

An aerial photograph of the Cal Poly San Luis Obispo campus, showing various buildings, green spaces, and surrounding hills under a cloudy sky. The image is overlaid with a semi-transparent dark blue/grey filter.

CAL POLY

FRATERNITY AND SORORITY LIFE

DEAN OF STUDENTS

Annual Report 2017-18



Mission and Vision

MISSION

The mission of the Fraternity & Sorority Life office is to foster the learning and development of students who affiliate with the 38 social fraternities and sororities at California Polytechnic State University, San Luis Obispo. The Fraternity & Sorority Life office will provide opportunities and support for our community to be a relevant and contributing part of fulfilling the mission of both the Dean of Students office and the institution.

VISION

To accomplish our mission, the Fraternity & Sorority Life office will provide opportunities and support to meet the Standards of Excellence set within the six pillars of our community through the following.

- Scholarship & Learning
- Leadership & Values
- Community Service & Philanthropy
- Safety & Risk Management
- Brotherhood & Sisterhood
- Diversity & Inclusion

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Welcome Letter

Dear Cal Poly Community,

Every day we are proud to work in Fraternity & Sorority Life (FSL). When something great happens, our community comes together to share in the joys of success and when we face challenges, our community comes together to rebuild and support each other. This past year has been full of successes and challenges and our community has worked hard, while pushing each other to be the best versions of themselves. This report will provide a comprehensive review of those successes and challenges, as well as the performance of the fraternity and sorority community during the 2017-2018 academic year.

Highlights from the year are listed below:

- Delta Gamma joined our Panhellenic community in Winter 2018
- Lambda Theta Alpha Latin Sorority Inc. joined our United Sorority & Fraternity Council (USFC) community in Winter 2018
- The Interfraternity Council (IFC) is continuing their expansion process and welcoming Alpha Sigma Phi in Fall 2018
- The FSL community was placed on temporary suspension in response to an inappropriate event by one of groups, as a result, increased education around diversity and inclusion occurred
- We hosted the inaugural Hazing Prevention Week and launched our hazing prevention online module, taken by 4000 students
- IFC hosted the inaugural Healthy Masculinities Week, partnering with SAFER, Men & Masculinity Program and WITH US
- PHA, IFC and USFC all won awards at AFLV West. IFC won the Overall Excellence award for best IFC council in the West Region
- Our community reached over 4000 members in Greek life!

Fraternity & Sorority Life continues to leave it's mark at Cal Poly. As a staff, we are committed to challenge our chapters to create better men and women who will impact the community in a positive way. We know there will continue to be successes and challenges, and we can confidently say that during both the good and bad moments, we will work with Headquarters, alumni, faculty/staff and supporters to continue to achieve our goals and be the best fraternity and sorority community we can be. We believe in the fraternity and sorority experience.

Go Mustangs!

Fraternity & Sorority Life Professional Staff

FSL Pillars and Learning Outcomes

The Pillars and Learning Outcomes are:

- Scholarship & Learning: Academic Achievement, Standards, and Programming.
- Leadership & Values: Member Development, Chapter Development, and Campus Leadership Involvement.
- Community Service & Philanthropy
- Safety & Risk Management: Alcohol Risk Reduction, Anti-Hazing Efforts, and Sexual Assault Prevention Efforts.
- Brotherhood and Sisterhood: Chapter Programming, Interfraternal Relations, and Alumni Outreach & Programming.
- Diversity & Inclusion

PILLARS

Pillar 1 - Scholarship & Learning:

To advance Scholarship & Learning, Fraternity & Sorority Life will promote academic excellence and intellectual growth through:

- Advocating for our community to achieve academic standards above the all-student average
- Promoting success of all members through recognition and accountability initiatives
- Providing a system of support to assist students in meeting their educational and personal goals
- Providing opportunities for students to integrate in-class and out-of-class learning
- Complementing the academic mission of the university

Pillar 2 - Leadership & Values

To advance Leadership & Values, Fraternity & Sorority Life will maximize the potential and abilities of our students through:

- Advocating for congruence with the ritual and values of our chapters, councils, and community
- Providing opportunities for self-governance, and organizational leadership and development
- Providing education and experience in leadership, collaboration, identity development, personal & moral development
- Connecting members to leadership opportunities across campus, in the local community, and within their national or international organizations

