



FRATERNITY & SORORITY COALITION
ASSESSMENT PROJECT

FINAL REPORT
UNIVERSITY OF MICHIGAN-FLINT

Prepared by the
Fraternity & Sorority Coalition
Assessment Project
February 4, 2008



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February 4, 2008

Acknowledgement and Thanks

On behalf of all the Coalition partners, we want to acknowledge and thank several individuals for their effort, energy, and commitment to this assessment process. Special thanks go to Dr. Jack Kay, Interim Chancellor; Mary Jo Sekelsky, Vice Chancellor; Johnny Young, Assistant Vice Chancellor; Judith Dinsmore, Executive Secretary for the Office of the Vice Chancellor; Margarita Portillo, Tour Guide and member of Phi Sigma Sigma; Jeffrey Shuel, Tour Guide and member of Theta Chi; and Jesse Hurse, Director of Student Life.

We also would like to extend a sincere thanks to everyone who attended the meetings that were established for the Coalition Assessment Team visit. It was great to see such a variety of students, staff, faculty, and advisors.

The accommodations for the team were excellent and we truly appreciate how friendly and accommodating everyone was!

The following is a comprehensive overview of what the assessment team learned during our visit. The Coalition, made up of the five industry leaders including the National Association of Latino Fraternal Organizations, National Pan-Hellenic Council, National Panhellenic Conference, the North-American Interfraternity Conference, and the Association of Fraternity Advisors, has identified five areas to review when assessing a campus fraternity/sorority community. Those areas are:

- Developing Positive Interpersonal Relationships
- Leadership Development
- Build/Strengthen Social IQ, Citizenship and Service Learning
- Advance Retention/Graduation of Membership
- Effective Campus Interface to and Support of the Fraternity/Sorority Community

The following report is divided into four sections: Basic Summaries, Areas of Strengths, Areas of Improvement, and Recommendations utilizing the five areas of assessment. We hope you will review and utilize this to inform your future decisions. Thank you again for your hospitality, and if we can be of assistance in the process as you move forward, please do not hesitate to contact us at any time.

*Jennifer Jones-Hall, Team Leader
Ashley Dye, Kyle Pendleton, and Ben Pendry*

Section 1 Basic Summaries

- The University of Michigan-Flint fraternity and sorority community is predominantly commuter in nature, with membership reflecting the non-traditional nature of many of its students.
- The University has approximately 7,000 students and is 100% commuter.
- There has not been a judicial case in the past three years relating to fraternities and sororities. This does not mean that problems have not occurred, just that they are handled internally or by the inter/national office.
- The UM-Flint fraternity and sorority community is at an interesting time. It is refreshing to hear from administrators that they view the fraternity and sorority members as a large part of student life on campus and would like to see the community grow.
- There currently is no recognition process for student organizations, including fraternity and sorority chapters.
- There also is no award process for fraternity and sorority life that would encourage chapters aspire to change or to positive growth.
- There currently are no formal leadership initiatives sponsored by the Greek Council.
- Graduation and retention rates are not available for the fraternity and sorority community.
- Currently, there is not a full-time staff member working solely with the fraternity and sorority community.
- There is no space designated as an office for the Greek Council or its member groups.
- Leadership in the Greek Council is made up predominately of members from the NIC/Panhellenic groups.
- The NPHC chapters are extremely small (one or two members) and are designated as "city chapters."

