

Section 1 Acknowledgement and Thanks

On behalf of the Coalition, we would like to thank the men and women of the University of Central Florida for being active participants in the recent visit of the Coalition assessment team. The team members had a wonderful visit and were able to get a strong impression of the fraternity and sorority community at UCF.

We appreciated the opportunity to meet with Vice President Ehasz and would like to thank her for her time and candor during our visit. It is clear that the Vice President as well as the institution has made a commitment to the community through the Greek Leadership Challenge as well as the investment to host the assessment team at the University of Central Florida.

We would also like to thank Kerry Welch for being the campus contact and coordinating our visit. We appreciated the opportunity to meet with Associate Vice President Craig Ullom, and enjoyed our interactions with the staff in the Office of Greek Life, the Blue Ribbon Committee members, and all other professional staff members in which we met.

The students and advisors were another central part of our visit, and we want to thank the Panhellenic, NPHC, DGC, and Interfraternity Council Officers, Chapter Presidents, and new members as well as the chapter and faculty advisors for taking time to participate in the process. Finally, we would like to thank the men and women of the forming interest groups on the campus, as well as the non-affiliated students, for being participants in the process as well.

The following is a comprehensive overview of what the assessment team learned during our visit. The Coalition, made up of the five industry leaders including the National Association of Latino Fraternal Organizations, National Pan-Hellenic Council, National Panhellenic Conference, the North-American Interfraternity Conference, and the Association of Fraternity Advisors have identified five areas to review when assessing a campus fraternity/sorority community. Those areas are: Developing Positive Interpersonal Relationships; Leadership Development: Build/Strengthen Social IQ, Citizenship, Service Learning; Advance Academic Interest/Graduation of Membership; and Effective Campus Interface to and Support of the Fraternity/Sorority Community.

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The following report is divided into four sections: Basic Summaries, Areas of Strengths, Areas of Improvement, and Recommendations utilizing the five areas of assessment. We hope that you will take the time to review all of this information and have it inform your future decisions.

Thank you again for your hospitality, and if we can be of assistance in the process as you move forward, please do not hesitate to contact us at any time.

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Section 2: Basic Summaries

1. Fraternity men and sorority women are seen as leaders at the University of Central Florida. Fraternity men and sorority women are seen as passionate about the University, passionate about their community and passionate about their specific chapter.
2. Men and women join fraternities and sororities because they want to have a good time, meet new people, have leadership opportunities, and help the large UCF campus feel smaller.
3. There is an institutional desire to provide the optimal or “premiere” fraternity and sorority experience for the students at the University of Central Florida. There is no collective understanding of what the “premiere” fraternity and sorority experience looks like.
4. There is acknowledgment that status quo is not an option and that change is needed in order for the community to continue to be a positive addition to the UCF campus.
5. Fraternity men and sorority women are using alcohol at higher levels than non-members.
6. The UCF fraternity and sorority community is being viewed through their actions – 3 major hazing cases in the last year, high levels of alcohol use, etc.
7. Fraternity men and sorority women are not willing to admit that their new member programs involve hazing.
8. The definition of hazing is not consistent across the University policy and the four governing council policies.
9. There is no coherence in the advisor structure – no communication from the university to the advisors, attempts at communication from the advisors to the institution are not effective, and students are caught in the middle.
10. The University of Central Florida has grown significantly and there is a sense that the infrastructure has not grown in proportion with the overall growth of the institution.
11. There is a wide array of forms, reports and other paper based communication tools that are used by the Office of Greek Life. These forms, reports and paper based communication tools cause a great deal of confusion and frustration on the part of the students and advisors.

