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Clockwise from top: Association of Fraternal Leadership & Values Conference (AFLV) awards banquet 2019 with all 3 councils; AFLV awards won by all councils; Brotherhood event for AGR, chapter of the year; A sisterhood event with Alpha Kappa Delta Phi
Welcome Letter

Dear Cal Poly Community,

Another year has passed and our dedication to improving the fraternity and sorority experience continues. “The greatest glory in living lies not in never falling, but in rising every time we fall”, a quote by Nelson Mandela speaks to the most recent year in Fraternity & Sorority Life (FSL) at Cal Poly. Each year comes with new challenges and great accomplishments. The 2018-2019 academic year was no exception to that. This year was a year of growth and dedication to the values our organizations and FSL community stands for. We spent the year as a community self-reflecting, having hard conversations and serving local/national organizations, while becoming closer as a whole. 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 2018-2019 academic year. Highlights from the year are listed below:

- Alpha Sigma Phi joined our community in Fall 2019
- Lambda Theta Alpha Latin Sorority Inc. presented 6 founding members and chartered with our United Sorority & Fraternity Council (USFC) community in Spring 19
- The Inter-fraternity Council (IFC) is continuing their expansion process and welcoming Phi Gamma Delta in Fall 2021
- 85% of the FSL community was educated quarterly on hazing prevention, sexual assault prevention and diversity, equity and inclusion
- FSL hired an AmeriCorps member to assist with volunteer infrastructure and service opportunities
- FSL hosted the second annual Hazing Prevention Week and expanded the hazing prevention online module, taken by almost 4000 students
- IFC hosted the second annual Healthy Masculinities Week, partnering with SAFER, Men & Masculinity Program and WITH US
- Greek Week raised $10,000 for Dream Makers, SLO and Children’s Resource Network, SLO
- FSL expanded the staff model, to include 3 full-time staff members
- FSL hosted the inaugural Aware Awake Alive week, partnering with Cal Poly Police and WITH US, including a co-sponsorship of the Mustang Mile Obstacle Course
- FSL sent to students to a national conference, The Hart Institute, on safe social event planning
- PHA, IFC and USFC all won 12 awards at the Association of Fraternal Leadership & Values West conference. PHA and IFC won overall best council on the west coast
- FSL and Order of Omega Honor Society hosted the inaugural Standards of Excellence banquet and gave out over 50 awards to deserving chapters and individuals

Fraternity & Sorority Life continues to leave its’ mark at Cal Poly. As a staff, we are committed to challenge our chapters to create better members 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
Community at a Glance

- 20% of the student population
- 65,000 community service hours completed
- Over $300,000 philanthropy dollars raised
- All IFC GPA: 3.0
- All PHA GPA: 3.25
- All USFC GPA: 2.75

Expansion

Interfraternity Council (IFC)
Cal Poly’s IFC voted to approve an eight-year plan that invites new fraternities to campus. Alpha Sigma Phi joined our community in Fall 2019 with 65 founding fathers. Phi Gamma Delta will be joining our community in Fall 2020 and Phi Delta Theta in Fall 2022.

Panhellenic Council (PHA)
The Panhellenic Association (PHA) will vote to explore expansion again in Fall 2019, 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. officially charted in the winter 19 quarter with 6 founding members. USFC is still currently open for expansion and will continue to welcome chapters into our community.
Unit Mission, Learning Outcomes, Vision & Values

Mission
The mission of the Fraternity & Sorority Life office is to foster the learning and development of students who affiliate with the 35 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 and the institution.

Learning Outcomes
An outcome is an action that demonstrates learning, growth and increased competence. Successful members of fraternities and sororities at Cal Poly participate in local and national/international activities that develop or demonstrate the following outcomes...

