

## **Fraternity and Sorority Life Committee on Staffing, Support and Budget**

### **Final Recommendations Report**

*“Fraternities and sororities can be powerful forums for learning and development. It is the responsibility of those who work with these organizations to apply practices that enable success at both the student and organizational level. The CAS Standards for Fraternity and Sorority Advising Programs can be a framework for good practice and an assessment tool to determine the extent to which FSAP meet the needs of the students and other stakeholders with whom they work.”*  
(CAS Standards for Fraternity and Sorority Advising, 2015)

#### **Committee Members:**

Allison Bruno, Vice President of Internal Management, PHC  
Tori Ganahl, President, PHC  
Max Lehman, Past President, IFC  
Justin Shukas, Director, Fraternity and Sorority Life  
Kathie Stanley, Associate Vice President, Division of Student Life  
R.J. Tennant, Vice President, Internal Management, IFC  
Laurie Woodward, Director, Erb Memorial Union (chair)

#### **Charge:**

The Fraternity and Sorority Life Committee for Staffing, Support and Budget (hereafter referred to as “the group”) will analyze national and local data to ascertain the best staffing structure for FSL, identify resources needed to support the staffing infrastructure and programming budgets. The group will also make recommendations as to how better to involve the national, regional and local alumni and advisors to form better partnerships with FSL, the University and our FSL community.

#### **Process:**

Our objective was to submit a report of findings to Vice President Robin Holmes by 7/1/16. The group met weekly from mid-April through mid-June. To assist the process we enlisted the support of a note taker (Ellen Grant, EMU) who produced meeting minutes and shared documents. We reviewed documents, looked at peer institutions in order to understand best practices, conducted a needs assessment, hosted an open forum to seek feedback from FSL Community, and sought advice from professionals in the field. The group chair then drafted report based on all of the above, shared it for comment and edits.

#### **Overarching Assumptions:**

The group’s work began with an overview of the current state of Fraternity and Sorority life on campus. We all agreed upon the following:

- Fraternity and Sorority Life (FSL) can be a strong and positive source for student engagement, leadership development and enhanced learning for undergraduates at the University of Oregon.
- The FSL Office needs to be staffed appropriately, so that true advising can happen. As currently staffed, the office is focused on crisis management rather than crisis prevention.

- Clear expectations, rules, and application of judicial practice will increase the time that FSL staff have available to advise and support student members.
- To have a robust FSL program on a college campus, the relationships between student members, chapter advisory boards, national organization offices, the FSL Office, and campus administration needs to be strong, with continuous communication.
- The FSL program at the University of Oregon should reflect the diversity of the campus and include NPHC (National Pan-Hellenic Council) and Multicultural organizations.
- FSL is a Student Life and campus wide asset. As such, campus wide investment is essential for success.

**Connection to other working groups:**

The work of our committee was based on the assumptions above. We understand that recommendations by other working groups may alter staffing and budget needs especially around chapter and counsel expansion.

**Staffing Analysis:**

As a first step, the group identified four “buckets” or categories of work that a Fraternity and Sorority Advising Office should do. A focus group comprised of FSL members was consulted and verified placement of tasks within in the buckets. They are:

<p><b>Oversight</b></p> <ul style="list-style-type: none"> <li>• Strategic Planning</li> <li>• Supervision/Staff Development</li> <li>• Crisis Management</li> <li>• Assessment</li> <li>• Budget</li> <li>• Advisory Board</li> <li>• Campus Connections</li> <li>• Development/Fundraising</li> <li>• National Organization Relationships</li> </ul> <p><b>Standards/Prevention/Risk Reduction<sup>1</sup></b></p> <ul style="list-style-type: none"> <li>• Chapter Standards development/implementation</li> <li>• Liaison to Campus Conduct</li> <li>• Standards Board Training</li> <li>• Fire/Health Inspection oversight</li> <li>• Chapter Accreditation oversight</li> <li>• Partnership support</li> </ul>	<p><b>Advising/Programming/Training<sup>2</sup></b></p> <ul style="list-style-type: none"> <li>• Meeting with Chapter Leadership</li> <li>• Meeting with Counsel Leadership</li> <li>• Advisor Training</li> <li>• Networking/Transition</li> <li>• New Member Orientation</li> <li>• Campus Resources</li> <li>• Continuing Greek Education</li> <li>• Alumni Relations</li> </ul> <p><b>Administrative Support</b></p> <ul style="list-style-type: none"> <li>• Compliance</li> <li>• Rosters/Graders</li> <li>• Agreements</li> <li>• Purchasing/Invoices</li> <li>• Stipends</li> <li>• Housing Support</li> <li>• Student Staff supervision</li> <li>• Marketing/Communication</li> </ul>
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*1. A focus group suggestion to change language from risk management to risk reduction, a more proactive and forward thinking approach.*

*2. All group members agreed that the focus of the FSL Advising Office should be heavily weighted toward this work.*

Our next step was to attempt to assign amounts of time to each of the categories and tasks listed above, so as to determine the number and types of staffing necessary. That proved to be an almost impossible task, so as a group we returned to further examining the data. Benchmarking information from colleges and universities that have FSL communities of a similar size and diversity as ours, who implement all of the above things that we believe to be important.