Pillar 3 - Community Service & Philanthropy

To advance Service & Philanthropy, Fraternity & Sorority Life will encourage a culture of community engagement and volunteerism through:

- Advocating for students to lead positive change on campus and in our surrounding community
- Supporting chapter's efforts to advance espoused philanthropy and service interests
- Providing opportunities for community service, service-learning, and philanthropic projects
- Providing systems for chapter and individual recognition, and community reports to demonstrate impact

Pillar 4 - Safety & Risk Management

To advance Safety & Risk Management, Fraternity & Sorority Life will prioritize individual and community safety/accountability through:

- Coordinating life safety, facility management, and risk management programs in conjunction with local agencies
- Assessing and taking action to mitigate potential risks
- Implementing and enforcing a party registration process/training that outlines and teaches chapter leaders about safe event procedures
- Ensuring a zero tolerance for hazing, bullying, sexual assault, violence, discrimination or hate of any kind

Pillar 5 - Brotherhood & Sisterhood

To advance Brotherhood & Sisterhood, Fraternity & Sorority Life will cultivate an inclusive and respectful interfraternal community through:

- Advocating for collaboration and appreciation amongst chapters, councils, and community
- Providing education and experience in interpersonal relationships, leadership and group dynamics
- Providing open recruitment opportunities to those seeking connection, meaning, and purpose
- Promoting lifelong involvement by providing connection for members beyond graduation

Pillar 6 - Diversity & Inclusion

To advance Diversity & Inclusion, Fraternity & Sorority Life will foster communication and practices that enhance understanding of identity, culture, self-expression, and heritage through:

- Advocating for sensitivity to multicultural and social justice concerns
- Promoting respect for commonalities and differences among people within their historical and cultural contexts
- Modifying or removing policies, practices, systems, technologies, facilities, and structures that create barriers or produce inequities
- Addressing the characteristics and needs of diverse constituents when establishing and implementing culturally relevant and inclusive programs, services, policies, procedures, and practices

LEARNING OUTCOMES

Members are provided opportunities to be academically successful and come to value knowledge acquisition; as a result, they view their fraternity/sorority experience as influencing learning that informs decision-making throughout their lives. (Scholarship & Learning)

- Members become aware of individual, chapter, Fraternity/Sorority Community, and campus values; as a result, they reflect on how actions and values are aligned and aspire to increased congruence between espoused and enacted values. (Leadership & Values)
- Members understand the need to serve and provide financial support to their communities; as a result, they demonstrate civic engagement and become contributing members of society. (Community Service & Philanthropy)
- Members across generations establish personal and professional connections; as a result, they develop lifelong friendships and foster mentoring relationships. (Brotherhood & Sisterhood)
- Members develop a sense of respect and responsibility; as a result, members demonstrate genuine care and concern for others, and keeping them safe. (Safety & Risk Management)
- Members understand the importance of diversity and inclusion; as a result, members can identify the need to eliminate barriers that produce inequities. (Diversity & Inclusion)

Community at a Glance

**20% OF THE STUDENT
POPULATION**



**65,000 COMMUNITY
SERVICE HOURS
COMPLETED**



**OVER \$300,000
PHILANTHROPY
DOLLARS RAISED**



**ALL IFC GPA: 2.9
ALL PHA GPA: 3.2
ALL USFC GPA: 2.8**



25% ON DEAN'S LIST



**130 MEMBERS IN ORDER
OF OMEGA ACADEMIC
HONOR SOCIETY**



**16 IFC CHAPTERS
11 PHA CHAPTERS
11 USFC CHAPTERS**



Expansion

INTERFRATERNITY COUNCIL (IFC)

Cal Poly's IFC voted to approve an eight-year plan that invites new fraternities to campus. Currently, Alpha Sigma Phi is slated to join the community in Fall 2018, Phi Gamma Delta in Fall 2020 and Phi Delta Theta in Fall 2022.