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- Last year, one local sorority was required to affiliate with a “national” organization, but chose to affiliate with a national women’s honorary, not an NPC member organization.
- A 300-bed residence hall is opening in fall 2008.
- There is not one central office or person who coordinates alcohol and other drug prevention programs.
- There are not NALFO or Asian American groups on campus.
- The UM-Flint administration believes the fraternity and sorority life could be playing an important role in the University and student life on campus.
- Hazing is happening within some of the organizations on campus.
- The UM-Flint administration believes fraternity and sorority life is a good retention tool for students but publicity about Greek Life on campus is lacking.
- The UM-Flint administration believes fraternity and sorority life provides great networking.
- The administration believes fraternity/sorority life provides a sense of belonging.
- The UM-Flint administration believes fraternity and sorority life provides its member groups ample and appropriate events on campus.
- Some of the fraternity and sorority leaders are spread thinly in other organizations, student government, etc.
- Since it is a heavily commuter campus, many students involved in fraternity and sorority life work part-time or full-time.
- Membership in both the women’s and men’s organizations seems healthy, however the UM-Flint administration believes closer attention should be paid to recruitment processes and rules.
- The University is truly trying to improve fraternity and sorority life on campus and seems willing to help the community grow.
- Some chapter advisors are active.

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- Student life programming and attention is becoming a priority for the administration as the University increasingly moves away from being a commuter campus.
- Groups that met with coalition teams were supportive of fraternity/sorority life.
- Behavioral issues related to risk management and alcohol have not been confronted by the University in recent years, even though the issues involve students violating their national organizations' policies.

Section 2 Strengths of the Community Based on Five Target Areas

It is the goal of the assessment project to help campuses identify the strengths of the fraternity/sorority community at each campus. These strengths were gleaned from the data shared by the campus and from interviews conducted with various community stakeholders. This list is not intended to be comprehensive.

Developing Positive Interpersonal Relationships

- There seems to be positive interaction amongst most of the groups, especially the traditional NIC/NPC groups.
- The Greek Council has a great rapport amongst its leaders. They meet regularly and are beginning to think about additional growth.
- Greek Council is made up of passionate/excited individuals.
- Fraternity/sorority members work well together. We witnessed a culture of collaboration between members of the community.
- All groups seemed to welcome expansion. Even the older fraternities did not mind new groups colonizing. The sororities expressed interest in adding another group, as well.
- Fraternity and sorority leaders are well known and well represented across campus, especially within student government.
- Good relationships have been established between the administration and the Office of Student Life.

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- Fraternity/sorority members are seen as leaders by those who are involved in campus activities.
- Fraternity/sorority members are seen as providing services to campus as observed by faculty and staff.
- Some faculty members are willing to support and help the fraternity and sorority community reach its potential.
- Fraternity/sorority members are preparing for their new opportunities related to housing and believe it to be a benefit to the University and the community.
- Chapters have been responsible for holding themselves accountable for actions and seem to have done a respectable job.
- Chapters should be commended on their openness to recruiting a diverse membership-age, ethnicity, sexual orientation, etc.

Leadership Development

- The majority of the chapter leadership was at the junior or senior level.
- Fraternity/sorority members are involved in the Student Government Association.
- The Director of Student Life and Assistant Vice Chancellor are working on a Leadership Development program.
- The University realizes that there needs to be an effective Leadership Development program in place.
- Leadership opportunities exist within organizations.
- The idea that fraternity and sorority members are the student leaders was reinforced through many meetings with different constituent groups.

Build/Strengthen Social IQ, Citizenship, Service Learning

- Faculty seemed very interested and willing to help serve as advisors to the fraternity and sorority community.
- Service is being done and seems to be a positive connection to the community.

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- Community service by the fraternity/sorority community in the City of Flint is encouraged by the community, the University, and within the organizations.
- The community believes students as a whole and fraternity/sorority members specifically can provide a service and be a part of the growth and rejuvenation of Flint.
- Faculty believe that service learning is an important part of the academic mission of the University.

Advance Academic Interest/Graduation of Membership

- Faculty are supportive of student life on campus.
- Departments encourage their faculty members to get involved with student organizations.

Effective Campus Interface to and Support of Fraternity Sorority Community

- The University, students, faculty, and alumni all stressed the importance of the fraternity and sorority community to the future growth of the University.
- Fraternity/sorority members hold the Director of Student Life in high regard.
- The Vice Chancellor and Assistant Vice Chancellor of Student Life support the fraternity/sorority community.
- Director of Student Life is dedicated to providing services to students.
- New staff members in the Student Life Office will assist in taking some work-load off the Director of Student Life.
- The Director of Student Life has a solid, basic understanding of what student groups require.

