

FRATERNITY & SORORITY LIFE  
**WAY FORWARD 2.0**



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# INTRODUCTION

Fraternity & Sorority Life has been a mainstay of student involvement for nearly 50 years at the University of Central Florida. As the community celebrates many positive accomplishments, it is imperative that fraternity- and sorority-affiliated students continue to play an integral role in cultivating an environment that supports and enhances student success at UCF. Student Development and Enrollment Services is committed to collaborating with student leaders to develop strategies that strengthen fraternity and sorority life within the UCF community.

Way Forward 2.0 is meant to serve as a supplement to the current Fraternity & Sorority Life strategic plan, the Way Forward released in 2014. Way Forward identified a number of important elements of a premier Greek community and continues to be a guiding set of action plans for fraternities and sororities at UCF. However, there have been some incidents, both locally and on a national scale that suggest it is time for additional actions to improve Greek life at UCF.

In fall semester, 2017, UCF was experiencing an increase in new member education issues and alcohol-related incidents among chapters of the university's Greek Life community. In addition to these concerning events, there were some tragic incidents involving fraternities across the country that resulted in deaths. As a result of this combination of factors, the Presidents' Council Board - a collection of the presidents of the four fraternity and sorority councils (National Pan-Hellenic, Interfraternity Council, Diversified Greek Council, and Panhellenic Council), the Greek Council President and one at-large student representative - decided to put a temporary moratorium on events with alcohol in the Greek community. (Addendum B - Greek Council Letter to Greek community)

During the period of the moratorium on alcohol, student leaders of the five councils, additional student leaders in the Greek community, as well as staff and administrators began discussions of a culture shift in the experience of students involved in these registered student organizations. Along with many peer institutions, these discussions included all aspects of Greek life, especially increased concern and monitoring of alcohol use and new member education processes (where hazing activities are most likely to occur).

Toward the end of spring semester, 2018, the community returned to engaging in social activities in which alcohol was permitted albeit with more diligence and administrative oversight. Student representatives and university administrators continued discussions on a long-term plan for a “new normal” in fraternities and sororities that would demonstrate a return to the values on which the organizations were founded, and with a very clear set of expectations and policies to govern behavior.

## MISSION, VISION, & VALUES

### MISSION

The mission of Fraternity & Sorority Life at UCF is to provide a quality and safe undergraduate fraternal experience that enhances student development through the active advising of student leaders.

Fraternity & Sorority Life is committed to establishing and maintaining positive relationships and partnerships with the administration, faculty, local community, alumni, and between the various local and (inter) national Greek organizations. Students are encouraged to hold themselves and others accountable for the choices they make, and place equal emphasis on the philanthropic, educational, personal development, and social aspects of membership in a values-based Greek organization.

### VALUES

Integrity, Community,  
Inclusiveness, Friendship,  
Scholarship, Leadership, and  
The UCF Creed.

### VISION STATEMENT

Fraternity & Sorority Life will be a premier Greek community that fosters an inclusive environment committed to academic excellence, community engagement, personal and leadership development in a safe and supportive environment; while leveraging university and local community partnerships.

### DIVERSITY

UCF's Greek Community is diverse in numerous aspects while sharing common practices and values. UCF's Greek Community includes traditional, historically African-American, Latin, Asian, South Asian, Multicultural, and historically Jewish-faith based fraternities and sororities. Our organizations share common founding values, such as commitment to scholarship, community service, leadership development, social responsibility, developing community, and life-long friendships and bonds.

### LEADERSHIP

Membership in a fraternity or sorority offers students many opportunities to develop their leadership potential. Fraternities and sororities provide training in the principles of leadership, as they are hands on training-grounds in which students can develop those skills. Each member is actively involved in the decision-making process, teamwork, and time management and encouraged to utilize their leadership talents in their chapter and on campus. Fraternity and sorority members are student leaders within many major campus organizations.

### FAMILY

At UCF, we currently recognize 46 social Greek lettered organizations with a population exceeding 4000 undergraduate students. Fraternity & Sorority Life works to provide an environment that cultivates brotherhood and sisterhood relationships. Active members call themselves "sister" and "brother" to demonstrate the sense of family the groups provide. In this rapidly growing university, Greek members see their fraternities and sororities as a home away from home.

### COMMUNITY ENGAGEMENT

Community service is an important aspect of fraternity and sorority life. Participation in community service builds character through the realization of helping others who are in need. Greek organizations, individually and collectively, are involved in activities such as Habitat for Humanity, tutoring children, organizing fundraising events and competitions, sponsoring blood drives, conducting community and beach clean-ups, and a variety of other philanthropic activities.

### MAKING RITUAL A REALITY

UCF values a Greek experience that positively contributes to enhancing the overall campus learning environment. We as Greek members aspire to uphold all the tenets of the UCF Creed: Integrity, Scholarship, Community, Creativity, and Excellence. Membership has its privileges, as well as many responsibilities. We welcome students who are interested in upholding and contributing to our "standards of excellence!"

