be a first semester freshmen (thus recruitment is deferred). There is no credit limit or cutoff, and you technically don’t even have to be a Cornell student but that is rare. Every now and then an Ithaca College student will join an IFC group. Typically it’s our MGLC groups that have non-Cornell students. A non-Cornell student cannot be president. We allow grad students to join if the chapter will take them (most don’t).

**What are the specific requirements to participate in recruitment?**

Essentially you register and show up. Women pay a registration fee, men do not and men can get by without registering but if they sign a bid we’ll catch them at the end and get them in our database. There is an informational meeting on Monday night but it’s not mandatory. For IFC, we do need proof of their GPA. We get that from Registrar. We are not a big rec letter campus for the women.

**What support does the University offer to the IFC & PHC organizations through the Recruitment Process?**

Res Programs like I mentioned allows them in to res halls. OFSA members attend the Monday meeting and for IFC the contacts. PHC advisor is hands on throughout the process. We also interface with students and security, police throughout the week.

**How do you monitor the formal recruitment process?**

IFC is typically the group that has a pretty wet recruitment. It’s not the open houses or contacts but the night events. This, too, should change pending a proposal in October. CUPD (Cornell Police) patrol and turn in reports. We also hire Chestnut Security to patrol and write up descriptions of events. IFC exec members also patrol. We have a rush resolution that says if you have hard alcohol or drugs you get a $1,000 fine, loss of a day of recruitment (the next day), and 8 weeks social probation. This came about in April 2006.

**How many bids were extended? What % of bids were accepted?**

546 of 758 registered were signed. There are usually about 50 more signed after Bid Day for the men. This is consistent but a little bit up from last year.
For the women, 463 of 639, 72.46%.

**If you could change anything about the system, what would it be?**

It would be dry. I think that fact that it occurs when school is not in session gives the students a lot of time to participate in risky behaviors.

**IFC and PHC New Member/Pledge Process**

**What is the new member/pledge timeline (begin/end/duration)?**
Typically about ten weeks. They join the week prior to school starting and the deadline is usually the first week in April, however, most of the women's groups are initiated a few weeks prior to the deadline. We do have some changes in the works that would make it 7-8 weeks.

Who sets the duration of the new member/pledge period?

**Office of Fraternity & Sorority Affairs**

What restrictions do you place on the timeline or time commitment of the new member/pledge period? Are those restrictions set by the university or IFC/PHC executive board?

Initiation deadline that I referenced above; our rule book says nothing between 12 midnight and 8:00 a.m. They are not supposed to sleep at the house. We are preparing new guidelines that would mandate an alcohol free new member period.

What if any mandatory education programs exist?

There is training for new member educators from each council. There is also one program that all new members need to attend called Greek 101. Otherwise, there is not a mandatory program for new members.

Who monitors the new member/pledge process?

Office collects and reviews a one page calendar of each program. The only other monitoring would occur if we got a report that indicated there was a violation of our policies. We would then fact find.

If you could change anything about the system, what would it be?

Shorter new member period; less risky behavior in terms of alcohol and hazing; both are being addressed via changes we are set to propose to our trustees in October.

We do have an anonymous referral program to report hazing at www.hazing.cornell.edu. We also have an amnesty program that allows a chapter to come forward and tell us what is occurring. We will help them correct their new member program. This must be proactive—not after they get in trouble.

IFC also has a tiered approach for hazing violations at the Judicial Board level. 1, 2, and 3 depending on the severity. PHC has done a good job of reducing the alcohol. They do not have it in formal recruitment but mixers during the new member period are rampant.

We also have a new member grant of $300 for positive new member programming. Many chapters use it to fund our ropes course.
Cornell Interview

Our Board of Trustees would like to talk directly with your key policy makers. Who would be the best people to provide insight into issues facing your Fraternity and Sorority Community and who would be willing to discuss changes you have made or considered in the last few years?

I would suggest that the Board talk to my supervisor, Travis Apgar, the Robert G. Engel Associate Dean of Students, first. His number is 607-255-2310 and his email is tta4@cornell.edu. Our VPSA is Dr. Susan Murphy and our Dean of Students is Kent Hubbell. Both are Greek and from Cornell. We present most often to the Student Life Committee of the Board of Trustees. We also have trustees on our Fraternity/Sorority Advisory Council.

Interview Date: September 17, 2010

UNC Participants:
Barbara Hyde - UNC Board of Trustees
Stephen Dahlem - IFC Alumni Advisor

Cornell Participants:
Kent Hubbell - Dean of Students
Travis Agar - Associate Dean of Students for Fraternity and Sorority Affairs

I understand that you have a spring recruitment is that a new thing?

Dean Hubbell: It started in the 1950’s. It took several years of debate to make it happen. The change came with a mandate that no recruiting could occur in the fall as it was considered “dirty rushing”. During the past few years, due to the school’s lack of attention, most informal rushing does occur in the fall and all that is left for the spring is to offer the bid.

Dean Agar: Informal rushing takes the form of social events in the chapter houses.

Is that both Pan-Hellenic and IFC?

Dean Agar: No, it’s mostly IFC.

Do either of you have a strong opinion about whether the timing of rush has much impact on the freshman experience? Does it affect how freshmen adjust to college life?

Dean Hubbell: We have different perspectives. I feel that at Cornell we’ve spent a tremendous amount of money to establish a first year experience. We try to avoid the disruption of Greeks during the first year experience. By spring 1/3 of all students go Greek—that’s a disruption— I believe it would be great to push rush to the beginning of the sophomore year. We continue to look at ways we can enhance both experiences. We have 3 options—a. rush in the fall b. rush mid-semester and c. rush at the beginning of the sophomore year.

Dean Agar: There is a lot to be gained by allowing the first semester for the freshman transition. It’s a critical time. I believe that spring recruitment works well. We should be open to changing the traditional models to explore positive ways for Greeks to interact with new students—fix the issues rather than move rush.

How would that look?

Dean Agar: Most Greek communities are very paranoid that the university is “out to get them”—justified or not. We need each other. We (the university) have an interest in them being successful. 1500 of our beds are provided through the Greek system. We need to explore what additional first year experiences Greeks can be a part of.
Dean Hubbell: This year, we’re moving the Trustees to enforce the “recognition policy” so that school policies are in line with state law – to include hazing, the dry period and the length of pledge training. We have received push back from the students but the IFC is supportive.

Are you familiar with institutions that do a rolling rush?

Dean Agar: I think that many who have deferred recruitment leave it open to upper classmen only.

Most institutions require a minimum GPA – should there be other requirements?

Dean Hubbell: We have a thorough recognition policy – they must identify that a support structure is in place – they must have alumni support, can they sustain membership, provide insurance etc. We are willing to share our Recognition Policy with you if you think it would be helpful.

The Greek community is truly self-governed by the students. They aren’t governed by the university. All of our councils require a minimum GPA which is set by the national organization. Students must be at least a second semester freshman.

Regarding changes to the Recognition Policy re: alcohol use – what would those changes be?

Dean Hubbell: The self-governing committee should do a much better job of enforcing the rules of the policy. Indirectly, we have a number of campus policies that we haven’t invoked such as “pulling a charter” – we just haven’t done that. Unless the university takes a clear stand and becomes willing to do some of those things, the groups won’t either.

Often on the issue of alcohol abuse we focus more on it when it’s occurring in the Greek system. Are there more alcohol issues in the Greek system or are there more outside of the Greek system?

Dean Agar: The individual groups always raise this as well. We’re becoming increasingly aware of alcohol problems and we’re trying to better deal with them. After the second alcohol violation, parents are notified. A student is expelled after the 3rd violation so that they student will be more likely to go and receive treatment. With the help of the police, we’re working to make our major events safer. We look at the internal data that compares Greeks to non-Greeks. We now know that Greeks are consuming 20% more alcohol than non-Greeks.

How is that data compiled?

Dean Hubbell: We’re taking exit surveys at campus gatherings/parties. We do a lot of them by hand – wading through the comments. There is self reporting and then some is reported through police incidents.

Can we focus on initiation and pledge training?

Dean Agar: We want to be clear to the students where we stand as an institution. We are very student friendly. We let our students make the decisions on their own. We wanted to be very clear that hazing is not tolerated at any time in the student experience in any form. We’ve had hazing occur during recruitment, as new members etc.

Do you have some best practices?

Dean Agar: Constant education is key. Having a top-down message is critical. Having a comprehensive strategy is essential – not just for targeting Greeks but including the Greeks with others, defining levels of hazing and then having a standard set of consequences.

Dean Hubbell: In the last 7 years, 2/3 of the houses have been identified as having hazed. It’s obviously a problem here.
Do you have methods in place for reporting hazing?

Dean Hubbell: Yes, we have a website.

Dean Agar: We’ve made it much easier to report hazing. Thus, incidents have gone up. (We actually know about the incidents now.)

Is your actual new member orientation 10 weeks?

Dean Agar: It is typically approximately 10 weeks. We started setting a deadline but it has fluctuated a little. We would like to decrease it. We’re now considering an 8 week period. It is our hope that it would give students more time to address academics.

Dean Hubbell: A study a few years ago showed a significant decline in academic performance during pledge training. The females recover but the males typically don’t.

If the IFC is totally self governed, how do you enforce hazing rules with non-IFC groups?

Dean Hubbell: Athletics complaints are referred to the administration.

What incidences of hazing have occurred outside of the IFC?

Dean Hubbell: Many groups don’t tend to see the volume of allegations. It would mostly be athletics. It becomes the job of the university to enforce – the Judicial Administrator’s Class.

Dean Agar: We have 2 review boards – one for campus incidents and another that is especially for fraternities and sororities to determine whether or not they continue to meet guidelines.

If you were me, on what would you focus?

Dean Hubbell: Travis has 9 or 10 people overseeing the system. The more people you have looking over the system, the better. You need adults involved. We have created peer fellows – graduate students – and they’re around when help is warranted.

Dean Agar: We make sure there are real people to provide support and counseling. There has to be a balance – you have to show the students that you value them, but you must discipline when necessary.

Do you offer leadership training for Greek leadership?

Dean Agar: Yes – we offer a laundry list of training retreats and training opportunities.

What’s the overall budget for the staff?

Dean Agar: The budget is largely funded through gifts from alumni. We probably spend an average of $10,000 each year.
Indiana University

General Information

Institution: Indiana University
Address: 900 E. 7th St.
Main Phone: (812) 855-4311
Relevant Websites: iub.edu, sao.indiana.edu/greek.html
US News Ranking: 71st

Institution Demographics

Number of Undergraduates: 30,255
Geographic Distribution of Undergraduate Students:
- 65% Indiana Residents
- 5% International
Gender Distribution of Undergraduate Students:
- 50% male
- 50% female

Greek System Profile

<table>
<thead>
<tr>
<th></th>
<th>No. of Organizations</th>
<th>No. of Members</th>
<th>% of Total Undergraduates</th>
<th>5 Yr. Trend (+ or -)*</th>
</tr>
</thead>
<tbody>
<tr>
<td>IFC Organizations</td>
<td>31</td>
<td>2725</td>
<td>15.2%</td>
<td>N/A</td>
</tr>
<tr>
<td>PHC Organizations</td>
<td>19</td>
<td>2820</td>
<td>11.5%</td>
<td>N/A</td>
</tr>
<tr>
<td>NPHC Sororities</td>
<td>3</td>
<td>112 (men &amp; women)</td>
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<td>NPHC Fraternities</td>
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<tr>
<td>Multi-Cultural</td>
<td>9</td>
<td>82</td>
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<td>Greek Council</td>
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<tr>
<td>Total</td>
<td>66</td>
<td>5739</td>
<td>19%</td>
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* (+) is the symbol for increase. (-) is the symbol for decrease.
**Indiana University**

**Greek System Academic Performance**

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<tr>
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<th>Members GPA</th>
<th>New Member (not all freshmen)</th>
<th>Campus GPA's</th>
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<td>IFC Organizations</td>
<td>3.0984</td>
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<td>PHC Organizations</td>
<td>3.3322</td>
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<tr>
<td>NPHC (combined)</td>
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<tr>
<td>Multi-Cultural Greek Council</td>
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**% Participation in Campus Organizations**

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<td>IFC Organizations</td>
<td></td>
<td>All Male First Year</td>
<td></td>
</tr>
<tr>
<td>PHC Organizations</td>
<td></td>
<td>All Female</td>
<td></td>
</tr>
<tr>
<td>NPHC Fraternities</td>
<td></td>
<td>All Female First Year</td>
<td></td>
</tr>
<tr>
<td>Greek Alliance</td>
<td></td>
<td>All Campus</td>
<td></td>
</tr>
<tr>
<td>Other*</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Explanation of “Other” needed here.*
Indiana Question and Answer

How do you measure participation in campus organizations?

We measure participation in campus organizations through our fraternity and sorority assessment process; the Center for the Study of the College Fraternity’s Fraternity and Sorority Experience Survey (FSES); and the Maryland College Park Survey of Multi-Institutional Survey of Leadership. Attached is the document explaining the qualitative assessment process as well as the rubrics utilized in 2009 for assessing student organizations.

The students are interviewed in each area providing an opportunity for learning and assessment for both the students and the campus/community and volunteers that interview the student leaders.

How do you measure participation in community service activities?

We measure participation in community service activities through our fraternity and sorority assessment process. I’ve attached the document explaining the process as well as the rubrics utilized in 2009 for assessing student organizations. The students are interviewed in each area providing an opportunity for learning and assessment for both the students and the campus/community and volunteers that interview the student leaders.

Housing

Which groups have houses?

19 Panhellenic groups, 20 IFC groups

Where are the houses located?

Campus land that was purchased by fraternities and sororities with covenants for the university to buy back the homes and land should an organization sell.

Who owns the houses?

National organizations or house corporations.

How do you monitor houses?

University personnel conduct kitchen and fire safety inspections. The IFC serves as a risk management consultant for chapters in terms of social functions. House directors live in all of the sorority houses. Because they are privately owned, they are not monitored. However, we do have an active Alumnae Panhellenic Council and Alumni Interfraternity Council as well as a Greek Alumni Coordinator who also works with the House Directors.
**IFC and PHC Formal Recruitment**

What is the recruitment schedule (begin/end/duration)? IFC recruitment is informal. Events are coordinated by IFC at the beginning of the fall and spring semesters. Women’s recruitment is deferred. The schedule is organized and rigid since there are around 1,600 women who participate annual. For more information, visit www.iubpha.com.

**Who is eligible for recruitment?**

Any student interested in joining an organization.

**What are the specific requirements to participate in recruitment?**

PHA Grade requirement is 2.5 (all chapters have a minimum of at least a 2.6). They also must be registered and release their grades and judicial records to the Panhellenic Association. IFC – student at Indiana University

**What support does the University offer to the IFC & PHC organizations through the Recruitment Process?**

Both councils coordinate their recruitment process with support and advising from the Student Activities Office. Panhellenic and IFC are self-governing organizations. The women’s Panhellenic recruitment team runs the recruitment process (including computers, ethics violations, recruitment counselor training) but has support from the Assistant Director for Greek Life.

**How do you monitor the formal recruitment process?**

Our office does not monitor the formal recruitment process – that is the role of the student organization coordinating the process.

**How many bids were extended?**

What % of bids were accepted? Indiana University Panhellenic Association does quota-total based on bed-space. Thus, they calculate their recruitment statistics a little differently. After preference round they extended 874 bids, which was all of the space that the organizations had available.

**If you could change anything about the system, what would it be?**

The Panhellenic Association is considering extensions. The chapters are already large enough and half of the organizations have live-in policies for all four-years. They have had extensive conversations with the National Panhellenic Conference on their options and have voted to explore extension, specifically for chapters that will be unhoused at IU, providing a different Panhellenic sorority experience.
IFC and PHC New Member/Pledge Process  What is the new member/pledge timeline (begin/end/duration)?

The councils nor the office regulate the new member process. This is determined by each individual chapter.

**Who sets the duration of the new member/pledge period?**

National organizations.

What restrictions do you place on the timeline or time commitment of the new member/pledge period? Are those restrictions set by the university or IFC/PHC executive board?

No restrictions at this time.

**What if any mandatory education programs exist?**

Per IFC and Panhellenic bylaws new members must participate in a 2 ½ hour social issues peer education coordinated by the Student Activities Office and facilitated by student leaders and graduate students. The education is focused on utilizing the espoused values of fraternities and sororities to make decisions, especially in risky social environments.

Who monitors the new member/pledge process?

Advisors and national organizations.

**If you could change anything about the system, what would it be?**

Fraternities and sororities are self-governing organizations like any other student organization. The councils are responsible for regulating and providing resources for the chapters in terms of new member education. I’d like to see national organizations provide more resources and trainings for their organizations in this area.
Our Board of Trustees would like to talk directly with your key policy makers.

Who would be the best people to provide insight into issues facing your Fraternity and Sorority Community and who would be willing to discuss changes you have made or considered in the last few years?

Please provide us with the following contact information:
Harold “Pete” Goldsmith - Dean of Students
**Please contact Steve Veldkamp or Leslie Fasone prior to contacting the Dean of Students.

Steve Veldkamp - Assistant Dean of Students, Director of Student Activities
812-855-4311
Veldkamp@indiana.edu

Leslie Fasone - Assistant Director for Greek Life, Student Activities Office
812-855-4311
lfasone@indiana.edu

Judy Palmer - Greek Alumni Coordinator
812-855-4311
jsdowney@indiana.edu

Dr. Phil Summers - Alumni IFC President
**Please contact Judy Palmer to direct you to the alumni council presidents

Eric Love - MCGC Alumni Advisor
**Please contact Judy Palmer to direct you to the alumni council presidents

Ghingis Carter - NPHC Alumni Advisor
**Please contact Judy Palmer to direct you to the alumni council presidents
Indiana Interview

Interview Date: September 2, 2010

UNC Participants:
Alston Gardner, Board of Trustees
Randy Myer, Alumni Advisor Heather Ford, Alumni Advisor

Indiana University Participant:
Steve Veldkamp, Assistant Dean of Students,
Director of Student Activities and Executive Director of the Center for the Study of Greek Life.

General Comments about IU Greek life IU has a culture of self-governance.

The organizations and the councils decide for themselves. The University rarely dictates policy and only provides guidance and resources. Sororities decided years ago to defer formal recruitment to the spring semester Fraternities have established a more informal process.

You mentioned IFC recruitment is informal. What does this mean?

Recruitment can take place anytime. IFC sets dates, but organizations are not required to adhere to that date. University has a watchful eye, but will only get involved if asked by IFC. IFC follows National Inter-fraternity open recruitment standards. A small number of organizations don’t follow it. Recruitment generally takes place in the fall with a formal, kick-off event for all comers and after that, it’s up to the individual chapters. A couple of legacy-oriented chapters do summer recruitment. Freshman off limits for the first few weeks. Dry recruitment for the most part.

IFC has been innovative. Some fraternities are trying rolling rush (but not prevalent). Many of the IFC organizations have had success with a values-based message. The University and IFC have established a strong evaluation system for organizations. IU and the IFC view fraternities as partners with education vs. drinking clubs. Going beyond being just social clubs. A cadre of organizations have engaged with “living learning’ labs” with some meeting and educational space in houses. IFC has had some discussion of deferred rush.

Let's Shift our Focus to Sorority Recruitment. How is it different from the IFC?

Sorority recruitment occurs over winter break, before school starts. Some informal activities in the fall. Panhellenic Council checks grades and judicial records as a condition for eligibility for recruitment. IU says there are few if any problems with fall activities, which the PHC restricts.
How do you monitor new member education for Greek organizations?

We are hands off.

How long average?

For 90% of the organizations, it lasts 8-9 weeks. We do a leadership (train the trainer program) for IFC and PHC leadership to help with curriculum development and to offer standardized training which is mandatory by IFC and PHC.

You’ve mentioned the importance of your alumni program. Tell us about it IU has 400+ advisors involved in the Greek system.

6-8 per house average. There is a Greek Advisory Board and three council-focused alumni groups. IU has an alumni coordinator on Steve’s staff which is paid for by the IU foundation. IU provides training to help alumni not only serve as advisors, but also educators.

Other comments/ideas IU looks at houses as a key component of our residence halls IU restricts membership in all student organizations for “students at risk”, (e.g. low GPA or when allowances have been made for admission) including fraternities and sororities IU has been active in working with national Greek organizations to close underperforming organizations. They have made a conscious effort to change the culture of the Greek system. IU has closed 10 chapters for hazing and alcohol abuse, still have lots of alcohol abuse. Overall, bad behavior has greatly diminished because organizations know the Administration means business. Their approach has been as much carrot as stick. By enabling the alumni, organizations have become much stronger. For example, alumni have raised $30m over the last several years to upgrade houses. As part of the culture change, IU implemented a comprehensive award system that measures academics, leadership, ethics, alumni program, communication process and positive inquiry. A key theme of the culture change is moving from “fake” Greek to “real” Greek which is as much about leadership development, community service, academic inquiry as it is just social activities.
Iowa State University

General Information
Institution: Iowa State University
Address: The Office of Greek Affairs
0355 Memorial Union
Ames, IA 50011
Main Phone: (515) 294-1023
Relevant Websites: greek.iastate.edu
iastate.edu
US News Ranking: 94th

Institution Demographics
Number of Undergraduates: 22,521
Geographic Distribution of Undergraduate Students:
71.8% Iowa Residents
21.8% U.S., Non-Iowa Residents
6.5% International

Greek System Profile (as of June 4, 2010)

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<th>No. of Members</th>
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* (+) is the symbol for increase. (-) is the symbol for decrease.
## Greek System Academic Performance

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<td><strong>2.59</strong></td>
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## Campus GPAs

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<td>All Male First Year</td>
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<tr>
<td>All Female</td>
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<td>All Female First Year</td>
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<td>All Campus</td>
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</table>
Iowa Question and Answer

How do you measure participation in campus organizations?

Not measured

How do you measure participation in community service activities?

Through total number of hours served and dollars raised.

Housing

Which groups have houses?

IFC Fraternities: Acacia, Adelante, Alpha Gamma Rho, Alpha Kappa Lambda, Alpha Sigma Phi, Alpha Tau Omega, Beta Sigma Psi, Beta Theta Pi, Delta Tau Delta, FarmHouse, Kappa Sigma, Lambda Chi Alpha, Phi Delta Theta, Phi Gamma Delta, Phi Kappa Psi, Phi Kappa Theta, Pi Kappa Alpha, Pi Kappa PhiSigma Alpha Epsilon, Sigma Chi, Sigma Phi Epsilon, Sigma Pi, Tau Kappa Epsilon, Theta Chi

PHC Sororities: Alpha Chi Omega, Alpha Delta Pi, Alpha Gamma Delta, Alpha Omicron Pi, Chi Omega, Delta Delta Delta, Delta Zeta, Gamma Phi Beta, Kappa Alpha Theta, Kappa Delta, Kappa Kappa Gamma, Pi Beta Phi, Sigma Kappa

Where are the houses located?