Section 3 Limitations of the Community Based on Five Target Areas

It is the goal of the assessment project to help campuses identify the limitations of the fraternity/sorority community at each campus. These limitations were gleaned from the data shared by the campus and from interviews conducted with various community stakeholders. This list is not intended to be comprehensive.

Developing Positive Interpersonal Relationships

- Very little involvement from many inter/national fraternities and sororities.
- When asked the question, how does fraternity and sorority life exhibit leadership...very few answers in this area. The students talked about leaders being heavily involved and thinly spread out, as well as a lack of time and commitment to leadership.
- UM-Flint is a commuter campus with most students coming to campus to take classes and then going back home or working full-time. No activities are planned on the weekends.
- Organizations seem to operate within silos. NPHC groups socialize with NPHC, and the traditional NIC/NPC groups interact with each other.
- New member education was not clearly defined by the chapters. Some use their inter/national's process, others design their own, and this should be consistent throughout the Greek community.
- There is an unhealthy division between chapters affiliated with city-wide groups and chapters specific to the UM-Flint campus.
- Chapters are not holding one another accountable for behaviors that may be against risk management guidelines.
- There is a lack of marketing for recruitment of new members of fraternities and sororities.
- Fraternity members have not been educated about the NIC Standards and are not aware that most of the inter/national organizations represented at UM-Flint have an expectation that these standards will be upheld.

Leadership Development

- There are no formal leadership programs, events or classes, and no formalized leadership model is outlined for the campus.
- There are no officer transition workshops for active chapter members.
- There is no formalized programming in alcohol/risk management education for students.

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- Few chapters documented or participated in social issues programming (AOD, Sexual Assault Prevention, etc.)
- Being a commuter campus, students find planning speakers and workshops challenging.
- Inner-organization leadership is the only leadership development structure that exists on campus at this time.
- New members are not receiving or understanding fraternity/sorority goals during new-member education process.
- There is a lack of funding to the Greek Council from the University.

Build/Strengthen Social IQ, Citizenship, Service Learning

- Service was documented, but if reported, most chapters recorded low annual hours.
- Students reported being involved in some philanthropy/fundraising activities, but little to no mention of hands-on community service work.
- Many individuals feel that campus is a bubble within the Flint community and many “smoke and mirrors” are used to make students feel safe.
- Fraternity and sorority members need to do more service projects on campus.
- The Greek Council does not operate as a resource provider for opportunities.

Advance Academic Interest/Graduation of Membership

- Faculty did think that being in a fraternity or sorority hinders academic progress.
- Both the fraternity and sorority GPA (2.82) was well below the all-student GPA (3.04).*
- It appears neither the University, nor the individual chapters provide any kind of scholarship programming.
- The Student Life Office is not providing grade point averages of individual chapter members to their inter/national headquarters.
- Data on graduation and retention is not tracked.

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- Neither the chapters, nor many of their advisors, place any emphasis on individual or chapter academic performance.

* According to NIC, 70% of Fraternities nationwide record GPA's above the national Men's Average of 2.878. Overall, 80% of Greek letter organizations record GPA's higher than the average of their respective institutions.

Effective Campus Interface to and Support of Fraternity Sorority Community

- Staff support is limited due to competing priorities.
- There is a Women's Resource Office and a center for LGBT students, but no Office for Fraternity and Sorority life.
- The University has no expansion or colonization policy.
- Hazing is prevalent within some Greek organizations, and there is no one confronting the behavior.
- Diversity training is lacking.
- The Director of Student Life is the only full-time employee working with student organizations.
- The Student Life Office needs to be sensitive to differences among organizations and the umbrella organizations they are a part of to assist their members in compliance with their respective standards.
- There is a perception of "strict" rules at UM-Flint for student organizations in regards to organizational and event marketing, event attendance, and use of space. This was mentioned especially in comparison to Kettering University as it relates to city-wide chapters.
- The Student Life staff is stretched very thinly in terms of time and resources for all student organizations. The advisement time given to fraternities and sororities is limited.

