

# GREEK LIFE at Florida Tech

# STRATEGIC PLAN



## **Greek Life Strategic Plan Purpose Statement**

This document was created to provide a direction for the Greek Life community for the next 3-6 years. Specific measures are listed within this plan to keep our community growing and evolving, poising it to meet both the needs of its members and the expectations placed on our Greek Life community as a whole from trends and best practices in higher education.

The proposed plan is holistic and detailed. Upon completion of the approval process, this strategic plan will be supported by our governing councils of the Greek Life community, members of the Greek Life Task Force and the Division of Student Life.

## **Greek Life Task Force Membership**

It is important to introduce the members of the Greek Life Task Force (GLTF), as they collected and analyzed the information presented in this document. Each member is listed below.

- Cat Nanney, Director of Student Involvement, Division of Student Life
- Aaliyah Thomas, Student Life Coordinator, Division of Student Life
- Nathaniel Baggs, Pi Kappa Alpha
- Brittany Cavin, Sigma Sigma
- Jacob Chesslo, Pi Lambda Phi
- Peter Dailey, Tau Kappa Epsilon
- Marcus Farley, Pi Kappa Alpha
- Michael Foster, Pi Kappa Alpha
- Lucy Freeman, Phi Sigma Sigma
- Daniel Mandolesi, Alpha Tau Omega
- Rosie Red, Alpha Phi
- Rushon Riviere-Alexander, Pi Kappa Alpha
- Zach Shelton, Chi Phi
- Hannah Vest, Phi Sigma Sigma



## **Background of Florida Tech's Greek Life Community**

The history of the community dates back to the early days of the university. The 60's proved to be a building and development phase for the community. The community began in 1965 with the founding of a local organization Alpha Kappa Pi. Shortly after, Alpha Lambda Chi, Delta Delta Tau and Epsilon Delta emerged as local fraternities. From the beginning of the local fraternities, all began the process of affiliating with (inter)national organizations; Alpha Kappa Pi was the first local to become affiliated in 1968, with Pi Kappa Alpha International Fraternity. Alpha Epsilon Pi, an international Jewish fraternity, became the second national group, also in 1968. To finish the 60's the Chi Phi National Fraternity picked up the local Alpha Lambda Chi organization. Greek Week, a competition between the chapters, emerged in this time as well.

The 70's were a busy time in the community. Epsilon Kappa Delta, a local group, quickly began the process of affiliating with Lambda Chi Alpha International Fraternity and became a colony in 1970. The local Delta Delta Tau organization became affiliated with Theta Xi National Fraternity just two year later. Tau Kappa Epsilon International Fraternity emerged at Florida Tech in 1975, being the second group without local roots to begin on campus. In the late 70's the first recorded sorority emerged as a local group with the name Sigma Omicron Phi.

The 80's proved to be a slow period in community development. Delta Sigma Phi was the only international male fraternity to form, and Sigma Omicron Phi, the sole local sorority, became affiliated with Gamma Phi Beta National Sorority after a failed attempt at affiliation with Zeta Tau Alpha International Fraternity. Tau Kappa Epsilon was closed in the 80's for violation of their single sex status by initiating women into their organization. The chapter was re-opened in 1986 after the offending members had graduated.

The 90's were a booming and rapidly changing time for the community. Alpha Phi International Fraternity, a women's group, became the first and only women's organization to establish a chapter without a local organization or interest group in 1990; bringing the sororities to a total of three groups. Shortly after Alpha Phi's chartering, Sigma Kappa closed due to low membership numbers. A local sorority, Zeta Chi, may have been formed and closed sometime in the 90's as well. Pi Lambda Phi National Fraternity established themselves in 1992. Order of Omega, a fraternity and sorority honor society, emerged in 1992 to recognize leaders in service, academics and character. The Order of Omega chapter was found in violation of university hazing regulations and closed in 1999.

Delta Psi Sigma, a local sorority, the last local organization to date to become affiliated with an international group. Phi Sigma Sigma was selected by the women of Delta Psi Sigma after three groups presented on campus in spring of 2004. Order of Omega was re-established in 2002.

In the fall of 2005 Alpha Tau Omega National Fraternity was invited by the Interfraternity Council to do a formal presentation with intent to colonize in the spring of 2006. The Interfraternity Council member fraternities voted unanimously to approve the expansion on October 2, 2005. In the spring of 2009 Delta Tau Delta International Fraternity was colonized with a group of 30 men. In November of 2010, Delta Tau Delta was officially chartered.

Then with a huge influx of new students, Sigma Tau Gamma was colonized in spring 2012. After a few years, Sigma Tau Gamma was chartered in February 2015. With the new NIC Standards, Triangle Fraternity was slated to possibly colonize in 2016. In January of 2016 Triangle Fraternity dissolved due to low interest.