All but 1 chapter house is located in a neighborhood called the South Campus Area Neighborhood (SCAN). The Greek Community is nestled between Central Campus (North), Campustown (West), Single Family Neighborhood (South) and the University Athletics/Art/Entertainment Venue (East). Triangle, an Engineering Fraternity, is located on the West side of campus very near the Engineering College and majority of Engineering classes/labs. Here is a link to the Greek community map: http://www.greek.iastate.edu/resources/maps/GreeklandMap.pdf

Who owns the houses?

All chapter facilities are owned by their individual house corporation boards with the exception of three chapters. Two sororities are managed by their national office corporation and one is owned by an LLC of alumni from the organization.

How do you monitor houses?

House Directors and Corporation Boards are primarily responsible for monitoring the facilities. The Office of Greek Affairs collaborates closely with these entities and others in a number of areas. Examples of oversight include:

- Fall Fire Inspections are facilitated by the City of Ames and communication and logistics are coordinated through the Office of Greek Affairs.

- Greek staff facilitates annual facility tour evaluations and provide feedback to chapter alumni and student leadership.

- Greek staff coordinate Facility Summits every 3-4 years focusing on strategic building topics and resources.
**IFC and PHC Formal Recruitment**

What is the recruitment schedule (begin/end/duration)?

**PHC:**
Formal Recruitment is held August 14-19
Check in day and Family Presentation
Day One- Open House: Visit 13 chapters
Day Two-Sisterhood Showcase: Visit 9 chapters
Day Three- House Tour/Philanthropy/Financial Sheet: Visit 6 chapters
Day Four- Preference Night: Visit 3 chapters
Day Five- Bid Day

**IFC:**
Greek Getaway: early April, students check in on a Friday, stay Friday evening with the opportunity of also staying overnight on Saturday; preview program held in conjunction with Greek Week, chapters may extend bids after Greek Getaway

Summer Recruitment:
Informal networking post-Greek Getaway through August 1; chapters utilize listed provided by Admissions to cold call as well as referrals from current members, alumni, parents, other Greek community members; plan events in Ames and outside (College World Series, canoeing/camping trips, etc.); utilize June freshmen orientation

Fall Fraternity Rush:
Only second year in existence, will be held August 25-27, 2010
PNM’s will indicate preferences (size of chapter, alcohol policy, and specific major, if applicable)
Day One-Tour four chapters
Day Two-Tour four chapters
Day Three-PNM’s pick two chapters to return to out of ones tours
Bids may not be giving out until Saturday, August 38

Who is eligible for recruitment?
All registered students at Iowa State University are eligible to participate in the recruitment process.

What are the specific requirements to participate in recruitment?
For PHC recruitment, women must pay a registration fee of $160 (earlybird fee) or $180 which covers the costs of room, board, and recruitment related fees.

For IFC recruitment, $20 which covers meals and t-shirt
What support does the University offer to the IFC & PHC organizations through the Recruitment Process?

Greek Affairs provides approximately a part time profession position as a resource for Greek Recruitment (i.e. 50% of our Assistant Director of Greek Affairs). Additionally, recruitment is 20% of our Collegiate Panhellenic Council Advisor’s role and 15% of our Director of Greek Affairs role).

We have a great relationship with the Admissions Office through a number of different agreements/partnerships:

- Involvement in all large admissions visits
- Provided contact information for prospective students to utilize for mass mailings and calling projects to prospective members
- Quarterly Assessment & Feedback
- Admissions Staff/Greek Student Leader Orientation & Cross-Training
- Advising through summer orientation process

How do you monitor the formal recruitment process?

The Office of Greek Affairs staff and members of the recruitment executive council (both IFC and PHC) monitor all IFC/PHC formal recruitment processes. During PHC formal recruitment, the staff and executive board are assisted by 34 recruitment counselors who serve the prospective new members throughout the recruitment process.

How many bids were extended? What % of bids were accepted?

Collegiate Pahnellenic Data available on attachment.
We do not track this data for the Interfraternity Council.

If you could change anything about the system, what would it be?

Preparedness and accountability for IFC chapter recruitment chairs. One recruitment period that doesn't yield expected results can adversely affect a chapter for many years to come. Chapters often struggle to find a member to lead recruitment efforts over summer.

IFC and PHC New Member/Pledge Process

What is the new member/pledge timeline (begin/end/duration)?

Both IFC and PHC chapters have their own new member timelines which reflect those of their inter/national organizations. Typically all new member periods are completed within the course of one academic semester. The PHC new member period begins on Bid Day (this year it is August 19) while the IFC new member process can begin over the summer months once a bid card has been signed by the new member. The university doesn't regulate, rather we defer to national organizations.
Who sets the duration of the new member/pledge period?

The duration of the new member period is determined by the inter/national organization.

What restrictions do you place on the timeline or time commitment of the new member/pledge period? Are those restrictions set by the university or IFC/PHC executive board?

Iowa State University and IFC/PHC do not place any restrictions on the timeline/time commitment of the new member period. However, we abide by the Iowa State University hazing policy and have adopted hazing policies which include:

Hazing is any intentional, knowing, or reckless action, request, or creation of circumstances that:
Endangers the health or safety of any individual;
Causes or presents a substantial risk of physical injury, serious mental distress, or personal humiliation to any individual; or
Involves the destruction or removal of public or private property in connection with initiation or admission into, or continued membership in, any group affiliated with the university, including but not limited to, any student, campus, fraternal, academic, honorary, athletic, or military organization.

It is not a defense to the violation of this section that the hazing participant provided explicit or implied consent. Apathy or acquiescence in the presence of hazing are not neutral acts; they are violations of this section.

IFC Policy on Hazing:
No chapters shall tolerate, condone, or participate in any activity that could be considered hazing. the Vice President of Judicial Affairs and the Vice President of Risk Management in coordination with the Office of Judicial Affairs will handle all violations.

Hazing is any intentional, knowing, or reckless action, request, or creation of circumstances that: endangers the health or safety of any individual, causes or presents a substantial risk of physical injury, serious mental distress, or personal humiliation to any individual, or involves the destruction or removal of public or private property in connection with initiation, admission into or continued membership in any group affiliated with the University, including but not limited to, any student, campus, fraternal, academic, honorary, athletic, or military organization. It is not a defense to the violation of this section that the hazing participant provided explicit or implied consent. Apathy or acquiescence in the presence of hazing are not neutral acts; they are violations of this section.

PHC Policy on Hazing:
Section 1 All forms of hazing shall be banned.

Section 2 Hazing is defined as any action taken or situation created, intentionally, whether on or off fraternity property, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities include but are not limited to, creation of excessive fatigue; physical and psychological shocks; wearing publicly or privately apparel which is conspicuous and not normally in good taste; engaging in public stunts or jokes; morally degrading or humiliating games and activities; late night sessions which interfere with scholastic activities which are not consistent with the regulations and policies of the educational institution.

What if any mandatory education programs exist?

We host an annual new member seminar at the beginning of each academic year and we recommend 80% of the new member class attends this session.
Who monitors the new member/pledge process?

While no staff or student leaders directly oversee the new member process, the IFC and PHC New Member Coordinators provide assistance to the chapter new member educators as they prepare and plan for their new member education period.

If you could change anything about the system, what would it be?

N/A

Contact information:
Dr. Dione Somerville - Dean of Students
(515) 294-1022
dsomer@iastate.edu

Dr. Thomas Hill - VP of Student Affairs/Vice President
(515) 294-1909
tomhill@iastate.edu

Jenn Plagman-Galvin - Asst Dean of Students/Director of Greek Affairs
(515) 294-1023
jpgalvin@iastate.edu

Dr. Jon Fleming - Theta Chi Advisor
Former Alumni Assoc President
Foundation Governor
Member of Greek Alumni Alliance
mrjfcy@aol.com

Bev Madden - Alpha Delta Pi Corporation Board President
Foundation Governor
Treasurer Greek Alumni Alliance
madden.bev@gmail.com
Iowa Interview

Interview Date: August 27, 2010

UNC Participants:
Eddie Smith, Board of Trustees
Beth Collawn, Alum Advisor
Bob Lewis, Alum Advisor

Iowa State University Participants:
Dr. Thomas Hill, VP of Student Affairs
Dr. Dione Somerville, Dean of Students
Katie Mott

IFC Recruitment

Please explain your IFC recruitment process.

There is a Greek Getaway in early April for high school seniors plus transfer students and is held in conjunction with Greek Week. All fraternities participate. Large amounts of students attend and it keeps growing every year. Bids can go out any time after this weekend. April, May, June and July are the predominant Rush months.

Fall fraternity rush is a more formal rush that takes place the first few weeks of school. They have only had fall rush for the past several years and it has very limited success. Fall Rush will never replace the summer informal recruitment. The summer is predominately freshmen but does include some sophomores.

When alcohol free recruitment really became a big push from the NIC is when IFC switched to the informal process. There is no spring rush.

PHC Recruitment

Please explain your PHC Recruitment.

Sorority sisters come in a week before the potential new members. Chapter members like this because they want Rush to be completed before classes start. This process has been in place for a very long time.

An interest night is held in spring and approximately 30 attend. Spring is an informal process; chapters who are not in total can come up to total.

UNC has rush in the few weeks of school and they are looking into going to a spring rush or a rolling rush. How long have you been on the current program you are on and do you have any thoughts?

IFC moved to informal process in the late 1980's. It fills the facilities before the classes begin which is helpful but all recruitment efforts are put into the hands of two individuals who coordinate all events over the summer so chapters really ebb and flow. Some years are great and recruit 20 men and some years aren't and they only recruit 5, and then some consistently recruit 20-25 every year.

In your opinion, is your current system working well?
Some hesitation…it’s a lot of work to get 30-35 men into a pledge class; it takes a lot of commitment. Some fraternities don’t have the money; smaller chapters want a formalized rush, larger chapters are happy with things as they are. As they have had their fall Rush events, larger chapters benefit. Believe they should continue to have the fall events to get members into the fraternities they want to be in.

Also deal with changing the culture – it has been traditional to have large events which attract people. This doesn’t necessarily attract people now; it is a very diverse population now. Ongoing recruitment and more than one or two people recruiting is necessary. Greek Affairs office has been trying to cater to the needs of the current population.

Our Greek Affairs office gets Greek students involved in what is going on. Relationships have been built with each of the chapters and alumni. It has been a grass roots effort on up to make sure that the Greek chapters remain healthy.

Do you think your Greek members are actively engaged in campus life beyond their Greek life?

Big time. Very active, very involved. Many hold key leadership positions and they have multiple memberships in a variety of organizations. They are our campus leaders.

Do you think the Greek chapters encourage their members to be involved?

It is a campus culture.

New Member Process

Do you have any thoughts on the new member process and time periods? Any changes?

Have recently changed from calling it a pledge process to a new member process. Little things like this help move the process. Seems like a small thing but it makes a difference. You think differently of the process – you think of pledge as a defined period and certain activities but when you talk about new member process that goes over a period of time it changes the dynamics. (Beth noted that the new terminology is a national trend and the UNC community is using this. Recruitment replaces rush, New member instead of pledge, Potential new member instead of rushee, and new member has replaced pledge as an adjective, too, such as new member education.)

They don’t see any changes occurring. The campus works in partnership with national and international organizations that are there and strives to understand their policies and work with them and just supports the students. Some are 8 weeks and some are the whole year. The first year transition is tough and they believe the Greek system enhances the first year, as opposed to hindering it.

Do you make it a point to understand each individual national organization’s mission? Are you saying that if they’re upholding their national organization’s values you are satisfied?

Yes. We don’t know what they are doing week to week; we have leaders on PHC and IFC who meet with the new member educators every semester, we provide global education for new members; we try to complement their new member experience. All new members will attend a 4 hour program called Live Greek 365.

All activities that interact with Greek community – residence, orientation, admissions, dining - all come under the Division of Student Affairs which works as a unit to make it all work – a Greek student isn’t on an island by themselves. President of the college is a supporter of Greek Life and recognizes the contributions that Greek students make.
North Carolina State University

General Information

Institution  North Carolina State University
Address  Department of Greek Life
1104 Pullen Hall
Raleigh, NC 27695
Main Phone  (919) 513-2910
Relevant Websites  ncsu.edu/greeklife

US News Ranking  88th National Universities
26th Undergraduate Engineering

Institution Demographics

Number of Undergraduates  23,725 Spring 2010
Geographic Distribution of Undergraduate Students  91%  21,593  North Carolina Residents
7.7%  1,832  Out of State Residents
1.3%  300  International
North Carolina State University

Greek System Profile

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<th>Organization</th>
<th>No. of Organizations</th>
<th>No. of Members</th>
<th>% of Total Undergraduates</th>
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* (+) is the symbol for increase. (-) is the symbol for decrease.

**Other Organizations: Our Collaborative Greek Council includes several different ‘affinity’ organizations, including an engineering sorority, an agricultural sorority, two Latin sororities, a multicultural sorority, four Native American chapters, a gay/progressive men’s fraternity, and two South Asian fraternities.
### Greek System Academic Performance

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<th>Organization</th>
<th>Members GPA</th>
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</tr>
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<td>3.14</td>
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</tr>
<tr>
<td>NPHC***</td>
<td>2.64</td>
<td>2.68</td>
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<tr>
<td>Greek Alliance</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Collaborative Greek Council</td>
<td>2.90</td>
<td>2.97</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Campus GPAs

<table>
<thead>
<tr>
<th>Category</th>
<th>GPA</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Male</td>
<td>2.89</td>
</tr>
<tr>
<td>All Male First Year</td>
<td>N/A</td>
</tr>
<tr>
<td>All Female</td>
<td>3.08</td>
</tr>
<tr>
<td>All Female First Year</td>
<td>N/A</td>
</tr>
<tr>
<td>All Campus</td>
<td>2.97</td>
</tr>
</tbody>
</table>

***NC State calculates GPA’s for Initiated Members and New Members for each semester. We do not calculate chapter GPA’s for only first year students.

****NC State calculates NPHC Fraternity/Sorority Averages combined.
% Participation in Campus Organizations | Total Campus Involvement

<table>
<thead>
<tr>
<th>Organization</th>
<th>Percentage</th>
<th>Group</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>IFC Organizations</td>
<td>53%</td>
<td>All Male</td>
<td>N/A</td>
</tr>
<tr>
<td>PHC Organizations</td>
<td>89%</td>
<td>All Male First Year</td>
<td>N/A</td>
</tr>
<tr>
<td>NPHC</td>
<td>100%</td>
<td>All Female</td>
<td>N/A</td>
</tr>
<tr>
<td>Greek Alliance</td>
<td>Not Calculated</td>
<td>All Female First Year</td>
<td>N/A</td>
</tr>
<tr>
<td>Collaborative Greek Council</td>
<td>71%</td>
<td>All Campus</td>
<td>N/A</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>72%</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Chapters report via the Standards Program for Fraternities and Sororities

Community Service: Chapters report via the Standards Program for Fraternities and Sororities. The Standards Program requires chapter to meet a certain number of service hours per member and host at least one event raising funds for charity. In 2009-10, NC State fraternities and sororities completed a combined 64,000+ hours of service and raised over $135,000 for charity.
### Greek System Academic Performance

<table>
<thead>
<tr>
<th></th>
<th>Members GPA</th>
<th>New Member (not all freshmen)</th>
<th>Campus GPA’s</th>
</tr>
</thead>
<tbody>
<tr>
<td>IFC Organizations</td>
<td>3.0984</td>
<td>2.9382</td>
<td>3.047</td>
</tr>
<tr>
<td>PHC Organizations</td>
<td>3.3322</td>
<td>3.2623</td>
<td>2.89</td>
</tr>
<tr>
<td>NPHC (combined)</td>
<td>2.7599</td>
<td></td>
<td>3.252</td>
</tr>
<tr>
<td>Multi-Cultural Greek Council</td>
<td>2.9021</td>
<td></td>
<td>3.104</td>
</tr>
</tbody>
</table>

### % Participation in Campus Organizations

<table>
<thead>
<tr>
<th></th>
<th>Not Calculated</th>
<th>Total Campus Involvement</th>
</tr>
</thead>
<tbody>
<tr>
<td>IFC Organizations</td>
<td></td>
<td>All Male N/A</td>
</tr>
<tr>
<td>PHC Organizations</td>
<td></td>
<td>All Male First Year N/A</td>
</tr>
<tr>
<td>NPHC Fraternities</td>
<td></td>
<td>All Female N/A</td>
</tr>
<tr>
<td>Greek Alliance</td>
<td></td>
<td>All Female First Year N/A</td>
</tr>
<tr>
<td>Other******</td>
<td></td>
<td>All Campus N/A</td>
</tr>
<tr>
<td>Total</td>
<td>Not Calculated</td>
<td></td>
</tr>
</tbody>
</table>

******Explanation of “Other” needed here.
North Carolina State Question and Answer

Housing

Which groups have houses?

Currently, 26 of 52 organizations have houses, all are either IFC or PHC organizations.

Where are the houses located?

13 houses are located on University property and are owned by the University.
13 houses are located off-campus and are owned either by the organization or are rental properties.

Who owns the houses?

See Question #2

How do you monitor houses?

University-owned houses are managed by the Department of Greek Life. Chapter Resident Advisors (graduate students) live in each house and are employed by Greek Life. Buildings are regularly inspected by staff from Greek Life, University Housing, Facilities Operations, Fire Protection, and Environmental Health and Safety. Campus police patrol the Greek Village housing area.

Privately-owned houses off-campus are managed by their respective organization. The University offers consulting services for issues including fire safety, personal safety, etc. Under a new agreement with the City of Raleigh, NC State University Police are now first responders to all 911 and non-emergency calls to off-campus fraternity and sorority houses.

IFC and PHC Formal Recruitment

(Please note any differences between IFC and PHC)

What is the recruitment schedule (begin/end/duration)?

IFC recruitment begins on the first day of classes and lasts for two weeks. Individual chapters may continue to recruit throughout the year so long as they follow the Department of Greek Life Guidelines for Recruitment.

PHC recruitment begins the week after Labor Day and lasts for one week. It encompasses one full weekend and three weeknights.
Who is eligible for recruitment?
All students are eligible for recruitment.

What are the specific requirements to participate in recruitment?
Students must be enrolled at the University.

What support does the University offer to the IFC & PHC organizations through the Recruitment Process?
The Department of Greek Life provides full-time staff and graduate advisors working directly with IFC and Panhellenic to plan and implement their respective processes.

How do you monitor the formal recruitment process?
The Department of Greek Life has specific University policies governing recruitment that can be found on our website. Chapters must meet with a staff member to review their planned activities, including new member education programs, at least two weeks prior to beginning recruitment.

How many bids were extended? What % of bids were accepted?
IFC has not previously managed the bid process so we have no data to report.
PHC: 80% of women who start the recruitment process match and receive a bid. Of those women, 99% accept their bids.

If you could change anything about the system, what would it be?
Our system works well after many years of improvements. I would like to see our chapter members focus more on the service, leadership, and scholarship aspects of fraternity life and less on social. This would provide a more realistic picture of daily life in our organizations.
IFC and PHC New Member/Pledge Process
(Please note any differences between IFC and PHC)

What is the new member/pledge timeline (begin/end/duration)?

New Member programs must begin and end within the same academic semester and may last no more than 12 weeks.

Who sets the duration of the new member/pledge period?

The Department of Greek Life sets the 12 week limit but all organizations are directed to follow their national policy if that is shorter. Most chapters follow a program shorter than 12 weeks.

What restrictions do you place on the timeline or time commitment of the new member/pledge period?
Are those restrictions set by the university or IFC/PHC executive board?

Greek Life policy prohibits new member activities between 11:00 pm and 9:00 am and during Dead Week.

What if any mandatory education programs exist?

IFC and PHC sponsor mandatory New Member Institutes.

Who monitors the new member/pledge process?

The Department of Greek Life monitors this process.

If you could change anything about the system, what would it be?

Some IFC fraternities continue to engage in activities that detract from the overall student experience. This includes requiring new members to provide personal service for members, serve as designate drivers, and spend too much on irrelevant activities.
North Carolina State Interview

Contact information:

John Mountz - Director of Greek Life
919 513 2910
john_mountz@ncsu.edu

Dr. Tom Stafford - VP of Student Affairs/Vice President
919 515 2446
tom_stafford@ncsu.edu

Dave Holm - IFC Alumni Advisor
919 833-3114
dave.holm@chesirepark.com

Allison Thompson - PHC Alumni Advisor
akross1218@yahoo.com

UNC Participants:
Roger Perry, Board of Trustees
Jim Tatum, Alumni Advisor

NCUS Participants:
Dr. Tom Stafford, VP of Student Affairs
John Mountz, Director of Greek Life

Summary
Under Dr. Stafford’s lead, the office has become very hands on as NC State has had severe fraternity problems with hazing, alcohol, and general behavior. Also, sorority system while not a problem has not been strong. Have worked hard to raise image of sororities and to build a sense of community among the sororities.

Rush Process
IFC presents an annual plan ahead of rush.
Pan Hellenic does likewise.
Have a minimum standards program for fraternities and sororities.
Need more alumni advisors.
Each house has a scholarship chair.
Dr. Stafford would be supportive of going to deferred rush. John Mountz is ambivalent.

Pledge Process
Have made the chapters subject to the honor code as a group as well as individually.
Have closed four (4) fraternities recently for repeated violations.
University Police are first responder to houses off campus.
General Information

Institution  Oregon State University
Address  1500 SW Jefferson Ave.
         Corvallis, Oregon 97331
Main Phone  (541) 737-0123
Relevant Websites  oregonstate.edu

Institution Demographics

Number of Undergraduates  16,673
Geographic Distribution of Undergraduate Students  84.1% Oregon
Greek System Profile

<table>
<thead>
<tr>
<th></th>
<th>No. of Organizations</th>
<th>No. of Members</th>
<th>% of Total Undergraduates</th>
<th>5 Yr. Trend (+ or -)*</th>
</tr>
</thead>
<tbody>
<tr>
<td>IFC Organizations</td>
<td>20</td>
<td>1000</td>
<td>6%</td>
<td>+</td>
</tr>
<tr>
<td>PHC Organizations</td>
<td>10</td>
<td>1000</td>
<td>6%</td>
<td>+</td>
</tr>
<tr>
<td>NPHC Sororities</td>
<td>2</td>
<td>8</td>
<td>&lt; 1%</td>
<td></td>
</tr>
<tr>
<td>NPHC Fraternities</td>
<td>1</td>
<td>3</td>
<td>&lt; 1%</td>
<td>-</td>
</tr>
<tr>
<td>Greek Alliance</td>
<td>7</td>
<td>109</td>
<td>&lt; 1%</td>
<td>+</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>40</td>
<td>2120</td>
<td>12%</td>
<td>+</td>
</tr>
</tbody>
</table>

* (+) is the symbol for increase. (-) is the symbol for decrease.

Greek System Academic Performance

1. We are beta testing a new system and have no academic data for 2009 – 2010
2. How do you measure participation in campus organizations? No way to measure this accurately.
3. How do you measure participation in community service activities? No way to measure this accurately.
Oregon State Question and Answer

IFC and PHC Formal Recruitment

What is the recruitment schedule (begin/end/duration)?