Section 4 Next Steps for the Community Based on Five Target Areas

It is the intention of the coalition to provide specific recommendations to address issues related to the positive development of the fraternity/sorority community.

Developing Positive Interpersonal Relationships

- The students, with the help of their inter/national organizations, should invest the time to develop an Interfraternity Council, Panhellenic Council, National Pan-Hellenic Council – referred to later in this document as “councils.”
- The Greek Council/Councils must find a way to better develop and market the fraternity and sorority experience, including the recruitment of, and outreach to, unaffiliated students.
- The Greek Council/Councils should look at weekend programming in conjunction with CAB once the residential facility opens on campus.
- To address the unhealthy division between chapters affiliated with city-wide groups and chapters specific to the UM-Flint campus, the university should work with other universities in the city to create a policy on working with city-wide chapters.
- The Student Life Office should keep on file the intake/new member/associate member/pledge programs of all fraternities and sororities with a review of all programs each semester.
- Fraternity and sorority chapters must find individuals willing to serve as active and involved chapter advisors.
- Fraternity and sorority members and their advisors should be trained on umbrella organization standards and be held accountable to these issues.
- The Greek Council/Councils along with fraternities and sororities should find more ways to involve the Chancellor and Vice Chancellor for Student Life in fraternity and sorority life through dinners, speakers and leadership workshops.
- Fraternities and sororities need to find ways for positive communications, including inviting the media to positive events, writing articles for the newspaper, having their members become involved in the newspaper.
- The Greek Council/Councils and the fraternities and sororities should reach out to the University community for broader involvement by faculty and staff, including utilizing faculty and staff to speak on issues of interest to members.

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- The Greek Council/Councils should develop a training program for chapters on effective recruitment techniques. Partner with inter/national and umbrella organizations to secure speakers and facilitators.
- Chapters should be commended on their openness to recruiting a diverse membership-age, ethnicity, sexual orientation, etc. Continuing to be open to members that represent the UM-Flint student population is important and will serve the chapters well.

Leadership Development

- The University should continue the development of a leadership program for all students.
- The University must show an investment in training/ information sharing/ continuing education as related to leadership skills.
- The University should develop and offer a leadership class for credit (if possible) for all new members of fraternities and sororities (and if desired by the institution, other members in other campus organizations) each semester.
- The Greek Council/Councils should investigate ways to attend the Mid- American Greek Council Conference hosted in the Midwest region.
- The Greek Council/Councils should invest resources into securing major speakers for the campus to address issues affecting the community.
- An Alumni Council, made up of chapter/faculty advisors from each of the chapters, should be formed by the Office of Student Life and meet on a regular basis to exchange ideas/best practices that could assist in the more effective operation of the chapters. These meetings could also be used as training sessions for advisors.
- The Greek Council/Councils should work with UM-Flint's Alumni Office to create an all-Greek event with chapter members and alumni to locate alumni/alumnae members willing to serve on chapter alumni boards.
- The Greek Council/Councils should create an event inviting faculty and staff that are affiliated with fraternities and sororities (even if their chapters are not represented on campus) so a database can be formed identifying these individuals and possibly seeking their participation as speakers or faculty advisors.
- The Greek Council needs to develop an annual training and officer transition program for new chapter officers.

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- The Office of Student Life should develop a fraternity and sorority leadership retreat involving the Greek Council/Councils and the chapter leadership shortly after new officers are installed in order to build relationships between the new student leadership.
- The University should implement a formalized expansion and colonization policy that would allow for the Greek Council/Councils and University to begin strategic discussions on future growth and development.
- The University should establish a formalized student organization registration process to allow for accurate information to be maintained.
- The Student Life Office should keep the percentage and number of fraternity/sorority members involved in extra-curricular activities outside of fraternal involvement for the annual report.

