



UCF

**FRATERNITY AND
SORORITY LIFE**

**WAY FORWARD
IMPLEMENTATION PLAN**

2014

STUDENT DEVELOPMENT & ENROLLMENT SERVICES



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Summary

Fall (2014) Fraternity and Sorority Life will celebrate 45 years at the University of Central Florida. As the community celebrates many positive accomplishments, it is imperative that fraternity- and sorority-affiliated students continue to play an integral role in cultivating an environment that supports and enhances student success at UCF.

In spring of 2013, Student Development and Enrollment Services (SDES) worked with Keeling & Associates, LLC (K&A) to develop a strategy for strengthening fraternity and sorority life within the UCF community. K&A produced a strategy that helped to engage many UCF stakeholders and community members. In April, K&A staff members met with Greek students, other UCF student leaders, and SDES staff members to conduct an analysis of the current climate within and towards the Greek community. K&A staff members also facilitated a two-day retreat involving SDES staff, Fraternity and Sorority Life (FSL) staff, Greek student leaders and non-Greek students. K&A strategically gathered information to help inform the new Greek community. There were numerous ongoing discussions about a new “way forward” for Fraternity and Sorority Life. On the final day of the retreat, students and staff reached a consensus on a set of “commons threads” or characteristics for the ideal UCF Greek community.

Framework

“Common threads” refers to the notion of connecting similar patterns or events to accomplish a common purpose. The common threads for the fraternity and sorority community became the impetus for a renewed commitment to our registered Greek organizations and its chapter members, National and (Inter) National Organizations, four Governing Councils, the UCF community, and the greater Orlando community. The focus areas that emerged and now serve as the 6 primary objectives are:

- Safety
- Leadership & Moral Development
- Accountability
- Advising
- Transparency
- Excellence

Mission, Vision, and Values

Mission Statement: The mission of the Office of Fraternity and Sorority Life is to foster an inclusive environment and commitment to student growth, academic excellence, civic engagement, leadership development, positive relationships, and risk reduction education.

Vision: To provide excellence in active advising of fraternity and sorority leaders that will create life-long bonds through the principles encompassed in fraternal values.

Values: Building trust, developing healthy relationships, and effective communication are the primary values that drive fraternity and sorority life actions.

Approach

In spring (2014), the Office of Fraternity and Sorority Life hosted “Way Forward” focus groups with SDES staff & faculty, alumni, chapter advisors, and student leaders (Greeks & non-Greeks). Each of the Way Forward discussions concentrated on elements necessary for delivering comprehensive direction and support for fraternity and sorority life engagement. Attendees were asked to develop



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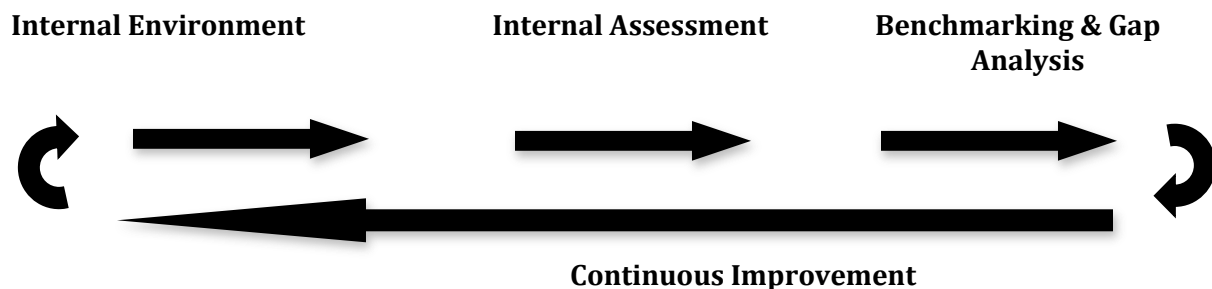
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programming ideas with attendant implementation strategies that would specifically interface with the “Commons Threads.”

“Way forward” focus group topics were identified by team participants as key components to a healthy and productive Greek community. Below are the areas which help to guide the strategic map for engaging the Fraternity and Sorority community now and in the future.