**SIGNIFICANT HISTORICAL/  
MAJOR EVENTS**

- 1971 First Interfraternity Council Fraternity & Panhellenic sorority are established
  - 1975 First National Pan-Hellenic Council Organizations are established
  - 1985 First Greek house constructed
  - 1999 First Diversified Greek Council organization funded at UCF
  - 2005 Greek Housing “crisis” discovered
  - 2006 University-owned housing for Greek organizations becomes available
  - 2013 The Greek ‘Halt’ was initiated to address significant issues of alcohol use and hazing
  - 2014 Way Forward Implementation Plan released
  - 2018 Greek Council Presidents voted to “pause” the community as they assessed risk behaviors
- Way Forward 2.0 Plan released

**BY THE NUMBERS**

**3,801** greek students

**1618** men **2539** women

**96%** Retention  
2017 FTIC Greek cohort

**40,885**  
TOTAL NUMBER  
OF COMMUNITY  
SERVICE HOURS  
PERFORMED 2017

**58%**  
OF THE UCF  
HOMECOMING  
EXECUTIVE  
BOARD WERE  
GREEK STUDENT  
LEADERS (2017)

GPA SPRING 2017

**3.10**  
**3.01**

FRATERNITY/  
SORORITY  
AVG. UCF  
UNDERGRAD

**28%**

OF THE CURRENT PRESIDENT’S LEADERSHIP COUNCIL ARE GREEK STUDENT LEADERS (2017-18)

**HOUSING FACILITIES:**

**13** ON CAMPUS  
**12** OFF CAMPUS

**54%**  
OF THE KNIGHT-THON  
MANAGEMENT TEAM WERE  
GREEK STUDENT LEADERS  
(2017)

**\$545,084**

Philanthropy amount donated (2017)



# WAY FORWARD 2014

## OVERVIEW


In spring/ summer of 2013, Student Development and Enrollment Services (SDES) worked with Keeling & Associates, LLC (K&A) to develop a strategy for strengthening fraternity and sorority life within the UCF community. K&A produced a strategy that helped to engage many UCF stakeholder and community members. In April, K&A staff members met with Greek students, other UCF student leaders, and SDES staff members to analyze the current climate within and towards the Greek community. K&A staff members also facilitated a two-day retreat involving SDES staff, Fraternity & Sorority Life (FSL) staff, Greek student leaders and non-Greek students. K&A strategically gathered information to help inform the new “way forward” for the Greek community. There were numerous ongoing-discussions about a new “way forward” for FSL. On the final day of the retreat, students and staff reached a consensus on a set of “Commons Threads” or characteristics for the ideal UCF Greek community (Addendum A).


“Common Threads” refers to the notion of connecting similar patterns or events to accomplish a common purpose. The common threads for the fraternity and sorority community became the impetus for a renewed commitment to our registered Greek organizations and its chapter members, National and (Inter)National Organizations, four Governing Councils, the UCF community, and the greater Orlando community. The focus areas that emerged and now serve as the six primary objectives are:


- Safety
- Leadership & Moral Development
- Accountability
- Advising
- Transparency
- Excellence




## ELEMENTS

 **INTERNAL ENVIRONMENT** – There are internal belief systems and traditions that exist within the Greek community that has proven to be a detriment to the safety and security of Greek members. FSL staff in concert with key stakeholders (i.e. Greek Student leaders, alumni, parents, National/headquarters, etc.) will need to continue addressing environmental factors – specifically trends, perceptions, and practices that have a negative impact on the UCF Greek community.

 **INTERNAL ASSESSMENT** – FSL staff should provide a data-driven view of a healthy and functional Greek community. This assessment should be qualitative and quantitative assessment based on stakeholder engagement and desired outcomes, and will be updated at determined intervals to continue to work toward best practices.

 **BENCHMARKING & GAP ANALYSIS** – It is important to have a working knowledge of peer institution struggles, successes and similarities, as well as a national comparison of National trends and successes. This should be an on-going process. As UCF connects the focus areas to the common thread, on-going assessment should be infused and intentional.

 **CONTINUOUS IMPROVEMENT** – FSL staff will engage in ongoing assessment and program evaluation to identify progress toward stated objectives and action plans. Additional action plans will be added as they develop. FSL staff will engage in semester reviews to maintain a commitment to the strategies developed in this process.

## GREEK LIFE TODAY

Unfortunately, the Greek community is not without fault. Many chapters that were once a part of the community have left the institution for a variety of reasons, predominately high risk concerns. In 2013, the university announced a halt to the entire Fraternity & Sorority Life community as they assessed each chapter, and evaluated the liability and possibility of success of the groups. During the Spring and summer, 2017, there were eight reported incidents of improper behavior in the Greek community leading to the suspension of chapters and other disciplinary action. In fall, 2017 there were thirteen reports, seven of which occurred in November.

