“CREATING AN INTERFRATERNAL COMMUNITY OF MERIT AND VALUE”

Five Year Strategic Plan for the Greek Life Community at Florida Tech

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Preface

From its inception, Greek Life has played a significant role in shaping the campus environment and has contributed to the development of thousands of Florida Tech students. In the process of examining the culture of the Greek Life Community at Florida Tech, various themes emerged and have been identified in this document. The university has grown and the underlying theme, articulated by the Greek Life Community members through their experience in their own organizations, is their commitment to creating a campus with a strong student life presence.

This project began and ends as an effort focused on escalating the overall Greek Life Community here at Florida Tech. After over a year’s worth of work on the project, we believe the objectives of our original charge are satisfied by this report. As expected, along the way we realized that the issues we are discussing and the principles that stood behind them were matters of importance for all of campus life at Florida Tech. The items contained within our report are suggestions for improving the living and learning experience of Greek Life members.

Those of us who have spent months and many hours focusing on the community are excited about this report. We understand the considerable positive impact a few minor changes could make. It is important to share that the Greek Life Task Force, which includes a broad base of Greek Life community members, needed both time and the willingness to focus on the future in order to establish relieve, and subsequently develop passion for our set of suggestions. It is important for everyone to agree that in order to ensure a sustainable future for all fraternities and sororities here at Florida Tech, the community must be stronger than is currently the case.

Developing this report has been an engaging and deeply informative experience for those involved. As should be true with all that we undertake at Florida Tech, there was a lot learned in the time we shared. Perhaps the most compelling and enduring of those lessons involves the realization of the deep commitment to students (current and former) and to the quality of their Florida Tech experience that is shared by everyone associated with our great university. It will be upon the back of that common commitment that a stronger Greek Life Community will emerge.

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Historical Perspective
**Historical Perspective on the Greek Life Community**

The history of the community dates back to the early days of the university. Local organizations are the root of the fraternity and sorority community at Florida Tech, as all by three fraternities’ (Tau Kappa Epsilon, Pi Lambda Phi, and Alpha Tau Omega), one colony (Delta Tau Delta), and one sorority (Alpha Phi) currently existing chapters began as local organizations.

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.

Up until 2001, the fraternities and sororities were advised by the same Student Life Staff member who advised all student organizations. Very little specialized support, guidance or advisement was provided. In 2001, the very first Fraternity and Sorority Affairs professional was hired specifically to work with the groups. The creation of this position at Florida Tech was much later than the national norm. Other universities had begun establishing this position as early as 1976 when the Association of Fraternity Advisors Professional Organization was established. This specialized staff member was a welcomed addition to the sorority community and the Panhellenic Council began rapid changed to improve. The Interfraternity Council and fraternities, on the other hand, met this addition with some initial resistance and lack of trust. The Panhellenic strengthened to the point that the addition of a third national group became a distinct possibly. This addition makes 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 2004, the second fraternity and sorority professional was hired. The Interfraternity Council became the focus of much attention and began the rebuilding process with the creation of the Interfraternity Disciplinary Committee. In the spring of 2005, the Rho Lambda Panhellenic Honor Society was created to recognize women who have significantly contributed to the Panhellenic community. 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, the third fraternity and sorority professional was hired. The focus shifted to interfraternal relations, education and leadership development of the Greek Community. Fraternity and Sorority Life changed their name to Greek Life and Rho Lambda was closed due to low membership numbers. The members involved with Rho Lambda were initiated into the Order of Omega. In the spring of 2009 Delta Tau Delta International Fraternity was colonized with a group of 30 men. The community continues to evolve with the addition of a new colony, and much success is predicted for the future.

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

2009-2010 - Year in Review

- Created and implemented a new education program called Greek Life 101 where all new Greek Life members attended to learn more about Greek Life at Florida Tech
- Completed the total overhaul of the Panhellenic Council
- Created the Greek Life Task Force which will produce a 5 year plan for the greek community on April 30, 2010
- Completed surveys of campus community including faculty and staff to incorporate in the 5 year plan
- Started Scholarships in the InterFraternity Council and Panhellenic Council for Greek Life members
- Working with Academic Support Center to increase grade point averages among the members of the Greek Life Community through requiring members with below a 2.0 GPA to take ASC1005 – Strategies for Success course
- Created and will be implementing the first ever Greek Life Senior Sendoff to celebrate the graduating greek life members
- Held the first ever event during Family Weekend for Greek Life members families to attend
- Started a Greek Life Google Calendar for all greek life members to view the events within the Greek Life Community
- 82% of the Greek Life Community attended a Greek Spirit Night held by Florida Tech Athletics
- Updated the Greek Life Supplemental Material document with a revamped Alcohol Policy
- Developing a Leadership Symposium for Greek Life members focusing on leadership and personal development
- Started a Council of Presidents class for the Fall semester to bring the leaders of the greek community together to focus attention on the implementation of the 5 year plan
- Facilitated 11 different values based educational programs for the Greek Community
- Added two civic engagement projects to Greek Week – the Greek God and Goddess competition which raised over $750 that went to the American Red Cross and Can-Struction which raised 10,000 cans of food for the Daily Bread
- Incorporated faculty and staff in the Greek Community
Mission, Vision and Values
**Mission Statement, Vision and Values**

The Greek Life Task Force, while working on the Five Year Strategic Plan, took the time to revamp and rewrite the outdated Greek Life mission statement, vision and values.