PANHELLENIC COUNCIL (PHA)

During the Winter 2018 quarter, Delta Gamma successfully recruited and initiated 160 women into their new chapter. We are looking forward to their first formal recruitment with us in the fall, and can't wait to see all that their chapter will bring to our community! Panhellenic will vote to explore expansion again in Fall 2018, so we eagerly await the opportunity to welcome more chapters into the Panhellenic council.

UNITED SORORITY & FRATERNITY COUNCIL (USFC)

Lambda Theta Alpha Latin Sorority, Inc. became reinstated and joined USFC in Spring 2018 with 10 amazing potential candidates. The potential candidates are ready to recruit alongside other USFC chapters in Fall 2018, and hope to officially become a chapter in Winter 2018. USFC is still currently open for expansion and will continue to welcome chapters into our community.

Program Highlights

NEW MEMBER DEVELOPMENT DAY

A seminar program for new members of fraternities and sororities to gain knowledge on the fraternity and sorority community at Cal Poly, build relationships with members outside of their own organization, and learn from campus resources related to sexual assault prevention and education, health services, and diversity and inclusion.

After attending:



84.3%

of attendees had a better understanding of the importance of diversity and inclusion in the fraternity and sorority life community.



97.4%

of attendees stated they had a better idea of the role Greek life plays in creating a safe and inclusive community.



78%

of attendees had a stronger knowledge of what Safer does on campus.



76.5%

of attendees had a stronger understanding of healthy choices related to alcohol.

"I like the way all of the valuable information was displayed to us. I also thought the speakers were very knowledgeable and personable."

"I found the presentations very useful. Now I know about the different resources available on campus such as safer and rise."

GREEK SUMMIT

A leadership retreat for chapter presidents and council officers to connect with other leaders in the community, understand issues that affect fraternities and sororities nationwide, and identify goals for the upcoming calendar year.

After attending:

95.9%

of attendees were able to connect with other leaders from councils outside their own.

91.8%

of attendees had a better understanding of the issues that face Greek life nationwide and at Cal Poly.

89.8%

of attendees had a deeper understanding of the importance of diversity and inclusion in Greek Life.

"The weekend overall was great. I enjoyed meeting other greek members in position of leadership and learning the commonalities that were shared between us. The food was delicious and the area was beautiful. Every guest speaker was great in the sense that I learned a lot and now have strategies I can implement in my chapter."

"[I enjoyed] being separated into groups that had leaders from all three councils. I also enjoyed the partnering questions/activities during the OUDI presentation, because I felt like I really got to know my partner on a deeper level. I never knew who he was, but I feel comfortable now that I would be able to have a conversation with him if I ever see him around. Also, the I Am poems were a great way to get to know my group more personally..."

SAFER TRAININGS

A series of educational trainings for one elected Safer Rep from each chapter, hosted and facilitated by Safer staff members. This "train the trainer" program is built to give the community a deeper understanding of the importance of sexual assault prevention and education in the fraternity and sorority life community.

After attending trainings hosted by Safer Reps:

98.3%

of chapter members felt comfortable explaining and identifying tenets of consent.

95%

of chapter members felt confident in their ability to identify situations that require intervention and take action.

93.1%

of chapter members felt confident in the ability to respond appropriately to someone disclosing sexual assault to them.

"[I definitely thought it was effective and helpful], it has helped me understand on a greater level what I can do to help people that are victims and also taught me what potential resources I can offer to other if they come to me for help."

HAZING PREVENTION WEEK

The inaugural week-long event focused on hazing prevention that was comprised of both educational and awareness opportunities. Events included a movie screening, nationally recognized keynote speaker, tabling and community wide focus group.

After attending the keynote speaker:

89.6%

of attendees had a better understanding of what constitutes hazing.

90.6%

of attendees understand their role in preventing hazing within their chapter.

87.5%

of attendees can articulate alternative methods of bonding in their chapter.

"I did not realize exactly what hazing was before this week, now I know I need to step in during times when I just thought we were having fun."

HEALTHY MASCULINITIES WEEK FILM SCREENING

The inaugural week-long event focused on masculinity and being a fraternity man at Cal Poly. This week was comprised of tabling awareness events, workshops and a film screening.

After attending the film screening:

78%

of attendees better understands how media shapes culture.

65%

of attendees wanted to change how they contributed to gender stereotypes.