*This history was created with participation from the current chapter leadership; attempts were made to verify all information.*



## **Guiding Tenets of Florida Tech's Greek Life Community**

### *Fraternities & Sororities Defined*

For the purpose of this document, fraternities and sororities are defined as those private, voluntary associations with national and international affiliations with the National Panhellenic Conference (NPC), National Interfraternity Conference (NIC), National Pan-Hellenic Council (NPHC) or National Association of Latino Fraternities (NALFO) which meet the following criteria:

1. They have organizational goals which are social/service/fraternal rather than honorary, professional, service, religious or political. Membership in more than one such fraternal organization at once is not permitted.
2. They may select members according to subjective criteria, but they must act in accordance with the equal opportunity policy of the University. They may be entitled to single sex membership if they meet the provision of Section 86.14 of the regulations promulgated under Title IX of the U.S. Education Act Amendment of 1972.
3. They maintain a charter from their inter/national organizations and exist at Florida Tech with the approval of the Office of Student Life.
4. They agree to subscribe to the recommendations set forth in this document and the Greek Life Strategic Plan.

### *Mission*

The Florida Tech Greek Community inspires academic excellence, leadership, diverse community and campus involvement within all aspects of our daily lives. We provide the grounds for the development of well-rounded and balanced individuals who understand their responsibilities within a safe, social atmosphere and create life-long bonds through principles encompassed in our rituals.

Our Greek community continuously promotes unity among all, while maintaining active involvement in each chapter and a commitment to lifelong service.

### *Vision*

Our vision for the Florida Institute of Technology's Greek Life Community is to be the community of first choice for undergraduates, parents, headquarters, alumni, members of the surrounding community, faculty and staff and to be the most respected organizations. The Greek Life Community grows through service, leadership, and education.

### *Values*

Leadership Development  
Scholarship  
Service  
Integrity  
Loyalty  
Unity  
Respect  
Lifetime Support  
Communication

### *Governance*

Florida Tech recognizes Fraternities & Sororities through their Inter/national organizations appropriate membership in either NPC, NPHC, NIC, or NALFO; therefore, each local chapter is expected to actively participate in the respective council and abide by their policies, rules and standards.

## Areas of Focus

The goal of our strategic plan is to show that Florida Tech is a model Fraternity and Sorority Community. As stated in our vision our wish is for our community to be the community of first choice for undergraduates, parents, headquarters, alumni, members of the surrounding community, faculty and staff and to be the most respected organizations. To do that our community must focus on the following areas to improve our already stellar community and programming.

1. **Education:** Our goal is the development of well-educated, well-rounded individuals who positively impact our campus community and beyond through personal integrity, social responsibility, leadership, and appreciation for diversity all learned throughout their Greek experience.
2. **Internal Enhancements:** Through researched and improved internal programs, events, and facilities we will empower the organization members to help make the Greek Community the community of first choice through clearly defined standards and community expectations.
3. **Programming:** Through comprehensive programming, students will develop an inclusive view of leadership and advance their personal leadership realm(s) within the Florida Tech community and society at large.
4. **Communication:** Enhancing communication will promote congruence and alignment of personal activities and actions with their fraternity or sorority's values as well as increase overall involvement, knowledge and retention.
5. **Outreach:** By enriching our outreach, members will learn about all available Florida Tech, NIC, NPC, Greek Life, etc. resources and the steps for a successful fraternity and sorority experience both while in college and as an alumnus.

## Education

### A. Educate students on the “why” behind policies

Our students often question why policies are in place, accusing the policies of being hurdles rather than protection. The leaders of the Greek Life community will work to increase its member’s knowledge of all policies, procedures or other required information.

- Develop and build a program that can educate and quiz members on information that is important to understand for their Greek experience.
- Build this message into meetings and trainings, when possible.
- Focus on providing detailed background information around policies during officer transitions.
- Develop community expectations around transparent policy creation when greatly impacting the community.
- Add all information to one place that is easily accessible by all member of the community.

### B. Provide intentional holistic learning opportunities for members focused on personal development and leadership

Member development is a vital component in moving our community in a progressive direction. When students are provided with opportunities to be challenged, learn and reflect, the potential for growth, development and transformation is possible. Developing the “whole” student will be the goal.

- Learning opportunities will include both physical and emotional as well as mental, scholastic and leadership.
- Create educational programs that meet students where they are in their development and help them progress to a higher level of awareness and maturity.

## Programming

### C. Create a New Member Program

Create a structured program designed to welcome new members into the community. Structure and consistency need to be added to ensure all new members regularly receive similar information and messages.

- Evaluate data on the current program and identify a consistent structure to use on an annual basis to educate new members.
- Launch new structure and name of new member education program.
- Assess learning from new structure and revise training program accordingly.
- Understand what the expectations are of each new member group/class to ensure they are receiving the experience they want while also understanding the type of experience our community can provide.