**Mission Statement**

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
- Character
- Loyalty
- Unity
- Respect
- Lifetime Support
- Communication
Executive Summary
Executive Summary
The Greek Life Task Force presents the following ten items considered necessary to strengthen the Greek Life Community at Florida Tech.

Public Relations
Research and develop a solid community public relations plan.

Recruitment and Retention
Train chapter leaders and hold chapters accountable for utilizing a year round, values based recruitment.

Establishment of a Greek Life Office
Move Greek Life to a fully functional separate office supervised by the Assistant Dean for Student Activities and under the Dean of Students.

Greek Housing
Develop the Residence Hall Quad including Evans and Brownlie as the new site for Greek Housing.

Leadership and Membership Development
Develop a leadership and membership development continuum that targets leadership programming and success of the member holistically on campus and beyond.

Scholarship
Research and develop a scholarship plan benchmarked from all Florida Tech chapters’ (Inter)National Headquarters and other small private institutions.

Values Education
Educate chapter members and provide them with various services that contribute to chapter and member growth and development.

Assessment
Develop a five year assessment plan to ensure the Five Year Strategic Plan is successfully implemented.

Partnerships
Identify key stakeholders and viable partners and develop mutually beneficial relationships.

Civic Engagement
Develop attainable civic engagement goals for the Greek Community.
Five Year Strategic Plan
Public Relations
Greek Life, in conjunction with student leaders, will identify ways to expand visibility on campus and in the neighboring communities, in an effort to promote community strengths and to reduce the behavioral issues that create negative associations.

Overall Goal – The Greek Life Task Force desires the Greek Life Community at Florida Tech to be the community of first choice for undergraduates, parents, headquarters, alumni, community members, faculty, staff and administration and to be the most respected organizations on campus.

Objective A: The Greek Life Community will actively and publicly promote the communities Mission Statement, Vision and Values.

a) The mission statement, vision and values will be assessed annually by the chapter and council leadership to ensure sustainability.

b) The mission statement, vision and values will be posted on all community wide publications and communication.

c) Annual or semi-annual goal setting retreats will be held that use the mission statement, vision and values as guideposts.

d) The mission statement, vision and values should be endorsed by Florida Tech Administration.

Objective B: The Greek Life Community will identify ways to enhance visibility on campus.

a) The Greek Life Community will increase visibility on campus through wearing letters, and utilizing printed media and positive product branding.

b) The Assistant Dean for Student Activities will work to have Greek Life events added to the university calendar and university website.

c) The Assistant Dean for Student Activities will work to have the Greek Life website no more than two (2) clicks away from the homepage.

d) Greek Life Communities values will be communicated throughout the year in all functions, presentations and printed material.

e) Governing councils will create a “good taste” policy for social events, marketing material and t-shirts that are in line with community values.

f) The Crimson, websites and other marketing media will be used to promote chapter events and recruitment events.

g) Governing council members will be trained annually on public relations and marketing.
Objective C: The Greek Life Community will work to create stronger relationships with faculty, staff, non-Greek students, other organizations and Athletics.

a) The governing councils will work with the Assistant Dean for Student Activities to plan an annual faculty, staff and administration event.

b) Governing councils will identify opportunities for community members to interact with non-community members.

c) A market research study will be conducted to determine why students are or are not joining Fraternal Organizations.

d) The Assistant Dean for Student Activities along with student leaders will provide an annual Greek Life informational meeting for Florida Tech’s Athletics’ coaches. The program will work to create an open dialogue to discuss the perception that athletes cannot or should not join Greek organizations.

Objective D: The Greek Life Community will identify opportunities for chapters to work together in the following areas:

a) Campus Events

b) Social

c) Philanthropy and Community Service

d) Recruitment

e) Member Education
Recruitment and Retention
Greek Life, in conjunction with student leaders, will enhance the recruitment and retention opportunities offered to fraternities and sororities at Florida Tech.

Overall Goal – The Greek Life Task Force desires to create and retain outstanding chapters and chapter members within the Greek Life Community at Florida Tech through success, excellence, interfraternal relations and equality. The Greek Life Task Force wishes to see a 5% annual increase in overall membership along with a 90% retention rate.