12. There is a perception that IFC and Panhellenic are a higher priority for the institution than NPHC and DGC.
13. Accountability is seen as a solution, but there is a lack of understanding on how to implement accountability structures. The judicial processes described in the governing council constitutions are all different and do not acknowledge that there is a University process. In turn, the University does not acknowledge the judicial processes described in the governing council constitutions.
14. The inter/national organizations do not play a role in the accountability process for the University. The inter/national organizations are not consulted during judicial investigations nor are they included as part of the decision making process for sanctions or other accountability structures.
15. The Five Star Program has limited applicability to the entire fraternity and sorority community, has not been reviewed by the inter/national organizations, the rankings will not be shared with the larger community as stated in the document, and there are no perceived rewards or incentives for participation in the program.
16. There is no data to back up the belief that fraternities and sororities are retaining students at higher levels, providing more leadership and more service to the Orlando community, and that alumni/ae are giving at higher levels to the institution.
17. There are plans for a Greek Park II, however there is no clarity on what this housing will look like, when it will be built, which organizations would have access to this housing, or how it will be paid for.
18. There is a division in institutional leadership and advising with the split staff structure between the Office of Greek Life and the Office of Residence Life. While housing is a central element to the fraternity and sorority experience at the University of Central Florida, the advising and supervision of the housing portion of the experience is not in contact or communication with the advising and supervision of the rest of the fraternity and sorority experience.
19. The University has put a stop on all expansion conversations and plans for all four governing councils. There are a variety of interest groups that have formed and are waiting the approval to become official student organizations.
20. The Greek Council is new and its role remains undefined.

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

Developing Positive Interpersonal Relationships

1. The Interfraternity Council (IFC), Panhellenic Council (Pan), National Pan-Hellenic Council (NPHC) and Diversified Greek Council (DGC) are in the beginning stages of creating relationships with one another. The four governing councils participated in a joint retreat in the early spring semester.
2. The DGC and the NPHC have a strong inter-council relationship as do the IFC and Panhellenic Councils.
3. Fraternity and sorority members are involved in creating community on the campus by their support of the athletic program and other campus activities. They are an important element in the creation of school spirit. The feeling of allegiance to the UCF community instills a sense of pride in the graduates, and while there is no data, they are reported to contribute more to the UCF Foundation than non-affiliated students.
4. There is a strong relationship with the Student Government Association which allows for access to programming funds for all sororities and fraternities.
5. The Panhellenic Council member organizations interact well with one another on several programs and projects. IFC members are improving their relationships and are beginning to understand the value of working together to strengthen the community. NPHC member organizations have a developing connection to one another and the DGC chapters are very close.

Leadership Development

1. Fraternities and sororities are self-governing. The self-governance model provides opportunities for leadership development for the members of each organization. The Greek Council is an additional leadership opportunity for fraternity and sorority members. These leadership opportunities are recognized by the campus community.
2. The Presidents Leadership Council has strong representation from the UCF fraternity and sorority community. There is also a perception that fraternity men and sorority women are leaders in other organizations on campus.
3. It was noted by several of those interviewed that the sorority members (DGC, NPHC and Panhellenic) are seen as the ones who will organize activities and communicate plans to other students.
4. The IFC members are involved in solution based programming when participating in joint activities.

Build/Strengthen Social IQ, Citizenship, Service Learning

1. Social development was mentioned as an important component of the UCF fraternity and sorority community. The opportunity is there for a wide variety of students to interact positively with each other that might not be possible in other campus settings.
2. The fraternity and sorority community is recognized for its philanthropy and community outreach.
3. DGC members participate in joint community service projects.
4. NPHC members participate in joint community service projects, host a Career Expo for the entire campus and participate in the Freshman Friend Mentor Program.
5. The IFC and Panhellenic members have philanthropy (raising money for charities) as a central focus of their outreach. It was noted they also give hours of service to the campus and local community.

Advance Academic Interest/Graduation of Members

1. Academic achievement is part of the standards of all the coordinating organizations. Studies have shown that fraternity and sorority members have a higher graduation rate than unaffiliated students.
2. The Office of Greek Life prepares and distributes a comprehensive academic report each semester to document for the academic performance of the UCF fraternity and sorority community.
3. The All Sorority Grade Point Average exceeds the All Women's Grade Point Average.

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

1. Research supports the statement that fraternities and sororities help create community on a university campus. Members are involved in campus activities and contribute much to the campus culture.
2. The fraternity and sorority community at UCF is part of the identity of the campus culture. These organizations continue to provide service to UCF through the retention of members, provide on-campus housing for students, train future leaders of the institution, and add to the growing alumni/ae base providing volunteers and donors.
3. UCF has an alcohol education program and the directors of the program are working to engage the fraternity and sorority community in an educational approach to the use of alcohol.
4. It was acknowledged that the Vice President for Student Affairs works to be supportive of fraternities and sororities. The Vice President funded the Greek Leadership Challenge, a leadership development opportunity for fraternity and sorority members held in spring 2007. She indicated that she is committed to stabilizing the community by providing funding for a Director of Greek Life, three graduate students and an administrative assistant. The Office of Greek Life is located in the student center and is easily accessible to the students. There is interest in a partnership with the students, university and inter/national organizations at all levels of campus administration.