"Guys do not talk about their feelings, but it should be okay. I want to help other guys learn to share and not hold everything inside."

Excellence and Innovation

BUILDING A CULTURE OF EXCELLENCE AND INNOVATION

Reinvented the Standards of Excellence program

- Focuses on Scholarship and Learning, Leadership and Values, Community and Philanthropy, Safety & Risk Management, Brotherhood and Sisterhood, and Diversity and Inclusion
- External Committee created to review of Standards of Excellence submissions. Reports written and action items provided to chapters under review.
- Quarterly Data collection from every chapter
- Aligns with national best practices

IFC Hosted Inaugural Healthy Masculinities Week with 250 participants

- Focuses on gender education, healthy masculinity, mental health
- Partnered with Men and Masculinity Program and Safer
- Partnered with WITH US to provide training and discussion on topics

Inaugural Hazing Prevention Week with 1500 participants

- Focuses on hazing prevention and awareness
- Mandatory events to ensure participation
- Outside professional speakers and film screenings
- Hazing Prevention Module implementation: 3950 participants

Revised Party Registration Procedure for fraternities and sororities to provide clarity, respond to student input, and adjust to national best practices.

Relaunched Order of Omega Honor Society

- Initiated 130 members
- Hosted monthly meetings for development
- Hosted quarterly study tables

Developed Safer Rep. Program

- 37 participants trained in 4-week training by SAFER staff in Fall and Winter Quarters
- Focuses on training for representatives from each chapter to be a resource on topics around sexual assault prevention, healthy relationships

Created new FSL Website

- Updated reporting methods via website

Reinvented Social Risk Management Training

- Trained over 3180 students on safe drinking practices, sexual assault prevention, safe hosting practices, amnesty policies, etc.

Co-sponsored Mustang Mile Obstacle Course

- Provided 30 volunteers
- Raised approximately 1000\$ for Aware Awake Alive

Approximately 1500 students joined FSL in 2017-2018 AY

Welcomed 2 new Cultural interest organizations to join USFC, 1 New PHA group, 1 new IFC group

Core Values

Fraternity & Sorority Life puts student success in the classroom first and foremost before extending and renewing active membership in a chapter.

CHAMPIONING THE STUDENT

- Ongoing quarterly trainings for student leaders, ongoing annual trainings for general members in fraternities and sororities
- Partner with University Housing to assist with move-in efforts
- Focuses on collaboration & assistance with new student move in
- Provides opportunity for student to student interaction and inclusive recruiting efforts
- Academic Highlights
- Inaugural Week of the Scholar hosted by PHA and IFC
- Expanded academic policies for each council for accountability and support
- Fraternity & Sorority Life supports students attending national conventions and leadership academies.
 - 30 student leaders from PHA, IFC & USFC councils, attend the Association of Fraternal Leadership & Values West, regional conference which featured keynote speakers, educational sessions and opportunities to develop and unify members of the councils.
 - IFC won Best of West at AFLV (8/8 categories), PHA won 7/8 categories, USFC won 7/8 categories
 - Individual chapters send members to national conventions and leadership academies

CREATING VISIONARY PROGRAMS AND SERVICES

Leadership development is a tenet at the foundation of many Greek houses; the majority of Greek affiliated students are also involved in other clubs on-campus thus enhancing student connections.

New Member Development Day

- Focuses on acclimating new members to the Fraternity & Sorority community
- New members are provided opportunities to connect with other new members from other chapters and councils, as well as team building exercises to increase collaboration and build relationships

Inaugural Hazing Prevention Week

- Focuses on hazing prevention and awareness
- Mandatory events to ensure participation
- Outside professional speakers and film screenings
 - Online hazing prevention module provided to all FSL students

Inaugural Healthy Masculinities Week

- Focuses on healthy masculinity and being a fraternity man, mental health, dating violence. Week of awareness, education, speakers and film screenings

Inaugural Council Training & Transition Retreats

- Focuses on trainings for incoming council officers on topics around position and advisor expectations, goal setting, calendar planning, state of the community discussion and ongoing initiatives
- Councils hosted inaugural value's weeks
 - Focuses on community building, scholarship, service & character, and brotherhood & sisterhood
 - Chapters work with each other and community partners to share their values campus wide that included; conversations around values, trainings with career services, service events and discussions on what it means to be a member of a social Greek organization, health and wellness and academics

SUSTAINING MEANINGFUL PARTNERSHIPS AND COLLABORATION

All Greek chapters participate in campus and community life. Community involvement is achieved through actions such as Greek Week, independent philanthropy events, and volunteering in the local community.