Objective A: The Greek Life Community will create, assess and implement recruitment standards.

a) Recruitment standards will be implemented and community members will be held accountable for their actions in regards to recruitment.

b) The governing councils will continue to assess their current recruitment structure to ensure an appropriate format is used.

c) Councils will examine the NIC and NPC standards and put policies in place to ensure compliance.

Objective B: The Greek Life Community will focus on training and education to ensure the recruitment of values based individuals.

a) Recruitment training will be held annually for all recruitment chairs.

b) A CAMPUSPEAK or (Inter)National Headquarters will be brought to campus annually to assist the community.

c) Chapter members will be educated on the process of Recruitment vs. Rush.

d) The newly created values, mission and vision statements will be used to develop a promotional campaign for the community.

Objective C: The Greek Life Community will create a year-round recruitment strategy.

a) A “Wish List” will be created annually to identify unaffiliated Florida Tech students who would be ideal candidates for the Greek Life Community.

b) The Assistant Dean for Student Activities will partner with the governing councils to coordinate an annual “Get Recruited” event. This event will be a collaboration between Greek Life, Athletics and Campus Services.

c) The Assistant Dean for Student Activities will partner with governing councils to coordinate an annual campus-wide service project. Students on the “Wish List” would receive personal invitations.

d) The Assistant Dean for Student Activities will partner with governing councils and other student organization leaders to coordinate an annual student leadership symposium.
**Establishment of a Greek Life Office**

The Greek Life Task Force believes a more current advancement for the Greek Community will take place by establishing a contemporary Greek Affairs Office.

**Overall Goal – The Greek Life Task Force requests the creation of a stand-alone department versus a service of the Office of Student Life. The hope is for a more solid and modern future for the Greek Community.**

**Objective A:** The Associate Provost for Student Affairs/Dean of Students and Assistant Dean for Student Activities, with the support of administration, will develop a more solid support office, established as the Greek Affairs Office, that fits the needs of the Florida Tech Greek Community.

a) The Assistant Dean for Student Activities title will be changed to Dean of Greek Affairs. The Assistant Dean for Student Activities full title will be Dean of Civic Engagement, Greek Life and Orientation. No raise or additional benefits will be given.

b) Merge all Greek letter organizations into the Greek Affairs Office including all Greek letter honor societies and service organizations.

c) Greek Affairs chapters and members would have different privileges similar to those of Resident Advisors and Directors.

d) Greek Affairs chapters would have separate mailboxes so that confidential and time sensitive information could be placed in their mailboxes.

**Objective B:** Once established, the Greek Affairs Office will set clear standards that clarify what Greek Life expectations are at Florida Tech. These standards will help fraternities and sororities become more consistent with the values by which they were founded.

**Objective C:** Once established, the Greek Affairs Office would request additional staff hired.

a) A Graduate Assistant would be hired each summer to work on documents, upcoming events, and other important items for the coming year.

b) Once/If Greek Housing is occupied an Assistant Greek Advisor would be hired as a full-time staff member.
**Greek Housing**
The Greek Life Task Force would like to develop the Residence Hall Quad including Evans and Brownlie as the new site for Greek Housing.

**Overall Goal – The Greek Life Task Force wishes to move on campus with the other student organizations to create a living and learning community for chapter members.**

**Objective A: Florida Tech will provide university-owned and operated Greek Housing for the Greek Life Community.**

  a) The Assistant Dean for Student Activities will meet with Dean Bowers, Provost McCay and President Catanese for approval of the transition of the Residence Hall Quad as the new permanent site of the Student Center and Greek Housing.

  b) The Assistant Dean for Student Activities and the Director of Housing will partner with the governing councils to create a Greek Life Housing Committee.

  c) The Greek Life Housing Committee will provide a Greek Life Housing Plan to Dean Bowers, Provost McCay and President Catanese for approval.

**Please Note:** The hope is that once the new food facility is finished the transition to the Student Center and Greek Housing will take place. The Evans Building will consist of the Student Center with offices for the Office of Student Life and all student organizations. Wood Hall, Campbell Hall, Grissom Hall, Shaw Hall and Brownlie Hall would become the new Greek Housing. Chapters would be given floors to house their members and Greek Life members would be the Resident Assistants and Residence Directors of the area. Classrooms, office space and common rooms would all be turned into spaces for the use of chapter members. Also, training for house managers, presidents, risk managers and other officers involved should be held each semester before chapters are allowed to move in.**
Leadership and Member Development

Develop a leadership continuum for the community that targets leadership programming for non-initiated members, emerging leaders, chapter officers and council officers.

Overall Goal – The Greek Life Task Force wishes for each Greek Life member to leave with the best fraternal experience possible. Further, they wish for each Greek Life member to leave Florida Tech as a holistic leader.