Section 4: Limitations of the Community Based on Five Target Areas

Developing Positive Interpersonal Relationships

1. There is acknowledgement of the general lack of understanding between the four governing councils regarding structure, purpose, function, and history. The governing council officers do not know one another nor do they know who their counterpart would be on another governing council.
2. There is an almost complete disconnect between how each council perceives one another. Panhellenic, NPHC and DGC member organizations blame the IFC organizations for all of the criticism the community is currently receiving for the hazing activities. IFC member organization presidents were animated in their description of how they believe Panhellenic organizations are more responsible for the current culture than they are willing to admit. Panhellenic members are engaged in many of the same activities (hazing, alcohol abuse, etc) for which the IFC member organizations are currently being held responsible.
3. Fraternity and sorority members see social events as a positive, however non-members view these events as a limitation as it feeds the stereotype that UCF fraternity and sorority members are focused on drinking and partying.
4. Social events are also used as a main form of membership recruitment for the Panhellenic and IFC member chapters. Students who are recruited through the use of alcohol feel that the fraternity and sorority culture should involve alcohol in all areas.
5. The new Greek Council is perceived to serve only IFC and Panhellenic organizations. The other councils and chapters attend because it is mandatory, however the information presented at these meetings is seen as not relevant to NPHC and DGC member organizations.

Leadership Development

1. There is a small group of students who are interested in being part of the solution to the challenges in the community. However, popularity is more important than true examples of leadership for many organization presidents within the fraternity and sorority community.
2. There is an overall lack of support for the concept of the Greek Council. The individual council presidents have not spent enough time developing support for the concept and there is an overall lack of understanding that Greek Council's role is to be a support for the community.
3. Sorority members, across all councils, are carrying the weight of the community when it comes to leadership, leadership positions, and being change agents. IFC members have low levels of engagement in solution based programming when in an IFC only setting.
4. The institution provides information on policies and procedures and rights and responsibilities, however leaders do not choose to utilize these documents and/or do not have a working understanding or comprehension of the rules and regulations that guide the community.
5. Fraternities and sororities use the "right" to have "secrecy in their ritual" as permission to behave in manners that are not acceptable to the institution.

Build/Strengthen Social IQ, Citizenship, Service Learning

1. There is currently a movie being filmed on campus that has a premise about sorority women on college campuses. This has the potential to continue to feed the negative stereotypes of fraternity men and sorority women at UCF.
2. While philanthropy is an area of focus for the IFC and Panhellenic members, there is very little hands-on service taking place within these two councils.
3. There is little to no social interaction between members of the NPHC and DGC communities with members of the IFC and Panhellenic communities.

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Advance Academic Interest/Graduation of Membership

1. Overall academic performance is average. Some councils are performing below the all male or female average, and some are performing just above.
2. The governing councils and/or the University do not calculate retention and graduation data for the fraternity and sorority community.

Effective Campus Interface to and Support of Fraternity Sorority Community

1. While members of the administration believe and understand that the “upper administration” is supportive of the fraternity and sorority community, this communication and perception is not getting to the students, council leaders, or advisors. There is a significant gap in the communication process between the University and the students and alumni/ae that are engaged with leading the community.
2. University has stopped all expansion efforts of individual organizations and expansion plans for all councils.
3. The perception by stakeholders is that the staff in the Office of Greek Life is not knowledgeable, responsive or has experience to respond to the needs of all entities, councils and chapters. Currently, there is no staff member that has an understanding of Panhellenic issues and processes.
4. Chapter advisors, corporation boards and inter/national organizations are not engaged with the University as part of the community or as part of the solution. Communication with these entities is limited and not timely.
5. Educational programming is targeted toward IFC and Panhellenic organizations. In addition, there are discrepancies in which policies and documents apply to which councils:
 - 5 Star Program – many areas do not apply to NPHC and DGC organizations
 - Requirement to submit names of new members – only required for IFC and Panhellenic Organizations
6. Faculty, in certain disciplines, are actively engaged in encouraging students to not join fraternities and sororities.
7. The institution is comfortable with accountability, but only when they are “100% sure” that the students understand the policies.
8. Panhellenic organizations that do not have housing are perceived to be at a disadvantage than those that do, and this is capitalized upon/perpetuated by the members who do have housing.