**Infrastructure Recommendations**

**#1-Staffing Levels:** The FSL Advising Office at the University of Oregon should have a minimum of three full-time professional staff members dedicated to providing advice, guidance and oversight for students involved in Fraternities and Sororities on campus. Additionally the office should have one position (either ¾ or full-time) dedicated toward providing administrative support for the office.

**#2-Reporting Lines:** The FSL Advising Office and its director should report to a senior level (Associate Dean or Dean) administrator in the Dean of Students Office. This person should be knowledgeable of and have experience working with Fraternity and Sorority life on a college campus. He/she should be available to provide support and guidance to the FSL Director and should have some direct contact with student leaders.

**#3-Student Life Support:** Every effort should be made to involve staff members from throughout the Division of Student Life in supporting the FSL Community. Examples could include special career programs for FSL members, leadership programming, events and program support from the student union. By asking the entire division to support FSL wherever possible, advising and support is expanded without additional cost.

**#4-Assessment of Services:** Assess FSL student usage of Dean of Students Office services on an annual basis. An area of contention among students in the focus group centered on the university’s expectation that FLS members pay an administrative fee to help support the cost of FSL Advising Staff. This goes along with the assertion that FSL members are “heavy users” of many Dean of Students services. The committee would like to see data collected annually about FSL student use of Dean of Students services on an annual basis. Our prediction is that the collective efforts of a fully staffed FSL Advising Office, FSL Standards, and other efforts will result in a reduction of the “heavy use” mentioned above. If that prediction becomes a reality, our group suggests that the administrative fee be renegotiated at some point in the future.

**#5-Programming Budget:** The group spent a significant amount of time talking about existing programming and where the budget dollars and responsibility for major programs should land. As an overarching philosophy, if the activity revolved around chapter or council business, the budget and responsibility for the program should remain with the appropriate council. If the program or activity involved risk reduction or leadership development budget and responsibility were more appropriately placed with the FSL Office. Our specific recommendation for this distribution is as follows:

Council Programming	FSL Advising Office Programming
<ul style="list-style-type: none"> <li>• Junior Greek Council</li> <li>• Greek Week</li> <li>• PHC Rho Gamma Training</li> <li>• Panhellenic New Member Orientation</li> </ul>	<ul style="list-style-type: none"> <li>• Emerging Leaders Retreat</li> <li>• Council Transition Retreat</li> <li>• Greek Leadership Academy</li> <li>• Risk Management Summit</li> </ul>

<ul style="list-style-type: none"> <li>• Day of Service</li> <li>• Sexual Violence Prevention Leadership Board</li> <li>• AFLV Conference</li> <li>• Recruitment</li> <li>• Officer Roundtables</li> </ul>	<ul style="list-style-type: none"> <li>• FHS 407</li> <li>• New Member Orientation</li> <li>• FSL Awards</li> <li>• Advisor Training</li> <li>• AFLV Staff Travel</li> </ul>
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**Involvement Recommendations:**

A theme that reoccurred frequently throughout our conversations centered around the idea that upper class members often reduce participation in chapter events, and leave leadership of the organization to newer members. We all agreed that efforts to increase involvement of juniors and seniors in chapter and council activities would be beneficial to all involved. These older students could help provide leadership, stability and direction to their chapters.

**Recommendation #6-Leadership:** develop programs and activities that encourage older members to remain engaged in FSL activities. One vehicle that could help with this effort might be to reinvent Order of Omega as the senior leadership organization for FSL. The group could have significant programming responsibilities.

**Recommendation #7-Faculty and Staff Engagement:** Increase engagement of faculty and staff. We'd also like to see faculty and staff members who have a background with FSL programs take pride in and have a more active role on campus. If today's FLS students have some campus role models and support they are more likely to be successful and have the experiences that Fraternity and Sorority life should provide on a college campus.

**Recommendation #8-Purposeful Activities:** There is a perception on campus that the main purpose of Fraternities and Sororities is social, and that the primary social activity that FSL members engage in is partying. We recommend that FSL develop and get involved in a wider variety of social activities on campus and in the community.

**Resources**

Council Advancement of Standards in Higher Education. (2014). *Fraternity and Sorority Advising Programs.*

Koepsell, Mark & Stillman, Ari. (2016). Association of Fraternity/Sorority Advisors Membership. *What We Know About Our Members and Why It Matters.*

Melchiorre, C., Mattson, M., & Orendi, J. (2012). *Campus Growth Survey Results.* Phired Up Productions: Carmel, Indiana

Panhellenic Council. *Membership Development and Leadership Education Plan.*

Shukas, Justin. (2016). Fraternity and Sorority Life Benchmark Report