Objective A: A membership and leadership development program will be created for the Greek Life Community.

a) A one credit hour Council of Presidents course will be developed to educate presidents to create chapter goals, develop community relations and train other officers in their position.

b) An introductory retreat will be developed to educate non-initiated members on the values, mission, and vision of the community.

c) An emerging leaders program will be created to develop leadership, confrontation management, and chapter operation skills.

d) An annual summit will be created to allow undergraduates, alumni and faculty advisors to interact with the administrators to discuss issues, socialize, build partnerships, understand expectations and assess the progress towards the vision of the Greek Life Community.

e) A system of intentional officer transition assistance for individual chapters will be created to aid chapters in succession planning and goal setting.

f) Chapter will provide their membership the opportunity to participate in (Inter)National sponsored leadership development programs.

Objective B: A student learning outcomes program will be developed and utilized in intentional interactions between the Assistant Dean for Student Activities and Chapter and Council Presidents.

a) Student learning outcomes for Chapter and Council Presidents interactions will be established annually by the Assistant Dean for Student Activities

b) Chapter and Council Presidents will be required to complete a Presidents Notebook and Chapter Excellence Plan (created and maintained by the Assistant Dean for Student Activities) on a consistent basis. The feedback provided through the Presidents Notebook and Chapter Excellence Plans will assist the Assistant Dean for Student Activities in agenda setting and in the assessment of students learning outcomes.
**Scholarship**
The Assistant Dean for Student Activities, in conjunction with student leaders, will work to re-establish academic excellence as a priority within the Greek Life Community.

**Overall Goal –** The Greek Life Task Force would like a benchmarked scholarship plan put in place. The hope is all chapters in five years will meet or exceed the male or female undergraduate GPA (whichever is greater).

**Objective A:** All fraternity and sorority chapters will follow academic standards set by the Assistant Dean for Student Activities and governing councils.

- a) Academic recruitment standards for chapter membership will be set high, made clear to potential members, and strictly enforced.
- b) A community standard of minimum academic performance will be set and members who do not meet that requirement should not be allowed to participate in community events.
- c) A standard of minimum chapter grade point averages will be set and chapters who do not meet that requirement should be subject to sanctions.
- d) A minimum non-initiated member class grade point averages will be set and chapters who do not meet that standard will have their non-initiated member education program reviewed.
- e) Each chapter will be required to publish an *Academic Excellence Plan*, including requirements to hold office, participate in chapter events, and maintain membership, as well as procedures for fostering strong academic performance in its members.
- f) Academic rankings and chapter grade point averages will continue to be printed in community recruitment materials.
- g) A tutoring program co-sponsored and facilitated with the Academic Support Center will be created.
**Values Education**
Educate chapter members and provide them with various services that contribute to chapter growth and development.

**Overall Goal** – The Greek Life Task Force wishes to ensure that the education and integration of fraternal values is a priority within the Greek Life Community.

**Objective A:** A values and advancement programs will be evaluated and implemented for the Greek Life Community.

a) Greek Life 101 for non-initiated members will continue to become a stable in the Greek Life calendar.

b) The Greek Community will bring IMPACT or other types of values based education programs to campus.

c) The Four Pillars Leadership Symposium will be a fall semester constant for education on leadership and personal development.

d) Chapter non-initiated member education program will be evaluated for hazing.

e) Chapter leadership should be assisted in creating education programs of excellence.

f) Councils should example the NIC and NPC standards and put policies in place to ensure compliance and understand by chapters.

**Objective B:** Semesterly advisor meetings will be held at Florida Tech to cover the following values based education topics.

a) Alcohol Education

b) Managing Risk

c) Alumni Relations Programs

d) Total Membership Programs

e) Advisory Board Roles

f) Managing a Chapter House

g) Evaluating the Performance of the Chapter

h) Dealing with Problem Members

i) University Policies and Procedures

j) Recruiting Chapter Volunteers

k) Partnering with the University and (Inter)National Office
**Assessment**

The Assistant Dean for Student Activities will develop a five year assessment plan to annually assess the progress of this Five Year Strategic Plan as well as the opinions and views of the Greek Community and campus and local community.