As a result of the climate of the UCF Greek community, in combination with recent issues happening nationally, the Greek Council president along with the four council presidents agreed that it was important for them to pause all social activities in the community. They issued a moratorium on social activities in the Greek community for a period of six weeks, later extended to eight weeks (Attached – Addendum B). Aside from the primary objective of increased safety, the moratorium would provide an opportunity to assess community standards as well as taking some time to develop recommended guidelines and strategies for improvement.

An important factor in these changes to note is that while other institutions called a halt or pause to assess the change, the pause and the resulting proposed changes at UCF were initiated by students. The students issued the moratorium and worked with SDES administration, Fraternity & Sorority Life staff, and chapter advisors on the areas of concern. A task force of student leaders and staff was established to guide the process.

These recommended steps toward safety for the UCF Greek community (pg. 4-7) evolved into the following four target areas: Community Development; Community Transparency; Alcohol Policies for Events and Community; and New Member Education and Development. Each of these components of Greek experience at UCF is critical to the growth of the community and safety of the students who participate in fraternities and sororities.

## WAY FORWARD 2.0 — EXPECTATIONS

Recommendations are identified (in red) as either new (initiated Fall, 2018), modified (significant changes to an existing action), or current (an action that has been ongoing in Greek community operations).

It is important to remember that none of the Greek councils are exactly the same. These recommendations will at times have to be applied differently to accommodate specific council needs.

It is also noted that these recommendations are guidelines and expectations, and could not possibly account for every situation. In the event of known extenuating circumstances, chapters are advised to make a request for modifications of these guidelines to their respective council and FSL staff as early as possible.

### COMMUNITY DEVELOPMENT

- **BUILDING CHAPTER QUALITY** – All chapters in the UCF Greek community are expected to pursue continuous improvement through a values-based plan coordinated within their respective councils. Chapters must complete monthly updates on their improvement plans (See ‘Chapter Reports’) for review by peers (Council leadership) and

staff. Each Council in the Greek community should be responsible for oversight of these continuous improvement plans while Greek Council should maintain consistent records and hold council leadership accountable for managing chapter progress. **(New)** (Addendum D – Detailed Student Perspective)

- Continuous Improvement plans: See figure 1.



Figure 1

- **REACTIVATE THE DIRECTOR'S ADVISORY BOARD** – Board to be comprised of alumni, student community members, faculty and staff. The purpose of the board is to provide perspective, and review all FSL policies and procedures at least once per semester. **(Modified)**
- **FRATERNITY & SORORITY LIFE SPONSORED TRAINING(S)** – FSL staff will host specific retreats and/or classes for specific populations in the community to encourage leadership development and to enhance education on membership development. **(Modified)**
  - Require various institution designed and implemented training programs for all chapter leaders.
  - Require institution designed and implemented training program for all chapter advisors at minimum twice a year.
  - Require institution hosted meetings for all chapter house corporation leadership at minimum twice per year.
  - Institute educational programming to be delivered by campus experts (e.g. from the Alcohol and Other Drug office, Campus Wellness, etc.)
- **STANDARDS OF EXCELLENCE (SOE)** – Standards of Excellence is an assessment tool developed to evaluate chapter academics, civic engagement, leadership development, campus relations and, risk prevention methods. A team of OFSL staff and campus partners should be created to oversee the scoring process for the Standards of Excellence. The Standards of Excellence will be scored once per year. Scores for SOE may be a factor in Council leader decision-making regarding social activities. **(Modified)**
  - Any organization that falls within the bottom 10% chapters of Standards of Excellence or any chapter below a 2.5 GPA average for the semester may have a values-driven semester, focused on leadership, academics, service, and positive relations. Chapters that are not maintaining satisfactory SOE scores or GPA will be supported to grow and develop in the areas listed above as needed. A reduction (or exclusion) of programs considered purely social for the following semester may occur at the discretion of the advisor.
    - Online Trainings and live-streaming of events and programs- Trainings conducted by FSL staff, whenever possible, will be recorded in order to allow chapters to share the information with other interested chapter members.
- **SEXUAL ASSAULT PREVENTION & EDUCATION** – Each chapter must engage in actively educating chapter members on issues related to sexual assault prevention and education. These educational practices should be included in monthly chapter improvement reports, risk management plans for events, and the Standards of Excellence. FSL staff should review with each chapter their individual education and prevention plans with regard to sexual assaults. **(Modified)**
- **COMMUNITY-WIDE CONDUCT BOARD** – At least one representative from each of the 5 councils will be invited to go through the Conduct Board training in order to volunteer with the Office of Student Conduct, enabling them to serve on conduct hearings for the community. **(New)**
- **CHAPTER MINIMUM** – All organizations must maintain a minimum of 12 members to ensure all chapters are able to function successfully and to comply with the Registered Student Organization requirement to maintain active campus status. FSL staff will work with chapters to reach this goal as quickly as possible but without undue hardship on the chapter(s). The anticipated goal for all chapters at minimum is Fall, 2020. **(New)**
- **ACADEMIC STANDARD** – Require minimum cumulative grade point average of 2.5 for all members in Greek chapters. **(Current)**
  - Assistance can be provided to members that have low GPA each semester. Chapters will be expected to submit a plan for helping those members to achieve academic success.
  - First-year student retention rates for each chapter will be recorded. Chapters with a retention rate below the university average will be expected to submit a retention plan for improving their first-year student retention.
  - Four-year graduation rates will be recorded for members who maintain active status within chapters. Chapters whose four-year graduation rate is below the university average will be expected to submit a plan for improving four-year graduation.