Section 5: Next Steps for the Community Based on Five Target Areas

The Coalition Recommendations are based on the data we received from the campus, the Assessment Team interviews conducted with various constituents and stakeholders and the current realities on campus. The recommendations are intended to help the University of Central Florida move closer to the ideal as outlined in its Vision Statement:

Fraternity and Sorority Life will be a premier Greek community that fosters and inclusive environment committed to academic excellence, community engagement, personal and leadership development in a safe and supportive environment; while utilizing university and local community partnerships.

The recommendations are ordered moving from higher priority to lower priority.

- 1. Enhance Fraternity and Sorority Life staffing structure by at least two FTEs and reduce the number of reports between Director of Greek Life and Vice President for Student Affairs. Overhaul job descriptions of all staff within the Greek Life Office, including the Director. Begin a regular meeting of all principles starting with the Director of Greek Life moving through the Vice President for Student Affairs. (*Campus interface to Fraternity Sorority Community*)**

It became increasingly clear to the Assessment Team that different offices and staff members within those offices were not mutually aware of what others were doing, empowered to do or the facts surrounding results of what had been done. It appears to the Assessment Team that a higher education version of the children's game "Telephone" is a major factor in the confusion. Reducing the number of reports between the Director of Greek Life and the Vice President for Student Affairs will reduce the miscommunication and misinformation between upper administration and staff members "on the ground." A regular meeting with the principles (VP, Asst/Assoc. VPs, Dean, and Director of Greek Life) will also reduce confusion and miscommunication.

Within the Greek Life office, lack of a clear mission and job responsibilities result in "a lot of paper shuffling" that promotes under achievement and apathy among staff members. The Director of Greek Life must lead the Greek Life Office and should not be in a direct advising role with any of the councils or chapters. The additional staff could round out the experience base and allow for each council and the member chapters of that council to have their own advisor. Then the Director can focus on development of relationships with the chapter advisors, corporation board members and inter/national headquarters staff members.

When compared to other student service organizations (multi-cultural office, for example) the ratio of students being served to staff members serving those students is out of balance. The Greek Life office is responsible for more students with fewer staff members.

2. Reengage alumni/ae advisors and other fraternity sorority alumni/ae who could become advisors. Work with advisors to create or redevelop policies and procedures that will accomplish University goals and be supported by alumni/ae advisors. (*Interpersonal Relationships*)

The administration's strongest advocates and potential resource base for improving the fraternity sorority community has been disenfranchised by the University and is currently working against the administration. Very simple changes can be made in order to reengage these alumni/ae advisors and corporation board members. To start we recommend the following:

- Development of an up-to-date advisor contact list that is shared with all advisors
- A monthly advisor roundtable to inform and engage alumni/ae as part of the solution to community challenges
- Development of an advisor manual or resource guide which allows for advisors to know where to go with questions, concerns or suggestions
- Invite advisor/advisory to a one on one meetings with the Director to discuss areas of improvement and current successes of the chapter.

In addition, a small amount of time invested by the Vice President and President with alumni/ae volunteers would likely pay big dividends in demonstrating the University's support of the fraternity sorority community.

3. Clarify the definition of hazing based on FIPG guidelines, regularly educate undergraduates on what is and is not hazing, and consistently enforce hazing policies. (*Interpersonal Relationships*)

Given the recent hazing incidents on campus, it is understandable that the administration is extremely sensitive to hazing issues and potential hazing issues. Removing recognition from chapters that have been found guilty of hazing is one effective way to eliminate a specific problem and send a strong message to the remaining campus fraternity sorority community. However, even with the strong "zero tolerance" message comes confusion on what the institution defines as hazing, how a chapter accused of hazing is adjudicated and what the punishment could be. It appears to the Assessment Team that despite the recent response to chapters found guilty of hazing, hazing at some existing chapters continues. There was no way of assessing the degree of hazing, however, it is evident that new members in some existing chapters must "earn" their membership and that, while the women deny hazing

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of their own members, members of sororities and/or "little sisters" have participated in hazing fraternity new members.