IFC is the summer, first academic week of the fall quarter, and then throughout the year. PHC is the second week of the fall quarter and then informal for those chapters who have room under quota.

Who is eligible for recruitment?

All OSU students

What are the specific requirements to participate in recruitment? For PHC a $35 registration fee and a 2.7 GPA.

For IFC no registration fee, full time student and a 2.5 GPA.

What support does the University offer to the IFC & PHC organizations through the Recruitment Process?

We help with grade verification.

How do you monitor the formal recruitment process?

That is the responsibility of the undergraduate leadership council.

How many bids were extended? What % of bids were accepted?

That is information I would have to research.

If you could change anything about the system, what would it be?

Change the process for extension by NPC.
IFC and PHC New Member/Pledge Process

What is the new member/pledge timeline (begin/end/duration)?

Varies by chapter

Who sets the duration of the new member/pledge period?

The chapter

What restrictions do you place on the timeline or time commitment of the new member/pledge period? Are those restrictions set by the university or IFC/PHC executive board?

We discourage more than one term of pledgeship.

What if any mandatory education programs exist?

There are no mandatory programs from OGL

Who monitors the new member/pledge process?

The various council governing bodies.

If you could change anything about the system, what would it be?
Oregon State Interview

UNC Participants:
Roger Perry, Board of Trustees
Jim Tatum, Alumni Advisor

Oregon State University Participant:
Bob Kerr, Coordinator of Greek Life.

Summary
Not nearly as hands on as Penn State or as tightly controlled.

Rush Process
They have rolling rush all year.
Summer rush events are conducted with parents and new students.
Would like to figure a better way to control what goes on during rush.
Conducts a matriculation program after rush to teach Greek communities history and values at Oregon State.
Feels deferred rush can work as well as non-deferred.

Pledge Process
Almost all problems are with Fraternities and not Sororities.
Moving to a universal hazing policy.
Going to hour limits on pledges at the fraternity houses.
Have banned all forms of personal servitude.
At Oregon State, first quarter students who don’t pledge make better grades than those that do.
Pennsylvania State University

General Information

Institution
Pennsylvania State University

Address
Office of Fraternity and Sorority Life
215 HUB-Robeson Center
University Park, PA 16802

Main Phone
(814) 863-8065

Relevant Websites
greeks.psu.edu

US News Ranking
47th - Tier 1

Institution Demographics

Number of Undergraduates: 35,304
Geographic Distribution of Undergraduate Students: 75% Pennsylvania Residents

Greek System Profile

<table>
<thead>
<tr>
<th>Organization</th>
<th>No. of Organizations</th>
<th>No. of Members</th>
<th>% of Total Undergraduates</th>
<th>5 Yr. Trend (+ or -)*</th>
</tr>
</thead>
<tbody>
<tr>
<td>IFC Organizations</td>
<td>51</td>
<td>2855</td>
<td>8%</td>
<td>+</td>
</tr>
<tr>
<td>PHC Organizations</td>
<td>21</td>
<td>1987</td>
<td>6%</td>
<td>+</td>
</tr>
<tr>
<td>NPHC Sororities</td>
<td>4</td>
<td>45</td>
<td>0%</td>
<td>+</td>
</tr>
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<td>NPHC Fraternities</td>
<td>5</td>
<td>67</td>
<td>0%</td>
<td>+</td>
</tr>
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<td>MGC Sororities</td>
<td>5</td>
<td>72</td>
<td>0%</td>
<td>+</td>
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<tr>
<td>MGC Fraternities</td>
<td>5</td>
<td>66</td>
<td>0%</td>
<td>+</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>91</strong></td>
<td><strong>5,092</strong></td>
<td><strong>14%</strong></td>
<td><strong>+</strong></td>
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* (+) is the symbol for increase. (-) is the symbol for decrease.
Greek System Academic Performance

<table>
<thead>
<tr>
<th>Organization</th>
<th>Members GPA</th>
<th>Freshman GPA</th>
</tr>
</thead>
<tbody>
<tr>
<td>IFC Organizations</td>
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<td>Do not compute</td>
</tr>
<tr>
<td>PHC Organizations</td>
<td>3.36</td>
<td>Do not compute</td>
</tr>
<tr>
<td>NPHC Organizations</td>
<td>2.83</td>
<td>Do not compute</td>
</tr>
<tr>
<td>MGC Organizations</td>
<td>2.96</td>
<td>Do not compute</td>
</tr>
<tr>
<td>Others**</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>3.20</td>
<td></td>
</tr>
</tbody>
</table>

Campus GPAs

<table>
<thead>
<tr>
<th>Gender</th>
<th>GPA</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Male</td>
<td>3.05</td>
</tr>
<tr>
<td>All Male First Year</td>
<td>Do not compute</td>
</tr>
<tr>
<td>All Female</td>
<td>3.27</td>
</tr>
<tr>
<td>All Female First Year</td>
<td>Do not compute</td>
</tr>
<tr>
<td>All Campus</td>
<td>3.15</td>
</tr>
<tr>
<td>% Participation in Campus Organizations</td>
<td>Total Campus Involvement</td>
</tr>
<tr>
<td>----------------------------------------</td>
<td>--------------------------</td>
</tr>
<tr>
<td>IFC Organizations</td>
<td>All Male</td>
</tr>
<tr>
<td>PHC Organizations</td>
<td>All Male First Year</td>
</tr>
<tr>
<td>NPHC Sororities</td>
<td>All Female</td>
</tr>
<tr>
<td>NPHC Fraternities</td>
<td>All Female</td>
</tr>
<tr>
<td>Greek Alliance</td>
<td>All Female First Year</td>
</tr>
<tr>
<td>Other**</td>
<td>All Campus</td>
</tr>
</tbody>
</table>

Total: No Idea

**Explanation of “Other” needed here.**

• How do we measure participation in campus organizations?

We don't.
### % Participation in Community Service

<table>
<thead>
<tr>
<th>Organization</th>
<th>Participation</th>
</tr>
</thead>
<tbody>
<tr>
<td>IFC Organizations</td>
<td>95%</td>
</tr>
<tr>
<td>PHC Organizations</td>
<td>98%</td>
</tr>
<tr>
<td>NPHC Sororities</td>
<td>95%</td>
</tr>
<tr>
<td>NPHC Fraternities</td>
<td>98%</td>
</tr>
<tr>
<td>MGC</td>
<td>93%</td>
</tr>
<tr>
<td>Other***</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>96%</td>
</tr>
</tbody>
</table>

### Total Community Involvement

<table>
<thead>
<tr>
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<th>Involvement</th>
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</thead>
<tbody>
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<tr>
<td>All Male First Year</td>
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<tr>
<td>All Female</td>
<td>No Idea</td>
</tr>
<tr>
<td>All Female First Year</td>
<td>No Idea</td>
</tr>
<tr>
<td>All Campus</td>
<td>No Idea</td>
</tr>
</tbody>
</table>

*How do we measure participation in community service activities?*

All community service is documented by the chapter. The chapter provides us with detailed information on who participates.
Pennsylvania State Question and Answer

Housing

Which groups have houses?
All IFC Fraternities.

Where are the houses located?
All houses are located off campus.

Who owns the houses?
All houses are owned by alumni house corporations.

How do you monitor houses?
We don’t. These houses are on private property. The IFC monitors the activity of all chapter houses.

IFC and PHC Formal Recruitment

What is the recruitment schedule (begin/end/duration)?
Varies per council. We usually begin at the beginning of the semester and recruitment ends within three weeks. Needs clarification

Who is eligible for recruitment?
All students with a cumulative GPA of 2.5 are eligible. First-semester freshmen are eligible during their first semester.

What are the specific requirements to participate in recruitment?
Payment of a registration fee that varies with each council, academic eligibility, full-time student status on the University Park campus.

What support does the University offer to the IFC & PHC organizations through the Recruitment Process?
Nothing other than advising staff.
How do you monitor the formal recruitment process?

We do not. The governing councils monitor their own recruitment programs.

How many bids were extended?

Around 2,500 bids. What % of bids were accepted?

Around 88%

If you could change anything about the system, what would it be?

Nothing at this point. We are very happy with the direction we are going as the governing councils are accepted greater responsibility for created policies that govern the community and in holding the individuals and chapters accountable for their programs.

**IFC and PHC New Member/Pledge Process**

What is the new member/pledge timeline (begin/end/duration)?

No more than 12 weeks or whatever the organization’s national policy dictates.

Who sets the duration of the new member/pledge period?

The national headquarters establishes this guideline for all chapters. The University has set an expectation that the program would be no more than 12 weeks but that each chapter is expected to follow their national policy.

What restrictions do you place on the timeline or time commitment of the new member/pledge period?

Are those restrictions set by the university or IFC/PHC executive board? Each governing council approves each chapter’s new member education program that also includes a detailed explanation of the time commitment.

What if any mandatory education programs exist?

None

Who monitors the new member/pledge process?

Each governing council.

If you could change anything about the system, what would it be?

Nothing.
Pennsylvania State Interview

Contact information:

Dr. Roy W. Baker - Director, Office of Fraternity and Sorority Life
814-863-8065
rwb27@sa.psu.edu

Mr. Damon Sims - Vice President for Student Affairs
814-865-0909
drs37@sa.psu.edu

UNC Participants:
Roger Perry, Board of Trustees
Jim Tatum, Alumni Advisor

Pennsylvania State University Participant:
Dr. Roy Baker, Director, Office of Fraternity and Sorority Life.

Summary
Baker and his office are very hands on and have implemented programs and systems to build trust, support and accountability among Greeks.

Both Dr. Baker and Penn State program were by far the most impressive of the four interviews.

Recruitment
All rushers must attend a recruitment seminar prior to rushing. Fee $25.
Dr. Baker personally meets with all pledge classes.
Sorority Rush – 9 days
Fraternity Rush – 3 weeks
Pledge grads are monitored.
Rush is staggered, i.e. different house rush different nights, so pledges can get full exposure to all houses.

Alumni Involvement
Has greatly increased alumni involvement
Helps the Greeks fundraise.
Holds fundraising training seminars.
Has set up central billing for any house that wants it.
Helps in recruitment training to focus on things that matter.
Holds an annual Greek Alumni weekend.

Pledge Process
- Fraternities constitute almost all the problems. Very few with sororities.
- Alcohol and hazing in fraternities are two biggest issues.
- Pledges are not permitted at fraternity house between 11PM and noon the next day to cut down on servitude.
- Have specific and uniform sanctions for violations. Large monetary fines have been very effective.
- Has worked in deferred rush systems before at Syracuse and Bucknell. Believes either system works.
- Must initiate in six (6) weeks.
Purdue University

General Information

Institution: Purdue University
Address: 250 Schleman Hall
475 Stadium Mall Dr.
West Lafayette, IN 47907
Main Phone: (765) 494-1232
Relevant Websites: purduegreeks.com
US News Ranking: 56th

Institution Demographics

Number of Undergraduates: 28,338
Geographic Distribution of Undergraduate Students:
70% Indiana Residents
86% Great Lakes Region

Greek System Profile

<table>
<thead>
<tr>
<th>No. of Organizations</th>
<th>No. of Members</th>
<th>% of Total Undergraduates</th>
<th>5 Yr. Trend (+ or -)*</th>
</tr>
</thead>
<tbody>
<tr>
<td>IFC Organizations</td>
<td>40</td>
<td>2941</td>
<td>+6% for 9/2010</td>
</tr>
<tr>
<td>PHC Organizations</td>
<td>21</td>
<td>2029</td>
<td>+6% for 9/2010</td>
</tr>
<tr>
<td>NPHC Sororities</td>
<td>4</td>
<td>31</td>
<td>+23% for 9/2010</td>
</tr>
<tr>
<td>NPHC Fraternities</td>
<td>5</td>
<td>16</td>
<td></td>
</tr>
<tr>
<td>MGC</td>
<td>11</td>
<td>66</td>
<td>+31% for 9/2010</td>
</tr>
<tr>
<td>Total</td>
<td>81</td>
<td>5083</td>
<td>18%</td>
</tr>
</tbody>
</table>

* (+) is the symbol for increase. (-) is the symbol for decrease.
### Greek System Academic Performance

<table>
<thead>
<tr>
<th>Organization</th>
<th>Members GPA</th>
<th>Freshman GPA</th>
</tr>
</thead>
<tbody>
<tr>
<td>IFC Organizations</td>
<td>2.75</td>
<td></td>
</tr>
<tr>
<td>PHC Organizations</td>
<td>3.10</td>
<td></td>
</tr>
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<td>NPHC Organizations</td>
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### Campus GPAs

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<td>All Campus</td>
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</table>
Purdue Question and Answer

How do you measure participation in campus organizations?

We do not, too big, not enough resources.

How do you measure participation in community service activities?

We do not, too big, not enough resources.

Housing

Which groups have houses?

16 PHC Chapter Houses, 37 IFC Chapter Houses

Where are the houses located?

Throughout campus

Who owns the houses?

House Corporations

How do you monitor houses?

PUFD coordinates fire inspections, Environment Management coordinates kitchen inspections

IFC and PHC Formal Recruitment

(Please note any differences between IFC and PHC)

What is the recruitment schedule (begin/end/duration)?

IFC – First 4 to 6 six weeks of the semester
Panhellenic – First two weekends of the semester

Who is eligible for recruitment?

Any student

What are the specific requirements to participate in recruitment?

Panhellenic: registration/$50 fee  IFC: None

What support does the University offer to the IFC & PHC organizations through the Recruitment Process?
Administrative

How do you monitor the formal recruitment process?

Self-governed by Council

How many bids were extended?

Panhellenic Formal: 582

What % of bids were accepted?

Not tracked

If you could change anything about the system, what would it be?

We refer to our Panhellenic Recruitment as the “northernmost southern sorority recruitment”…so very frills heavy. I would move it to fall break. (mid-October)

IFC and PHC New Member/Pledge Process

What is the new member/pledge timeline (begin/end/duration)?

Between 4 to 16 weeks

Who sets the duration of the new member/pledge period?

Individual chapters in consultation with Inter/National Offices

What restrictions do you place on the timeline or time commitment of the new member/pledge period? Are those restrictions set by the university or IFC/PHC executive board?

None

What if any mandatory education programs exist?

New Member Orientation: covers alcohol, hazing, sexual assault

Who monitors the new member/pledge process?

Joint Effort: Council/Staff

If you could change anything about the system, what would it be?

Many fraternities and one sorority (Chi Omega) wait until they return in January to initiate, they use “grade checks” as the excuse. PLEASE NOTE: we had a 99.4% retention rate from those pledging Fall Semester returning for Spring.
Purdue Interview

Our Board of Trustees would like to talk directly with your key policy makers. Who would be the best people to provide insight into issues facing your Fraternity and Sorority Community and who would be willing to discuss changes you have made or considered in the last few years?

Contact Information
Tony Hawkins - Dean of Students
(765) 494-5776
lthawkins@purdue.edu

Vacant - VP of Student Affairs/Vice President

Interview Date: August 27, 2010

UNC Participant:
Eddie Smith, Board of Trustees

Purdue University Participants:
Tony Hawkins, Dean of Students
Kyle Pendleton, Director of Greek Community
(Kyle has been involved in Greek life for a number of years on various campuses and came from a campus that had spring rush)

IFC and PHC Recruitment

Your report indicates that your IFC rush is the first 4-6 weeks of the semester and your PHC is the first 2 weeks of the semester. Is this for both semesters?

Primary rush is in the fall but we also have spring rush. Prefer fall rush and are happy with the system.

The PHC used to have deferred rush but changed to the present system 5 years ago. The Dean stated they were given one year’s notice to make the switch. Some alumni voiced concern over switching to fall rush because grades were not available but the college is pleased with the current system and grade checks can be done.

Kyle stated that he came from a campus that had deferred rush and he saw more problems with a deferred rush than any other. They continue recruiting through the entire fall and wait to pledge the first week of the second semester. Basically the entire fall semester was consumed with underground rush. He also stated that from his experience deferred rush is harder on the women because the pressure is even greater; they feel they are being watched under a microscope for an entire semester.

New Member Process

The new member process seems to be pretty uniform across the country in that the universities are not dictating how many weeks are involved with the process; it seems to be left to chapters and their national guidelines. Do you have any thoughts on the new member process or time period?

6-8 weeks is normal, but it varies from organization to organization. We leave it up to the national organizations to determine the length of the pledge process. Believe that you should initiate your people in the same semester you pledge them.
# University of Alabama

## General Information

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<td>Address</td>
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</tr>
<tr>
<td></td>
<td>P.O. Box 870298</td>
</tr>
<tr>
<td></td>
<td>Tuscaloosa, AL 35487</td>
</tr>
<tr>
<td>Main Phone</td>
<td>(205) 348-2693</td>
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<td>Relevant Websites</td>
<td>greeklife.ua.edu</td>
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## Institution Demographics

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<td>28% Out of State Residents</td>
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### Greek System Profile

<table>
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<tr>
<th></th>
<th>No. of Organizations</th>
<th>No. of Members</th>
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<th>5 Yr. Trend (+ or -)*</th>
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<tr>
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* (+) is the symbol for increase. (-) is the symbol for decrease.

**Other: United Greek Council (UGC)**
Alabama Question and Answer

How do you measure participation in campus organizations?

Greek Excellence Assessment

How do you measure participation in community service activities?

Greek Excellence Assessment

Housing

Which groups have houses?

24 IFC, 15 PHC, and 3 NPHC organizations have houses on campus.

Where are the houses located?

Jefferson Ave, Colonial Dr, Magnolia Dr, and University Blvd. All Greek housing is considered “on-campus” housing.

Who owns the houses?

The land is leased to the chapters, and the equity interest in the houses is owned by the House Corporations. Each chapter has a lease and/or loan agreement on file with the University. Six of our houses are University-owned and operated “small group houses.”

How do you monitor houses?

They are staffed with house directors (some of which are University employees through an optional program made available to the chapters) if the organizations choose. Chapter houses on campus are subject to all university policies and regulations.

IFC and PHC Formal Recruitment

What is the recruitment schedule (begin/end/duration)?

PHC has a formal recruitment in August during the week prior to the beginning of classes. IFC conducts informal recruitment throughout the year, and there is no formal recruitment period or restrictions placed on when a student can join an IFC fraternity. NOTE – recruitment begins in high school and is very active over the summer before matriculation (added by AG).

Who is eligible for recruitment?

All full-time students are eligible to participate in both PHC recruitment, and the informal process of IFC recruitment.

What are the specific requirements to participate in recruitment?
What support does the University offer to the IFC & PHC organizations through the Recruitment Process? The Office of Greek Affairs provides direct oversight to the PHC recruitment process and closely advises the PHC recruitment staff. The Office of Greek Affairs monitors policies related to IFC recruitment.

How do you monitor the formal recruitment process?
Through direct and indirect oversight of the recruitment process.

How many bids were extended?
PHC – 1208; IFC – 825

If you could change anything about the system, what would it be?

IFC and PHC New Member/Pledge Process

What is the new member/pledge timeline (begin/end/duration)?
PHC chapters vary from a 6-week to 10-week process; Chi Omega is the only chapter that initiates after the Fall grades are released. All IFC organizations must follow the 8-week pledge process unless their national organization sends a letter to the Office of Greek Affairs stating that they would like to wait until grades are released to initiate. Their new member process still ends after the 8-week period.

Who sets the duration of the new member/pledge period?
PHC – National Organizations; IFC – Office of Greek Affairs

What restrictions do you place on the timeline or time commitment of the new member/pledge period?
Are those restrictions set by the university or IFC/PHC executive board?

Please see #1

What if any mandatory education programs exist?
Our new members participate in a program known as “Tuesday’s at 6.” This is an educational program where speakers come to speak with our new members about hazing, alcohol safety, and other related topics. We also ask that each organization send two representatives to our annual New Member Institute held every Fall semester.

Who monitors the new member/pledge process?
The Office of Greek Affairs has a New Member Educator Mentoring program made up of university employees that help organizations assigned to the NME through his training period.
Alabama Interview

Contact information:
Dr. Tim Hebson - Dean of Students
205.348.3326
thebson@sa.ua.edu

Dr. Mark Nelson - VP of Student Affairs/Vice President
205.348.4893
mnelson@ua.edu

Fred Clay - IFC Alumni Advisor
205.822.3990
fhclay@claygreene.com

Emily Jamison - PHC Alumni Advisor
205.348.1723
ejamison@advance.ua.edu

Gentry McCreary - Director of Greek Affairs
205.348.2693
gmccreary@sa.ua.edu

UNC Participants:
Roger Perry, Board of Trustees
Jim Tatum, Alumni Advisor

University of Alabama Participant:
Dr. Tim Hebson, Dean of Students

Summary
Fair to say that fraternity and sorority life play a huge role at Alabama as one might suspect.
Drug testing required when there have been problems.
Security is provided at parties.

Rush Process
Bids are often extended at high school graduations and all summer prior to enrollment.
Seminars on rush actually conducted for high school seniors.
Dr. Hebson see positives in deferred rush.

Pledge Process
Eight (8) weeks limit on pledge training.
Pledges can only be at the houses 10 am – 6PM.
General Information

Institution | University of California, Berkely
Address | 102 Sproul Hall
| MC 2430
| Berkeley, CA 94720-2430
Main Phone | (510) 642-5171
Relevant Websites | greeks.berkeley.edu
| Calgreeks.com
US News Ranking | 21st

Institution Demographics

Number of Undergraduates | 25,530
Geographic Distribution of Undergraduate Students | 93% California Residents
# Greek System Profile

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<th></th>
<th>No. of Organizations</th>
<th>No. of Members</th>
<th>% of Total Undergraduates</th>
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* (+) is the symbol for increase. (-) is the symbol for decrease.
### Greek System Academic Performance

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**Total**

### Campus GPAs

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<td>All Campus</td>
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</tr>
<tr>
<td>All Greek</td>
<td>3.24</td>
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</table>
How do you measure participation in campus organizations?
We don't

How do you measure participation in community service activities?
We have a student staff member (historically a collaborative partnership with the University’s Cal Corps Public Service Center and their Americorps students) who serves as the liaison between Cal Corps and service opportunities and the chapters and governing councils and acts as an advisor to chapters and governing councils on their service and philanthropy activities.
In addition to facilitating monthly trainings and roundtable discussions for all chapter service chairs, this staff member encourages chapters to self report service hours and philanthropy dollars and then compiles an annual report. The University then converts the service hours (at the Bay Area philanthropic rate of $20 per hour) into economic impact (2009-2010: $552,000)

Housing
1. Which groups have houses?
All 12 Panhellenic chapters are houses; 30 IFC chapters are housed; 0 NPHC; 2 Multi-Cultural chapters (70% of chapters)
2. Where are the houses located?
Houses are located in the local community south of campus
3. Who owns the houses?
All facilities are owned by alumni house corporations or rented from local landlords. The University does not own any fraternity/sorority housing.
4. How do you monitor houses?
The University does not undertake any monitoring of any private facilities. That said, we work closely with the City of Berkeley, Berkeley Police and Fire Departments, elected councilmember for the area, and local neighborhood associations to educate students on collaborative living with long-term residents. F&S Life staff serve on the Chancellor’s Advisory Council on Student-Neighbor Relations, facilitate a monthly gathering between IFC and PHC council executives and leaders of the two neighborhood associations, and have a graduate student who serves as the frontline liaison for Southside Community Relations, Safety, and Livability (funded by a grant from the Chancellor).