## COMMUNITY TRANSPARENCY

- **CHAPTER SCORECARDS** – Develop and implement a scorecard that clearly illustrates the strengths and potential challenges with each chapter. **(New)**
  - Post on the Office of Fraternity & Sorority Life website.
  - Make certain the Scorecard is easily accessible for students, parents, community members, faculty, and staff interested in Greek life.
  - Including, but not limited to: Chapter's conduct history, membership, Standards of Excellence scores, and other informative details.



- CHAPTER REPORTS – Each chapter will submit monthly reports to both the FSL staff and the Greek Council that details chapter efforts and progress on identified chapter goals (i.e. hazing prevention, sexual assault prevention, brotherhood/sisterhood, etc.). Greek council, in turn, will share these reports with each council for their review and management of progress of the chapters. **(New)** (Addendum C – Report Form)
- INCREASE CONTACT WITH NATIONAL AND INTERNATIONAL OFFICES – FSL staff should communicate with all (inter)national offices a minimum of once per semester that includes organization leadership to include any policy change and promote transparency on behalf of the institution. **(Modified)**
- CHAPTER VISITS – FSL staff will meet with the entire chapter, new members, and/or chapter leaders. These visits are designed to educate members on expectations, respond to community concerns and build relationships. **(Modified)**
- HAZING REPORTS – Allow for anonymous reports regarding hazing to be submitted through the anti-hazing hotline and/or through the anti-hazing email address. **(Current)**
- HAZING AGREEMENT – Each member of the FSL community will sign an individual “No Hazing” agreement at least once per year. **(New)**

### ALCOHOL POLICIES FOR EVENTS AND COMMUNITY

- EVENTS WITH ALCOHOL – Each chapter is permitted to host events provided they remain in good standing within their respective council, the Office of Fraternity & Sorority Life, and/or the Office of Student Conduct. **(Modified)**
- Attention will be paid to the number of events occurring in a given week within the community. This is not a limit on number of events, but is a reminder that a large number of events during a short period of time can strain resources. Student leaders and staff should work together to strategize additional safety measures needed at these times.
- Individual councils will develop strategies for addressing concerns during any period of time where risk may be elevated (i.e. new member education, pre-enrollment, etc.). These periods of time vary among councils.  
*Note recommended addition: All events that include alcohol must include a 3rd party vendor to serve alcohol. Third party vendors must have a liquor license for serving alcohol and employees at the event cannot be members or former members of the UCF Greek community. See also Events In Residential Facilities.*
- TAILGATING (NOTE CHANGE) – Tailgating is not permitted indoors anywhere on campus. The Greek community is aware of the tailgate policies and must abide by those policies whenever tailgating as a FSL chapter on campus. **(Modified)**
- EVENTS IN RESIDENTIAL FACILITIES – Chapters with a facility either on or off campus (defined by organizational members comprising at least 60% of the residents\*) are permitted to host two signature events in the facility with alcohol each year, including formals and semi-formals. These chapter events are limited to one per semester. All events must include 3rd party vendors to serve alcohol. **(New)**
- EVENT BRIEFINGS/ DEBRIEFINGS – All Chapters must submit a risk management plan prior to the event for review by FSL staff and meet with FSL staff prior to the events to review the risk management plan and following events, when requested, to identify strengths and challenges. **(New)**
  - Sober monitors must complete required training before any event with alcohol.  
The organization must schedule a debriefing within five business days following the completion of an event, when requested.  
This debriefing is to be scheduled with the chapter’s FSL staff advisor and must take place before the approval of another event with alcohol.
- TRAVEL NOTIFICATION FROM NATIONAL AND INTERNATIONAL OFFICES – Any chapter hosting an event with alcohol more than forty miles from the institution must receive written acknowledgment from the National or International office stating that the chapter complies with national or international office standards. **(New)**
- COLLABORATION EVENTS – If the guest list exceeds 40% attendance by another single organization, the event may be considered a program for both organizations. **(New)**  
*Note: For chapters with less than 12 members (See “Chapter Minimum”), a “collaboration event” will be evaluated on a case-by-case basis.*
- ALCOHOL MORATORIUM – During the first two weeks of the semester, mid-term week, and finals week, no events with alcohol will be approved. **(Current)**
- PHILANTHROPY EVENTS – No philanthropy events will be permitted at venues where the primary source of income is alcohol sales. **(New)**