Confusion exists in that some fraternity and sorority leaders believe that they may not, for example, give new members written tests because the University defines that as hazing. Additional confusion exists on the judicial process regarding allegations of hazing. For example, if one or two members of a fraternity or sorority chapter are found to be hazing, is the entire chapter charged with a hazing infraction? The confusion and impression that chapters cannot hold their new members accountable to any standard promotes a needless division between fraternity and sorority leaders and the administration and reduces the effectiveness of current educational efforts.

More aggressive and consistent education (and reinforcement of punitive actions taken against those found guilty of hazing) by the Councils as well as the University of officers, rank and file members and new members regarding hazing would go a long way to eliminate much of the confusion on the definition of hazing as well as the judicial process once allegations of hazing surface.

While an issue to be addressed the Assessment Team did not hear or see anything to believe that hazing within the fraternity sorority community is at epidemic levels.

- 4. Collect and assess data tracking retention rate, graduation rate, number of fraternity and sorority community members serving in campus leadership positions, number of fraternity and sorority alumni/ae who donate (and how much) to the University, faculty on campus who are fraternity and sorority members.** (*Advance Academic Interests, Leadership Development*)

Almost without exception in interview sessions, the Assessment Team repeatedly heard that members of the fraternity sorority community provide a high percentage of the total leadership on campus, that the spirit of the campus is driven and maintained by the fraternity and sorority community and that alumni/ae of fraternity and sorority chapters make up a large percentage of total alumni/ae giving to the University. However, no one could cite any statistics supporting the assertions. There is no reason to believe the anecdotal evidence is not true - indeed, it probably is. However, without supporting data it is difficult to make a compelling case for support of the fraternity and sorority community by those who would not normally be inclined to support it (faculty, for example).

In addition, maintaining a set of data points will allow discussions on the health of the fraternity and sorority community as well as its contribution to the campus community to begin on a factual, easily identifiable starting point. The data collected and analyzed would provide strong evidence of the importance of the fraternity sorority community to the University of Central Florida and allow professionals to engage members of the University community in new and innovative ways to help be part of the overall solution.

5. Develop a comprehensive marketing plan promoting the fraternity and sorority community that targets faculty, parents, community leaders and potential members. (*Campus Support for Community*)

The Assessment Team observed a number of different constituencies that would likely be more supportive if only there was information that demonstrated the fraternity and sorority community was worthy of support. Perhaps the most important constituent base is existing faculty members on campus. A stated fact in one Assessment Team meeting was that some faculty actively discourage their students from joining a fraternity or sorority.

It is recommended that this “campaign,” if pursued, be developed by a professional marketing agency, or at the very least, a high level graduate program that can maximize the marketing message and therefore the effectiveness of the campaign. Given the most recent edition of “The Book – University of Central Florida: Your Ultimate Guide to Greek Life for 2006,” a campaign designed by the fraternity sorority community could have the opposite of the impact intended.

6. Better define the role of the Greek Council or eliminate it from the overall community structure. Continue developing events for all Councils to interact with one another (*Leadership Development, Interpersonal Relationships*)

The current role of the Greek Council lends to confusion among the other councils due to overlapping roles and responsibilities. Placing another “umbrella” organization over existing “umbrella” organizations is simply adding to the governance bureaucracy. The Greek Council should not have any authority over existing governing councils. In addition to its stated mission of requesting funding from the Student Government Association, it may also consider other cross-council roles including sponsoring Greek Week, educational programming for all members (including bringing a fraternity and sorority-only session of LeaderShape or other leadership development program to campus), and implementing the fraternity sorority outreach/public relations plan (after campaign is designed by professionals).

If the Greek Council is not willing to fulfill the role based on the recommendation above, the best action would be to eliminate the Greek Council for fear that it will marginalize or take governing responsibility over the actual governing councils.

7. Continue to host the Greek Leadership Challenge on an annual basis
(Leadership Development, Interpersonal Relationships)

The University should continue to invest financial and staff resources in the planning and implementation of the Greek Leadership Challenge. It was obvious that this was a critical point of connection for many of the student leaders who had the opportunity to participate and provided a framework for the students to work together in cooperation with the University.

The assessment team would also recommend the University consider hosting a national level community development program such as IMPACT (through the NIC), Something of Value (through the NPC), a campus based LeaderShape session (through LeaderShape) or the SALAD program (through CAMPUSPEAK). These four programs provide the opportunity to bring in professionals from outside of the University to facilitate the program and provide critical perspective on the growth and development of the community.