IFC and PHC Formal Recruitment (please note any differences between IFC and PHC)

1. What is the recruitment schedule (begin/end/duration)?
Main recruitment for IFC and PHC is fall semester. Both begin after housing move in but before classes start. PHC recruitment is 6 days long and Bid Day for fall 2010 is Thursday, 9/2. IFC rush is a week and Bid Day for fall is Friday, 9/3. Both councils do ongoing recruitment and IFC hosts a more informal spring rush.

2. Who is eligible for recruitment?
All students are eligible for recruitment at all times. The University of California has a spring admit program whereby these individuals are allowed to take classes the prior fall and these people are also allowed to participate in fall recruitment

3. What are the specific requirements to participate in recruitment?
Each governing council and member chapter determines specific requirements. The University merely requires all student organizations follow our non-discrimination policy

4. What support does the University offer to the IFC & PHC organizations through the Recruitment Process?
University is very hands on with PHC Fall Formal Recruitment providing intimate advising, booking meeting space, office space, computer resources. IFC receives advising and guidance.
5. How do you monitor the formal recruitment process? University staff supervise the entire PHC bid process. There is no oversight of IFC recruitment.

6. How many bids were extended? What % of bids were accepted?

7. If you could change anything about the system, what would it be? Make the IFC process more structured: Have a rush kick off; have a calendar of chapter rush events; have a Bid Day whereby new members ‘sign off’ with the University (as opposed to us finding out weeks later)

IFC and PHC New Member/Pledge Process (please note any differences between IFC and PHC)
1. What is the new member/pledge timeline (begin/end/duration)? No set timeline

2. Who sets the duration of the new member/pledge period? No set duration

3. What restrictions do you place on the timeline or time commitment of the new member/pledge period? Are those restrictions set by the university or IFC/PHC executive board? None

4. What if any mandatory education programs exist? None

Who monitors the new member/pledge process? No one

5. If you could change anything about the system, what would it be? Our recently developed 2020 10-year Strategic Plan has the following recommendations:

16. Fraternity & Sorority Life staff, in collaboration with the Governing Council officers, will educate and provide resources to new member educators/intake coordinators during a required training session each semester.
   a. Topics could include how to conduct new member programs at the highest level and how to develop learning outcomes for new members such as: As a result of being an active member of a Greek organization, then individuals learn time management or learn leadership skills. Spring 2012 – SAFETY; GROWTH;

18. Fraternity and sorority members will respect human dignity.
   a. All chapters will educate their members using the highest standards of conduct and will treat all individuals with dignity.
   b. Chapter officers (president and new member educator/intake coordinator, for example) with knowledge of hazing will be held personally accountable under the University Student Code of Conduct for any hazing activities, in addition to those who perpetrate the behavior, after an appropriate investigation by the University Conduct staff.
   c. A hazing hotline should be explored for use in the University-wide community as a prevention tool and as a way to deal with hazing issues before they become serious. Spring 2012 – SAFETY; GOVERNANCE/ACCOUNTABILITY; LEADERSHIP;

19. In order to educate potential new members on the process, expectations, and opportunities for membership, officers from each Governing Council will develop a recruitment/intake process that is values-based and that involves a basic registration process and an opening day orientation. Spring 2012 – VALUES;

20. To allow new members to focus on academics and consistent with the North-American Interfraternity Conference (NIC) 12 week policy, all new members must be fully initiated during the semester of joining and no less than one week prior to
the final day of instruction. The few groups with inter/national GPA requirements for initiation will be accommodated. Fall 2012 – VALUES

**Berkeley Interview**

Our Board of Trustees would like to talk directly with your key policy makers. Who would be the best people to provide insight into issues facing your Fraternity and Sorority Community and who would be willing to discuss changes you have made or considered in the last few years? Please provide us with the following contact information:

Contact Information
Jonathan Poullard - Dean of Students
510 642-6770
poullard@berkeley.edu

Harry Le Grande - VP of Student Affairs/Vice President
510 642-6727
vcsa@berkeley.edu

Dr. Grahaeme Hesp - Director of Fraternity & Sorority Life
510-642-1448
ghesp@berkeley.edu

*Interview Date: August 18, 2010*

**UNC Participants:**
*Alston Gardner, Board of Trustees*
*Randy Myer, Alumni Advisor*
*Heather Ford, Alumni Advisor*

**Cal Berkeley Participant:**
*Dr. Grahaeme Hesp - Director of Fraternity & Sorority Life*

**Background information:**
Grahaeme worked at Davidson and Elon prior to UC Berkeley.
Arrived at UCB – 2006.
IFC President told him that we are autonomous. For first 18 months, lots of back and forth.
Legally, separate, but very close. Just like any other organization.
Unlike private schools, nothing we can do to them (14th Amendment).
We have developed a collaboration and partnership, but we have done it taking it very slow.
**IFC RECRUITMENT**

How do you monitor the formal recruitment process?

Not much process in 2006. Trying to get them to change from rushing to recruiting. Doing informational kick-off this year to address those who know little or nothing about frats. Everything else is up to the chapters. IFC is more proactive. Rush (one week-dry) vs. recruitment (all year – with alcohol). No sign up, no information sharing.

What changes have you made to the formal recruitment process in the last five years?

Not much process in 2006. Trying to get them to change from rushing to recruiting. Doing informational kick-off this year to address those who know little or nothing about frats. Everything else is up to the chapters. IFC is more proactive. Rush (one week-dry) vs. recruitment (all year – with alcohol). No sign up, no information sharing. No bid day.

Many of the old-line organizations are lazy. Not doing recruitment. Increasingly, more recruiting. New chapters and saavy chapters are recruiting.

2x join in fall than in spring. can happen any time. it’s really up to the chapters.

Why did you make the changes? What drove the desire for change? What were you trying to accomplish?

Try to open up to communities that aren’t used to Greek life and raise standards. Brought many new chapters or brought some back. One per semester. Working with national directors to close bad chapters. Have taken recognition. Some unrecognized chapters. Four years before they are gone unless two years with collaboration of national chairman.

Did you accomplish what you wanted to accomplish?

It’s a work in progress. Trying to take a very activist approach with recognition by raising standards - Darwinist – survival of the fittest.

What was the overall impact?

It’s fuzzy.

Fall 2008 – 37, 1125
Spring – 34 chapters, 1250 members, avg – 37
Expansion doesn’t hurt. Keeps new blood flowing.

If you had to do it over again, what would you do differently?

Working with alumni groups? Need more alumni to get involved, but it’s not part of the Berkeley culture.

We are considering deferring fraternity recruitment to the spring. Do you have any thoughts or advice?

It can work either way. Timing is not the issue.
SORORITY RECRUITMENT

How is sorority recruitment different from fraternity recruitment?

Fall formal recruitment in the first two weeks of the year. Not allowed once they hit quota. Some continue in the fall and do a semi-structured process in the spring.

Graham likes the structure, but is frustrated with the equality of the system. Would like to see good chapters have more members and bad chapters fewer members.

Women’s alumni groups are better, but not much. Unlike the south and Midwest. House corporations are more hands-on, but virtually. A local company manages the property of 15 houses.

IFC Fraternity Alumni council – Graham doesn’t know what they do, other than cause problems. Fighting Graham on hazing, building codes,

What changes have you made to the sorority recruitment process in the last five years?

Use the national PHC system.

Made some big changes – changes in the academic calendar/football schedule have affected the recruitment schedule

Philosophy - limit rules/regulations. Get them to buy into values

We are considering deferring sorority recruitment to the spring. Do you have any thoughts or advice?

The research is not definitive. Some say positive. Others negative.

My personal opinion is that I don’t believe it is legal to prevent someone from joining an organization. You run the risk of having them just disconnect from the University which is worse. I would be very careful about a “wash your hands strategy.” Not as easy it sounds. We had an unrecognized chapter who held a cowboys and indians party during the week of the University sponsored Native American organizations’ Pow Wow. Even thought the fraternity was not recognized, everyone came to us and we still had to handle it. Several executives had to spend the day. Problem doesn’t go away by letting fraternizes go out on their own. The public and the University community will still hold you accountable.

What are your thoughts on the impact of Greek organizations on assimilation into college life?

Membership helps loneliness issue. When done right, membership in a Greek organization is the most powerful developmental opportunity on campus. When done wrong, it is the most dangerous development opportunity on campus.
NEW MEMBER PROCESS

Options: mandate/oversee chapter education or get them to do it themselves.
We created a four year leadership continuum: new member camp, emerging leader, office program
We focus on getting the words right to help change culture. = “system vs. community” and “values vs. rules”
IFC/PHC – two educational events per semester. driven through the council officers who generally see the big picture.
Use a risk management programs - Response Ability Program (Mike Dilbeck, Chicago) is a good bystander component.

Do you have any other comments?

There are huge barriers to change: ingrained culture and constantly changing undergraduates.

We concluded we had to work with the leadership of the Greek organizations and their alumni to develop a vision of where we wanted the Greek community to be in ten years. We helped facilitate the process, but it’s being led by alumni. Moving rush is not even on their radar screen..

Moving rush will not affect cultural change. Don’t look for a quick fix. Develop a 5 or 10 year plan. Real change is slow.

Bottom-line: It’s complex and needs to be at the Trustee level. Determine the level of relationship and oversight you want and can afford.
# University of California Los Angeles

## General Information

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<tr>
<th>Institution</th>
<th>University of California, Los Angeles</th>
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<tbody>
<tr>
<td>Address</td>
<td>308 Westwood Plaza</td>
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<td></td>
<td>Los Angeles, CA 90095</td>
</tr>
<tr>
<td>Main Phone</td>
<td>(310) 825-4321</td>
</tr>
<tr>
<td>Relevant Websites</td>
<td>greeklife.ucla.edu</td>
</tr>
<tr>
<td></td>
<td>bruinfraternities.com</td>
</tr>
<tr>
<td></td>
<td>npcbruins.com</td>
</tr>
<tr>
<td></td>
<td>bruinlgc.com</td>
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<tr>
<td></td>
<td>bruininlgc.com</td>
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<tr>
<td></td>
<td>bruinagc.com</td>
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<td>bruinnphc.com</td>
</tr>
<tr>
<td></td>
<td>bruingamma.com</td>
</tr>
<tr>
<td></td>
<td>greekweekatucla.com</td>
</tr>
<tr>
<td>US News Ranking</td>
<td>24&lt;sup&gt;th&lt;/sup&gt;</td>
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## Institution Demographics

<table>
<thead>
<tr>
<th>No. Undergraduates</th>
<th>26,687</th>
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<tr>
<td>Geographic Distribution of Undergraduate Students</td>
<td>94% California Residents</td>
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<tr>
<td></td>
<td>4% Out of State Residents</td>
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<tr>
<td></td>
<td>3% International</td>
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</table>
### Greek System Profile

<table>
<thead>
<tr>
<th>No. of Organizations</th>
<th>No. of Members</th>
<th>% of Total Undergraduates</th>
<th>5 Yr. Trend (+ or -)*</th>
</tr>
</thead>
<tbody>
<tr>
<td>IFC Organizations</td>
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<td>NPHC Fraternities</td>
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<td>Latino</td>
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<td>.01%</td>
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<td>Asian</td>
<td>4</td>
<td>211</td>
<td>.01%</td>
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<tr>
<td><strong>Total</strong></td>
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<td><strong>3417</strong></td>
<td><strong>12.8%</strong></td>
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* (+) is the symbol for increase. (-) is the symbol for decrease.
## Greek System Academic Performance

<table>
<thead>
<tr>
<th>Organization</th>
<th>Members GPA</th>
<th>Freshman GPA</th>
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<tbody>
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<td>NPHC Fraternities</td>
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<tr>
<td><strong>Total</strong></td>
<td></td>
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</table>

## Campus GPAs

<table>
<thead>
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<th>GPA</th>
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<td>All Female</td>
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<tr>
<td>All Campus</td>
<td>3.240</td>
</tr>
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</table>
How do you measure participation in campus organizations?

Don’t measure

How do you measure participation in community service activities?

Data is collected through our Standards of Excellence Program. At least 80% of Greeks participate in community service.

Housing

Groups have houses?

IFC and Panhellenic

Where are the houses located?

Adjacent to campus

Who owns the houses?

HCBs

How do you monitor houses?

Panhellenic chapters have House Directors. Some IFC chapters have Graduate Assistants.
IFC and PHC Formal Recruitment

What is the recruitment schedule (begin/end/duration)?

September 22-26

Who is eligible for recruitment?

Full time students above a 2.0 and are not on academic probation.

What are the specific requirements to participate in recruitment?

Orientation, registration, and fees

What support does the University offer to the IFC & PHC organizations through the Recruitment Process?

Full time advisors. 1 for IFC and 1 for Panhellenic

How do you monitor the formal recruitment process?

IFC: IFC officers Panhellenic: Panhellenic Officers and the Recruitment Counselors. Both have GAMMA patrol and monitor events.

How many bids were extended? What % of bids were accepted? IFC? Panhellenic?

If you could change anything about the system, what would it be?

No answer
IFC and PHC New Member/Pledge Process

What is the new member/pledge timeline (begin/end/duration)?
All finish during the 1st quarter.

Who sets the duration of the new member/pledge period?
Individual organizations

What restrictions do you place on the timeline or time commitment of the new member/pledge period? Are those restrictions set by the university or IFC/PHC executive board?
None

What if any mandatory education programs exist?
None

Who monitors the new member/pledge process?
Individual chapters

If you could change anything about the system, what would it be?
More education
UCLA Interview

Contact information:
Berky Nelson - Dean of Students
310-825-5969
bnelson@saonet.ucla.edu

Bob Naples - VP of Student Affairs/Vice President
310-825-3894
rnaples@saonet.ucla.edu

Mande Adams - IFC Advisor
310-206-1549
madams@saonet.ucla.edu

Troy R. Bartels
Panhellenic Advisor
310-2061521
tbartels@saonet.ucla.edu

Interview Date: September 2, 2010

UNC Participants:
Eddie Smith, Board of Trustees
Beth Collawn, Alum Advisor
Bob Lewis, Alum Advisor

UCLA Participants:
Berky Nelson, Dean of Students
Ramzi Dudum, IFC President

IFC/PHC Recruitment

Our primary focus is on the recruitment period as we’re giving some thought to changing ours from the fall to the spring; could you elaborate on your recruitment?

We have recruitment for men and women in the fall just before school begins and then again in the spring, the first week of spring quarter. For students who aren’t sure in the fall, they can do it in the spring. For the women, the spring recruitment is not as formal as the fall; they use this time to recruit up to number. All fraternities participate in spring recruitment.

Some fraternities also participate in a winter rush; it is typically the smaller houses who participate in winter rush to bring their numbers up.

You’re open to bid throughout the year, don’t actually start the pledging process until you have the full class. For fraternities, they typically will get a big class in the fall, say 30 guys, and then they will get a smaller class in the spring, about 15 guys. Not many people do the open bidding, smaller houses might do it. They will start the formal pledging process in the spring once they have the spring class.
**The culture is fall and spring, but if you need members there is nothing that prevents you from going out and getting members.**

**How long have you been doing it this way? Are you happy with the way things are working?**

Have had this system for at least 30 years and are happy with the process. Dean Nelson stated that he began overseeing the Greek community in the 90’s and one of the things that was problematic for him was that the sororities would paint the names of their houses on the street which has since stopped.

**How integrated is your Greek system into the rest of campus?**

In the 1980’s there was a definite line between Greeks and non-Greeks on campus. Student government was extremely anti Greek; when they voted to give funds they would not contribute to the Greeks at all. This was a time when the Greek community was on the periphery of the larger community; all houses located off campus. Today, Greeks are involved in all organizations; you cannot distinguish Greek from non-Greek. It is a very inclusive environment. The key to this is the fact that the advisors worked hard to get the Greeks involved in positive behavior activities, community service, etc., which has helped their reputation.

As an example, UCLA has Bruin Bash which is the Sunday before classes begin. Used to have Black Sunday and fraternity row would have open parties which was a very negative event. Now the university has contributed money and Bruin Bash is part of a weeklong event for all students. Greeks are part of the planning process for events during the week to include concerts, dances, etc. Black Sunday no longer exists and the Bruin Bash is a very cohesive student body event. The Greeks have been instrumental in getting this event going.

**Was this reintegration of the groups instituted by heavy participation of the alumni advisors to the IFC chapters?**

No, when Black Sunday occurred every fall, the police chief had me walk with him to witness what was going on, and once I witnessed the events, I campaigned the rest of the university for funds to get away from that kind of activity. Alumni were not involved but the student leaders in the Greek community were involved and they agreed to put a moratorium on Black Sunday for 2-3 years and it has now gone away. Credit goes to fraternity leaders who worked with the university to come up with something that was better and safer.

**You stated fall rush is Sept 22-26, but then you said it’s before school starts?**

Most students move in the Thursday or Friday (9/16-17) before school starts, and then we have what’s called Zero Week. The Bruin Bash is held on that first Sunday. On Monday we have the Enormous Activities Fair where all student groups are represented. Fraternities and sororities are present and they pass out their literature, then recruitment starts on Wednesday, and Sunday is when bid signing takes place. Classes start on the 29th.

**New Member Process**

We’re finding that the new member process is left to the Greek organizations to determine the length of this process. UNC has an 8 week period for fraternities and sororities. Is this what you have?

Most national organizations have limits on pledging or how long the process can last. For example, Sigma Nu’s limit is 12 weeks. Most pledging is just one quarter length. You get initiated by the time finals happen and on rare occasions it would occur the first week you get back. For sororities, it is completed by the 8th or 9th week in a 10 week period.

**Would you want to change this?**
It's not broken so why fix it. All the fraternities have their processes in place and they work.

**Miscellaneous (UCLA asked the following questions):**

Dean Nelson asked what UNC’s experiences with binge drinking are. It is a nationwide problem and we’re curious what if anything you’re doing to deal with this?

Eddie stated that there’s nothing going on at this time, but UNC has had incidences in the past. It has waxed and waned. When an incident occurs, we will study the situation and the Greek community, will come up with new processes, and always go back to much more involvement by the alumni advisors; they get more actively involved with their chapters and they become a helpful and controlling agent to help improve the behavior of these Greek organizations. All recommendations reenergize our alumni adult involvement.

Bob stated that, in his opinion, binge drinking became a big problem when the drinking age went from 18 to 21. Advisors spend a lot of time trying to teach members responsible behavior in certain situations and this has helped some. Advisors from an alumni standpoint are trying to develop education that they can share with the undergraduate chapters.

Dean has always been concerned with sorority women who tend to go to the fraternities that have bad behaviors going on; how does UNC handle this to help the sorority women stay clear of this?

Beth stated that they let the women know they are accountable and that they represent all prior women in the chapter. Talk to the older girls and let them know they are responsible for the younger women in the house. It helps to have the older girls counsel the younger girls. In the past ten years we have noticed a difference in the women, the young women have worked very hard to get into UNC, and they aren’t willing to do anything to risk their futures. When they get into a sorority now, it’s not about a party. The mission of the sororities has changed; the mission has gone back to what it was in the late 1800’s which is a mission of leadership, friendship, academic, community service and responsible social behavior. Educate the members and explain that they have left high school and they are starting your resume once they enter college.

**Does UNC keep their houses open during the summer? Do you have summer school where people from all over the country come to UNC?**

For the woman, some houses are open; some are not. Some houses take this time to do renovations to their houses.

For the men, the majority of the houses are closed. Bob prefers to keep them open and offer this as a benefit to guys who are working in the area or going to summer school. Also, vandalism is less likely to occur if the kids there. If they have capital improvement projects going on they work around the kids.
University of Florida

General Information

Institution: University of Florida
Address: 310 J. Wayne Reitz Union
           P.O. Box 118505
           Gainseville, FL 32611-8505
Main Phone: (352) 392-1671
Relevant Websites: greeks.ufl.edu
US News Ranking: 47th

Institution Demographics

Number of Undergraduates: 34,094
Geographic Distribution of Undergraduate Students: 96% Florida Residents

Greek System Profile

<table>
<thead>
<tr>
<th></th>
<th>No. of Organizations</th>
<th>No. of Members</th>
<th>% of Total Undergraduates</th>
<th>5 Yr. Trend (+ or -)*</th>
</tr>
</thead>
<tbody>
<tr>
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<td>NPHC Fraternities</td>
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<td>61</td>
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<td>Multi-Cultural</td>
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<td>207</td>
<td>.6%</td>
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<td><strong>Total</strong></td>
<td><strong>63</strong></td>
<td><strong>4210</strong></td>
<td><strong>12.3%</strong></td>
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* (+) is the symbol for increase. (-) is the symbol for decrease.
### Greek System Academic Performance

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<thead>
<tr>
<th>Organization</th>
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**Other: Information need.**

### Campus GPAs

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<tr>
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<tr>
<td>All Female</td>
<td>3.40</td>
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<tr>
<td>All Female First Year</td>
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<tr>
<td>All Campus</td>
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</tr>
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</table>

**Note:**
- All Male and All Male First Year GPAs are not provided.
- All Female First Year GPA is not provided.

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89
Florida Question and Answer

How do you measure participation in campus organizations?

N/A

How do you measure participation in community service activities?

We currently only record the minimum standards of service and philanthropy. We are working on a better tracking system for hours.

Housing

Which groups have houses?

Most IFC and all PHC

Where are the houses located?

All PHC on campus, some IFC off campus (all others on campus).

Who owns the houses?

The fraternity and sorority House Corporations

How do you monitor houses?

Members in chapter houses, on campus or off, must follow UF Student Conduct Code and Florida Greek policies (i.e. event guidelines, etc.). We have a permitting system that chapters must follow for all events on chapter property or in house. The university Fire Inspector inspects our chapter houses each semester.

IFC and PHC Formal Recruitment

What is the recruitment schedule (begin/end/duration)?

IFC will hold a formal recruitment at the beginning of each semester. It lasts for one week usually two or three weeks into the semester.

PHC holds their formal recruitment the week prior to classes beginning for the fall. Recruitment lasts for 7 days. They have an informal recruitment in the spring for those chapters wishing to participate.


Who is eligible for recruitment?

All UF students.
What are the specific requirements to participate in recruitment?

No requirements for IFC. Students must register for PHC with a $90 fee.

What support does the University offer to the IFC & PHC organizations through the Recruitment Process?

We advise each process and help to carry out the activities of each process. We are physically present through all of PHC Recruitment and most of IFC Recruitment. We offer little monetary support.

How do you monitor the formal recruitment process?

PHC Recruitment takes care of itself, although we are present for every aspect. IFC is the same.

How many bids were extended? What % of bids were accepted?

PHC matched 817 women in fall 2009. In spring 2010, IFC extended 415 bids and 263 were accepted.

If you could change anything about the system, what would it be?

Better tracking system for the statistics of IFC recruitment.