- Ongoing collaborations with on campus partners (see above for key partnerships)
- Philanthropy and Service contributions to community
 - \$300,000 philanthropy dollars raised for 17-18 AY
 - 65,000 community service hours completed for 17-18 AY
 - Community partners include local businesses

CULTIVATING CONTINUOUS LEARNING

- Council Self Governance
- Annual Presidents Retreat
- Annual AFLV Leadership Conference
- Greek Summit Leadership Retreat
- Quarterly New Member Education
- Annual Hazing Prevention Module
- Monthly Safer Rep Training
- Quarterly Social Risk Management Training
- Outside professional speakers
- Hosted Film Screenings

PROMOTING ETHICS, INTEGRITY AND RESPECT

- Council and Chapter Bylaws
- Safer Rep Training
- Hazing Prevention Week
- Social Risk Training
- Values Week
- New Member Development Day (NMDD)
- Greek Summit

Supporting Cal Poly

Strategic Initiatives

Updated party registration and management practices for clubs, organizations, fraternities and sororities. – Fraternity & Sorority Life

- Verisky, the party registration program that manages all events planned by Fraternities and Sororities
- Focuses on event overview, risk management plans, sober monitor plans, insurance and vendor information, guest list compilation, point of contact for each event and post event surveys to be completed by required deadlines and reviewed by FSL staff
- Party registration policy outlined and followed by all social Greek chapters focuses on safe event planning and management

Creating a vibrant residential campus that connects academic and social lives and serves as a core of the Cal Poly experience

- Re-establishing Order of Omega Academic Honor Society: hosts academic events quarterly and provides recognition for students and their academic success
- Weekly extra-curricular events that focus on academics, brotherhood/sisterhood, community service, finals week study incentives, educational workshops, community event promotion
- Greek Village exploratory committee in progress to research other universities and assist with planning of Greek village at Cal Poly

Enhancing student success

- See core values

Increasing support for teacher-scholar model

- Creating a rich culture of diversity and inclusivity that supports and celebrates the similarities and differences of every individual, on and off campus.
- Multicultural training during Greek Summit and New Member Development Day
- Diversity and Inclusion is a pillar of FSL new mission and vision
- Incorporating social justice education as a benchmark for all social Greek chapters
- Hiring 2 full time professional staff members to support USFC, PHA and IFC
- Providing a graduate assistant that works with each council, giving them more support
- Attending NCGLC a AFLV West Conference (National Cultural Greek Leadership Conference)
- Promoting Greek Life to all students from all different backgrounds
- Promoting the growth and success of our 11 cultural chapters
- Adding 2 cultural based organizations to USFC
- Scholarships (fundraising for FSL office, IFC scholarship)
- Greek involvement in PolyCultural Weekend
- Educating members on inclusive recruitment practices

Securing the financial future of the university.

- Cost recovery fund is fully established as of this year and will now increase annually based on the Higher Education Price Index (HEPI).
- Plan to engage alumni through a new Alumni Board

Developing a greater culture of transparency, collaboration and accountability with students, faculty, staff, alumni, supporters and our community.

- Engaging students in process of policy making. Efforts to revise party registration policies are in process
- Implemented 1:1 meetings with the Coordinator of Fraternity & Sorority Life and chapter presidents that will continue each quarter to allow for collaboration and transparency
- Council collaborations on planning and hosting New Member Development Day
- Standards of Excellence, Quarterly Grades and Judicial Information shared publicly on the website
- Created monthly community newsletter to community, parents, constituents
- Developed bi-annual meetings with chapter advisors
- Created bi-weekly emails to all chapter leadership with important updates



Hazing Prevention Week

Supporting CSU System-Wide Initiatives

GRADUATION INITIATIVE 2025

System wide/Council and chapter initiatives: focuses on initiatives that improve member retention and recruitment practices, creates mentorship and community service opportunities