## NEW MEMBER EDUCATION AND DEVELOPMENT

- HAZING PREVENTION & EDUCATION – Each chapter must engage in actively educating chapter members on issues related to hazing prevention and education. These educational practices must be included in monthly chapter improvement reports, new member education plans, and the Standards of Excellence. FSL staff will review with each chapter their education and prevention plans about hazing prevention. **(Modified)**
  - All new members of the Greek community are required to sign a “No-Hazing” agreement within the first two weeks of the process that indicates understanding of the definition of hazing; agreement

that they will not engage in any activity that constitutes hazing; and agreement to report any hazing they believe is occurring in the UCF Greek community.

- FRATERNITY & SORORITY LIFE STAFF-SPONSORED ORIENTATION FOR NEW MEMBERS – All Councils should have council specific orientation required for new members to ensure that all new members have a solid foundation and clear understanding of fraternalism as well as the institution and community policies. **(New)**
- NEW MEMBER PROCESS – New member processes are not to exceed seven weeks from the start date signed by the chapter advisor unless required by the national or international office. **(New)**

- New member education activities are prohibited from 11:00 p.m. until 8:00 a.m.
- Identify and implement a new member education deadline each semester for all chapters.
- REVIEW OF NEW MEMBER EDUCATION PLANS – FSL staff will review all new member education plans for each chapter, each semester. **(Current)**
- NEW MEMBER INTERACTION – Whenever possible, FSL staff should meet with each chapter to orient new members prior to initiation. **(New)**



**ADDENDUM A****2014 WAY FORWARD – IMPLEMENTATION PLAN (CONDENSED)**

<b>STRATEGY</b>	<b>PROGRAM</b>	<b>PLAN OF ACTION</b>	<b>IMPLEMENTATION PLAN</b>	<b>UPDATED FALL 2018</b>
Collaboration/ Partnerships	Meet & Greet	Determine dates, location and logistics	Existing Process	Happens once a year fall or spring
Advising	Resource Repository	Completed Summer 2014	Existing Process	Still currently happens
	Complete an end of Semester Report/ Summary and Submit to Fraternity & Sorority Life Staff by Chapter Advisors	Communicate Information to Chapter Advisors by Selected Date	Fall 2014	Chapter Monthly Reports Beginning Fall 2017
	Address GPA Fluctuations: Before and After recruitment comparison		Fall 2014	Continuous
Campus and Community Programming	Finals Week Study Sessions	Survey Students to Determine What Subject Areas They Need Study Space For	Fall 2014	Ongoing every term
		Work with Chapters Without Houses to Reserve Space	Fall 2014	On going
		Determine Snack Options	Fall 2014	Works with councils and Greek council
		Promote Study Sessions	Fall 2014	On going
Standards of Excellence	Create New Standards of Excellence	Allow National Organizations to Review SOEs Before Students Return	Summer 2014	Revised 2016; to be revised 2019
		Implement New SOEs	Fall 2014	Revised 2016; to be revised 2019
		Host SOE Sessions	Fall 2014	Every Fall and Spring
		Gather SOE Feedback	Summer 2015	Fall 2018 for revamp in 2019
		Implement SOEs With Feedback	Future	Was implemented for 2016 and to be redeveloped for 2019
		Evaluate New SOEs	Future	On-Going

STRATEGY	PROGRAM	PLAN OF ACTION	IMPLEMENTATION PLAN	UPDATED FALL 2018	
Campus and Community Communication	Intentional Press Releases/Positive PR	Communicate to Students the Need to Submit Intentional Press Releases/ Positive PR	Existing Process	Bi-Weekly Newsletters News Articles on Site	
		Fraternity & Sorority Life Staff Sends Out Intentional Press Releases to UCF News and Information	Summer 2014	On-Going	
		Develop press release workshop for student leaders	Fall 2014	On-Going	
		Create professional marketing material through UCF Marketing	Fall 2014	On-Going	
	Video That Talks About Brotherhood/ Sisterhood, What Does it Mean to be in a Fraternity or Sorority	Write Script	Summer 2014	Made Spring 2015 New video in progress	
		Find Videographer	Summer 2014	Fall 2018	
		Determine Date and Location For Shooting	Summer 2014	Fall 2018	
		Edit Video	Summer 2014	Fall 2018	
	Permanent Location in Union for All Greek Events	Determine What We Want To Showcase	Fall 2014	NPHC Wall 2017, DGC wall in progress	
		Speak With Rick Falco	Spring 2015	No Longer considering	
	Conduct	Alcohol Amnesty Program	Post policy information on website with direct link to Office of Student Conduct Website	Summer 2014	Not considering amnesty program - FSL and Conduct relationship on-going
			Communicate Policy at New Member Workshops and Chapter Workshops on SERF/SAFE	Fall 2014	No amnesty program. Chapter communication is ongoing
Reporting Process		Benchmark Other Student Conduct/ Fraternity & Sorority Life Staff Relationships	Fall 2014	Spring 2016	
		Determine New Reporting Process and Implement	Spring 2015	Developed in Spring 2016 and revisited by OSC and FSL	