### D. Evaluate and enhance traditional programming

To add value to our member's experience, transitional programming put on by the community needs to be evaluated and enhanced. Traditional programming includes Greek Week(s), and all other all-greek events and programs.

- Evaluate and restructure all week-long programming events.
- Identify any new traditional programming opportunities.
- Formation of programming committees to support the facilitation of week-long programming.

### E. Facilitate a community focused leadership retreat

Significant change to the community will be prompted by the launch of the strategic plan. To continue to involve students in the process of leading the community through this change, a leadership retreat will be hosted.

- Coordinate and implement retreat for our community by 2022.

## Internal Enhancement

### F. Proactively address current issues, best practices, and/or trends impacting the community

Today, issues on one campus can quickly become national headlines. To ensure members of the community are learning from the experiences of their peers across the country, current issues, best practices, and trends will be built into the Greek experience.

- Engaging conversations at the Council of Presidents meetings will be shared with the entire community.
- Councils will host a Greek Life Parliament/Forum once a semester.
- Community will be broken into their year (freshman, sophomore, etc.) to ensure the information specific to their experience is communicated giving each group a more realistic and detailed understanding.

### G. Addition of culturally-based fraternities and/or sororities

Interest in culturally-based fraternities and sororities is rising therefore our community will expand to include additional fraternity and sorority chapters.

- Develop policy on the addition and process of adding new culturally based organizations to community.
- Support the growing interest around culturally based organizations by providing interest meetings and sessions for those students interested.

### H. Identify resources and needs for the community

Resources to support the community have not been re-evaluated in the past 3 years. Evaluating the current allocation of resources amid the strategic plan's execution will provide a more realistic interpretation of need.

- A task force or group will be created and selected to evaluate the process and challenges of the strategic process.
- Draft proposal to recommend reallocation of existing resources and benefit of additional resources.
- Implementation of reallocation of funds.

### I. Create a community focused on growth

The core of Greek Life is relationships. Strong and positive relationships are fostered when the environment is safe and support is constant.

- Host all-greek recruitment events at least once a semester.
- Community shall grow to over 15% of undergraduate population on campus through focusing on values-based recruitment programs.
- Increase efforts to diversify the greek community through review of recruitment practices to ensure more inclusive practices and begin targeted recruitment efforts to underrepresented student groups.

### J. Create an environment that is actively and intentionally inclusive to all people.

While fraternities and sororities are often single-gender organizations, it is important to still be inclusive of those who might not identify in the binary.

- Create a guide to inclusion used to assist in the incorporation of topics such as inclusive behaviors and language to ensure a more diverse community. The guide will include inclusive language information such as personal pronouns, gender inclusive language and titles, racial and ethnic, abilities and disabilities, age, etc.
- Create a guide to inclusive behaviors and practices. The guide will include, at a minimum, pronoun awareness, advocacy and accountability, diversity trainings, accommodations, physical inclusion, etc.
- Create a recruitment educational program to ensure all current community members understand the policies and practices as part of the chapter's recruitment training and practices.
- Community to encourage and incentivize completion of the Diversity & Inclusion Certificate and/or the Leadership certificates offered by Student Life.

### K. Continue to further promote academic excellence as a priority within the community

Our community aims to lead the campus in all aspects of scholarship including members, new members, graduation rates, etc.

- All-Greek cumulative GPA average shall meet and/or exceed the campus undergraduate average.



- Councils to host at least one study group per semester.
- Proposal of a greek life study area.
- Create a recognition program for academically high achievers including positive incentives.
- Work to implement the same scholastic program that is used by Athletics to check grades throughout each semester.

L. Create a living and learning community for our chapter members that reside in Greek Village  
Our community aims to provide its members with a positive and engaged greek housing environment in Panther Bay/Greek Village.

- Establish a Security Officer or office in Panther Bay.
- Increase the shuttles offered to and from Panther Bay to main campus and flight line.
- Establish a sign-in/sign-out system for sports and game equipment that will be purchased by Greek Life.
- Establish a Resident Assistant, trained and educated on all campus policies, for each chapter to oversee the fraternity and sorority houses having them report to the Office of Greek Life and not Residence Life.

M. Develop a unified code of ethics for the community

Establishing a shared, community wide code of ethics will help to unite our community around consistent expectations. By proactively addressing the expected ethical behaviors of members in our community, holding oneself and peers accountable should become common practice.

- Document to be created and presented by the Greek Alumni Advisory Board
- Once approved, document will be signed by all Greek Life members as well as all new members to the community, thus all agreeing to uphold it.

N. Enhance prevention education

Based on current trends, it is necessary to expand our hazing, substance abuse, sexual assault and bystander intervention education and efforts.