Conduct/Accountability	Risk Management	Social Activities
Community Engagement	Leadership	Scholarship
Brotherhood/Sisterhood	Ongoing Member Ed.	Nat'l/Alumni Communication
New Member Education	Recruitment	Public Relations

Strategic Map



Internal Environment- There are internal belief systems and traditions that exist within the Greek community that have proven to be a detriment to the safety and security of Greek members. OFSL Staff in concert with key stakeholders (i.e. Greek Student leaders, alumni, parents, National/headquarters, etc.) will need to continue addressing environmental factors - specifically trends, old perceptions, and practices that have a negative impact on the UCF Greek community.

Internal Assessment-FSL will provide a data-driven view of a healthy and functional Greek community. This assessment should be qualitative and quantitative assessment based on stakeholder engagement and desired outcomes, and will be updated at determined intervals to continue to work toward best practices.

Benchmarking & Gap Analysis- It is important to have working knowledge of peer institution struggles, successes and similarities, as well as a national comparison of National trends and successes. This should be an on-going process. As UCF connects the focus areas to the common thread, on-going assessment should be infused and intentional.

Continuous Improvement: FSL will engage in ongoing assessment and program evaluation to identify progress toward stated objectives and action plans. Additional action plans will be added as they develop. FSL will engage in semester reviews to maintain commitment to the strategies developed in this process.

Taking action for a stronger Greek community...



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SUMMARY OF INITIATIVES

Strategy	Semester	Type of Initiative	Target Audience	Partners
SAFETY: PAGE 8				
New Member Education Workshop	Fall 2014 Every Semester	New Initiative	PNMs New Members	Office of Student Conduct UCF Cares Wellness & Health Promotion Services
Mentors in Violence Prevention	Spring 2015	New Initiative	Males Active Members New Members	Counseling & Psychological Services Victim Services Wellness & Health Promotions Services
HLP 2701 course	Fall 2015	New Initiative	Active Members	Wellness & Health Promotions Services
Emphasis on Alcohol Education	Fall 2014 Annually	Current Initiative	PNMs New Members Active Members	Health Services UCF Cares Wellness & Health Promotions Services
National Hazing Prevention Week	Fall 2014 Annually	Current Initiative	Campus-wide Active Members New Members	Health Services Office of Student Involvement Wellness & Health Promotions Services
LEADERSHIP & MORAL DEVELOPMENT: PAGE 9				
Future Greek Leaders Certificate Program	Spring 2015 Annually	New Initiative	New Members Aspiring Student Leaders	Community Support Services Office of Student Involvement Wellness & Health Promotions Services
Mentor Program	Fall 2015	New Initiative	All Members	National Offices Advisors Active & New Members
Officer Development Workshop	Spring 2015	New Initiative	Council & Chapter Leadership	Community Support Services Office of Student Involvement
UCF Leadership Weekend	Fall 2016	New Initiative	Campus-wide Leaders Council & Chapter Leaders	National Offices Wellness & Health Promotions Services
Greek Leadership Challenge	Spring 2015 Annually	Current Initiative	Aspiring Student Leaders	Community Support Services Office of Student Involvement Advisors
ACCOUNTABILITY: PAGE 10				
OFSL Expectations & Responsibilities Workshop	Fall 2014	New Initiative	Council & Chapter Leaders	Advisors Office of Student Conduct Office of Student Involvement
OFSL Meet and Greet	Fall 2014 Spring 2015	New Initiative	All	SDES Leadership Student Conduct Housing & Residence Life
Fraternity and Sorority Life Advisory Board	Spring 2015	New Initiative	All	Advisors Community Partners National Offices
FSL App	Fall 2015	New Initiative	All	Computer Science & Technology SDES IT Student Leaders
Rehabilitation Plan for Suspended Chapters	Fall 2014	Current Initiative	Chapters involved in Conduct Process	Advisors National Offices Office of Student Conduct