## ADDENDUM A

STRATEGY	PROGRAM	PLAN OF ACTION	IMPLEMENTATION PLAN	UPDATED FALL 2018
Risk Reduction	HLP 2701	HLP 2701 <i>Research Similar Classes at Peer Institutions</i>	Existing Process	Part of current Greek leadership class
		Develop New Curriculum	Spring 2015	Part of new Leadership Greek Class
		Submit Proposal for New Class	Future	Part of new Leadership Greek Class
	Host Formal Advisors Institute Fall 2014	Research Similar Programs at Peer Institutions	Summer 2014	On-Going
	National Hazing Prevention Week	Tunnel of Hazing	Fall 2014	To be considered by NHPW committee
		Silent March	Fall 2014	Each Year during NHPW
	Six Week Moratorium Programming	TIPS Training	Fall 2014	Internal Alcohol and other Drugs Prevention
	Teach live lab – model and simulation. Train members how to handle certain situations	Develop Scenarios	Spring 2015	Future
		Determine Time and Location	Spring 2015	Future
		Determine Attendance Requirements	Spring 2015	Future
Standards and Procedures	Develop Rehabilitation Plan for Suspended Chapters	Determine guidelines	Summer 2014	In conjunction with Student Conduct
	Expectations and Responsibilities Workshops	Determine timeline and logistics for workshops	Summer 2014	Reviewed every summer
		Create power point and any material for workshop, including pre-test and post test	Fall 2014	Reviewed every summer
Increase awareness of Greek Life	Provide Campus-Wide Resources	Create resource list	Summer 2014	Greek Book/ Pamphlets/ Community Programs



# ADDENDUM A

WAY FORWARD 2.0  
FALL 2018



STRATEGY	PROGRAM	PLAN OF ACTION	IMPLEMENTATION PLAN	UPDATED FALL 2018
New Initiatives	Formalize and Task Fraternity & Sorority Life Advisory Board	Develop charge/mission of task force	Summer 2014	Redeveloping Fall 2018
		Create task force list and communicate with board members	Summer 2014	Redeveloping Fall 2018
		Determine meeting times, location, logistics	Summer 2014	Redeveloping Fall 2018
	Create a Way to Receive On-Going Feedback	Fraternity & Sorority Life Staff to determine methods of collecting information	Summer 2014	On-Going Assessment
Education/ Workshops	Greek Leadership Challenge/Future Greek Leadership Challenge	Develop curriculum	Summer 2014	On-Going every spring
		Invite facilitators and speakers	Fall 2014	Every Spring
	Officer Development Workshop	Determine dates, locations and logistics	Fall 2014	Every Fall and Spring
	UCF Leadership Weekend	Determine dates, locations and logistics	Spring 2015	Evaluated summer and December of every term
		Develop curriculum and outcomes	Spring 2015	Developed by staff or partners
New Member Education	Alcohol-Free Recruitment	Clear rules/clear consequences	Summer 2014	To be restated as office guideline
		Educating PNMs	Fall 2014	On-Going
		Educating chapter leaders	Fall 2014	On-Going
		Educating middle members (alternatives, understanding value of org membership vs. drinking clubs, etc.)	Fall 2014	On-Going
	Rights/ Responsibilities	Training Rho Gamma's	Summer 2014	Every Spring and Summer
		Recruitment presentations OSRR staff presentation	Fall 2014	Currently not happening
		PNM-a-thon	Fall 2014	Currently not happening

## ADDENDUM A

STRATEGY	PROGRAM	PLAN OF ACTION	IMPLEMENTATION PLAN	UPDATED FALL 2018
New Member Education <i>cont.</i>	Set Limits on the Length of Time Chapters May Conduct New Member Intake. Set Time Restrictions For Weekday and Weekend No Contact Hours	Contact national offices for current length and expectations	Spring 2015	Starting Spring 2019 Limit of 7 weeks No contact 11 p.m. – 8 a.m.
		Determine date to communicate information (beginning of a semester/over summer, etc.)	Spring 2015	Communication August 2018
UCF Trainings	10% of All Men's Chapters Will Receive MVP Training	Work with Council Leadership to Gain Buy-In	Summer 2014	Chapter leadership to be Alcohol and Drug prevent trained
		Host Trainings	Fall 2014	Work with Green Dot coordinator and other trained staff to train
Reporting	Chapters Provide Fraternity & Sorority Life Staff Internal Conduct Processes and Provide Quarterly Update Concerning Cases	Determine timeline to collect information as well as quarterly dates	Fall 2014	Update chapter status on website
	Establish and Communicate an Overall Chapter GPA Minimum to Be Able To Recruit = 2.5	Create timeline	Spring 2015	On-Going
		Work with councils regarding buy-in and assistance	Spring 2015	On-Going
National Programming	Seek out national offices for speakers and resources	Contact National Offices to Determine What Resources and Speakers UCF Can Utilize	Fall 2014	To be revisited in spring 2019
	Novak Institute	Host Novak Institute	Future	Kim Novak visited in Fall 2015, Sent two staff to institute summer 17
	NIC Alcohol Summit	Host NIC Alcohol Summit	Future	Has been suspended for NIC New Program
Student Led Initiatives	Mentor Program	Meet with student leaders to determine areas for mentorship	Fall 2014	Regularly
		Develop mentor program curriculum/outline	Fall 2014	Part of Greek Ambassadors