- Develop fall hazing prevention programming to complement spring's Hazing Prevention Week by spring 2021.
- Develop or provide substance abuse programming and information by fall 2020.
- Develop or provide sexual assault and harassment prevention programming and information by spring 2021.
- Develop or provide bystander intervention programming and information by fall 2021.

O. Transition to Fraternity & Sorority Life from Greek Life

Best practice in higher education shows the positive impact of changing from (Office of) Greek Life to (Office of) Fraternity & Sorority Life. The completed transition will help to lessen the stigma associated with Greek Life and to further unite the community.

- Rebranding of any print or digital materials to include Fraternity & Sorority Life.
- Work to change the campus culture around the usage of Greek Life.

## Outreach

### P. Enhance outreach efforts by community councils

Our Councils will educate the community as to what their role is within the communities. Community outreach will lead to better utilization of the councils and knowledge of the scope of the community.

- At a minimum education will include roles and responsibilities of councils, duties of each position, information on individuals currently holding each position, role within the judicial process, etc.
- Introductions and programs will be put on and presented by each council on a semesterly basis.
- Outreach methods and materials will be developed and sent to all community members.
- Launch a monthly newsletter: newsletter will include, at a minimum, a letter from the Office, a calendar of events from the month, chapter spotlight, etc.
- Community will contact new organizations to inform them or provide news releases of events, awards, etc. completed by our chapters. 20 submissions for each academic year at the minimum including a Greek corner in the Crimson.

### Q. Form new campus partnerships

To provide the best experience to our members, the community will develop new campus partnerships to both expose members to new aspects of campus and allow campus experts to educate members.

- Identify current campus partners and value added with partnership.
- Identify potential new campus partnerships; meet with potential partners to construct mutual value of relationship.
- Community will participate in Discovery/Exploration/Admitted Students Days.

### R. Establish a community wide philanthropic cause and event

Build on the philanthropic strengths of our community to impact our local and global community through a community-wide philanthropic cause and large-scale event.

- Select a local Brevard-based organization that aligns with our values and missions to generate funds and help to support the organization's goals.
- Create a large-scale, community-wide event that can happen annual and expand if need be.

## Communication

### S. Increased communication

Communication is key in all aspects of the involvement experience. To add value to our member's experience we will work to keep the entire community informed which will also relieve chapter presidents and delegates from being the only official forms of communication with their chapter membership.

- Position specific roundtable discussions for chapter leadership: begin roundtables in fall 2020 starting with risk managers and new member educators moving each year to add new positions such as social programming, philanthropy chairs, recruitment chairs, etc.
- Create a critical communications task force: Develop a critical communications response plan within the task force with direction and help from the Greek Alumni Advisory Board and implement the plan.

### T. Create better alumni engagement and relations

Our community will invest in programs and initiatives that support relationship-building and giving back to the University among current and future alumni,

- Sustain the Greek Alumni Advisory Board. Work to find their purpose and responsibilities.
- Create and distribute a newsletter to alumni each semester which will include reported chapter standards and information.
- Create and maintain an all Greek Alumni engagement page through an appropriate system/program/website.
- Create and sustain an annual alumni reception or celebration event for current and former students to occur during Homecoming each year.
- Create program that connects alumni with our current and graduating members.

## **Implementation**

Greek Life will successfully implement the strategic plan and its component parts by 2023, utilizing a variety of methods to market the plan, work toward established goals, and measure achievement of those goals.

### *Marketing the Strategic Plan*

This plan will be published and communicated via the following methods beginning in the summer of 2020:

- Email communication introducing the plan to the full community and regular email updates related to progress.
- Annual opportunities for dialogue with the full community about the plan and progress will be discussed.
- Regularly updated web content related to the plan.
- Sharing the plan with chapter headquarter staff, alumni advisors, and advisory boards.

### *Achieving the Strategic Plan*

Over the next three years, the Office of Greek Life, with the help of the Council of Presidents and Greek Alumni Advisory Board, will be responsible for managing this plan and its strategic priorities, goals, and objectives. The Office of Greek Life will pursue intended outcomes by working towards these goals, delegating action items to chapters and other councils, regularly communicating with members about progress, and working collaboratively with University departments.

### *Measurements of Success*

The following new and existing assessment methods will be utilized to track progress and measure success of the goals contained in this plan.

- Improved student ratings on assessment pertaining to our community
- Increased event attendance
- Increased enrollment in recruitment processes
- Declined numbers of unreported risk management incidents experience by the community
- Fluid Communication plan and sharing of information
- Increased levels of taking initiative within Council and Chapter Executives
- Chapter and community grade report each semester
- Five Star Chapter Program outcome and statistics
- Presence of new programs, initiatives, and partnerships