**IFC and PHC New Member/Pledge Process**

What is the new member/pledge timeline (begin/end/duration)?

It is different for all councils depending on their recruitment dates. We set the window (beginning and end) of new member education. No more than 10 weeks; it must be completed by two weeks prior to last day of classes.

Who sets the duration of the new member/pledge period?

Sorority & Fraternity Affairs does.

What restrictions do you place on the timeline or time commitment of the new member/pledge period? Are those restrictions set by the university or IFC/PHC executive board?

See number 1.

What if any mandatory education programs exist?

All chapters must have their new members attend an educational program (whether provided by chapter or by the council) with 75% of class in attendance.

Who monitors the new member/pledge process?

Councils along with Sorority & Fraternity Affairs.

If you could change anything about the system, what would it be?
Florida Interview

Our Board of Trustees would like to talk directly with your key policy makers. Who would be the best people to provide insight into issues facing your Fraternity and Sorority Community and who would be willing to discuss changes you have made or considered in the last few years? I have only been here for two years, but I would be the best person to talk to regarding the Greek Community. Most folks will just direct you back to me anyway. Please provide us with the following contact information:

Contact Information

Jen Day Shaw - Dean of Students
352-392-1261
jends@dso.ufl.edu

Patricia Telles-Irvin - VP of Student Affairs/Vice President
352-392-1265
tellesirvin@ufl.edu

Interview Date: September 1, 2010

UNC Participants:
Barbara Hyde - UNC Board of Trustees
Stephen Dahlem - UNC Greek Alumni Advisor

University of Florida participant(s):
Jen Day Shaw, Dean of Students

Barbara Hyde began the call by thanking Dean Shaw for her time and stating that the UNC BOT is looking at peer institutions and their Greek system (how rush is handled, etc) to see if UNC should consider changes or remain "as is".

Dean Shaw: Experience shows that “newsworthy” incidents that play out in the media tend to highlight the Greek affiliation, but the numbers support the fact that Greeks are actually less likely to get in to trouble than the student population as a whole. It is her observation that the greatest issue for college populations is mental health.

At the University of Florida, IFC and Panhellenic organizations have fall rush and the International organizations have a “rolling rush”. “Should we move to spring?”

Comes up from time to time. When they consider their large (50,000+) student body and that 12% are Greek they find that Greeks have the higher GPA’s, higher freshman to sophomore retention, more involvement in community service and campus activities, feelings of engagement – the consensus is that the benefits of fall rush outweigh moving it.
Regarding academic performance, the “Greeks have higher GPA’s” argument is that they tend to come from higher income families, etc – what else supports that it’s causative from Greek involvement?

Dean Shaw: Greek leaders are student leaders too. At the University of Florida, we are seeing 25% first generation students and an overall broader socio-economic representation.

The first issue to discuss is the timing of rush but another is the pledge training period.

Dean Shaw: A shorter pledge training period does not eliminate hazing. The goal is to have a good pledge period. We are working with chapter presidents to have them provide the education on the topic.

Explain what you mean regarding leadership training for the chapter leaders?

Dean Shaw: There is a lot of one on one and group training as well as training with the groups national reps.

If you could make one change toward “Best Practices”?

Dean Shaw: The number one is mental health. It is not a Greek issue; it’s a student body issue. We must look at the bigger picture. In terms of Greek, there is a lot of peer mentoring and I don’t think that problems are solved by changing rush.

Is the U of F Alumni involvement strong?

Dean Shaw: It’s very strong. There can be somewhat of a love/hate relationship with the more affluent/powerful alumni. It’s the same with many campuses.
# University of Illinois

## General Information

<table>
<thead>
<tr>
<th>Institution</th>
<th>University of Illinois</th>
</tr>
</thead>
</table>
| Address     | 610 E. John St.  
300 Turner Student Services  
Champaign, IL 61820 |
| Main Phone  | (217) 333-7062        |
| Relevant Websites | Illinois.edu  
odos.illinois.edu/greek  
illinigreeks.com |
| US News Ranking | 39th |

## Institution Demographics

<table>
<thead>
<tr>
<th>No. Undergraduates</th>
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<tbody>
<tr>
<td>Geographic Distribution of Undergraduate Students</td>
<td>94% Illinois Residents</td>
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</table>
| Gender Distribution of Undergraduate Students | 52.8% male  
47.2% female |
**Greek System Profile**

<table>
<thead>
<tr>
<th></th>
<th>No. of Organizations</th>
<th>No. of Members</th>
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<th>5 Yr. Trend (+ or -)*</th>
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<td>Greek Alliance</td>
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<td><strong>+</strong></td>
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* (+) is the symbol for increase. (-) is the symbol for decrease.

**Other: 5 sororities are associate members of the Panhellenic Council. They are: 4-H House (agricultural), Alpha Omega Epsilon (engineering), Sigma Alpha (agricultural), Delta Xi Phi (multicultural), and Kappa Phi Lambda (asian).
### Greek System Academic Performance

<table>
<thead>
<tr>
<th>Organization</th>
<th>Members GPA</th>
<th>Freshman GPA</th>
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***Other: Information need.

### Campus GPAs

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</table>
Illinois Question and Answer

This data is from the Spring 2010 semester. Additional academic information from previous semesters is available on our website. (The organizations listed as “Other” are included in the PHC academic calculation since they are members of the Panhellenic Council.)

How do you measure participation in campus organizations?

We do not measure participation in campus organizations.

How do you measure participation in community service activities?

We do not measure participation in community service activities as a percentage. We do have total community service hours that I could provide if interested.

Housing

Which groups have houses?

20 sororities (19 NPC chapters and 1 local chapter) and 43 fraternities (all IFC chapters) have housing.

Where are the houses located?

Houses are located in both Champaign and Urbana intermingled among university property.

Who owns the houses?

All the chapter houses are independently owned by national house corporations or local house corporations.

How do you monitor houses?

All chapter houses at Illinois are considered “Certified Housing”. With that, each facility is inspected by the city and must provide certain things to residents (food service, furniture, etc.) Certified Housing Standards document outlines these requirements. Chapter houses that meet Certified Housing Standards are allowed to house first year students. (More information can be provided on this if you would like.)

IFC and PHC Formal Recruitment

What is the recruitment schedule (begin/end/duration)?

IFC: does not have a designated recruitment time
PHC: 4 round formal recruitment process; takes place the 2nd and 3rd weekend of the fall semester.

Who is eligible for recruitment?

Any full-time University of Illinois undergraduate student.

What are the specific requirements to participate in recruitment?
What support does the University offer to the IFC & PHC organizations through the Recruitment Process?

PHC: Fraternity & Sorority Affairs staff advises the formal recruitment process and is present throughout—otherwise PHC pays for all space reservations, equipment, etc. in order to conduct the process.

How do you monitor the formal recruitment process?

IFC and PHC are responsible for holding chapters accountable to their recruitment policies.

How many bids were extended? What % of bids were accepted?

PHC: 892 women received bids through formal recruitment; an additional 60 women received bids through COB throughout the remainder of the year.

If you could change anything about the system, what would it be?

IFC: informal process is best for them and works fine. Continued accountability for chapters that are in violation of alcohol-free recruitment policies is necessary.

PHC: formal process works well for them; only changes we would like to see are related to decreasing entertainment and increasing conversations.

**IFC and PHC New Member/Pledge Process**

What is the new member/pledge timeline (begin/end/duration)?

Each organization determines this.

Who sets the duration of the new member/pledge period?

Each organizations makes this decision on their own—often regulated my by national policies/standards.

What restrictions do you place on the timeline or time commitment of the new member/pledge period? Are those restrictions set by the university or IFC/PHC executive board?

There are no restrictions outlined by the university or councils.

What if any mandatory education programs exist?

No mandatory education programs exist.

Who monitors the new member/pledge process?

All alleged violations of the Student Code of Conduct hazing policy are investigated by the Office for Student Conflict Resolution and adjudicated by the Board of Fraternity Affairs or Board of Sorority Affairs (official university hearing board for fraternities and sororities).
Illinois Interview

Contact information

Ken Ballom - Dean of Students
217-333-0050
ballom@illinois.edu

Dr. Renee Romano - Vice Chancellor for Student Affairs)
VP of Student Affairs/Vice President
217-333-1300
romano3@illinois.edu

Ashley Dye - Assistant Dean of Students
Director of Fraternity & Sorority Affairs
217-333-7062
adye@illinois.edu

Interview Date: August 27, 2010

UNC Participants:
Eddie Smith, Board of Trustees
Beth Collawn, Alum Advisor
Bob Lewis, Alum Advisor

University of Illinois Participant:
Dean Ken Ballom, Dean of Students  (has been at Illinois for two years)

IFC Recruitment

Your report indicates that your IFC does not have a designated recruitment time?

It is a continuous process left to each of the chapters and their national organizations who determine their particular period and recruitment process – students are admitted periodically throughout the year.

The Dean stated he has worked for fraternities and sororities for a long time and is not a huge fan of rolling/open rush; he prefers to have some perspectives on time frames. The reason it works at the University of Illinois is that the organizations are closely monitored by staff; the staff always has knowledge of what is going on. Without this he would not be a fan of this setup.

Freshmen arrive on campus and can begin going to the houses right away and participate in functions. It is an ongoing process throughout the year. They normally indicate their intentions to the Greek Life office. Incoming freshmen do not feel pressure to make an early decision on which organization they may want to join or even if they want to be in the Greek organization; they have a lot of opportunity to explore their options.

The University has used this process since 1990 and it works well. Communication on membership is gathered based upon the submission of rosters at least twice a semester, one at the beginning and one at the end of the semester. Activities for recruitment are submitted to the IFC Council which is advised by the dean’s office; this is what keeps the dean’s office in the loop. Any activities and their recruitment schedule are maintained by IFC and the dean’s office has access.
Can you elaborate on what your involvement is; do the potential new members have to register before they enter this open recruitment?

It is not a deep involvement; it is knowledge of the types of activities that are going on during certain periods of time. There is no registering of folks during this time period.

If you could change the rolling rush, would you?

The staff is the key to its success. If they didn’t have the staff that they have or if the staff wasn’t as good as it is, the Dean would not be comfortable with it. His staff is what makes it work; they are very knowledgeable about the activities going on.

Because you are getting new members all the time, how does this impact the new member education programs and cohesiveness with the groups?

We have a large Greek community; impact is not as great it would be if an organization were having a low number of people in the chapter. Generally have a high level of membership. The programs are not mandatory but they are highly encouraged and highly attended. Rolling process doesn’t have an effect on chapters because they are well attended and chapter presidents get membership in there.

PHC Recruitment

Could you explain what the 4 round formal recruitment process means?

This is a 4 progressive rounds process that takes place over a two week period primarily on the weekend where they collectively visit all of the houses the first round and have a number of activities during the two weekends involving social activities. Students advance through various rounds until they receive a bid. Usually begins 1 week after school starts.

All the chapters are doing this at the same time. This is a very formal, very organized process that works very well.

New Member Process

Seems to be pretty uniform across the country in that the Universities are not dictating how many weeks are involved with the process; seems to be left to chapters and their national guidelines. Do you have any thoughts on the new member process or time period?

He stated that there are a number of different councils and each one of them has a different approach to the new member process. PHC goes through formal period / IFC goes through open process/ NPHC has an intake process that usually is a specified time that national organization dictates. All different in their approach and how they work. The Panhellenic process is more formalized and a lot of it is established locally in conjunction with their regional and national offices and they collectively come together; it is a collaborative effort whereas IFC and some of the others are very independent in their process.
He stated that in terms of process, the more knowledge the better, the more involvement from the standpoint of identifying the types of activities the better.

**Is there an orientation that helps guide the process?**

The Greek life staff works very closely with each council. They have annual educational programs that provide information on hazing, fire safety; etc. It is an ongoing process.

**How many staff members do you have who spend some portion of their time dedicated to Greek life?**

2 full time staff members – 1 has 50% of her time to Greek/50 % to student conflict resolutions
4 graduate assistants

When the Dean joined Illinois several years ago, one of the first things he did was add an additional position to support Greek life; staff is critical to the process.

**How does the Greek community assimilate into the campus community as a whole?**

The Greek community is the community of the University. They don’t see established barriers between Greek and non-Greek. Large number of leadership positions have Greek affiliation. Credit this to long history of Greek community, and the fact that the Greek community is given a lot of attention by Dean of Student’s office. Over 1000 student organizations on campus and the Greek community is well represented in all of them.

**Regarding rolling rush, how many new members are signed up during the 1st few weeks of fall semester?**

He did not know.

**What is the retention rate?**

Retention rate for sororities is about 75%; fraternity data is not kept.
University of Kansas

General Information

Institution: University of Kansas
Address: 1301 Jayhawk Blvd. Room 400
        Lawrence, KS 66045
Main Phone: (785) 864-4861
Relevant Websites: kugreek.org
                   kuifc.org
                   kupanhellenic.org
US News Ranking: 42nd

Institution Demographics

Number of Undergraduates: 20,550
Geographic Distribution of Undergraduate Students: 69% Kansas Residents
Gender Distribution of Undergraduate Students: 51.2% male
                                              48.8% female
### Greek System Profile

<table>
<thead>
<tr>
<th></th>
<th>No. of Organizations</th>
<th>No. of Members</th>
<th>% of Total Undergraduates</th>
<th>5 Yr. Trend (+ or -)*</th>
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<td>13</td>
<td>1695</td>
<td>8.87%</td>
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<tr>
<td>NPHC Sororities</td>
<td>2</td>
<td>11</td>
<td>.06%</td>
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<td>NPHC Fraternities</td>
<td>4</td>
<td>24</td>
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<td>+</td>
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<tr>
<td>Other**</td>
<td>2</td>
<td>15</td>
<td>.08%</td>
<td>+</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>42</td>
<td>5739</td>
<td><strong>15.8%</strong></td>
<td>+</td>
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</table>

* (+) is the symbol for increase. (-) is the symbol for decrease.

**Other: Sigma Lambda Beta, Sigma Lambda Gamma (Multicultural Greek Council).
Greek System Academic Performance

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<thead>
<tr>
<th>Organization</th>
<th>Members GPA</th>
<th>Freshman GPA</th>
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<tr>
<td>IFC Organizations</td>
<td>3.01</td>
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<td>NPHC Sororities</td>
<td>2.46</td>
<td>No NM</td>
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<td>NPHC Fraternities</td>
<td>2.91</td>
<td>2.21</td>
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<td>Greek Alliance</td>
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<tr>
<td>Other**</td>
<td>2.73</td>
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<td>Total</td>
<td>3.13</td>
<td>2.88</td>
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***Other: Includes all new members of Fall ’09.

Campus GPAs

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<tr>
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<tr>
<td>All Male First Year</td>
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<tr>
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<tr>
<td>All Female First Year</td>
<td>2.8</td>
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<tr>
<td>All Campus</td>
<td>3.02</td>
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</table>
Kansas Question and Answer

How do you measure participation in campus organizations?

We currently do not have a way to measure but are looking into an online self reporting system.

How do you measure participation in community service activities?

We currently do not have a way to measure but are looking into an online self reporting system.

Housing

Which groups have houses?

All 13 of our Panhellenic organizations are housed and 17 of the 21 IFC chapters have housing. None of our NPHC or MGC organizations have housing.

Where are the houses located?

Housing is located off campus in nearby neighborhoods that have been zoned for fraternity and sorority housing.

Who owns the houses?

Private house corporation boards, and some of the national organizations own the houses.

How do you monitor houses?

The university staff does not monitor the fraternity and sorority houses since they are privately owned and operated. Most houses have a House Director both fraternity and sorority, some live on property full time, some do not. Greek life staff has a relationship with student leaders, house directors, and corporation boards and communicate regularly to be able to support the chapter.

IFC and PHC Formal Recruitment

What is the recruitment schedule (begin/end/duration)?

PHA recruitment is held the week prior to school beginning. It lasts 6 days and ends the day before classes begin.

IFC has two recruitment processes an informal held in the spring and a formal held in the summer. The informal process typically recruits men during the second semester of their senior year in high school and begins as early as January for some chapters. The informal process typically ends with men signing leases in May to move into the chapter houses the fall of their freshman year. The majority of men participating in the informal process are in-state men that are able to drive to campus to attend events hosted by the chapters. Most chapters also host recruitment events for the parents at the chapter house.

IFC formal recruitment is held a weekend in June, beginning on a Friday night and ending on a Monday afternoon. It is scheduled around summer orientation sessions and the majority of men participating are out of state students.

Some IFC chapters will continue to informally recruit in the fall semester, typically they are the unhoused chapters.
Who is eligible for recruitment?

Any unaffiliated man or woman is eligible for recruitment.

What are the specific requirements to participate in recruitment?

PHA strongly encourages a 2.8 GPA from high school or a 2.7 college GPA. Women interested must also register and pay a $125 registration fee.

For IFC formal recruitment men must register and pay $150 registration fee. There are no specific requirements to participate in informal recruitment.

What support does the University offer to the IFC & PHC organizations through the Recruitment Process?

The university has staff support of both the IFC and PHA formal recruitment processes. The staff is there to assist with the computer system, answer parent/chapter concerns, support the Student leaders who serve as staffing/counselors, and troubleshoot logistics.

How do you monitor the formal recruitment process?

See above

How many bids were extended? What % of bids were accepted?

PHA 570 bids offered through formal recruitment 2009 and 535 new members at the end of Fall 2009.

IFC does not track the number of bids extended, but had 383 new members at the end of Fall 2009.

If you could change anything about the system, what would it be?

Prior knowledge of when events are being held during the IFC’s informal recruitment process and PHA’s continuous recruitment period.
IFC and PHC New Member/Pledge Process

What is the new member/pledge timeline (begin/end/duration)?

There is no set duration for the NM process. The majority of PHA sororities begin their process following formal recruitment. The majority of IFC fraternities begin their process the week prior to the start of school. There is no set end date on new member program timelines.

Who sets the duration of the new member/pledge period?

The chapters with the assistance of their advisors and the international new member programs.

What restrictions do you place on the timeline or time commitment of the new member/pledge period? Are those restrictions set by the university or IFC/PHC executive board?

Neither the university nor the IFC/PHA executive boards place timelines or time commitments on the new member period.

What if any mandatory education programs exist?

Programs that are mandatory for new members are set by the IFC and PHA executive boards and include Greek Life 101 (introduction to Greek Life) and an alcohol education speaker.

Who monitors the new member/pledge process?

The chapters with the assistance of their alumni boards monitor the new member process.

If you could change anything about the system, what would it be?

Knowledge of the end date of the new member processes for each of the chapters.
Kansas Interview

Our Board of Trustees would like to talk directly with your key policy makers. Who would be the best people to provide insight into issues facing your Fraternity and Sorority Community and who would be willing to discuss changes you have made or considered in the last few years? Please provide us with the following contact information:

Contact Information

Amy Long - Director of Greek Life
785-864-4861
amylong@ku.edu

Rueben Perez - Director of the Student Involvement and Leadership Center
785-864-4861
rperez@ku.edu

Interview Date: August 31, 2010

UNC Participants:
Alston Gardner, Board of Trustees
Randy Myer, Alumni Advisor

University of Kansas:
Amy Long – Director of Greek Life

IFC Recruitment Process

Radically different from UNC

Formal Process

Begins in the summer before Freshman year

Standardized practices spelled out in the IFC constitution, but very dependent on IFC leadership to maintain standards

Informal process

Begins in January of senior year in high school and last through the May/June

Tailored to in-state students

Driven by limits in student housing. The chapters and the University want to have freshmen move directly into the houses in first semester. Very large houses that require 3 year commitment to live in the houses

Not well monitored

Driven by “Big 5” who are very large, well-organized and well supported by alumni
The informal and formal process make it difficult for out of state and international students to participate. IFC wants to be less exclusionary, but entrenched interests make it difficult. KU administration is very hands-off. Chapters and councils set and enforce the rules.

**Pan-Hellenic Recruitment Process**

Begins just before school starts for incoming freshmen

Based on NPC standard, structured process, but technology (social media, texting, email) has trumped the NPC rules resulting in an informal process that operates along side the formal process.

Changing the schedule in Fall of 2011 to try to minimize informal contact

**Pledge Process/New Member Education**

In the process of developing community standards, but hands off now

IFC/PHC host seminars – Greek 101 and alcohol education. Mostly aimed at freshmen. Very little programming for upper classmen

Pledge period = 14 weeks. Lots of wasted time and bad behavior.

**Other Issues/Comments**

Minimal supervision by administration

House directors in each fraternity and sorority

IFC struggles with alumni participation. PHC have developed stronger network of alumni volunteers

Understaffed – two employees and two grad students
**University of Miami**

### General Information

<table>
<thead>
<tr>
<th>Institution</th>
<th>University of Miami</th>
</tr>
</thead>
</table>
| Address     | Dean of Students Office  
P.O. Box 248106, Building 21-E  
Coral Gables, FL 33124-5570 |
| Main Phone  | (305) 284-5353       |
| Relevant Websites | Miami.edu/greeklife |

### US News Ranking

**Institution Demographics**

<table>
<thead>
<tr>
<th>Number of Undergraduates</th>
<th>10,370</th>
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</table>
| Geographic Distribution of Undergraduate Students | 46% Miami Residents  
43% Out of State Residents  
10% International |
### Greek System Profile

<table>
<thead>
<tr>
<th>No. of Organizations</th>
<th>No. of Members</th>
<th>% of Total Undergraduates</th>
<th>5 Yr. Trend (+ or -)*</th>
</tr>
</thead>
<tbody>
<tr>
<td>IFC Organizations</td>
<td>12</td>
<td>753</td>
<td>+</td>
</tr>
<tr>
<td>PHC Organizations</td>
<td>7</td>
<td>866</td>
<td>+</td>
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<tr>
<td>NPHC Sororities</td>
<td>4</td>
<td>67</td>
<td>+</td>
</tr>
<tr>
<td>NPHC Fraternities</td>
<td>4</td>
<td></td>
<td>+</td>
</tr>
<tr>
<td>Other**</td>
<td>4</td>
<td>51</td>
<td>+</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>32</td>
<td>1738</td>
<td>17%</td>
</tr>
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* (+) is the symbol for increase. (-) is the symbol for decrease. Increase of membership throughout the community over the last 5 years.

**Other: Delta Epsilon Psi
## Greek System Academic Performance

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<tr>
<th>Organization</th>
<th>Members GPA</th>
<th>Freshman GPA</th>
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<td>NPHC Fraternities</td>
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<tr>
<td>NALFO</td>
<td>2.96</td>
<td>2.47</td>
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<tr>
<td>Other***</td>
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<tr>
<td><strong>Total</strong></td>
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## Campus GPAs

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<tr>
<td>All Male First Year</td>
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<td>All Female</td>
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<td>All Female First Year</td>
<td>N/A</td>
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<tr>
<td>All Campus</td>
<td>3.25</td>
</tr>
</tbody>
</table>
Miami Question and Answer

How do you measure participation in campus organizations?

We ask the organizations to self report. We are currently working on a better way to collect this information. Students are very involved on the campus.

How do you measure participation in community service activities?