# ADDENDUM A

STRATEGY	PROGRAM	PLAN OF ACTION	IMPLEMENTATION PLAN	UPDATED FALL 2018
National Organization Communication	AVP of SDES Communicates to National Offices About Success/Accomplishments	Develop template/talking points and list of accomplishments by a determined date	Fall 2014	
	Research National Organizations for Ongoing Membership Education to Encourage Best Practices	Determine information and create template for national offices	Summer 2014	Provided to local advisors
Internal Communication	Principles of Group Responsibility Q & A with Office of Student Conduct and Chapter Presidents	Schedule staff/OSRR	Fall 2014	Periodically when council request
	Fraternity & Sorority Life Staff App	Work with CS&T and SDES IT for feasibility and cost	Spring 2015	Virtual Greek Book 2019
		Greek Master calendar on app	Summer 2015	Currently calendar is on website
		All events for RSO and Fraternity & Sorority Life Staff are included	Summer 2015	Currently calendar is on website



## ADDENDUM B

**Greek Council**

(407) 823 2072

greekcouncil@ucf.edu

4100 Greek Park Drive

Orlando, FL 32816

Friday, December 08, 2017

To the Community,

The Greek Student Leaders at the University of Central Florida agree that this is a time for positive change in the Greek Community. Collectively, and as individual councils, we have identified a number of strategies that will help to keep students safe and make our community stronger. In order to thoroughly evaluate and implement those strategies, we have set the following guidelines:

- There will be no social activities for a minimum of the first six weeks during the 2018 spring semester.
- Effective January 1st, there will be no events with alcohol for a minimum of the first six weeks of the 2018 spring semester.
- During the first six-week period:
  - Each Greek Council (DGC, IFC, NPHC and Panhellenic), in collaboration with the Office of Fraternity and Sorority Life Staff, will craft strategies that will strengthen the chapters in their respective councils and the Greek community in general.
  - The use of alcohol in the Greek community will be thoroughly reviewed. The results of this review will determine if, when, and how the presence of alcohol will be managed in the Greek community.
  - Students and staff will identify best practices relative to national trends and the UCF community.
  - Each chapter in the Greek community will be evaluated in relation to best practices.

The six-week period described above is the starting point for implementing corrective measures that we believe will greatly impact the Greek community at UCF as we return to the original values of our organizations: brother/sisterhood, service, leadership and scholarship.

We recognize that there are multiple elements that need to be addressed to promote the advancement of our organizations. We are committed to doing whatever it takes to maintain a safe and healthy community.

w/r

Greek Council  
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# ADDENDUM C



## Fraternity and Sorority Life

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### MONTHLY REPORT

**ORGANIZATION NAME:** \_\_\_\_\_

Please complete the document, filling in the appropriate areas with accurate information of what your chapter has completed in the past month.

\*Include any pictures of any community service, workshops, cross council events, conferences etc.\*