1. 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)

2. 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)

3. 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)

4. Members across generations establish personal and professional connections; as a result, they develop lifelong friendships and foster mentoring relationships. (Brotherhood & Sisterhood)

5. 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)

6. Members understand the importance of diversity and inclusion; as a result, members can identify the need to eliminate barriers that produce inequities. (Diversity & Inclusion)
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:

**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
Assessment Highlights for Annual Programs and Services

New Member Institute

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, hazing prevention and bystander intervention. This institute is quarterly/annually. Approximately 1200 new members attended this institute in the 18-19 AY.

After attending:

- 85.7% of attendees had a better understanding of the importance of diversity and inclusion in the fraternity and sorority life community
- 94.4% of attendees stated they felt comfortable in their role as an active bystander
- 73.0% of attendees had stated they made connections with members of other chapters
- 83.7% of attendees had a stronger understanding of what constitutes hazing and why it is not tolerated

Greek Leadership Institute

A leadership retreat for chapter presidents, diversity and inclusion chairs, risk managers 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, to learn about bystander intervention and to develop as leaders.

After attending:

- 92.9% of attendees felt more prepared for their leadership positions
- 92.1% of attendees had a better understanding of the issues that face Greek life nationwide and at Cal Poly
- 87.8% of attendees had a deeper understanding of the importance of diversity and inclusion in Greek Life

Testimonials

“I loved being exposed to new research and programming surrounding the topics that we have already received extensive training on. It was refreshing to hear a new perspective.”

“I feel more prepared to take on my role as a leader in the Greek community. Also, I am more aware of the challenges that my peers face so I can act as an ally.”
Gender Based Violence Education Series

An education series on gender based violence and sexual assault prevention hosted monthly each quarter by SAFER staff. Each quarter the topics build on the previous quarter.

After attending trainings:

- 97.1% of chapter members felt comfortable explaining and identifying tenets of consent
- 91% of chapter members felt confident in their ability to identify situations that require intervention and take action
- 89.1% of chapter members felt confident in the ability to respond appropriately to someone disclosing sexual assault to them

Testimonials

“I think these are important to attend because you hear different views and get a better understanding of the problems in FSL.”

“This is my favorite SAFER training so far. It was nice to actually make a plan and think of ways to improve the climate on campus.” Referring to spring 19 training

“...you hear DIFFERENT VIEWS and get a BETTER UNDERSTANDING of the problem.”

Diversity & Inclusion Education Series

An education series hosted monthly each quarter by the MCC’s and Jamie Patton. The topics built on the previous quarters content and included the following topics; definition of diversity at Cal Poly, personal foundations of identity, privilege, marginalized groups and Unconscious Bias. After attending trainings in the Fall 18 quarter:

- 89% of participants agreed that they understand Cal Poly’s definition of diversity
- 90% of participants agreed that understand the importance of diversity and inclusion at Cal Poly
- 89% of participants agreed that they understand the role they play in making Cal Poly a more inclusive community
- 89% of participants agreed that they understand the role they play in making FSL a more inclusive community
- 89% of participants agreed that they understand the importance of diversity and inclusion in the FSL community
- 79% of participants agreed that they felt a stronger connection to my peers in fraternity and sorority life

Testimonials

“Our members really enjoyed how they were able to open up more to each other in the organization. I felt that they were more comfortable discussing and participating in the case studies since it was a comfortable space.”

“I liked that it was interactive and allowed us to stay engaged. It made the whole training feel very relevant.”
Community Action Partner of SLO and Health & Wellbeing
3-part Education Series Pilot
A 3-part series of educational trainings co-hosted by Community Action Partners of SLO and Campus Health & Wellbeing focused on sexual health, mental distress and healthy relationships.
After attending training:

- 100% of attendees felt knowledgeable on sexual health resources that are provided by CAPSLO and Cal Poly to members in my chapter
- 94% of attendees felt confident recognizing the differences between unhealthy and healthy relationships.
- 100% of attendees could recognize some of the common signs that may be symptoms of mental distress in self and others.

Testimonials
“I really enjoyed this session. I like that it was a normalized way to talk about sex since it is often a topic people shy away from. It is so important to be educated on these topics, so I appreciate that Greek Life recognizes that.”