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Strategy	Semester	Type of Initiative	Target Audience	Partners
ADVISING: PAGE 11				
Advisors Institute	Fall 2014	New Initiative	Chapter Advisors National Offices	Office of Student Conduct SDES Leadership Team
Live Lab Simulation	Fall 2016	New Initiative	New Members General Members	Education and Simulation Department
End of Semester Advisor Report	Fall 2014	New Initiative	Chapter Advisors	Advisors National Offices
Monitor Grade Fluctuations	Every semester	New Initiative	New Members Chapter Leadership	Advisors National Offices Way Forward Partners
TRANSPARENCY: PAGE 12				
Greek Forum with SDES Leadership Team	Every semester	New Initiative	All	Office of Student Conduct SDES Leadership Team
Q&A with Office of Student Conduct	Fall 2014	New Initiative	All	Office of Student Conduct
Welcome Ongoing Feedback	All year round	New Initiative	All	National Offices Office of Student Conduct SDES Leadership Team
National Organization Communication	Every semester	Current Initiative	National Offices Chapter Leadership Advisors	Advisors National Offices SDES Leadership Team
EXCELLENCE: PAGE 13				
FSL Marketing Video	Fall 2014	New Initiative	All	Fraternity & Sorority members Way Forward Partners
Student Union Space for FSL Events	Fall 2014	New Initiative	All members	Student Union
FSL Orientation Open House	Summer 2015	New Initiative	New Students Parents	First Year Experience
Standards of Excellence	Fall 2014	Current Initiative	Chapter Advisors National Offices All Membership	Governing Councils National Offices Standards of Excellence Review Team
Intentional Press Releases	All year	Current Initiative	All Campus-wide Orlando community National Offices	UCF News & Information SDES Leadership Team



Safety

Safety has been identified as the number one priority for the Office of Fraternity and Sorority Life. Our goal is to promote the health and safety of fraternity and sorority members through risk management training, prevention practices, and accountability measures.

Learning outcomes:

All **potential new members (PNMs)**, **new members**, and **active members** of a fraternity or sorority will be able to:

- Identify and evaluate **risky behaviors** and intervene when necessary.
- Make informed decisions that promote healthy behaviors and reduce high risk behavior.
- Demonstrate knowledge by designing **chapter plans** aligned with proper risk management.

Plans for delivery:

- New member education workshop - **New Initiative**
 - Target audience: Required attendance by all **PNMs** and **New Members**
 - Areas of focus: Hazing, alcohol, sexual assault, **six-week moratorium**, **Big** and **Little** experience, **Principles of Group Responsibility**, **bystander behavior**
 - Partners: Office of Student Conduct, UCF CARES, Advisors, Wellness and Health Promotion Services
- Emphasis on Alcohol education
 - Target audience: **PNMs, New Members, Active Members**
 - New Marketing Strategies - **Current Initiative**
 - Tailgating, alcohol free recruitment, **Emergency Alcohol Procedure**
 - **Training for Intervention Procedures (TIPS)** training - **New Initiative**
 - Partners: Wellness and Health Promotion Services, UCF CARES, Health Services, National offices
- National Hazing Prevention Week (NHPW) - **Current Initiative**
 - Target audience: **PNMs, New Members, Active Members**
 - NHPW committee meetings bi-weekly
 - Campus wide programming consisting of Silent March, educational workshops, and speakers
 - Partners: Wellness and Health Promotion Services, Advisors, National Offices, Health Services, Office of Student Involvement
- Mentors in Violence Prevention (MVP) - **New Initiative**
 - Target audience: Required attendance, 10% of all men's chapters
 - Areas of focus: Global issues of sexism, men's violence against women
 - Partners: Wellness and Health Promotion Services, Victim Services, Counseling and Psychological Services
- HLP 2701 course - **New Initiative**
 - Target audience: Elective course designed for fraternity/sorority members
 - Areas of focus: Contemporary college health issues such as alcohol and other drugs, sexual assault, HIV/AIDS, sexually transmitted infections, and diversity will be discussed
 - Partners: Wellness and Health Promotion Service



Leadership and Moral Development

Fraternalities and sororities teach, encourage, support, and foster leadership among their members. Leadership is defined by the congruent values and actions that members take to contribute positively to the chapter and greater communities for which they are a part.

Learning outcomes:

All *potential new members (PNMs)*, *new members*, and *active members* of a fraternity or sorority will be able to:

- Create their own definition of leadership and utilize this skill to impact their chapter, council, and community to make a positive difference.
- Demonstrate moral development through healthier decision making skills.
- Demonstrate personal responsibility and respectful behavior in a community environment.