We currently have chapters self report, we are working on a new process to collect this information. All our chapters are participating in community service and philanthropy.

Housing

Which groups have houses?

Currently: Zeta Beta Tau, Pi Kappa Phi, Sigma Chi, Lambda Chi Alpha, Sigma Alpha Epsilon and Alpha Epsilon Pi. Pi Kappa Alpha has a house but it is not occupied at this moment.

Where are the houses located?

Off campus, the street adjacent to campus. The area is patrolled by the University Police.

Who owns the houses?

The Alumni House Corporations.

How do you monitor houses?

We have a live in Fraternity Graduate Advisor that is hired by the Dean of Students Office. The Dean of Students Office hires, supervises, and provides a salary for the FGA and the House Corporation provided Room and Board and a small stipend.

IFC and PHC Formal Recruitment

What is the recruitment schedule (begin/end/duration)?

For the IFC:
Men recruit upper classmen meeting the university requirement in the Fall semester. The chapters turn in a grade verification form which the Office staff checks the status of the students if they are eligible to receive bids as either 2nd semester freshmen or transfer students.

In the Spring the recruitment process is from the start of classes for about two to three weeks.

For Panhellenic:
The sororities recruit in the Spring. Week before classes begin. Panhellenic recruitment ends prior to Martin Luther King Day.
Who is eligible for recruitment?
To be eligible for fraternity or sorority membership and participation in campus activities including residing in a fraternity house, intramural sports and all Greek activities, a student must be enrolled in a minimum of 12 credit hours of academic work as an undergraduate student at the University of Miami. Graduating seniors in their last semester who are enrolled in enough credit hours to graduate at the end of the semester may be exempted from this requirement.

To be eligible to initially begin the process of joining a fraternity or sorority a student must:
- Have completed a minimum of 12 credit hours of college-level coursework, excluding coursework in advance placement or dual status programs involving a high school;
- Have earned a minimum cumulative grade point average of 2.50 in previous college-level coursework; and
- Be enrolled in a minimum of 12 credit hours as an undergraduate student at the University of Miami.

To be eligible for initiation into a fraternity or sorority, a student must:
- Have earned a minimum cumulative grade point average of 2.50 at the time of initiation (as reflected in the most recent records of the Office of the Registrar);
- Have maintained enrollment in at least 12 credit hours of academic work during the entire pre-initiation (pledging/new member/intake) process.
- Be enrolled in at least 12 credit hours of academic work at the time of initiation
- Eligibility for beginning the membership process or initiation must be verified in advance by the Dean of Students Office.

What are the specific requirements to participate in recruitment?
Look at question 2

What support does the University offer to the IFC & PHC organizations through the Recruitment Process?
The university will check the grades of any person the chapter is interested in giving a bid to. The IFC and Panhellenic Council will plan and execute the recruitment process. The Panhellenic Council uses ICS to register the women through the process. The first year of deferred recruitment the University provided funds to the community to create promotional materials, ads, and hosting a major event for the first year students to have them register for recruitment and to get to know the community.

How do you monitor the formal recruitment process?
The IFC executive board will do spot checks of the chapter events, as well as plan the dates for smokers for the chapters. Smoker dates are determined by the gpa rankings of the chapters.

For Panhellenic recruitment the Panhellenic council plans the formal recruitment process. There are about 24-30 Rho Gammas that are selected to help with the process.
IFC and PHC New Member/Pledge Process

What is the new member/pledge timeline (begin/end/duration)?

Generally the new member process is completed by the end of the semester. Most groups are about 8 weeks.

Who sets the duration of the new member/pledge period?

The chapters and their respective national organization.

What restrictions do you place on the timeline or time commitment of the new member/pledge period? Are those restrictions set by the university or IFC/PHC executive board?

There are no set guidelines, the chapters must complete an initiation permit prior to initiation to ensure that all new members still meet the university requirements. Any new member that does not meet the criteria may be held over and have their initiation the next semester. The chapter will host a special or separate initiation for that person or persons.

What if any mandatory education programs exist?

All new members attend the New Member Symposium held in the Spring Semester generally two weeks after bids are given by the IFC, so mid February it is held. All members who had not attended a New Member Symposium must attend. We do allow for absences.

Who monitors the new member/pledge process?

The Dean of Students Office would be notified if there were any problems. The office manages the initiation permits.

If you could change anything about the system, what would it be?
Miami Interview

Contact information

Dr. Ricardo Hall - Dean of Students
305-284-5353
rdhall@miami.edu

Dr. Patricia Whitely - VP of Student Affairs/Vice President
305-284-4922
pwhitely@miami.edu

Tony Lake - IFC Alumni Advisor
305-284-5353
tlake@miami.edu

Michelle Castro - PHC Alumni Advisor
305-284-5353
mmcastro@miami.edu

Interview Date: September 9, 2010

UNC Participants:
Barbara Hyde, Board of Trustees
Bonnie Biggs, Alumni Advisor
Steve Dahlam, Alumni Advisor

University of Miami Participants:
Ricardo Hall, Dean of Students
Tony Lake, Associate Dean for Greek Affairs

Background

Dean Hall: Miami has a spring recruitment. Miami is now in its 3rd year of spring recruitment.

When he first arrived at Miami the traditional, fall recruitment was in place.
The first year of change is the most difficult.
Budgeting can be difficult because of the timing of the change, but effective planning minimizes the challenges.
By the 3rd year, the process has become much easier and most students do not even remember fall recruitment.
There is recruitment in the fall for transfers and upper classmen.

What is the minimum GPA?

Dean Hall: The minimum GPA is 2.5 and 12 credit hours are required.

What was the catalyst for the change to spring rush?
Dean Hall: The Vice President of the university was very much pushing for an enhancement of the “total first year experience”. We believe the students should acclimate before going Greek, adjust to the academics, get involved in student life outside of the Greek system, focus on academics.

They created a “First Year Experience” Program for all freshmen.

**How did you make the change?**

Dean Hall: It was a very lengthy process. We met with chapter advisors and gave them 18 months notice before the change was in effect.

We established a committee to offer guidance, weigh the pros and cons and help plan for the financial hit that was inevitable. The committee offered advice on planning and saving money.

**Help us understand how the spring formal recruitment works?**

Dean Lake: The advisors and deans work with 4 councils. We provide oversight, help with basics like reserving rooms, we serve as a sounding board.

The students plan everything.

There is no FORMAL recruitment in the fall.

Only chapters below numbers can recruit.

**What do you do in the fall for women and men to “keep the process clean”?**

Dean Lake: Formal recruiting rules are in place during formal recruitment.

**A question was raised re: the “informal recruitment that occurs in the fall”?**

Dean Lake: It is an informal recruitment in the fall. We encourage it. It provides activities and events in the fall that help students with making a lifelong decision.

Dean Hall: Dirty rushing gets back to us very quickly. The grapevine here works well and we address those kinds of issues quickly. But, what you're describing really hasn't been a problem.

**Tony, does your office look at the impact of Greek participation on academics, community service etc?**

Dean Lake: We are trying to do a more in depth track of academic movement.

On the surface, there is no change.
The Greek ladies are far above the averages of non-Greeks.
The Greek men are only slightly above the averages of non-Greeks.
We find that the school leadership is always Greek.
From an academic achievement perspective, waiting until spring can sometimes be detrimental to the GPA.
Any semester of “increased involvement” takes a toll on grades.
Research indicates that the earlier a student joins, the better – it's “group think” mentality.

**Tony, let’s talk about the actual timing of the pledge training and how that changes?**
Dean Hall: Students have learned to make it work. They have slowly adjusted. The IFC fraternities work to initiate before Thanksgiving. Sometimes initiation is between Thanksgiving and Christmas. It is the national organization, though, that determines the new member orientation schedule.

**Do you think a short pledge training period is better than a longer training period?**

Dean Hall: No, not necessarily – It’s an education process that encourages lots of participation (intramurals, study groups, social activities).

Students are learning to better balance their time.

**Do you offer academic assistance?**

Dean Hall: Yes – we offer it through the Academic Resource Center. It is offered to all students.

Each student is offered 2 hours of free tutoring per week for each class.

**As an institution are you happy with the change? Are there still adjustments that need to be made? Is the goal being achieved?**

Dean Hall: Yes – the orientation process needs to be tweaked. Now that students lack the structure in the beginning of the school year, there are more disciplinary cases. There are more “loose parties” off campus.

It does help in January, though. There is more structured entertainment for the students and rush is dry.

Academic performance has been maintained.

The vast majority of chapter leaders have come into the process through deferred recruitment.

Women have done much better than the men coming out of the gate.

The men were slower to figure out the process – they had to actually go through the process to understand how it would work.

**Additional Comments from Dean Hall**

I started at the university the first year that we began spring rush. At the time Greeks made up 12% of the student body. Now, Greeks are 18% of the population. We lost a few chapters in the beginning but on the whole now, we have more chapters. Parents are happier and in my opinion, we’ve seen very positive results. Speaking in terms of the Pan-Hellenic groups, spring recruitment gives transfer women an opportunity to participate and take on leadership roles. We never saw that before. It is one of the unexpected benefits of the shift.

**Are you saying that the shift may not affect the level of alcohol and drug abuse; rather it’s about making the freshman experience as strong as possible?**

Dean Hall: Yes, I think that’s fair.

It’s not a cure – all.

Pushing rush to the spring does not improve student behavior.
Late night parties at Miami make for a VERY LATE NIGHT – regular parties are just beginning at midnight.

Have you had concerns re: hazing?

Dean Hall: There are still concerns but we haven’t had the big problems that end up on TV. It has been minor stuff.

You mentioned that budgets and cash flow was a problem? What were the cash flow problems?

Dean Hall: Cash wasn’t coming in at the same time as before. Chapters didn’t have as many members in the fall therefore, they had less cash to work with.

It was really only a problem the first year.

Planning helped eliminate many problems

**Additional Comments from Dean Hall:**

One item that should be recognized is the impact on changing to spring recruitment on professional staff. An effective transition requires real staff time to provide support and guidance to the students and advisors. Many times the pressure fell on the staff to carry the weight of the burden for the change.

Are there lessons learned from that process?

Dean Hall: Attention to the Greek System is good for Trustees but they tend to get fixated. Most of the behavior issues that attract attention are student issues, not Greek issues.

The Dean of Students at another institution indicated that there should be a greater focus on mental health issues?

Dean Hall: She’s right on about the mental health – drug and alcohol dependency.

Deans Hall and Lake were both Greek. Many school leaders were Greek and very supportive of the change. They supported the change because they believed it would be a great benefit to Greek life.

Dean Hall offered the following as wrap up advice:

Reach out to the National Organizations/Headquarters for help.
Reach out to the Assns of Fraternity and Sorority Advisors.
This could be a way of supporting the Associations and prove to be a positive investment for the school.
University of Michigan

General Information

Institution: Indiana University  
Address: 900 E. 7th St.  
Main Phone: 812-855-4311  
Relevant Websites: iub.edu, sao.indiana.edu/greek.html  
US News Ranking: 27th

Institution Demographics

Number of Undergraduates: 30,255  
Geographic Distribution of Undergraduate Students: 65% Indiana Residents, 5% Out of State Residents, 50% International
# Greek System Profile (Winter 2010 Official Numbers - 3/10/2010)

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<th>No. of Members</th>
<th>% of Total Undergraduates</th>
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Total 68 4400 17.61%

* (+) is the symbol for increase. (-) is the symbol for decrease.

**Other: Phi Sigma Rho Engineering Sorority (associate member of Panhel).
### Greek System Academic Performance

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***Other: Included with PHC.

### Campus GPAs

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<td>All Campus</td>
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Michigan Question and Answer

How do you measure participation in campus organizations?

Don’t measure

How do you measure participation in community service activities?

Don’t measure

Housing

Which groups have houses?

All 15 NPC groups have housing, 25 IFC groups have “fraternity houses” and 4 IFC groups rent property to live together, 1 MGC group has housing

Where are the houses located?

Off campus

Who owns the houses?

39 of the “fraternity/sorority” houses are owned by either the local alumni boards or a national housing board. 2 “fraternity” houses are owned by local landlords.

How do you monitor houses?

IFC monitors the IFC housing during social events.

IFC and PHC Formal Recruitment

What is the recruitment schedule (begin/end/duration)?

Panhel – Fully Structured Recruitment occurs in the fall (September 12-26, 2010). Format is 15-11-7-4. Eligible groups will hold informal winter recruitment events

IFC – semi-structured Recruitment in fall and winter
September 2010 – Open houses September 19-22, Chapter Events- September 23, 27, 28, 29 with bid day on October 1 January 2011 – Chapter events only with dates TBD

Who is eligible for recruitment?

Any undergraduate

What are the specific requirements to participate in recruitment?

Panhell – must be enrolled at UM-Ann Arbor with at least 12 credits and must meet NPC guidelines
IFC - none
What support does the University offer to the IFC & PHC organizations through the Recruitment Process?

Greek Life staff time and effort

How do you monitor the formal recruitment process?

IFC and Panhel with Greek Life staff monitor

How many bids were extended?

Panhell – 628 (626 accepted), IFC 495-fall, 213-winter

What % of bids were accepted?

IFC only tracks accepted bids.

**IFC and PHC New Member/Pledge Process**

What is the new member/pledge timeline (begin/end/duration)?

Generally 8-14 weeks

Who sets the duration of the new member/pledge period?

Each chapter

What restrictions do you place on the timeline or time commitment of the new member/pledge period? Are those restrictions set by the university or IFC/PHC executive board?

None

What if any mandatory education programs exist?

None

Who monitors the new member/pledge process?

IFC and Panhell

If you could change anything about the system, what would it be?
Michigan Interview

Our Board of Trustees would like to talk directly with your key policy makers. Who would be the best people to provide insight into issues facing your Fraternity and Sorority Community and who would be willing to discuss changes you have made or considered in the last few years? Please provide us with the following contact information:

Laura Blake Jones - Dean of Students
734-764-4720
laurabj@umich.edu

E. Royster Harper - VP of Student Affairs/Vice President
734-764-5132
harperer@umich.edu

UNC Participants:
Randy Myer, Alumni Advisor
Heather Ford, Alumni Advisor

University of Michigan Participant:
Mary Beth Seiler, Director of Greek Life

Background

She has been at UM for more than 30 years in this role. Although Mary Beth is a University employee, her salary is paid by the Panhellenic Advisory Board and her assistant salary is paid by the IFC.

She described herself as reporting to both the University of Student Affairs and the Greek Advisory Boards. She did say that the latter cannot fire her because she holds the University position.

Recruitment

Rush is held over a two week period after school starts each year for both the Panhellenic (starts Sept 12) and IFC (Sept 19) with school starting the day after Labor Day.

There is a Welcome Week that precedes the school start so new students are exposed to the fraternities or sororities for 2-3 weeks before formal rush begins.

She most worries about Welcome Week when the new students have nothing planned in the evenings and they are being recruited by the fraternities with parties involving alcohol.

IFC holds a spring rush for houses that did not make their numbers – her estimate is that there are 150 new frat members in the spring versus 500 in the fall.

The sororities are pretty much fall rush only. This year is a huge success with 1050 students going through Greek rush which is the largest class they have seen for a while.
She believes that fall rush is “honestly working” and she pointed to the grade performance of the Greeks – as freshmen, overall and their retention rate. She cited a Gamma Sigma Alpha (Greek academic society) study of 17 Universities in which the fall rushees outperformed the rest of campus overall as an indication that this is more than her personal opinion.

She also cited Purdue as one who tried spring rush and has now gone back to fall rush. She went on to say that she has “never seen any data” to support spring rush. She raised the rhetorical question – do they make better decisions four months later?

She admitted that it may be too early for some students but that would apply to their joining any organization. She did say that in a large campus environment an “early affiliation has keep them here and made them happier”.

She also said that because of a housing shortage both on and off campus, the students are looking for apartments and housing for 2012-13 already and by waiting until spring rush, it would be too late if their status with a Greek house was unknown.

New Member Education

With respect to new member education, the University does have certain programs for the Greeks but does not dictate the time period or hours.

She is bothered that a few Greek houses have 14 week new member periods that lapse into 2nd semester and is trying to get them to change.

As for specific programs for the Greeks, they have an IFC “sober monitor” program taught by the Health Services which is well received by the Greeks. A sober monitor is required at all parties and events with alcohol and it simulates the experience.

They also use the national program “Basics” for sororities, residence halls and more that deals with alcohol abuse and binge drinking and how to handle it.

The Greeks have a Red Cross/Fire Dept program on fire safety. There is a Sexual Thought program as well. And they are starting to develop a Participation program so students know how to intervene when they see bad behavior.
University of Minnesota

General Information

Institution: University of Minnesota

Address:
128 Pleasant Street SE
121 Appleby Hall
Minneapolis, MN 55455

Main Phone: (612) 624-7659

Relevant Websites:
umn.edu/fsl
BeGreek.org

US News Ranking: 61st - Tier 1

Institution Demographics

No. Undergraduates: 28,505

Geographic Distribution of Undergraduate Students: 74% Minnesota Residents
### Greek System Profile

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<th>Category</th>
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<th>% of Total Undergraduates</th>
<th>5 Yr. Trend (+ or -)*</th>
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<td>IFC Organizations</td>
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* (+) is the symbol for increase. (-) is the symbol for decrease.
# Greek System Academic Performance

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Total

**Other: Information needed.

# Campus GPAs

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Minnesota Question and Answer

How do you measure participation in campus organizations?

Self report via annual form submitted by chapters

How do you measure participation in community service activities?

We don't

Housing

Which groups have houses?

24 IFC, 10 PHC

Where are the houses located?

31 in Minneapolis (immediately north of campus), 3 in St. Paul (adjacent to St. Paul campus)

Who owns the houses?

Fraternity, sorority house corporation boards

How do you monitor houses?

Minneapolis Police, self report

IFC and PHC Formal Recruitment

What is the recruitment schedule (begin/end/duration)?

IFC – informal recruitment with a day of house tours following Welcome Week (9/6), PHC – formal recruitment with open house round 9/6, house tours round 9/10, philanthropy round 9/12, preference round 9/13, bid day 9/14

Who is eligible for recruitment?

All enrolled students

What are the specific requirements to participate in recruitment?

What support does the University offer to the IFC & PHC organizations through the Recruitment Process?

Promotional and programming opportunities through Welcome Week, mailing to all incoming and transfer students

How do you monitor the formal recruitment process? How many bids were extended? What % of bids were accepted?
IFC does not track number of bids extended/accepted. PHC – 256/253

If you could change anything about the system, what would it be?

I would prefer the PHC formal recruitment process be continuous during one week, not interfering with the first week of school. (In an ideal world, it could be done through Welcome Week.)

**IFC and PHC New Member/Pledge Process**

**What is the new member/pledge timeline (begin/end/duration)?**

Varies by chapter

**Who sets the duration of the new member/pledge period?**

Inter/national organizations

**What restrictions do you place on the timeline or time commitment of the new member/pledge period? Are those restrictions set by the university or IFC/PHC executive board?**

NA

**What if any mandatory education programs exist?**

We do a New Member Seminar for all fraternity/sorority new members in October. It is a 3 hour program that covers a variety of topics, such as alcohol, hazing, academics, internships/career information, etc.

**Who monitors the new member/pledge process?**

NA

If you could change anything about the system, what would it be?

A mandatory/template education process or schedule. For example, all fraternities/sororities would cover specific topics, and may do so at approximately the same time.
Minnesota Interview

Contact information:
Jerry Rinehart - VP of Student Affairs/Vice President
612-626-1242
osa@umn.edu

Chad Ellsworth
IFC Alumni Advisor
612-624-7659
cellsworth@umn.edu

Chad Ellsworth - PHC Alumni Advisor
612-624-7659
cellsworth@umn.edu

Our Board of Regents is not directly involved with fraternities/sororities
Key Board of Trustees Member

Interview Date: September 10, 2010

UNC Participants:
Eddie Smith, Board of Trustees
Beth Collawn, Alum Advisor

University of Minnesota Participants
Jerry Rinehart, Vice Provost of Student Affairs
Chad Ellsworth, IFC and PHC Advisor

IFC Recruitment

We are interested in hearing about your IFC recruitment as you have indicated on your questionnaire that it is an informal process with one day of house tours following Welcome Week.

Classes begin the day after Labor Day and Welcome Week begins the Wednesday of the previous week. Informal house tours are held on Labor Day for the fraternities; every chapter had a table of informational materials this year at the Great Hall for kids to look at and then they went over to the houses for a tour. Men’s recruitment is the 365 model and is as informal as it gets, taking place all year long. Recruitment during November through February is limited due to the weather and it picks back up in March.

Potential new members can visit the houses at any time during the year and the more well organized houses will provide information during the house tours that has a schedule of rush events and also costs. They can informally invite people to their events.

Can you explain what rush events take place during the fall and winter?

Some will be very informal events that will take place at a local restaurant for a small group, some fraternities will take a small group along to a service opportunity, and some will have parties and will invite folks over.
When are most new members signed up?

Most are signed up from mid-September to mid-October. Some groups are really good at doing outreach during the summer through scholarships and they will reach out to the high school guidance counselors and will get their scholarship information out and they’ll recruit a decent number during the summer. A lot of students are coming from far away and we find it somewhat difficult to outreach to the true population that actually comes here. Some of the chapters are really good at using their scholarships to interview potential members before they get to school and then during Welcome Week we do a lot of community wide promotion. One quarter to one third will join in the spring season.

Welcome Week is a community-wide week and the Greeks passed a policy that no recruitment would take place during this week. Greeks are one of the only organizations that sponsor events for the whole student body during Welcome Week. During this week there are 450 student volunteers and of this number, the Greek community is well overrepresented. They are not actively recruiting, but a very positive image of the Greek community emerges during this week and it is great PR for them.

It appears that your Greek community is well represented campus-wide.

Yes, we have a relatively small Greek community and all evidence points to the fact that if we had a larger Greek community we would have a stronger campus overall. We have a very high graduation rate for the Greek community. On “Move-In Day” we have 5,000 students move in and all the Greek students help everyone move in and wear tee shirts that say “Be Greek”. This provides a very positive image for the Greek community.

How long have you had this informal 365 system?

We’ve had it for at least 20 years. It works for us; some would like a more structured system while others would like us to be even more informal. The Phired Up (www.phiredup.com) organization trains a lot of the national extension/expansion headquarter staff on recruitment techniques and their philosophy works well on our campus and works best for a less structured environment. Phired Up is a national company that trains the consultants who are hired by the national organizations.

PHC Recruitment

This is a very structured process with 4 rounds – the Pan-Hellenic spirit round, house tours round, philanthropy round and the preference round. Takes place during the fall, schedule is always a challenge as we try to stay away from home football games and stay off class nights. Tried having it Wednesday through Sunday one year and the interference with classes was not worth it. Every year we have tried a different schedule. Students are on campus during Welcome Week so the first round takes place on Labor Day and then they take Tuesday through Friday off; the process is spread out over two weekends.