“I think that this would be beneficial to other chapter members, especially because she gave so many applicable tools that we can utilize.”

Bystander Intervention Peer Facilitation Pilot Series
A peer to peer training focused on bystander intervention strategies. Attendees are trained by WITHUS staff and given materials and tools to facilitate this training to their chapter members. After attending training:

- 98% of respondents felt that peer to peer workshops are effective and positively impacted my chapter members
- 96.7% of respondents felt this workshop was beneficial to chapter members

Testimonials
“This was a great workshop for our chapter as facilitation and participation was much easier to come by. Our actives were able to effectively communicate their thoughts on the case study and were more engaged, as I worked to foster a fun environment around the presentation.”

“...she gave so many APPLICABLE TOOLS that we can utilize.”
Lawrence Ross on Racism Within College Campuses

Lawrence Ross, the author of: Blackballed: The Black and White Politics of Race on America’s Campuses came to Cal Poly to facilitate a conversation with 50 percent of the Fraternity & Sorority community regarding campus racism. This workshop left students feeling engaged in this tough conversation and empowered to shift the culture at Cal Poly.

- 97.4% of attendees understood the responsibility they have as a student and member of a fraternity/sorority in preventing hate/bias/racism on campus
- 100% of attendees could define racism
- 93% of attendees felt the presentation was applicable to their identity

Testimonials

“Great presentation and very important for all Greek life members to hear and understand in order to participate in change”

“Fantastic and necessary speaker to address Greek life at Cal Poly”

“FANTASTIC & NECESSARY speaker to address Greek life at Cal Poly.”
Excellence and Innovation

Building a Culture of Excellence and Innovation
Fraternity and Sorority Life is continuously aiming to improve and expand. In the 2018–2019 AY 1 new IFC group was welcomed to the community along with approximately 1200 new students. An outline of further excellence and innovative advancements is detailed in the following:

Updated the Standards of Excellence program
- Focuses on Scholarship, Leadership, Brotherhood, Safety, Diversity and Service.
- 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
- Match national best practices

Completed the Cycle Review Program
- Annually, 9 or 10 chapters are selected to be reviewed by a committee of campus administrators
  - The committee reviewed all SOE submissions, and additionally submissions requirements for the Cycle Review
  - Chapters created a presentation for the committee and feedback was provided back to the chapter
  - Chapters will be reviewed once every four years

IFC Hosted Second Annual Healthy Masculinities Week with 300 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
Second Annual Hazing Prevention Week with 1500 Participants

- Focuses on hazing prevention and awareness
- Mandatory events to ensure participation
- Film screening and discussion
- Annual Hazing Prevention Module implementation with 100% participation
- Approximately 3500 participants

Updated Social Risk Management Training

- Trained over 3700 students on safe drinking practices, sexual assault prevention, safe hosting practices, amnesty policies, etc.
- Included a bystander intervention component partnering with WITHUS

Hosted Inaugural Aware Awake Alive Week

- 4 days of awareness events
- Partnered with Cal Poly Police and Campus Health & Wellbeing
- Engaged over 200 participants during the awareness booting

Co-sponsored Mustang Mile Obstacle Course

- Provided 80 volunteers
- Raised over $10,000 for Aware Awake Alive
Engaging Partners to Ensure Future Success

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.