**Overall Goal – The Greek Life Task Force wishes to have this Five Year Strategic Plan of the Greek Life Community assessed annually through surveys, focus groups and through conversations with the administration at Florida Tech.**

**Objective A: The Greek Community will assess all aspects of Greek Life annually.**

a) Annually revisit the vision, mission and values of the Greek Community with input from the current Greek Community.

b) Governing Councils will create an assessment plan to evaluate programs, governance and satisfaction of chapter experience.

c) EBI/AFA Fraternity and Sorority Assessment will be completed every two years for a total of two times within this five year plan.

d) A market research study will be conducted to determine why students are not joining fraternal organizations.

e) Recruitment roundtables will be held annually for both IFC and PHA member groups including advisors, chapter leadership and recruitment chairs to evaluate and assess the recruitment process.

f) Governing Councils will hold Fraternity and Sorority Joint Meetings every semester to assess the needs of the entire community.

g) Assistant Dean for Student Activities should attend the ACPA Student Affairs Assessment Conference.

h) Recruitment roundtables will be held annually for both IFC and Panhellenic member groups including advisors, chapter leadership, and recruitment chairs to evaluate and assess the recruitment process.

i) “Meet the Greeks” will be reviewed to ensure the maximum effectiveness and the maximum numbers of potential members are attendance
Partnerships
Identify key stakeholders and viable partners and develop mutually beneficial relationships.

Overall Goal – The Greek Life Task Force wishes to identify and establish a working relationship with key partners on and off campus.

Objective A: The Greek Life Community and Assistant Dean for Student Activities will have opportunities to meet with key university stakeholders to advocate for the community

a) An annual summit should be created to allow undergraduate, alumni and faculty advisors to interact with the administrators to discuss issues, socialize, build partnerships, understand expectations and assess the progress towards the vision, values and mission of the Greek Community.

b) Key stakeholders should be determined and re-evaluated annually.

c) University officials should be invited to attend community events such as: Awards programs, Philanthropies, Community Service Events, Faculty and Staff Appreciation Events.

d) The university should develop a relationship with a local third party vendor to assist chapters in holding safer events.

e) Faculty and staff members who are members of fraternities and sororities should be identified and their help should be incorporated with chapter advising.

f) A tutoring program co-sponsored and facilitated with the Academic Support Center should be created

Objective B: Programs will be coordinated that create extensive interaction between Greek alumni.

a) The Assistant Dean for Student Activities will partner with the Office of Alumni Relations to systemize Florida Tech Greek Alumni tracking.

b) The Assistant Dean for Student Activities will partner with the Office of Alumni Affairs and the Homecoming Committee to coordinate a Greek Alumni event, as part of the annual Homecoming and Greek Week programs.

c) The Assistant Dean for Student Activities will partner with the Office of Alumni Affairs to create a Florida Tech Greek Life Alumni Association.
Civic Engagement

The Greek Life Community, with the support from the Assistant Dean for Student Activities, will consistently support their local and national communities, in terms of both monetary donations and in giving of themselves, maintaining the values on which fraternal organizations are based.

Overall Goal – The Greek Life Task Force wishes for the Greek Community to continue with their successful philanthropy and civic engagement involvement on and off campus. The hope is that the Greek Community will increase philanthropy dollars and community and campus service hours by 10% each year.

Objective A: The Greek Life Community will provide “hands-on” support to those in need.

a) Chapters will collaborate with a non-Greek organization to conduct at least one joint-service project a year. (ex. Student Government, Athletics, Residence Life, etc.)

b) The Assistant Dean for Student Activities, in conjunction with the governing councils, will provide an annual comprehensive service project for the entire community.

Objective B: The Assistant Dean for Student Activities will calculate and publish service hours and philanthropy dollars for each chapter every fall and spring semester.

a) The importance of logging hours into the Civic Engagement Initiative Tracking System will be explained to all non-initiated and initiated members of Greek Life.

b) Hours and philanthropy dollars raised will be submitted to (inter)national headquarters annually.
University-Wide Impact of the Five Year Strategic Plan
A first glance, the Greek Life Task Force Five Year Strategic Plan may appear to be
unique to the work of the Greek Life Community, but we would be remised if the larger
university impact of this plan was not considered.

In addition to the Greek Life Community, the following university entities, constituencies
and programs will be impacted from the successful completion of the Strategic Plan.

— The Office of the President
— Office of the Provost
— Associate Provost for Student Affairs/Dean of Students Office
— The Office of Student Life
— Student Activities
— Division of Student Affairs
— Division of Academic Affairs
— Office of Undergraduate Admissions
— Office of Alumni Affairs
— Florida Tech Athletics
— Student Government Association
— Campus Services and Housing
— Academic Support Center
— Civic Engagement
— Orientation
— Food Services
— Office of the Registrar
— University Communications and Marketing
— Homecoming Committee
— Welcome Week

Based on the list above, the implementation of the Greek Life Task Force Strategic Plan
for Florida Tech will not only promote the Greek Life Community, but it will serve as an
added medium toward enhancing campus life at Florida Tech.
Results
Educational Benchmarking Survey Summary – Spring 2009

In the spring semester of 2009 the Greek Life Community participated in a benchmarking study specifically designed to measure the success of fraternities and sororities. The instrument was developed by The Educational Benchmarking Institute (EBI). The purpose of EBI benchmarking projects is to provide professionals and institutions with comprehensive, credible, comparative and confidential assessment tools in support of continuous improvement efforts. The Association of Fraternity Advisors (AFA) and Educational Benchmarking (EBI) developed the assessment tool for campus based analysis to determine the effectiveness of a fraternity and sorority community and compare their progress.