Plans for delivery:

- **Greek Leadership Challenge (GLC) - Current Initiative**
 - Target audience: *Aspiring Student Leaders*, *Current Student Leaders*
 - Areas of focus: Community building, leadership development, decision making skills, risk reduction
 - Partners: Office of Student Involvement, National Offices, Wellness and Health Promotion Services, Community Support Services, Advisors
- **Future Greek Leadership Certificate Program (FGLC) – New Initiative**
 - Target audience: *New Members*, *Aspiring Student Leaders*
 - Areas of focus: Community building, leadership development, decision making skills, risk reduction
 - Partners: Office of Student Involvement, National Offices, Wellness and Health Promotion Services, Community Support Services, Advisors
- Mentor Program - **New Initiative**
 - Target audience: *Aspiring Student Leaders*, *New Members*, *Middle Members*, *Active Members*
 - Areas of focus: Peer-to-peer mentoring, leadership development
 - Partners: National Offices, Advisors, *Active Members*, *New Members*
- Officer Development Workshop - **New Initiative**
 - Target audience: *Council Leadership*, *Chapter Leadership*, *Aspiring Student Leaders*
 - Areas of focus: Role clarity and expectations, OFSL reporting, campus resources, alumni/national relations
 - Partners: Office of Student Involvement, Community Support Services
- UCF Leadership Weekend - **New Initiative**
 - Target audience: Florida Universities, UCF FSL Community
 - Areas of focus: Networking, leadership development, peer to peer education
 - Partners: Florida State Institutions, Wellness and Health Promotion Services, National Offices, Advisors



Accountability

The Office of Fraternity and Sorority Life (OFSL) aims to challenge each organization to hold its members to a higher level of accountability and ethical responsibility. This will create a healthier, stronger and more accountable community that represents fraternal values and enhances a quality experience for all of our students who choose to associate with a fraternity or sorority.

Learning outcomes:

All **potential new members (PNMs)**, **new members**, and **active members** of a fraternity or sorority will be able to:

- Recognize what accountability means to themselves, their chapter, council, and the greater community and apply it into their daily actions.
- Develop a sense of respect and responsibility; as a result, members demonstrate genuine care and concern for others, and keep them safe.
- Learn about the organizational responsibilities for the OFSL.

Plans for delivery:

- OFSL Expectations & Responsibilities Workshops - **New Initiative**
 - Target audience: Required attendance by all **PNMs** and **New Members**
 - Areas of focus: Forms, membership rosters, **SERF/SAFE** forms, academic and recruitment expectations, raise office awareness, and create list of campus resources, **Principles of Group Responsibility**
 - Partners: Office of Student Involvement, Office of Student Conduct, Advisors
- OFSL Meet and Greet – **New Initiative**
 - Target audience: **Active Members** and **Chapter Leadership**
 - Areas of Focus: Building trust, developing relationships and communication
 - Partners: **SDES Leadership**, Student Conduct, Housing
- Fraternity and Sorority Life Advisory Board - **New Initiative**
 - Target audience: Fraternity and Sorority Life Community
 - Areas of Focus: Supports Fraternity and Sorority staff and initiatives and Strategic Plan
 - Partners: Advisors, National Offices, Community Partners
- FSL App - **New Initiative**
 - Target audience: **Potential New Members, Active Members**, Advisors, UCF Community
 - Areas of focus: Improving communications, providing a central calendar of events, general education and marketing
 - Partners: Computer Science and Technology, SDES IT, Student Leaders
- Rehabilitation Plan for Suspended Chapters - **Current Initiative**
 - Target audience: Chapters that are involved in the conduct process
 - Areas of focus: Develop guidelines and provide support on a case-by-case basis
 - Partners: Office of Student Conduct, Advisors, National Offices



Advising

The role of the advisor is to guide, advise, and support the chapter and its officers and monitor their progress. It is through committed Office of Fraternity and Sorority Life staff, National Office staff, Chapter Advisors, and alumni support that the fraternal community will strive towards the highest standard of excellence.

Learning outcomes:

All **potential new members (PNMs)**, **new members**, and **active members** of a fraternity or sorority will be able to:

- Understand Office of Fraternity and Sorority Life and the Golden Rule policies and procedures.
- Maintain working relationships with the National Office and the Office of Fraternity and Sorority Life.
- Identify and address high **risk behavior**.
- Design and conduct an academic progress plan that is inclusive of **new member** needs.