- Partnered with Health and Wellbeing, Cal Poly Police, PULSE, WITHUS, ASI to host the Mustang Mile and FSL BBQ to support Aware Awake Alive and the inaugural AAA week
- Partnered with WITHUS to implement a bystander intervention education series pilot (peer to peer outline)
- Partnered with CAPSLO to implement a 3-part training series on mental health, sexual health and relationship health
- Partnered with the Assistant Vice President of Diversity and Inclusion to provide quarterly trainings to all FSL students
- Partnered with Clubs & Orgs, Center for Leadership and Center for Service and Action and Cross-Cultural Centers to host leadership trainings, and provide opportunities to students for growth and development
  - Greek Leadership Institute
  - Organized club chartering process/training for all officers
  - Service opportunities/Holiday service events
- Partnered with MCC’s to develop and implement the diversity and inclusion education series, where 50-85% of FSL member attended workshops quarterly
- Partnered with Safer to develop and implement the sexual assault prevention education series, where 85% of FSL members attended workshops quarterly
- Partnered with Men and Masculinity for IFC Healthy Masculinities Week
- Partnered with University Housing to assist with move-in
  - New Student & Transition Programs, Housing and Orientation
- Partnered with the City of SLO to execute annual fire inspections of chapter facilities to provide education to all IFC chapters on city laws and policies
- Partnered with OSSR and (inter)National organizations to hold individuals and local chapters accountable to safe and healthy practices.
  - Focuses on collaboration to provide educational opportunities to individual members and chapters as a whole on topics including; hazing prevention, alcohol education, leadership development and support from Fraternity & Sorority Life
- Partnered with University housing to supply 1500 students to assist with move-
- Philanthropy and Service contributions to community
  - $400,000 philanthropy dollars raised for 18-19 AY
  - 125,000 community service hours completed for 18-19 AY
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
  - 2nd annual Week of the Scholar hosted by PHA and IFC
  - Reviewed and updated academic policies for each council for accountability and support
- Fraternity & Sorority Life supports students attending national conventions and leadership academies.
  - 15 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 and 3 additional awards, PHA won Best of the West and 3 additional awards, and USFC won 3 awards
  - Individual chapters send members to national conventions and leadership academies
  - FSL sent 2 students to National Hart Institute, a conference focused on social event safety and risk management
  - Trained 150 student leaders during a leadership retreat. Included DOS, CCC’s, WITHUS and doubled attendance at this event. Learning outcomes related to pillars of FSLO
  - Free printing and student workspaces in FSL office
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.

**Greek Leadership Institute**

- Trained 150 student leaders during a leadership retreat. Included DOS, CCC’s, WITHUS and doubled attendance at this event. Learning outcomes related to pillars of FSLO

**EmpACT Bystander Intervention**

- Facilitation and implementation of peer to peer training. Trained 70 chapter leaders to facilitate this training to their entire chapters

**New Member Institute**

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

**Second Annual 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

**Lawrence Ross, National Speaker**

- Spoke on campus racism and conducted a workshop for 50% of FSL students

**Second Annual Healthy Masculinities Week**

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

**Second Annual 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 Hosts 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, health and wellness, academics, and discussions on what it means to be a member of a social Greek organization
Cultivating Continuous Learning

- Council Self Governance
- Annual Presidents Institute
- Annual AFLV Leadership Conference
- Greek Leadership Institute Retreat
- Quarterly New Member Education
- Annual Hazing Prevention Module
- Education Series: Diversity & Inclusion; Sexual Assault Prevention
- EmpACT bystander intervention pilot
- CAPSLO education series with PHA
- Quarterly Social Risk Management Training with Bystander Intervention Component
- Outside professional speakers
- Hosted Film Screenings

Promoting Ethics, Integrity and Respect

- Council and Chapter Bylaws
- Education Series: Diversity & Inclusion; Sexual Assault Prevention
- Education Weeks: Values; Hazing Prevention
- Social Risk and Council Officer Trainings
- New Member Institute
- Greek Leadership Institute
- Attendance at national conferences
- Anonymous reporting methods
Cal Poly Strategic Initiatives

How the Fraternity & Sorority Life unit has supported the President’s strategic vision for Cal Poly during the past year:

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

- 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
- Diversity & Inclusion education efforts
  - Includes required D&I chair for each chapter
  - Requires D&I education plans for each chapter
- Enhancing student success (Core Values)
- Increasing support for teacher-scholar model
  - Requirement of each chapter to have a faculty advisor

Securing the financial future of the university.