Florida Tech fraternity and sorority members completed the survey in the spring of 2009 at a regularly scheduled chapter meeting. Those students who were not in attendance at the chapter meeting were asked to complete the survey in the Office of Student Life. The results were sent to EBI for analysis and then a report was returned in early fall 2009. The report highlights community results as well as individual chapter analysis; however, this report will focus solely on the community results.

The EBI survey is offered to all institutions with fraternity and sorority communities. In the 2008-2009 school year, 73 institutions completed the instrument. Of the 73, Florida Tech chose six institutions to be used in a comparative analysis. In addition, the community was compared to all other 72 institutions and Carnegie Class institutions. The six institutions were selected by evaluating the campus size, number of fraternities and sororities, professional staff members, reputation of the fraternity and sorority program and majors represented. Carnegie Class sorting is based on the level of research and types of degrees awarded.

The purpose of surveying the students was to understand their perceptions of the fraternity and sorority program at Florida Tech. The survey is designed to be a diagnostic tool to assist the community in developing a plan to improve satisfaction with the program. Once a problem area has been identified, gathering further information may be necessary to move narrowly define the issues. This allows for a more detailed discussion of the possible solutions.

Florida Tech endorses the recommendations of AFA and EBI and has begun the implementation phase of the plan. The Greek Life Task Force has reviewed the data and used the results to create this document for the community. At the chapter level, chapter presidents were asked to review the data with their respective executive boards and to create a plan to implement changes.
**Greek Life Faculty Survey Responses**

**Background Questions**

1. Where on campus do you work?
   - Humanities and Communications Department – 5
   - Psychology Department – 2
   - Olin Physical Science Faculty – 4
   - Chemistry Department – 4
   - College of Engineering Faculty – 5
   - College of Aeronautics – 8
   - Did not specify department – 3

2. About how many students do you deal with on a daily basis?
   - 0 – 50 – 15
   - 50 – 100 – 12
   - 100 – 150 – 3
   - 150 – 200 – 1
   - 200+ - 0

3. How long have you worked on campus?
   - The data ranges from 1 year to 33 years

4. Are you affiliated with a Greek organization (NIC, NPC, NPHC, etc.)?
   - Yes – 2
   - No – 29

5. What is your opinion on Greek Life?
   - Positive – 12
   - Neutral – 16
   - Negative – 2
   - Did Not Answer – 1

Please explain your answer:
   - Non-greeks do equally as well at Florida Tech
   - Greek activities are “low key” compared to what I have experienced at other campuses
   - I don’t know anything about our Greek system. I have no experience with such a system at all
   - Some positive experiences with Alpha Phi
   - I was educated outside of the US. I only really know about fraternities from movies
   - People seem reasonable and willing to accept others views
   - Greek Life plays a major role in the social activities of students on campus
   - Distracts students from education and fosters poor values
   - They are volunteering for publicity too much
   - Do not know much
   - Can help make the whole college experience better
   - Greek organizations are involved!
   - Know very little about it
   - Student organizations promote excellent social interaction experiences
Large groups of students can work together to perform charity work or be a bunch of loud, obnoxious pests at a restaurant off campus.

It has positives and negatives. Joining a Greek organization suggests you have to buy friends and that someone is unable to make friends on his or her own.

I have found most of them to be courteous, worldly, well-versed in current events and quite professional.

**Greeks in the Classroom:**

6. How do you feel Greek life affects students’ grades?
   - Positively – 6
   - Neutral – 17
   - Negatively – 4
   - Did Not Answer – 1

7. Do you like having Greeks in your classroom?
   - Yes – 12
   - Neutral – 14
   - No – 0
   - Did Not Answer – 2

8. What is the general trend for Greeks concerning classroom etiquette?
   - Positive – 9
   - Neutral – 14
   - Negative – 2
   - Did Not Answer – 3

**Greeks on Campus**

9. Do you see involvement on campus?
   - Yes - 18
   - No - 9
   - No Answer – 1

10. If you could choose one event Greek Life has done that stood out for you, what would it be?
    - Greek Week/Sports – 3
    - Alpha Phi Faculty Tea – 2
    - Community Outreach/Volunteer Work - 4
    - Party/Dance - 2
    - Relay for Life
    - Duck Race
    - Fall Rush
    - Campus Clean-Up

**Greeks and Faculty**

11. If the Greeks held a faculty luncheon (or some other event), would you attend?
    - Yes – 21
    - No – 3
    - No Answer – 4