Plans for delivery:

- Advisors Institute - **New Initiative**
 - Target audience: Chapter Advisors, National Offices
 - Areas of focus: OFSL support, Strategic Plan, monitoring chapter progress, developing action plans for chapter success
 - Partners: SDES Leadership Team, Office of Student Conduct
- Live Lab Simulation – **New Initiative**
 - Target audience: New Members, General Members
 - Areas of focus: Risk reduction, **bystander behavior**, intervention skills
 - Partners: Education and Simulation Department
- End of Semester Advisor Report – **New Initiative**
 - Target audience: Chapter Advisors
 - Areas of focus: Open communication, support for chapter development and growth, additional programs and resources, welcome feedback, identify chapter needs
 - Partners: Chapter Advisors, National Offices
- Monitor Grade Fluctuations - **New Initiative**
 - Target audience: **New Members, Chapter Leadership**
 - Areas of focus: Developing action plans for chapter success, new member education management
 - Partners: Chapter Advisors, National Offices, Way Forward Partners



Transparency

Transparency implies openness, communication, and empowerment. A successful fraternal community operates with open communication, strong working relationships, and a willingness to educate and empower our students.

Learning outcomes:

All **potential new members (PNMs)**, **new members**, and **active members** of a fraternity or sorority will be able to:

- Relate to changing environment and the need to identify issues that negatively impact chapter growth and development.
- Demonstrate the importance of building relationships with the following constituents including but not limited to Fraternity and Sorority Life, Office of Student Conduct, Office of Student Involvement, **SDES Leadership**, Advisors, and National Offices.

Plans for delivery:

- Greek Forum with **SDES Leadership** Team - **Current Initiative**
 - Target audience: Fraternity and Sorority Life Community
 - Areas of focus: Community building, leadership development, open communication, student feedback
 - Partners: **SDES Leadership** Team, Office of Student Conduct
- Q&A with Office of Student Conduct – **New Initiative**
 - Target audience: **Student Leaders, General Members**
 - Areas of focus: Community building, leadership development, rights and responsibilities of membership, **Principles of Group Responsibility, Emergency Alcohol Procedure**
 - Partners: Office of Student Conduct
- National Organization Communication – **Current Initiative**
 - Target audience: Advisors, National Offices, Chapter Leadership
 - Areas of focus: Open communication, support for chapter development and growth, additional programs and resources, welcome feedback
 - Partners: National Offices, Advisors
- Welcome Ongoing feedback - **New Initiative**
 - Target audience: Students, Way Forward Partners, Advisors, Parents
 - Areas of focus: Suggestion box, surveys
 - Partners: **SDES Leadership** Team, Office of Student Involvement, Office of Student Conduct, Housing and Residence Life, National Offices



Excellence

Excellence is a vital component of achieving one's personal best, the ability to continually improve, how to define one's own capacity to do something, going above and beyond, leadership and influence on others, quality work, and responsibility.

Learning outcomes:

All **potential new members (PNMs)**, **new members**, and **active members** of a fraternity or sorority will be able to:

- Make explicit connections between what they have experienced and how it has impacted their learning.
- Effectively evaluate their chapter's performance.
- Communicate the importance of the Fraternity and Sorority Experience in their development.

Plans for delivery:

- Standards of Excellence – **Current Initiative**
 - Target audience: Chapter Advisors, National Offices, **Student Leaders, General Members**
 - Areas of focus: Evaluate chapters' proficiency in academic excellence, civic engagement, risk reduction programming, community partnerships, and leadership development
 - Partners: **Standards of Excellence** Review Team (consisting of various UCF community partners), National Offices, Governing Councils
- Intentional Press Releases – **Current Initiative**
 - Target audience: FSL Community, UCF Community, Orlando Community, National Offices
 - Areas of focus: Positive publicity, community engagement, service learning, philanthropic endeavors
 - Partners: UCF News and Information, SDES Leadership
- FSL Marketing Video – **New Initiative**
 - Target audience: Prospective Students, **Potential New Members**, Parents, Alumni, National Offices
 - Areas of focus: Promotional marketing, emphasis on holistic student experience, emphasis on **values-based organizations**
 - Partners: Way Forward Partners, Fraternity and Sorority members
- Student Union Space for FSL Events - **New Initiative**
 - Target audience: Prospective Students, **New Members, General Members**, General UCF Students, Faculty and Staff, Parents
 - Areas of focus: Campus and Community Engagement
 - Partners: Student Union
- FSL Orientation Open House - **New Initiative**
 - Target audience: New Students, Parents
 - Areas of focus: Emphasis on holistic student experience, emphasis on values-based organizations
 - Partners: First Year Experience (FYE)