- Cost recovery fund is fully established will now increase annually based on the Higher Education Price Index (HEPI).
- Plan to engage alumni through a new Alumni Board
- Secured one additional full-time professional staff member
- Plans for Greek village in progress and can provide income
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 GLI and NMI
- 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
- Attending NCGLC, an 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 cultural chapters
- Adding 2 cultural based organizations to USFC
- Scholarships (fundraising for FSL office, IFC scholarship)
- Greek involvement in PolyCultural Weekend and at CultureFest
- Educating and training members on inclusive recruitment practices
- D&I chairs attending GLI
- Required D&I education plans for every chapter
- Ongoing quarterly D&I education series with MCC and Jamie Patton
- Professional staff member attended NCORE

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 including policy and accountability measures in collaboration with OSRR in progress
- Continued 1:1 meetings with the Coordinator of Fraternity & Sorority Life and chapter presidents that will continue 2-3 times each quarter to allow for collaboration and transparency
- Council collaborations on planning and hosting New Member Institute
- Standards of Excellence, Quarterly Grades and Judicial Information shared publicly on the website
- Chapter Cycle review committee includes students, staff and advisors
- Continued monthly community newsletter to community, parents, constituents
- Developed bi-annual meetings with chapter advisors
- Continued bi-weekly emails to all chapter leadership with important updates
- Development of advisory committees for PHA and IFC in progress
- System of communication with chapter leaders established
- Created group chat communication with all council officers and all chapter presidents across all councils
- Chapter scorecard for 2018-2019 AY in progress and will be posted on website in fall
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
- Chapter Cycle Review Program – allows transparency and collaborations with stakeholders

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 Leadership Institute
- AFLV West Conference attendance
- Collaboration with Center for Leadership
- Attendees at Hart Institute

Risk Management
- Social Risk Training of 3700 students
- Party registration policies updated to match best practices
- Bystander intervention components
- Prevention efforts for St. Patrick’s day

Order of Omega Academic Honor Society
- Focus on academic achievements of students
- Graduation support

Community Service & Philanthropy
- Increased service opportunities
- Increased monetary funds raised

Safety & Risk Management
- Updated social risk management training
- Anonymous methods of reporting
- Anti-discrimination policies outlined for FSL in procedures manual

Diversity & Inclusion
- D&I education series
- D&I chairs on each council and in each chapter required
- D&I education plans required for each chapter
- Recruitment trainings on inclusion
- Officer trainings on allyship
- Outside Speakers and Film Screenings
Accessible Technology Initiative

- Verisky online tool for party registration
- Online tool for program organization in progress
- Bi-weekly and monthly newsletters
- Group messaging platforms for leaders to communicate
- Updated website
- Social media account platforms

Community Service Learning Initiative

- Hiring of AmeriCorps member for FSL
- 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
  - $400,000 philanthropy dollars raised for 18-19 AY
  - 120,000 community service hours completed for 18-19 AY doubling from 17-18 AY

Quality Improvement/Organizational Excellence

- Updated website with new FSL brand, including brand updates to annual programs and designs
- Continued bi-weekly/monthly communication lines to all constituents
- Continued of bi-annual advisor’s meetings
- Updates to the Standards of Excellence Program to ensure benchmarks are attainable for all chapters and match mission and vision of office and Cal Poly
- Creation and implementation of sexual assault prevention education series
- Creation and implementation of diversity and inclusion education series
- Creation and implementation of EmpACT Bystander intervention pilot study
- Continued council Retreats to improve officer transitions and trainings
- Programmatic assessment plans for all council and office programs to ensure improvements can be implemented based on data collection
Priorities For the Next Two Years