- Involvement in leadership programs
- Special program participation
- Expand cross cultural engagement and focuses on retention efforts for our underrepresented minority students

Standards of Excellence

- Recreates annual assessment tool aligned with best practices, accountability and learn outcomes

New member programs

- Increase tutoring resources
- Expected academic progress program
- Expand cross cultural engagement and focuses on retention efforts for our underrepresented minority students

Leadership Programming

- Provides professional and leadership development opportunities
- Greek summit
- AFLV West Conference attendance
- Collaboration with Center for Leadership

Risk Management

- Social Risk Training of 3100 students
- Party registration policies updated to match best practices

Order of Omega Academic Honor Society

- Focus on academic achievements of students
- Graduation support

ACCESSIBLE TECHNOLOGY INITIATIVE

- Verisky online tool for party registration
- New online tool for program organization in progress

COMMUNITY SERVICE LEARNING

- Community Service Opportunities provided monthly to all members of the community
- Community service events provided during recruitment for IFC and USFC
- Service awareness day during recruitment for PHA
- Collaboration with Center for Service & Action to share and engage students in service activities
- Community Service Highlights
- \$300,000 philanthropy dollars raised for 17-18 AY
- 65,000 community service hours completed for 17-18 AY



AFLV Awards

QUALITY IMPROVEMENT/ ORGANIZATIONAL EXCELLENCE

- Creation of new website
- Creation on bi-weekly/monthly communication lines to all constituents
- Creation of bi-annual advisor's meetings
- Recreation of the Standards of Excellence Program to ensure benchmarks are attainable for all chapters and match mission and vision of office and Cal Poly
- Revision efforts are in progress for the STATUS Plan
- Revision of Party Registration
- Creation of Safer Rep. Program to educate all chapters on sexual assault prevention
- Implementation of Council Retreats to improve officer transitions and trainings
- Creating programmatic assessment plans for all council and office programs to ensure improvements can be implemented based on data collection

FSL Priorities 2018 - 2020

- Expand Safer partnership and collaborate to educate 85 percent of FSL community every quarter on a sexual assault education series
- Launch partnership with AVP for Diversity & Inclusion and the Multicultural Center to educate 85 percent of FSL community every quarter on a Cultural Competency Series
- Launch partnership with WITHUS to create an education program around bystander intervention, hazing prevention and alcohol
- Increase Hazing Prevention efforts across campus and in partnership with clubs & orgs and Athletics
- Launch online program that encompasses data collection, chapter organization tool, event registration tool
- Launch Greek 101 leadership course for council/ chapter in a partnership with Center for Leadership
- Host inaugural Aware Awake Alive week to increase education on alcohol and collaborate with campus partners including: WITHUS, UPD, FNL, Health and Wellbeing
- Hire more staff for FSL student support
- Assessment/Retention plan with Campus Labs/ Kevin Grant
- Create a 2-3 year strategic plan for FSL unit
- Create opportunities to share positive impacts the Greek chapters have on the campus and external community through ongoing communication efforts with campus staff and departments
- FSL Quarterly report for publication
- Coordinate a calendar of each chapter's alumni and parent weekends and collaborate with Parent & Family Programs and Alumni Relations to enhance and promote.
- Continue the Greek Village exploratory efforts
- Professional development for Coordinators and FSL staff



Meet the Staff



Shawanna R. Smith

*Coordinator, Fraternity & Sorority Life
Interfraternity Council (IFC) Advisor
Order of Omega Advisor*



Sarah O'Sullivan

*Coordinator, Fraternity & Sorority Life
Panhellenic Association (PHA) Advisor
United Sorority & Fraternity
Council (USFC) Advisor*



Donia Soheili

*Lead Program Assistant
Fraternity & Sorority Life*



Jason Mockford

Director, Leadership & Service



Kathleen McMahon

Dean of Students

Meet the 2017 - 2018 Council Presidents



Colton Marino

Interfraternity Council President



Colleen Richards

Panhellenic Council President



Lauren Quinata

*United Sorority & Fraternity Council
President*



FRATERNITY & SORORITY LIFE

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