12. What can we do to improve relations between Greek Life and faculty?
    a. Improve/change values to promote higher values that improve social conduct, service and education
    b. No idea
c. Emphasize the importance of good study habits as well as having a good social life
d. Stop allowing freshman to be rushed
e. Nothing
f. Advertise Greek activities more - 2
g. Assist faculty by increasing student personal discipline and courtesy
h. Keep up a high standard – not drinking, partying, etc.
i. Set the example for timeliness, participation, grades. Have a greek “dress up” day so I know who the Greeks are in my class
j. I like Florida Tech Greeks. Keep your grades up!
k. Luncheon is a good idea
l. Keep promoting the positive things you do
## Greek Life Survey Responses
### Spring 2010 Results - Current Greeks Removed

Respondents: 211

### Gender:
- Male: 118 (56%)
- Female: 93 (44%)

### Age:

<table>
<thead>
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<th>Respondents</th>
<th>Percentage</th>
</tr>
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<tr>
<td>18</td>
<td>25</td>
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<td>22</td>
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<td>23</td>
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<td>4%</td>
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<tr>
<td>24</td>
<td>4</td>
<td>2%</td>
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<td>25 or more</td>
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<td>4%</td>
</tr>
<tr>
<td>No response</td>
<td>3</td>
<td>1%</td>
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### Level:

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<tr>
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<tr>
<td>Junior</td>
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<tr>
<td>Senior</td>
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### Dept:

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<td>9%</td>
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<tr>
<td>Biology</td>
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<tr>
<td>Science/Math Education</td>
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<td>1%</td>
</tr>
<tr>
<td>No Response</td>
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<td>1%</td>
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</table>

**Rate the following with regards to the Greek Life community:**

### Service:

<table>
<thead>
<tr>
<th>Service</th>
<th>Respondents</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exceeds Expectations</td>
<td>11</td>
<td>5%</td>
</tr>
</tbody>
</table>
Satisfactory- 67 32%
Needs Improvement- 64 30%
Don’t Know/No Opinion- 69 33%

Image:
Exceeds Expectations- 8 4%
Satisfactory- 60 28%
Needs Improvement- 112 53%
Don’t Know/No Opinion- 31 15%

Involvement on Campus:
Exceeds Expectations- 26 12%
Satisfactory- 83 39%
Needs Improvement- 53 25%
Don’t Know/No Opinion- 49 23%

Greek Life Overall:
Exceeds Expectations- 12 6%
Satisfactory- 57 27%
Needs Improvement- 97 46%
Don’t Know/No Opinion- 45 21%

How important is Greek Life to campus?
Very Important- 33 16%
Somewhat Important- 67 32%
Not at All Important- 89 42%
Don’t Know/No Opinion- 22 10%

Would you join a Greek organization, if asked?
Yes- 59 28%
No- 152 72%

If yes (59 respondents), what is it you like about Greek organizations?
- The brotherhood, friends, networking
- Friendship
- It gives freshman a sense of family in their new home at school and it also gives them someone to help them with anything they need and make sure they adjust to college life.
- Social network
- They provide a good variety of ways to be active in the school be involved in organizations outside of academics.
- Greek organizations offer people the ability to connect with like-minded individuals. Most of the time this means drinking buddies, but my fraternity is actually against that.
- I like that they offer a bunch of service opportunities. Delta Tau Delta is the only fraternity that I feel like I can join because I don't like to party and I feel that their moral standards are higher than those of other fraternities.
- Greek organization provide a university experience that cannot be achieve any other way. They present an brother and sisterhood that that bonds frat and sorority members together.
- They are a great group of people who are there for each other and everyone around them. They know how to have fun in a well meaning manner and they support one another.
They are a great place to get to meet other people as well as giving you an opportunity to participate in the school and surrounding community.

Being surrounded by people who hold similar morals, ideals, and values in life, and who have similar goals of success. I love helping out the community and working with philanthropy.

If no (152 respondents), why not?