1. Outline sustainable education workshop series on DEI, sexual assault prevention, alcohol education, hazing prevention and bystander intervention
2. Onboard 2 new full-time staff members
3. Update Chapter cycle review program
4. Create a method for tracking DEI chapter education plans
5. Implement new policies and procedures manual
6. Data collection improvements to allow comparisons of past years and student tracking
7. Training and education plan for DEI officers of every chapter
8. Obtain additional space on campus for staff offices and meeting spaces
9. Improve all partnerships
10. Utilize baseline for surveys and assessment
11. Implement officer training course in partnership with CL
12. Host annual SOE banquet
13. Create a 3-year strategic plan in summer 19
14. Increase education and transparency of FSL unit to all of DOS and University
15. Improve methods of PHA formal recruitment
16. Create education for potential new members prior to recruitment
17. Increase accessibility to the FSL community
18. Create funding opportunities for leadership development for individual members
19. Increase overall GPA by councils
20. Assist chapters in partnering with CP faculty
21. Outline communication plan with advisors
22. Explore funding models to increase financial health of FSL and lower student fees
23. Implement Campus vibe for organizational management
24. Senior exit survey
Executive Summary on the 2018-2019 Year:

Through campus and community partnerships, research and benchmarking other universities, during the 2018-2019 year, FSLO increased education and prevention efforts around hazing, sexual assault, hate & bias, mental and sexual health, diversity, bystander intervention and leadership development.

FSL educated 3700 students on social risk management trainings with a bystander intervention component, implanted Diversity & Inclusion workshops that reached 2000 students per quarter, sexual assault prevention workshops that reached 2500 students per quarter, implemented a bystander intervention peer-to-peer pilot study, implemented a pilot education series with CAPSLO on sexual health and mental distress, educated 150 student leaders at Greek Leadership Institute, updated curriculum at New Member Institute, reached 4000 students with the hazing prevention online modules and hosted discussions related to healthy masculinity. FSLO rebranded marketing themes, and program names, including website, brochures, powerpoint themes, annual report, etc. FSLO hired 1 new professional staff, 1 AmeriCorps members and 5 additional student staff support. FSLO implemented the chapter cycle review program with 9 chapters and 2 committees for review. FSL ensured every chapter created and implemented diversity & inclusion plans to assist in development and chapter operations. FSL hosted a community bonding event each quarter to bring IFC, PHA and USFC together. FSL hosted a hazing prevention workshop for DOS staff. FSL staff attended AFA for professional staff development. FSL and 3 councils won 8 awards at AFLV conference for excellence in 4 categories of operation. FSL implemented SOE banquet to recognize chapter and council accomplishments. FSL continues to support Order of Omega honor society. FSL lead coordinator attends NCORE for professional development. FSL staff sits on committees across department and student affairs to contribute to campus.
Meet the Staff

Shawnna R. Smith
Coordinator, Fraternity & Sorority Life
IFC Advisor
Order of Omega Advisor

Donia Soheili
Lead Programming Assistant, Fraternity & Sorority Life

Jason Mayo
Administrative Program Assistant, Fraternity & Sorority Life

Thor Ronemus
Student Assistant, Fraternity & Sorority Life

Jill Kupershoek
Student Assistant, Fraternity & Sorority Life

Briette Pietrocini
Student Assistant, Fraternity & Sorority Life

Elizabeth Aiello-Coppola
Leadership & Assessment Coordinator
PHA Advisor

Jonny Erickson
Risk Management Programming Assistant, Fraternity & Sorority Life

Jen A. Maxin
FSL VIP Americorp Member

Jason Mockford
Director, Leadership & Service

Kathleen McMahon
Dean of Students, Associate Vice President of Student Affairs
Meet the 2018–2019 Council Officers

Interfraternity Council

Jack Kooley
President, Pi Kappa Phi

Grant McDonald-Hulen
Chief of Staff, Zeta Beta Tau

Panhellenic Council

Lily Morgans
President, Gamma Phi Beta

Kelsey McLagen
Executive Vice President, Kappa Alpha Theta

United Sorority & Fraternity Council

Sabrina Yerena
President, Lambda Sigma Gamma

Ian Kaufman
Vice President Internal, Gamma Zeta Alpha