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GLOSSARY

Active member: An initiated fraternity or sorority member who is affiliated with a campus chapter

Aspiring student leader: Chapter members who are looking to become leaders within the UCF Fraternity and Sorority Life community, the UCF community in general or their chapter

Alcohol free recruitment: Recruitment that does not involve alcohol in any form

Big brother/sister: An active member of a fraternity or sorority who serves as a mentor to a new member, guiding them through their new member program and initiation

Bystander behavior: When a person hears or sees a problematic situation yet they DO NOT take the necessary action to intervene

Chapter leadership: Members of a chapter who serve on the chapter executive board which governs the chapter

Chapter plan: A comprehensive plan that states goals that encompass academics, risk management, new member education, community service, leadership development, public/alumni relations role, diversity education, chapter size/recruitment, advisors role, and financial matters

Council leadership: Members of the Fraternity and Sorority Life community who serve as a member of the executive board for one of the five councils (Panhellenic Council, Interfraternal Council, National Pan-Hellenic Council, Diversified Council, and Greek Council)

Emergency Alcohol Procedure: Students and student organizations are asked to call for medical assistance whenever an individual experiences severe intoxication or serious injury after consuming alcohol. Students may be exempt from disciplinary action if they or another student calls for help during an alcohol emergency

Future Greek Leadership Certificate Program (FGLC): Educational program to educate, promote, and instill Greek Unity among emerging leaders and foster relationships, develop leadership skills, and to inspire future involvement in the Fraternity and Sorority Life community

General member: An initiated fraternity or sorority member who is affiliated with a campus chapter

Greek Leadership Challenge (GLC): Fraternity and Sorority Life's annual weekend leadership program to enhance leadership skills, foster a commitment to a community of success, and empower the participants to effect positive change in the Greek Community as well as the UCF community as a whole

Little brother/sister: newly initiated member that is the younger individual of the big/little pair

Middle members: Members of a chapter who enjoy being part of an organization, but are too busy and lack the motivation to give 100% of their time and energy.

National Hazing Prevention Week (NHPW): An opportunity for campuses, schools, communities, organizations and individuals to raise awareness about the problem of hazing, educating others about hazing, and promote the prevention of hazing

New members: A potential member who has accepted a bid from a fraternity or sorority



Potential new member (PNM): An individual interested in becoming a member of a fraternity or sorority

Principles of Group Responsibility: As per the Golden Rule, Any student organization can be held responsible for its actions or the actions of one or more of its members (active or inactive). There is no minimum number of group members who must be involved in an incident before disciplinary action may be taken against the organization. In some instances, the conduct of a single member may provide sufficient grounds for action against the entire organization

Risky behavior: any behavior that risks the safety of an individual or chapter

SAFE form: Safety Action for Event form to enforce policies for events or activities that could possibly result in some degree of harm to persons or in some amount of defacement or damage to public or private property (deemed to be potentially hazardous)

SDS Leadership: is the direct leadership chain leading up to the Vice President of Student Development and Enrollment Services

SERF form: Social Event Registration Form required to be submitted for all fraternity and sorority events that involve a gathering of members for the purposes of keeping faculty and staff informed

Standards of Excellence: Yearly accreditation process that each chapter must take part in

Student leader: Chapter members who are in a leadership role in the UCF Fraternity and Sorority Life community, UCF community, or their chapter

Suspended chapter: Chapter that is currently going through the conduct process

Training for Intervention Procedures (TIPS): a dynamic, skills-based training program designed to prevent intoxication, drunk driving and underage drinking by enhancing the fundamental "people skills" of servers, sellers and consumers of alcohol

Values-based organization: A living, breathing culture of shared core values among all members. Founded on specific values