Would like the process to last only one week but with Welcome Week it’s just not possible to do this.
New Member Process

Fraternities all have very different recruitment schedules so our new member process is different for everyone. We do have a new member seminar for all the new members in mid October and we provide some baseline level of education that pertains to everyone, to include alcohol, what it means to be Greek, hazing, sexual assault and have recently begun discussing what is the expectation of lifelong membership and how important it is to continue to be involved after graduation.

Are fraternities required to let you know their numbers? Are you kept in the loop for statistics?

Yes, but it is not as formal as we’d like. We can get a pretty good idea of numbers from the chapters, but don’t usually get detailed information for quite awhile. The school has recently gone to Google for email and Google has an electronic forms application that we are going to start using and will have the new members sign up on line which will help.

In thinking through the 365 recruitment, whenever you sign up there must be X number of weeks that you are a new member? Is it uniform for everyone?

It is uniform by whatever the national organization sets.

For the women, could you talk about fall versus spring recruitment? Do you see any drawbacks to having it in the fall?

We understand people’s concerns because they want the students to have time to assimilate into college life, but we feel it’s better in the fall because of the strong support system they receive. Sometimes the two week process is cumbersome but the week in between gives the girls time to think things through, talk with their parents, figure out the costs, etc.

Would you prefer fall or spring recruitment?

Chad stated that he is very much a 365 model person; it allows the person the time to make the decision when it is right for them.
University of Virginia
# University of Virginia

## General Information

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</tr>
<tr>
<td></td>
<td>Charlottesville, VA 22904</td>
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<tr>
<td>Main Phone</td>
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## Institution Demographics

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<td>Gender Distribution of Undergraduate Students</td>
<td>55% Female</td>
</tr>
<tr>
<td></td>
<td>45% Male</td>
</tr>
</tbody>
</table>
### Greek System Profile

<table>
<thead>
<tr>
<th>Organizations</th>
<th>No. of Organizations</th>
<th>No. of Members</th>
<th>% of Total Undergraduates</th>
<th>5 Yr. Trend (+ or -)*</th>
</tr>
</thead>
<tbody>
<tr>
<td>IFC Organizations</td>
<td>28</td>
<td>1505</td>
<td>10%</td>
<td>+</td>
</tr>
<tr>
<td>PHC Organizations</td>
<td>16</td>
<td>2099</td>
<td>14%</td>
<td>+</td>
</tr>
<tr>
<td>NPHC Sororities</td>
<td>3</td>
<td>68</td>
<td>.4%</td>
<td>+</td>
</tr>
<tr>
<td>NPHC Fraternities</td>
<td>3</td>
<td>18</td>
<td>.1%</td>
<td>+</td>
</tr>
<tr>
<td>Greek Alliance</td>
<td>6</td>
<td>57</td>
<td>.3%</td>
<td>+</td>
</tr>
<tr>
<td><strong>Other</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>56</strong></td>
<td><strong>3747</strong></td>
<td><strong>24.7%</strong></td>
<td></td>
</tr>
</tbody>
</table>

* (+) is the symbol for increase. (-) is the symbol for decrease.

**Other: Information needed.**

*Note: We do not monitor the GPA of first-year students.*
Greek System Academic Performance

<table>
<thead>
<tr>
<th>Organization</th>
<th>Members GPA</th>
<th>Freshman GPA</th>
</tr>
</thead>
<tbody>
<tr>
<td>IFC Organizations</td>
<td>3.200</td>
<td></td>
</tr>
<tr>
<td>PHC Organizations</td>
<td>3.375</td>
<td></td>
</tr>
<tr>
<td>NPHC Sororities</td>
<td>2.883</td>
<td></td>
</tr>
<tr>
<td>NPHC Fraternities</td>
<td>2.883</td>
<td></td>
</tr>
<tr>
<td>Greek Alliance</td>
<td>2.966</td>
<td></td>
</tr>
<tr>
<td>Other***</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Campus GPAs

<table>
<thead>
<tr>
<th>Category</th>
<th>GPA</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Male</td>
<td>3.146</td>
</tr>
<tr>
<td>All Male First Year</td>
<td></td>
</tr>
<tr>
<td>All Female</td>
<td>3.258</td>
</tr>
<tr>
<td>All Female First Year</td>
<td></td>
</tr>
<tr>
<td>All Campus</td>
<td></td>
</tr>
</tbody>
</table>
Virginia Question and Answer

How do you measure participation in campus organizations?

We do not specifically measure involvement but we know the organizations that they are heavily involved in as most groups tend to include this information in their mid-year and year-end report that is sent to our office.

How do you measure participation in community service activities?

All fraternities and sororities are required to complete a report that details community service hours and locations of where service is performed. We do not track the participation percentage specific to each council.

Housing

Which groups have houses?

All IFC (28) and 15 of 16 PHC organizations have houses.

Where are the houses located?

All houses are located on city or county property; adjacent to University houses.

Who owns the houses?

All houses are owned by either a) Alumni House Corporation or b) the respective inter/national organization.

How do you monitor houses?

All houses are inspected for fire and building safety on an annual basis. Often times, the facility is inspected and re-inspected throughout the year. Our office helps facilitate the inspection process.

IFC and PHC Formal Recruitment (please note any differences between IFC and PHC)

What is the recruitment schedule (begin/end/duration)?

IFC: January 20 – February 5, 2011
ISC: January 16 – January 23, 2011

Who is eligible for recruitment?

First-year students are eligible to join in the Spring semester (January).

What are the specific requirements to participate in recruitment?

ISC: women must have earned a 2.0 GPA, be enrolled as full-time students, register to participate ($50)
IFC: men must be enrolled as full-time students and register to participate ($25)

What support does the University offer to the IFC & PHC organizations through the Recruitment Process?
Professional staff is involved in all aspects of the process. This includes, but is not limited to, trainings, pre-recruitment logistics, response to incidents, bid matching (ISC) as well as the bid delivery process for IFC/ISC.

How do you monitor the formal recruitment process?

See above.

How many bids were extended? What % of bids were accepted?

IFC: 568 bids extended; 467 accepted
ISC: 610 bids extended; 586 accepted

If you could change anything about the system, what would it be?

Shorten the duration of IFC recruitment
Institute budget caps for both IFC & ISC

**IFC and PHC New Member/Pledge Process**

In general, all new member education programs are expected to comply with the standards and expectations established by the respective inter/national organization. New members attend educational programs throughout the new member period that address hazing, liability, diversity and discrimination, alcohol/drugs, and personal health and safety. A more specific, targeted program on sexual assault education is also required for new members to attend.

**What is the new member/pledge timeline (begin/end/duration)?**

**Who sets the duration of the new member/pledge period?**

**What restrictions do you place on the timeline or time commitment of the new member/pledge period?**

**Are those restrictions set by the university or IFC/PHC executive board?**

**What if any mandatory education programs exist?**

**Who monitors the new member/pledge process?**

**If you could change anything about the system, what would it be?**
Virginia Interview

Contact information:
The staff in the Office of the Fraternity & Sorority Life is the best point of contact for fraternity/sorority related questions. We would ask to be the primary point of contact and, if needed, we can help facilitate contact with other colleagues.

Allen Groves - Dean of Students
434-924-7429
awg8vd@virginia.edu

Rick Jones - IFC Alumni Advisor
rjones@msc-rents.com
Sam Davies (per the IFC web site

Interview Date: August 23, 2010

UNC Participants:
Alston Gardner, Board of Trustees
Randy Myer, Alumni Advisor
Heather Ford, Alumni Advisor

University of Virginia Participant:
Allen Groves – Dean of Students.
Very experienced in Greek issues – member of of a fraternity as an undergraduate, president Pi Kappa Alpha, served as executive of the national organization, practiced law, did risk work for fraternities as a lawyer, board of directors of PIKA, and on NIFC board of directors.

Please tell us about formal recruitment at UVA.

30% of the student body participates in the Greek system. Women’s groups have had some growth. Men have had some variation. We moved rush to the spring app. 10 years ago.

What works with deferred rush?
Gives young people to get well-grounded in school and see the lay of the land.
Prevents rushed decisions.
Gives more time to assimilate

What doesn’t work?
Questions about legality of preventing freshmen to join fraternities would violate Constitutional right to free association. Referred to Hastings College of Law vs. Christian Legal Society.

Concerns about discrimination against certain organizations

Gap between the formal system for recruitment and what really happens. You don’t keep freshman away. UVA administration knows they have wet rush in the fall. Not much we can do about it. First few weeks of school they have parties where freshman come. Alcohol-free fraternity rush is a farce. I predict this would happen at UNC.
Did a study of deferred rush and how it affects recruitment. In half the houses (men’s and women’s), the spring recruitment is a real, but for half of the houses have “real rush” in the fall. Concluded that for many houses the spring rush is over before it starts.

The most important issue is not when recruitment takes place, but is how actively the Office of Greek Life manages/supervises the organization.

Tell us about your Greek Life Office.
Assistant Dean
Program Coordinator supports sororities
Two graduate interns – School of Education (part time)
Office Assistant – very experienced
Budget cuts forced them to let one Dean position go thru attrition

Alumni Associations and their function:

Sorority – similar alumni group, well-engaged

National organizations
Effectiveness in controlling deviant behavior
In alcohol study found women influenced by peers and men more influenced by authority figures.
Some are starting to focus on train the trainer to enable officers to be more effective

Pledge Process

Different problems in pledge process:
Sororities – humiliation
Fraternities – injure and humiliate

Important factors to minimize problems
Time limits: duration of recruitment
Focus on productive activities rather than personal servitude
Encouraging a values orientation

Two tracks:
Old school group – focused around parties.
New model is values-driven, focused on value for their members (leadership development + parties). Mostly driven by organizations that had lost university recognition and had been re-colonized. Value added is the future.

UVA has been very active in removing organizations that don’t live up to their standards. UVA has worked with national organizations to shut them down and then re-colonize them a few years later. Some organizations have attempted to operate without national organization recognition (under a similar name). UVA has aggressively discouraged this… without national organizations; there is no way to insure standards of behavior. Have also actively recruited new organizations not represented at UVA.
Summary of Student Leader Interviews
External Student Survey
Procedure and Contacted Institutions

- Reached out to the “Peer Institutions” identified in the June 2010 University Affairs Special Meeting
- Initial contact with Student Body President, a less biased contact than Greek representatives
- Follow-Up contact with PHC and IFC leadership at many institutions
- Cornell University
- Iowa State University
- NC State University
- Oregon State University
- Pennsylvania State University
- Purdue University
- University of Alabama
- UC-Berkley UCLA
- University of Colorado
- UF-Gainseville
- University of Illinois at Urbana-Champaign
- University of Indiana - Bloomington
- University of Miami
- University of Minnesota - Twin Cities
- University of Virginia
Student Survey Response

Institutions With Fall Recruitment

- “I think that joining the Greek Community is extraordinarily beneficial for performance because of the resources that come with it. Every chapter has study files, study nights, GPA requirements, and older members who can help students choose classes and help them learn. Also, many chapters put on workshops giving their members techniques for studying, time management, how to de-stress, etc. The Panhellenic GPA is consistently higher than the all campus average and the all women’s average.”

- How joining affects service: “If anything [joining a Greek institution] makes New Members more active in community service because it presents many new opportunities to them and gives them someone to go with”

- “The New Member Education period is a great time for the New Member class to get to know each other, bond and learn about chapter ritual and history”

- “Fall Opportunities—Greek Carnival takes place during welcome week (the week before classes and recruitment begin). The university puts on a series of substance free nighttime events every night of welcome and Greek Carnival is one of the events. It is funded by the university. Every ---- Greeks chapter can set up a booth and have an activity and members there. Chapters come out in full force wearing chapter shirts. It’s a great informal way for [Potential New Members] to learn more about the recruitment process and learn how amazing sorority women are at ----! After Greek carnival registration for recruitment spikes and a few hundred girls decide to register. This year registration closed the night after Greek Carnival”

- “There is definitely a solidarity between members of the Greek Community, but it is NOT exclusionary”
Student Survey Response
Institutions With Spring Recruitment

- “I believe that the current recruitment policies enhance the collegiate experience. I think that deferred recruitment allows freshmen to get a chance to experience the campus and school before joining Greek life”
- “Although there were mixed opinions within the PanHellenic community when we switched to deferred recruitment, I think the majority of people are satisfied with the current policies”
- “probably would have never joined if it was first week on campus” “does allow more assimilation on campus” “allows student to figure out what they’re interested in”
- “Having pledging in the spring is important, because pledges already understand the college workload and what else can be added to schedule” but “statistics are pretty clear that students’ grades drop dramatically when they join a Greek house across the board”
- “By and large, good consensus that the system works”
- “In the fall, fraternities throw open parties and have events that are informal rush. At these parties, alcohol is not regulated and the Greek system is looking for name recognition and looking to get new students to join a house. Informal fall rush is not necessarily coined as part of recruitment”
- “Pleading is a great way to learn about others and even more importantly, one’s self. At the University of ----, many believe that pledging is “the most fun you will never want to have again”
- “The Greek system is viewed as an entity with its own social life, but majority of Cornell still participate in the Greek system’s open parties, philanthropy, etc,” and it is “not a hostile, angry environment”
Student Survey
Summary and Conclusions

- Discussions about the culture of Greek recruitment activities are more significant to students than the timing
- Students feel the system works at schools with fall and spring recruitment, while concerns centered around culture change
- Immediate access to academic, social, and mentorship resources is important to Fall recruits
- Understanding of college workload and experience with campus life are important to Spring recruits
Greetings and Introduction

Thanks for taking the time. We are considering making changes to our Greek system at UNC and are interested in learning about what you are doing at _________.

Let me start with your fraternities (IFC organizations).

As I understand it you have formal recruitment in the _________ for about ____ weeks. Is that correct?

IFC Recruitment

1. How do you monitor the formal recruitment process?
2. How well is that working?
3. What changes have you made to the formal recruitment process in the last five years?
   IF THEY HAVE NOT MADE ANY SIGNIFICANT CHANGES, GO TO QUESTION 11.
4. Why did you make the changes? What drove the desire for change? What were you trying to accomplish?
5. Did you accomplish what you wanted to accomplish? [Follow up to get more detailed questions.]
6. What was the overall impact?
   • Impact on academic performance?
   • Impact on other extracurricular activities?
   • Impact on community service?
   • Impact on financial viability of the organizations
7. What did you do to prepare the organizations for the change?
8. What subsequent adjustments have you had to make?
9. What are the limitations of the new system?

10. If you had to do it over again, what would you do differently?

   **IF YOU ASKED QUESTIONS 4-10, SKIP TO SORORITY RECRUITMENT – QUESTION 15**

11. Have you considered changing your formal recruitment process?

12. If yes, what was driving the need for change?

13. What prevented you from making the change?

14. We are considering deferring fraternity recruitment to the spring. Do you have any thoughts or advice?

**Sorority Recruitment**

15. How is sorority recruitment different from fraternity recruitment?

16. What changes have you made to the sorority recruitment process in the last five years?

   **IF THEY MADE SIGNIFICANT CHANGES, CONTINUE WITH QUESTION 17.**

   **IF THEY HAVE NOT MADE ANY SIGNIFICANT CHANGES, GO TO QUESTION 22.**

17. What were you trying to accomplish?

18. Did you accomplish what you wanted to accomplish?

19. What was the overall impact?

   • Impact on academic performance?

   • Impact on other extracurricular activities?

   • Impact on community service?

   • Impact on financial viability of the organizations

20. What are the limitations of the new system?
21. If you had to do it over again, what would you do differently?

**IF YOU ASKED QUESTIONS 17-21, SKIP TO THE NEW MEMBER PROCESS – QUESTION 26**

22. Have you considered changing the sorority recruitment process?

23. If yes, what was driving the need for change?

24. What prevented you from making the change?

25. We are considering deferring sorority recruitment to the spring. Do you have any thoughts or advice?

*Now I’d like to shift to the new member process? As I understand your pledge process....*  
*(Recap the information OFSL provided in the preliminary research)*

**New Member Process**

26. What is the impact of the new member process on new members':

- Academic performance
- Ability to participate in other campus organizations?
- Ability to participate in community service?

27. Have you considered limiting the time spent in new members process?

28. If yes, what was driving the need for change?

29. What prevented you from making the change?

30. How is the Pan Hellenic new member process different from the IFC new member process?

31. What changes would like to see in the Pan Hellenic process?

32. What is the impact of joining a fraternity or sorority on assimilation into campus life?

*Thanks for taking the time to talk with us.*
Research Initiatives

Gamma Sigma Alpha recently sponsored an educational session during the 2009 Annual Meeting of the Association of Fraternity/Sorority Advisors in Jacksonville, Florida. Here are some resources from our presentation, “Greek Academic Achievement...Who Cares?”

- Powerpoint [1]
- Greek Greek Community Academic Report Card [2]

In the Fall of 2001, Gamma Sigma Alpha and the Higher Education Department at Bowling Green State University, entered into a partnership to study achievement in fraternities and sororities.

This partnership allowed GSA and BGSU to jointly supervise a doctoral graduate student to do the following:

1. To compile an annotated bibliography of studies to date on achievement in fraternities and sororities, and like organizations. This bibliography of over 100 such studies is now posted.
2. To identify areas in need of study that are not covered by the annotated bibliography.
3. To produce study designs of areas in need of study (for any graduate student to study).
4. To engage in studies of areas identified. Outcomes of these studies will be posted on this site as they are completed.

Academic Research Initiatives

Gamma Sigma Alpha has sponsored research initiatives on the topic of academic success. This involved research on academic predictors at many different Fraternity and Sorority communities around the country as well as collecting other research. We hope you find this information useful.

Bowling Green Research Initiative | Download the PDF [3]

One of our major projects has been the BGSU Research Initiative. Please download the overview of information about that research project. More findings and information will be posted soon.

Annotated Bibliography | Download the PDF [4]

In an effort to capture current and past research Gamma Sigma Alpha has collected and funded the development of an Annotated Bibliography of articles on the topic of academic success and Greek Life. Please contact us with other articles you think we should include.

Future Updates

Gamma Sigma Alpha and BGSU through our research initiative have identified several likely areas to be studied on Greek academic achievement.

- Deferred Recruitment Study
- Controls for Studying Greek Academic Achievement
FRATERNITY/SORORITY MEMBERSHIP: GOOD NEWS ABOUT FIRST-YEAR IMPACT

Robert DeBard and Casey Sacks

Much has been written about the importance of student involvement for building a sense of belonging on college campuses. Fraternity/sorority membership, as a form of undergraduate involvement, frequently invokes perceptions of misbehavior more often than positive outcomes. This study considered the impact of fraternity/sorority membership on the academic performance of more than 45,000 first-year students, from 17 different institutions. Quantitative analysis involved grades, credit hours earned, and retention. Findings offer a comprehensive view for judging the efficacy of maintaining fraternal organizations on college campuses and encouragement to individual institutions to use this methodology to inform institutional policy, particularly the potential benefits of deferring recruitment.

Much of what is perceived by the public about fraternity/sorority membership is reported in the popular media and usually begins and ends with accounts of undesirable behaviors ranging from binge drinking to acts of discrimination (Maisel, 1990; Wechsler, Kuh, & Davenport, 1996). In addition, peer-reviewed studies have cast a negative pall on the impact membership in a fraternal organization has had on student behavior, citing aberrant social behavior as a negative effect on achieving desired learning outcomes (Jakobsen, 1986; Maisel, 1990).

The current study aimed to discover whether student academic records would be a more reliable source for determining differences between non-affiliated students, students who joined a fraternal organization during the fall semester of their freshman year, and students who joined a fraternal organization in the spring semester of their freshman year. Furthermore, it sought to determine if there were gender differences in the above factors.

A key motivation of this research was that stakeholders (e.g., institutional faculty/staff, alumni/ae volunteers, organization staff) might not be aware of the academic performance of fraternity/sorority members, beyond previous research focusing on poor first-year performance (Pascarella, Edison, Nora, Hagedorn, & Terenzini, 1996; Pascarella & Terenzini, 2005). Insofar as membership has been correlated with a negative impact on first-year academic performance, a more complete record focusing on additional measures such as grade point average (GPA), credit hours earned, and retention to sophomore year, is essential for informing campus policy toward membership practices and the provision of student services.

It is not advanced that this study represents a comprehensive examination of academic performance with regard to causality. Findings demonstrate positive first-year academic performance among fraternity/sorority members, contrary to previous perceptions demonstrated in the following review of literature.
Review of Literature

Researchers have brought into question the impact fraternity/sorority membership has had on the achievement of educational outcomes in general and attitudinal orientation in particular (Pascarella & Terenzini, 2005). These findings are most provocative for first-year students who join fraternal organizations. In analyzing National Study of Student Learning data, Pascarella, Edison, Nora, Hagedorn, and Terenzini (1996) found fraternity members, compared to non-members, had significantly lower levels of reading comprehension and mathematics during the first year of college, as well as significantly lower levels of critical thinking in an end-of-first-year measurement. The same study found sorority members also had significantly lower levels of reading comprehension, when compared to non-members. The researchers acknowledge that these negative learning effects diminish in magnitude after the first-year, a finding also confirmed by Pascarella, Flowers, and Witt (2006).

Summarizing the various findings aggregated in How College Affects Students (2005), Pascarella and Terenzini stated, "fraternity membership would appear to inhibit growth in general knowledge acquisition and critical thinking for men during the first year of college" (p. 616). Though acknowledging some positive but small net effects on fraternal organization members' interpersonal skills, community orientation, and commitment to civic engagement, the researchers further concluded:

The research is clear, however, that fraternities and sororities have a net and negative influence on members' racial-ethnic attitudes and openness to diverse ideas and people.

The post-1990 research is notably silent, however, on the net impact of fraternity or sorority membership on educational attainment (p. 617).

This study was intended to determine the effect of fraternity/sorority membership on academic achievement and progress during college. Instead of relying on perceptional surveys of affiliated and non-affiliated students on issues such as moral development as determined by measures of academic honesty (McCabe & Trevino, 1997), this study used academic records to determine outcomes.

Pike (1996) cautioned that outcomes-based research should not rely on self-reported levels of attainment. In addition, using a single campus as the basis for attainment data limits the researcher’s ability to generalize findings, and resulting data often suffers from confounding differences in socialization and recruitment effects (DeBard, Lake, & Binder, 2006). Given the importance accorded to the issue of educational attainment by federal and state policy makers, the use of actual student academic records as a reflection of educational attainment and the incorporation of multiple institutions in such a study are critical.

Method

The researchers attempted to recruit a representative sampling of institutions having fraternal organizations, because this study required the ability to separate members from general student populations. Selection and inclusion was impacted by the capability of the various institutions’ offices of fraternity/sorority affairs to provide accurate new membership lists. One of the
assurances provided was that confidentiality would be maintained. Data collection began in 2008, following IRB approval at the host institution.

**Sample and Sampling Procedure**

Table 1 provides an overview of the participating institutions. A total of 17 institutions participated in the study. Though half of the participating institutions were private, the vast majority of records came from state-affiliated institutions. This was due to the variances in size of enrollment among the private and public institutions. Only one of the nine public institutions has less than 15,000 students, while only one of the 8 private institutions has more than 15,000 students.