#### 1. ACADEMICS

NAME OF PROGRAM/EVENT	DATE OF PROGRAM EVENT	BRIEF DESCRIPTION

#### 2. COMMUNITY SERVICE

SERVICE EVENT/ PROGRAM	DATE OF PROGRAM EVENT	NUMBER OF PARTICIPATING MEMBERS	TOTAL NUMBER OF HOURS SERVED

#### 3. PHILANTHROPY

NAME OF PROGRAM/EVENT	DATE OF PROGRAM EVENT	BRIEF DESCRIPTION	NUMBER OF PARTICIPATING MEMBERS	TOTAL MONEY RAISED

**4. LEADERSHIP DEVELOPMENT**

<b>NAME OF PROGRAM/EVENT</b>	<b>DATE OF PROGRAM EVENT</b>	<b>BRIEF DESCRIPTION</b>

**5. RISK PREVENTION (DRUGS AND ALCOHOL, HAZING, MENTAL HEALTH, SEXUAL ASSAULT, WELLNESS)**

<b>NAME OF PROGRAM/EVENT</b>	<b>DATE OF PROGRAM EVENT</b>	<b>BRIEF DESCRIPTION</b>

**6. BROTHERHOOD/SISTERHOOD/SOCIAL**

<b>NAME OF PROGRAM/EVENT</b>	<b>DATE OF PROGRAM EVENT</b>	<b>BRIEF DESCRIPTION</b>

**7. ACCOMPLISHMENTS**

<b>NAME OF PROGRAM/EVENT</b>	<b>DATE OF PROGRAM EVENT</b>	<b>BRIEF DESCRIPTION</b>

**8. ADDITIONAL EVENTS/HIGHLIGHTS**

## UCF GREEK LIFE IMPROVEMENT PLAN — STUDENT PERSPECTIVE

### QUESTIONS:

#### WHAT IS THE PROBLEM?

- On the deepest level, our root problem is that a portion of our community is not in touch with their organization's values.
- This leads to negative actions such as hazing, sexual assault, and abuse of alcohol and other drugs.
- Ultimately, these actions result in an unstable community that is not consistently meeting their expectations of what it means to be Greek.

#### WHAT DOES IT MEAN TO BE GREEK?

- On an individual level, being a Greek member means having a balance. Balance of your ritual, brotherhood/sisterhood, scholarship, and social life.
- If for long periods of time the community has an imbalance, risk to our members will exist.
- Our current issue is the over-emphasis on the social component.

#### HOW DO WE SOLVE THIS ISSUE?

- Rather than limiting the social aspect, we need to emphasize on the other pillars of this balance.

#### WHAT IS THE PHILOSOPHY?

- In order to create a successful system, we need to use the same mindset we preach to our members during times of risk.
  - "Be your brother's/sister's keeper"
- If a fellow member has had too much to drink, what would you do?
  - Typically you would get them water or food and ultimately find them a safe ride home or seek attention from qualified medical or emergency personnel as needed.
- If one's roommate skips class throughout the week and spends their time participating in drug use
  - One would have a conversation with them to find potential solutions that may be going on in their lives

### IMPLEMENTATION:

This system will be a cyclical improvement plan that runs iterations both per semester and yearly. It aims to improve the culture of our community while mitigating risk on a chapter per chapter basis. The ultimate goal, is to ensure our whole community is in sync with their organizations values.

#### STAGE 1: ANALYZE THE COMMUNITY

- Before the beginning of each Fall, Council Presidents, Office of Fraternity and Sorority Life, and SDES representation should meet to analyze the current issues facing our Greek community.
- This discussion will need to happen in the rawest form in order for administrators to see through the students' eyes and vice-versa.

#### STAGE 2: EXPECTATIONS

- Each chapter will need to create a set of internal expectations that tie into the values of the organization. These will need to be measurable.
  - Example: three dry brotherhood events, biweekly study sessions, five service hours/member, etc.
- These expectations should be viewed, discussed, and mutually approved by the chapter, council and office.
  - The purpose of this is so that chapters avoid setting unreasonable expectations, whether too high or too low
- This should be done by the end of two-week moratorium.

#### STAGE 3: BEST PRACTICES

- The councils should create suggestions for programs to assist chapters in meeting their expectations.
  - Chapters do not have to directly follow these. They are provided as an extra support.
- Councils should also create a Best Practice Plan for high risk situations within our community.

#### STAGE 4: CONTINUOUS CARE

- Chapters should go through both SWOT analysis and debriefs
  - SWOT analysis may take place during council meetings in order to maintain communication of successes and failures that will allow chapters to learn from one another
  - Debriefs should be conducted through the office after wet social events. They will have the discretion on how many to conduct depending on resource constraints
- This stage will be working throughout the semester

#### STAGE 5: PROGRESS REPORT

- During the midterm moratorium, Greek Council should hand individual chapter reports to the respective council presidents. These reports will include everything each chapter has reported to the office of what their activity has looked like throughout the semester.
- It should be the responsibility of the council presidents to identify which chapters are not progressing on the expectations they set for themselves at the beginning of the semester.
  - Suggestions and assistance should be provided to these chapters

#### STAGE 6: SEMESTER REVIEW

- A final report should be done at the end of each semester by the councils
- If the council believes that neither expectations were reached nor a genuine effort made, sanctions may be given.
  - Example: A chapter sets three brotherhood events as an expectation. Half way through the semester the council has a conversation that more focus needs to be directed that way. The chapter still has zero brotherhood events at the end of the semester. The sanction may be, host three dry brotherhood events before hosting a wet social.
- Stage six will lead back to Stage two once the Spring semester starts and Stage six will go back to Stage one once the Spring Semester ends.

### THINGS TO CONSIDER:

- The greatest strength of this plan could also be its greatest weakness: student leadership. Since this model includes both self and shared governance, an unpassionate group of leaders may not hold their council accountable.
- How do we ensure that even if our community is healthy, we maintain this plan or similar strategy of continuous improvement?
- This system is also based upon trust. Trust between chapter, council, and office needs to remain strong.

**FRATERNITY AND SORORITY LIFE**

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