8. Streamline campus policies, procedures, bureaucracy and reporting forms
(Campus Support to Community)

It is recommended that the University:

- Use the Blue Ribbon Committee to review and revise all current policies, procedures, rules and regulations to ensure consistency across all documents
- Eliminate all paper based forms and duplication of reported information
- Review the purpose and function of all reporting requirements based on the outcomes of receiving the information from the individual chapters and councils
- Develop an on-line reporting system in which student leaders can communicate information via an electronic format
- Provide access to university spaces that can hold large community functions without the excessive fees related to the rental of the facilities
- Adopt a consistent policy on expansion based on existing laws and NPC, NIC, NALFO and NPHC standards
- Make permanent the current parking lot pilot program
- Decide on the future of Greek Park II quickly and strictly adhere to the stated timeline
- Determine an outreach and communication policy on working with inter/national organizations and adhere to the policy
- Find a time twice a semester for the Vice President for Student Affairs to interact with and answer questions of the students and alumni/ae advisors.

9. Develop one document that lists the standards and expectations of, and the relationship between, the University and the fraternity and sorority community (*Campus Support to Community*)

Currently, the University of Central Florida has a variety of documents that state expectations of chapters that are active on the campus. These documents include the Strategic Plan, the Standards of Excellence Program, and the Five Star Program.

The assessment team recommends that the following steps take place:

- The Blue Ribbon Committee draft a new document that defines the relationship between the University and the inter/national organizations that have chapters on the campus, states the expectations of the inter/national organizations and the local chapters, and states what the inter/national organizations and local chapters can expect from the University.
- This draft document should be provided to each of the inter/national organizations with an active chapter or colony, and all chapters who are planning to start a new chapter, for their review and feedback.
- The draft document should be provided to the alumni/ae chapter advisors and corporation board members that work with the local chapters and chapter facilities for their review and feedback.
- The draft document should be provided to the four governing councils and their member organizations for review and feedback.

10. Reach out to and engage faculty members (*Advance academic interests*)

If faculty became involved in the fraternity sorority community - as academic advisors to specific chapters - the fraternity sorority community would benefit. Engaging faculty would also send a positive message to other constituencies including the undergraduate members of the fraternity sorority community. Faculty involvement would likely have a positive impact on the problem areas in fraternity and sorority life including hazing, alcohol misuse and other weaknesses of the community.

A large part of the outreach should be conducted by students. The fraternity sorority community has an opportunity to be the creator and leader of innovative faculty recognition programs. Faculty are not typically or regularly complimented by undergraduate students. A sincere and well done recognition program could generate considerable good will over time.

11. Development of council based judicial processes (*Campus Support to the Community*)

The assessment team is of the understanding that the Judicial Affairs officer is responsible for the judicial processes for fraternities and sororities at the University of Central Florida. There is confusion on the processes related to judicial accountability as each of the councils has a judicial process delineated within their constitutions and the University has a different process for holding fraternities and sororities accountable.

It is our recommendation that the University return the responsibility for chapter accountability to the governing councils with the following steps:

- Each governing council will review and revise their current judicial processes, under the guidance of the Judicial Affairs staff, to ensure due process and compliance with the guidelines set forth by the overall governing bodies of NIC, NPC, NPHC, and NALFO.
- Training for Judicial Board Chairs, as well as for members of the individual judicial boards, will take place each semester in cooperation with the Office of Greek Life and the Judicial Affairs staff.

12. Training of Council Officers (*Leadership Development*)

It was clear that the governing council officers have not received any direct leadership training in preparation for their officer positions. The assessment team recommends that the Office of Greek Life develop an annual leadership training workshop (different from the Greek Leadership Challenge used for developing community) for governing council officers. Through structured learning opportunities and skill based workshops, these officers will be more effective in their roles and be able to implement the programs and projects related to their officer position.

Disclaimer

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

Appendix

The following documents, which have been referenced in this report, are attached for your review and reference:

- Greek Council Constitution
- University of Central Florida Greek Relationship Statement
- Standards of Excellence 2006-2007
- Fraternity & sorority Life Strategic Plan for Becoming a Premier Greek Community at the University of Central Florida
- Expansion and Colonization Process – University of Central Florida (1-2007)
- University of Central Florida Five Star Program
- Interfraternity Council Constitution
- Panhellenic Association Constitution
- National Pan-Hellenic Council of the University of Central Florida Constitution
- Diversified Greek Council Constitution