- Bad reputation 27
- "I can make my own friend and don't need to buy friends" This is a statement that I have heard many students repeat at Florida Tech. I think a lot of the greek organizations are very misdirected and corrupt. They are also very unwelcoming to many non fraternity students. Get you act together and maybe try to improve you images! 22
- I am already involved in enough other activities/ don’t have the time 21
- Busy with other organizations. I also don't have the money to spend. 17
- Because they say they do community service and are good for the school when all they want to do is binge drink and be assholes 14
- Although there are only a minority of females at Florida Tech, I have no inclination to join a sorority. On average, the girls who join sororities seek only to gang up on other girls and create drama in an otherwise peaceful atmosphere. If it were possible, I would join a fraternity because the fraternities are the organizations that truly care about comradeship and helping others. My mother was actually part of a fraternity when she was in college, and she was not part of the fraternity as a cooperation with a sorority. She was a member of the fraternity in her own right, and that would be how I would want to be a part of a fraternity here at Florida Tech.
- Being in a Greek organization takes up a lot of time, and their members spend a LOT of time partying and drinking. I believe one of the only reasons the majority of greeks pass classes (there are exceptions of course) is because greeks keep old tests and homework from every class available to their members to help them pass.
- Conceptually and actually, a greek organization is an exclusionary establishment premised on pitting individually weak and meek people against one another in friendly and/or infantile competitions in an attempt to discern one's own worth when matched against an unlike group of peers. It is sophomoric at best.
- Dealing with greek graduates on a professional base. There is no sign that I have seen that shows that being a part of a greek organization helps at all. Greek organizations only have allowed ego-maniacal jerks get a better job than people whom have actually have worked hard to get where they are.
- For the most part, I am disgusted by the behavior of many of the boys who belong to these "frats" -- drinking to excess nearly every day of the week and plotting to take advantage of girls sexually. I think it's ironic that they join frats to "become better men" when none of them are REAL men at all. They are just a bunch of immature boys teaching other immature boys how to act like pigs, quite frankly.
- Oh yes, because the fraternities are such upstanding groups. They don't encourage any underage drinking at all. Honestly, most of the fraternity brothers I know have been drinking for quite some time. I also know that some of the females on campus are not comfortable with some of the fraternities. I wouldn't associate myself with that sort of reputation.
- The fraternities on campus are presented as a horrible business. They represent themselves as "not like the fraternities you hear about" but accept pledges complete with strippers and under-aged drinking. And while they are said to be "brotherhoods," drama and hatred run rampant within each frat, and as a whole. This post, while it will be viewed by everyone, will be said to be gossip. But you all know your fraternities better than I do, so you know
the truth in these words. While it'll be looked over, it will at least make you who read this feel guilty for how truly shitty you make the program you wish to improve. Oh, and it's damn expensive.

- The organizations while creating strong bonds of community are poorly run, waste resources, and are a contributing factor to the raise in tuition rates because of their lack of money skills.
- They promote drinking and general stupidity on a constant basis. It affects the school’s image immensely when there are constant busts by the police for the parties that the “greek groups” throw.

What improvements would you like to see implemented in Greek Life?

- Try more inclusive activities, social, community involvement events 18
- Abolish it entirely. It’s a waste of precious school money! 13
- Better image higher moral standards 10
- Greek life houses 6
- They should have more freedom to do what they want and not be over controlled so they are able to throw parties 5
- Need a more positive image. 5
- Any type of actual punishment for chapters that are harassing other chapters, any type of regulation on underage drinking, any type of dispute resolution. 4
- do not exclude people, mainly for sororities. 3
- Cheaper dues 3
- Don't know/ Don't care. 3
- I would like to see more fraternities present at the university such as some of the prestigious black fraternities (omega psi phi and phi beta sigma for example) 3
- Doing more things together as Greek Life as a whole 2
- From what I hear, the hierarchy is crashing quick - I have no suggestions because all I hear is it's failing... never really looked into it though.
- Greeks seem too set apart from everyone else. They have their own houses separate from the rest of the school, and I get the impression that many students believe Greeks view themselves as being better than others (how true this is, I don't really know). However, one thing I find irritating is that Greek organizations are allowed to advertise during orientation, while other student organizations (including academic ones) are not allowed to advertise during orientation, which decreases the size of these other organizations, as based on my experience with two organizations, very few Greeks join other academic organizations, which often frustrates these academic groups since they have no chance at recruiting these people. I think this problem is one source of animosity among many non-Greeks. So basically, I would like to see Greek Life be treated like any other student organization instead of being heralded as the greatest organizations just because they do service at orientation.
- Less dominance over campus activities, there are other groups on campus that have events.
- Less emphasis needs to be placed in becoming a greek. Greek organizations get privileges that normal clubs do not, such as in being able to advertise during orientation and the first week of classes while other clubs are told not to among other things.
- I don't really care if there are any improvements because they are not that important to campus life. I think we need to spend time on other activities besides greek activities.
- Put more passion into community projects. Don't just do it because you have to. Do it because you want to. Do more than the usual projects that everyone does (like raising money for cancer research). Be more creative.
- Service seems to be a bit of an after-thought for most of the Greeks on campus. They go to
events because they need service hours but they don't really go above and beyond the call of duty. They do the bare minimum and that's it. I'd really like to see big groups of Greeks working with Habitat for Humanity and other community organizations every weekend because they want to.

- Stop saying that you're something you're not. Accept the partying, hatred for other frats, and general non-seriousness your position actually entails.
- Clubs that can actually manage themselves, not turn SGA into a popularity contest, and self sufficient clubs that actually throw successful fundraisers vs. asking the school for funding or alumni for donations.