Table 1

*Overview of Participating Institutions*

<table>
<thead>
<tr>
<th>Case</th>
<th>Carnegie Classification</th>
<th>Fall 2004 Enrollment</th>
<th>Geographic Location</th>
<th>Public/Private</th>
<th>Number of Fraternal Organizations</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Master's L</td>
<td>10,001-15,000</td>
<td>South</td>
<td>Public</td>
<td>24</td>
</tr>
<tr>
<td>2</td>
<td>DRU</td>
<td>20,001+</td>
<td>Mid-West</td>
<td>Public</td>
<td>23</td>
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<tr>
<td>3</td>
<td>RU/H</td>
<td>15,001-20,000</td>
<td>Mid-West</td>
<td>Public</td>
<td>35+</td>
</tr>
<tr>
<td>4</td>
<td>RU/H</td>
<td>5,001-10,000</td>
<td>Mid-West</td>
<td>Private</td>
<td>22</td>
</tr>
<tr>
<td>5</td>
<td>RU/H</td>
<td>15,001-20,000</td>
<td>South</td>
<td>Private</td>
<td>29</td>
</tr>
<tr>
<td>6</td>
<td>RU/VH</td>
<td>20,001+</td>
<td>South</td>
<td>Public</td>
<td>35+</td>
</tr>
<tr>
<td>7</td>
<td>RU/VH</td>
<td>15,001-20,000</td>
<td>West</td>
<td>Public</td>
<td>17</td>
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<tr>
<td>8</td>
<td>RU/VH</td>
<td>20,001+</td>
<td>Mid-West</td>
<td>Public</td>
<td>35+</td>
</tr>
<tr>
<td>9</td>
<td>RU/H</td>
<td>20,001+</td>
<td>South</td>
<td>Public</td>
<td>30</td>
</tr>
<tr>
<td>10</td>
<td>RU/VH</td>
<td>20,001+</td>
<td>West</td>
<td>Public</td>
<td>35+</td>
</tr>
<tr>
<td>11</td>
<td>Master's L</td>
<td>5,001-10,000</td>
<td>Mid-West</td>
<td>Private</td>
<td>20</td>
</tr>
<tr>
<td>12</td>
<td>Bac/A&amp;S</td>
<td>under 5,000</td>
<td>Mid-West</td>
<td>Private</td>
<td>10</td>
</tr>
<tr>
<td>13</td>
<td>RU/VH</td>
<td>10,001-15,000</td>
<td>South</td>
<td>Private</td>
<td>28</td>
</tr>
<tr>
<td>14</td>
<td>Master's L</td>
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<td>West</td>
<td>Private</td>
<td>10</td>
</tr>
<tr>
<td>15</td>
<td>Master's L</td>
<td>5,001-10,000</td>
<td>West</td>
<td>Private</td>
<td>15</td>
</tr>
<tr>
<td>16</td>
<td>RU/VH</td>
<td>20,001+</td>
<td>Great Lakes</td>
<td>Public</td>
<td>35+</td>
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<tr>
<td>17</td>
<td>Master's L</td>
<td>under 5,000</td>
<td>West</td>
<td>Private</td>
<td>10</td>
</tr>
</tbody>
</table>

There was a cross-section of admissions selectivity among the participating institutions. Of the public institutions, three were classified as highly selective, three selective, and three non-selective. Private institutions were more selective than the public institutions, with ACT averages ranging from 22 up to 29. There was no attempt to compare highly selective institutions against other institutions, but only between members of fraternal organizations on a given campus versus non-affiliated students during their first year.

Since the purpose of this article was to demonstrate how membership impacted academic performance, and because the issue of "deferred membership" has policy implications, an important component of the research design was to be able to compare the performance of those
who joined a fraternity/sorority during the first semester on campus versus those who deferred until their second semester.

Overall, 39,983 students were identified as first-year non-members, whereas 4,242 students were identified as having joined a fraternal organization in the fall semester of their freshman year, and 1,873 students were identified as having joined a fraternal organization in the spring semester of their freshman year.

The sample included in this study was similar to national statistics of men and women first-year students who join fraternal organizations. In terms of gender, 52.5% of the records analyzed were from women compared to 47.5% from men, only slightly different than the national average for first-time freshmen at public and private four-year institutions as reported by the Chronicle Almanac (2008). Of the total first-year students whose records were included in this study, 12.8% were members of fraternal organizations compared to 87.2% who were not. Again, this is similar to national survey data reported elsewhere (Barefoot & Siegel, 2000).

Procedure
An email cover letter and directions for participation were sent to the designated fraternity/sorority campus professional at 86 institutions. Professionals were asked if they could produce membership records sorted by semester or quarter students joined. Up to three follow up phone calls were used after the initial email solicitation. When professionals indicated they could participate, they were asked to provide information from their campus’ office of institutional research about all first-year, first-time, full-time students who entered school in the fall of 2004. If fraternity/sorority professionals could not provide data about members or if the offices of institutional research would not release student information, the institution was excluded from participation in the project.

Data collected included student identification number, high school GPA, ACT or SAT score (all scores were converted to ACT scores using a chart developed by the ACT), sex, fall 2004 GPA and credit hours earned, spring 2005 GPA and credit hours earned, cumulative first year GPA and credit hours earned, and first year to sophomore year retention information. Student identification numbers were used to differentiate records by fraternity/sorority membership. The fraternity/sorority professional verified students were coded as members or non-members and noted the semester joined. Once this was complete, all student identifiers were removed.

Analytical Methods
Analysis of Covariance (ANCOVA) was conducted to determine if joining a fraternal organization had an impact on student GPA or credit hours earned (controlling for ACT score and high school GPA). This analysis was conducted on the overall dataset and also for men and women separately to examine possible differences. Logistic multiple regression was used to identify which independent variables (ACT score, high school GPA, and membership status) predicted retention. Independent variables were tested for possible multicollinearity. Tolerance and VIF collinearity values were within the acceptable range for all variables.
Results

Overall Academic Performance of First-Year Students

An important caveat in analyzing the data involved the level of pre-college academic preparedness of the sample. Table 2 suggests each of the three groups (non-affiliates, fall joiners, and spring joiners) performed equivalently in terms of high school GPA. However, fraternity/sorority members obtained higher ACT scores than non-affiliated students. This significant difference was controlled for in analyses that compared groups using ACT score as the covariate in ANCOVA. For all group comparisons, the same difference pattern was found — fraternity/sorority members earned higher ACT scores than non-affiliated students. As a result all ANCOVAs use ACT score as the covariate variable. However the difference was quite small and would not have impacted the outcomes of first-year academic performance.

Table 2

Mean ACT and High School GPA

<table>
<thead>
<tr>
<th></th>
<th>Non-Affiliated Students</th>
<th>Joined Fall 2004</th>
<th>Joined Spring 2005</th>
<th>ANCOVA P-value</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACT Score</td>
<td>25.42</td>
<td>25.87</td>
<td>26.65</td>
<td>&lt;.001</td>
</tr>
<tr>
<td>n = 39,983</td>
<td>n = 4,242</td>
<td>n = 1,873</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.54</td>
<td>3.51</td>
<td>3.58</td>
<td></td>
<td></td>
</tr>
<tr>
<td>HS GPA</td>
<td>n = 31,835</td>
<td>n = 3,065</td>
<td>n = 1,467</td>
<td>0.01</td>
</tr>
</tbody>
</table>

As evidenced in Table 3, after controlling for high school GPA and ACT scores with an ANOVA, students who joined fraternal organizations during their first year earned significantly higher grade point averages than non-affiliated students. Members who joined both in the fall and spring semester were retained to their sophomore year at significantly higher rates than their non-affiliated peers.

In terms of credit hours earned, there was a mixed result. Students who joined in the spring earned more credit hours in their first year (m = 32.27) than non-affiliated students (m = 28.53) and more than students who joined in the fall semester (m = 27.68). The number of hours earned by spring joiners in the spring (m = 14.68) compared to the number of hours earned during their fall semester (m = 17.41) was significantly lower. There was a significant difference in the number of credit hours earned for all three groups (non-affiliates, fall joiners, and spring joiners); F (2, 35,231) = 94.59, p < .001, η² = .005.
Table 3
Fall and Spring GPA, Credit Hours, and Retention Rate, Controlling for ACT Score

<table>
<thead>
<tr>
<th></th>
<th>Non-Affiliated Students</th>
<th>Joined Fall 2004</th>
<th>Joined Spring 2005</th>
<th>ANCOVA P-value</th>
<th>Effect Size</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall GPA</td>
<td>2.97</td>
<td>3.04</td>
<td>3.23</td>
<td>&lt;.001</td>
<td>0.003</td>
</tr>
<tr>
<td></td>
<td>n = 39,453</td>
<td>n = 4,222</td>
<td>n = 1,861</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Spring GPA</td>
<td>2.9</td>
<td>3.01</td>
<td>3.09</td>
<td>&lt;.001</td>
<td>0.001</td>
</tr>
<tr>
<td></td>
<td>n = 38,621</td>
<td>n = 4,194</td>
<td>n = 1,863</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1st Year Cum GPA</td>
<td>2.96</td>
<td>3.04</td>
<td>3.17</td>
<td>&lt;.001</td>
<td>0.002</td>
</tr>
<tr>
<td></td>
<td>n = 39,022</td>
<td>n = 4,220</td>
<td>n = 1,863</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fall Hours Earned</td>
<td>15.36</td>
<td>13.92</td>
<td>17.66</td>
<td>&lt;.001</td>
<td>0.007</td>
</tr>
<tr>
<td></td>
<td>n = 39,449</td>
<td>n = 4,224</td>
<td>n = 1,860</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Spring Hours Earned</td>
<td>13.63</td>
<td>13.94</td>
<td>14.79</td>
<td>&lt;.001</td>
<td>0.003</td>
</tr>
<tr>
<td></td>
<td>n = 38,783</td>
<td>n = 4,198</td>
<td>n = 1,963</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1st Year Hours</td>
<td>28.53</td>
<td>27.68</td>
<td>32.27</td>
<td>&lt;.001</td>
<td>0.005</td>
</tr>
<tr>
<td></td>
<td>n = 39,674</td>
<td>n = 4,235</td>
<td>n = 1,871</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retention to Fall 2005</td>
<td>0.86</td>
<td>0.93</td>
<td>0.97</td>
<td>&lt;.001</td>
<td>0.006</td>
</tr>
<tr>
<td></td>
<td>n = 39,983</td>
<td>n = 4,242</td>
<td>n = 1,873</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Academic Performance of First-Year Women
Sorority women (shown in Table 4) had slightly higher fall, spring, and cumulative GPAs than their non-affiliated peers during their first year of college, after controlling for high school GPA and ACT score with an ANCOVA, $F(2, 18,157) = 21.45, p < .001, \eta^2 = .002$. The difference between affiliated and non-affiliated GPAs ($m = 3.05$) was more pronounced for spring joiners ($m = 3.27$) than for fall joiners ($m = 3.13$). After the first year, non-affiliated women earned an average cumulative GPA of 3.01 ($n = 15,710$); women who joined in the fall semester earned an average 3.08 ($n = 1,751$); and women who joined in the spring earned a cumulative 3.26 ($n = 701$). Women who joined in the spring semester earned significantly more credit hours ($m = 33.60$) than both fall joiners ($m = 28.29$) and non-affiliated students ($m = 28.96$); $F(2, 18,468) = 72.80, p < .001, \eta^2 = .008$, after controlling for both ACT score and high school GPA. However, it should be noted that non-affiliated women had a slightly higher rate of earned credit hours compared with their sorority member counterparts who joined during their first semester. All women were retained to the participating institutions at high rates, well over 90%, for all groups. However, women who joined in the spring semester were retained at 98%, a significantly higher rate than the other two groups (96% for non-affiliated students, and 94% for fall joiners).
**Table 4**

*Women’s Aggregate Results, Controlling for ACT Score*

<table>
<thead>
<tr>
<th></th>
<th>Non-Affiliated Students</th>
<th>Joined Fall 2004</th>
<th>Joined Spring 2005</th>
<th>ANCOVA P-value</th>
<th>Effect Size</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall GPA</td>
<td>3.06</td>
<td>3.13</td>
<td>3.33</td>
<td>&lt;.001</td>
<td>0.003</td>
</tr>
<tr>
<td></td>
<td>n = 20,516</td>
<td>n = 2,461</td>
<td>n = 834</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Spring GPA</td>
<td>2.99</td>
<td>3.09</td>
<td>3.23</td>
<td>&lt;.001</td>
<td>0.002</td>
</tr>
<tr>
<td></td>
<td>n = 20,041</td>
<td>n = 2,441</td>
<td>n = 837</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1st Year Cum GPA</td>
<td>3.05</td>
<td>3.13</td>
<td>3.27</td>
<td>&lt;.001</td>
<td>0.002</td>
</tr>
<tr>
<td></td>
<td>n = 20,238</td>
<td>n = 2,456</td>
<td>n = 837</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fall Hours Earned</td>
<td>15.49</td>
<td>14.21</td>
<td>18.29</td>
<td>&lt;.001</td>
<td>0.008</td>
</tr>
<tr>
<td></td>
<td>n = 20,513</td>
<td>n = 2,461</td>
<td>n = 834</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Spring Hours Earned</td>
<td>13.90</td>
<td>14.25</td>
<td>15.48</td>
<td>&lt;.001</td>
<td>0.005</td>
</tr>
<tr>
<td></td>
<td>n = 20,119</td>
<td>n = 2,443</td>
<td>n = 837</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1st Year Hours</td>
<td>28.96</td>
<td>28.29</td>
<td>33.6</td>
<td>&lt;.001</td>
<td>0.007</td>
</tr>
<tr>
<td></td>
<td>n = 20,567</td>
<td>n = 2,465</td>
<td>n = 839</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retention to Fall 2005</td>
<td>0.96</td>
<td>0.94</td>
<td>0.98</td>
<td>&lt;.001</td>
<td>0.007</td>
</tr>
<tr>
<td></td>
<td>n = 20,746</td>
<td>n = 2,467</td>
<td>n = 840</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Academic Performance of First-Year Men**

Academic performance for both fraternity and non-affiliated men was below that of their female counterparts. Fraternity men in both groups (fall = 2.92, spring = 3.09) had a higher cumulative first-year GPA than non-affiliated men (x = 2.86). In fact, fraternity men who joined during the spring semester earned significantly higher GPAs than non-affiliated men and men who joined in the fall semester, after controlling for high school GPA and ACT score; $F(2, 16,437) = 19.12, p < .001, \eta^2 = .002$. After the first-year, non-affiliated men earned an average cumulative GPA of 2.78 ($n = 14,434$), men who joined in the fall semester earned an average 2.80 ($n = 1,267$), and men who joined in the spring earned a cumulative 3.03 ($n = 741$). In overall credit hours earned, men who joined in the spring semester earned the most credits (31.91) followed by non-affiliated men (28.07), and then by men who joined in the fall (26.84). After controlling for ACT score and high school GPA each of these differences was found to be significant; $F(2, 16,752) = 37.16, p < .001, \eta^2 = .004$. Fraternity men (fall = 92%, spring = 97%) were retained at higher rates than non-affiliated men (85%).
Table 5
Men’s Aggregate Results, Controlling for ACT Score

<table>
<thead>
<tr>
<th></th>
<th>Non-Affiliated Students</th>
<th>Joined Fall 2004</th>
<th>Joined Spring 2005</th>
<th>ANCOVA P-value</th>
<th>Effect Size</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall GPA</td>
<td>2.87 (n = 18,937)</td>
<td>2.91 (n = 1,761)</td>
<td>3.15 (n = 1,027)</td>
<td>&lt;.001</td>
<td>0.003</td>
</tr>
<tr>
<td>Spring GPA</td>
<td>2.80 (n = 18,580)</td>
<td>2.89 (n = 1,753)</td>
<td>2.99 (n = 1,026)</td>
<td>&lt;.001</td>
<td>0.001</td>
</tr>
<tr>
<td>1st Year Cum GPA</td>
<td>2.86 (n = 18,784)</td>
<td>2.92 (n = 1,764)</td>
<td>3.09 (n = 1,026)</td>
<td>&lt;.001</td>
<td>0.002</td>
</tr>
<tr>
<td>Fall Hours Earned</td>
<td>15.22 (n = 18,936)</td>
<td>13.52 (n = 1,763)</td>
<td>17.16 (n = 1,026)</td>
<td>&lt;.001</td>
<td>0.007</td>
</tr>
<tr>
<td>Spring Hours Earned</td>
<td>13.34 (n = 18,660)</td>
<td>13.51 (n = 1,755)</td>
<td>14.22 (n = 1,026)</td>
<td>&lt;.001</td>
<td>0.001</td>
</tr>
<tr>
<td>1st Year Hours</td>
<td>28.07 (n = 19,103)</td>
<td>26.84 (n = 1,770)</td>
<td>31.91 (n = 1,032)</td>
<td>&lt;.001</td>
<td>0.005</td>
</tr>
<tr>
<td>Retention to Fall 2005</td>
<td>0.85 (n = 19,233)</td>
<td>0.92 (n = 1,775)</td>
<td>0.97 (n = 1,033)</td>
<td>&lt;.001</td>
<td>0.005</td>
</tr>
</tbody>
</table>

Discussion

A Case for Deferring Recruitment
As relatively impressive as the fall 2004 membership aggregate numbers were, compared to non-affiliated students, there is some evidence to support an argument for instituting a policy to defer membership to the spring semester. The significant difference between first semester grade point averages for fall and spring new members, the total number of hours earned during the course of the first year that favors spring membership, and the higher retention rate for spring members all suggest allowing students to settle into a campus environment before going through recruitment has beneficial results with regard to first-year academic achievement.

Regarding the number of hours earned when examining results for women alone, the argument for deferring recruitment is even more compelling. Because of the strong start women who deferred membership to the spring achieved during their first semester, there was a significant difference between the cumulative hours earned (x = 33.60) during their first year compared to sorority women who joined during their first semester (x = 28.29). In fact, sorority women who joined during their first semester accumulated fewer credit hours over their first year than non-affiliated women (28.29 hours compared to 28.96). It is acknowledged that membership is only one variable possibly impacting academic outcomes, but given the number of records involved, these findings provide some impetus to institutions for conducting a study to judge whether a deferred membership policy would help academic progress of their students.

Similar to what was found for sorority members, men who deferred membership to the spring semester also earned significantly more hours during the fall semester than men who joined in the fall. Furthermore, the number of hours earned in the spring for new members was
significantly less than they had earned in the fall before joining. Fall membership did have a negative relationship with regard to hours earned as compared to non-affiliated men, particularly during the fall membership semester. Overall, the men who deferred membership accumulated significantly more hours at the end of their first year compared to both non-affiliated men and those who joined in the fall.

**Positive Effects on Retention**

The most notable difference in both aggregate analysis and by sex, concerned retention. These findings support previous retention research concerning the importance of building a sense of belonging within the institution of higher learning. Lounsbury & DeNeui (1995) demonstrated fraternity/sorority membership contributed to a student’s sense of community on a college campus, and other research by Pike & Askew (1990) demonstrated increased social involvement. This research was further corroborated by Pike (2000) supporting the positive effect of fraternity/sorority membership on building a sense of belonging on campus, resulting in greater attachment to the institution. All of these studies support the more general proposition posited by Astin (1985) concerning the importance of campus involvement in retaining first-year students.

What this study adds to the discussion is that such affiliation is not simply associated with social acceptance and pleasure. If membership in fraternal organizations is to be an institutional priority, the emphasis should be to promote academic success. In an age where the creation of revenue streams is essential to institutional well-being, these numbers are compelling. If the non-affiliated student retention rate had been equal to the rate for fraternity/sorority members who joined in the fall (93%), this would have resulted in an increase of 2,745 students, or 9.2% of the non-affiliated students, being retained to their sophomore year.

**Differences by Institution**

Of course, as interesting as these aggregate findings are, the truly relevant statistics for an institution formulating membership policy concern what is occurring locally. Differences in academic preparedness of first-year students, by institution, are a better policy informant than these aggregate figures. Although part of the agreement with institutions that participated in this study was that no comparative institutional data would be shared, it was observed that the least selective of institutions had the most academic problems with students, especially males, joining a fraternal organization in the fall of the first year. By contrast, the most selective of institutions had the greatest difference in grade point average, hours earned, and retention rates between members who joined fraternal organizations and those who remained unaffiliated.

**Implications**

At the 2006 meeting of the American Educational Research Association (AERA), Dr. Clifford Adelman leveled criticism at educational researchers for failure to use reliable data in drawing conclusions that can impact institutional and public policy (Glenn, 2006). One of the desired outcomes of this study was to persuade educators to gather, analyze, and disseminate their own institutional data regarding the impact of various variables, including membership in fraternal organizations, on first-year academic performance. Unfortunately, a number of institutions expressing an interest in participating in this study were unable to gather the necessary membership records to differentiate students based on involvement. This suggests that even
though data may be revealing, formatting it for analysis on some campuses may require substantial effort. Certainly, this evidences Dr. Adelman’s point.

The net positive effect joining a fraternity or sorority can have on academic performance during the first year of college informs the debate about the value of fraternal organizations on college campuses. Student affairs professionals and advocates of affiliation are in need of research-based evidence. Many times, fraternity/sorority supporters find themselves facing research demeaning affiliation, armed only with “good deeds” tied to sponsored service projects a few times per year. A more substantive approach needs to be taken that addresses specific educational outcomes, a language more powerful to decision-makers, verifiable by institutional research and records.

This study should not be viewed merely as a point of advocacy for fraternity/sorority membership. For all the positive aspects this study uncovered, results also inform policy regarding the efficacy of limiting or restricting first-year involvement. Establishing a policy of deferred membership or placing a grade point average requirement before new members receive active status, as indicated by the findings, might improve first year academic performance. Certainly, such decisions must rest with institutional data rather than national findings.

**Future Research**

Data collection from multiple institutions should be conducted in a longitudinal study. This longitudinal approach would be beneficial to help researchers examine possible trends in fraternity/sorority membership performance over time. A second suggestion for future research is to carry data collection beyond the first year. There are still many unanswered questions about students who join fraternal organizations after their freshman year. Research has also yet to address graduation rates of affiliated students.

**Conclusion**

In reporting the results of their *National Survey of First-Year Co-Curricular Practices* (2000), Barefoot and Siegel stated:

> We believe that the central issue for campuses to consider is whether Greek life [sic] supports or is a deterrent to the academic mission of an institution and whether the institution is able to effectively monitor and control the activities occurring within or sponsored by these organizations. (p. 6)

In contrast, this study demonstrated a positive effect of membership on various measures of academic performance during the first year of college. Women who joined sororities their freshman year earned higher grades, completed more credit hours, and were retained in slightly higher numbers than their male counterparts. What was most revealing was that membership was positively aligned with academic success when compared to those students who decide to remain unaffiliated. This was true at public universities and private colleges, for both women and men.
References


Robert DeBard is an Associate Professor at Bowling Green State University. Casey Sacks was previously the research assistant for the Gamma Sigma Alpha national study and is currently Career and Technical Manager with the Colorado Community College System.