Build/Strengthen Social IQ, Citizenship, Service Learning

- The Student Life Office should continue to encourage Greek Council/Councils and chapters to focus on service projects on campus as well as in the Flint community.
- The Student Life Office should develop new, innovative ways to increase service efforts and involvement by chapters and Greek Council/Councils.
- The University should find ways to recognize outstanding efforts by the Greek Council/Councils and the chapters.
- The Student Life Office should keep on file the number of service hours and money raised by all fraternity and sorority organizations for the annual report.

Advance Academic Interest/Graduation of Membership

- The Student Life Office should more strongly encourage all chapters, Greek Council/Councils and individual fraternity/sorority members to set academic goals and register those with the Office.
- The Greek Council/Councils and chapters should develop incentives for fraternity and sorority members to increase academic achievement.
- The Greek Council/Councils should create the position of scholarship chair to develop training programs for them to use with chapter members.

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- The Greek Council/Councils scholarship chair should work with chapter scholarship chairs to place a greater emphasis on academics.
- Chapters should provide their members academic assistance by working with faculty advisors and other faculty members.
- The Student Life Office should encourage all chapters to recruit faculty and staff members to serve as advisors and to assist chapters with improvement in scholarship.
- The University must begin to track retention and graduation rates of fraternity/sorority members because it's essential in assessment of progress and trends.
- The University should provide academic information to umbrella organizations (i.e., NIC, NPC, NPHC and NALFO) and inter/national headquarters on a semester basis.
- The Greek Council/Councils should establish minimum academic standards that are in congruence with umbrella organization and inter/national organization standards and be greater than the respective all men's/women's grade point averages.
- The Greek Council/Councils should establish rewards and recognition for achievement and improvement in scholarship by fraternity and sorority members and chapters.
- The Student Life Office should establish a chapter of Gamma Sigma Alpha or Order of Omega to recognize academic achievement by fraternity and sorority members.
- The Student Life Office, and each chapter advisor, should encourage chapters to seek out and recruit students with high academic performance in high school or while in college.
- The University should begin benchmarking the academic achievement, retention, graduation rates, and programming of the fraternity and sorority community members because it's essential in assessment of progress and trends.

Effective Campus Interface to and Support of Fraternity/Sorority Community

- The University is pursuing, and should continue to pursue thoughtful development of support structures, long-term plan for growth and expansion and enhanced

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- visibility for fraternities and sororities can all help make the dream of growth a reality.
- The Student Life Office should provide a working space for the fraternities and sororities like it does for every other student organization.
 - The SSEM division should create at least a three-quarter-time to full-time position for a campus-wide fraternity/sorority advisor.
 - The SSEM division should create a programming budget for the Fraternity and Sorority Advisor Office.
 - The SSEM division, with the help of the proposed Fraternity and Sorority Advisor Office, should create learning outcomes for fraternity and sorority life and assess each program on a bi-yearly basis.
 - The Student Life Office should create a job description and expectations for faculty advisors.
 - The Student Life Office should work with the Greek Council to develop a formalized risk management plan, with regular educational workshops. Focus should be on the proper management of off-campus/third-party events and “unofficial” parties at off-campus apartments or houses.
 - The University should actively review a “Greek Village” housing program for fraternities and sororities that wish to participate.
 - The Office of Student Life should actively communicate, on a regular basis, with the volunteers and staff of inter/national organizations focusing on community development issues, positive chapter information/news and academic performance. This communication should not be limited only to local volunteers.
 - The University, through the Office of Student Life, should communicate with fraternity and sorority inter/national offices at the onset of any judicial matter affecting their chapter (versus conclusion of the judicial hearing). The Office of Student Life should encourage the inter/national office to partner with them to find a proper resolution to the incident.
 - The Greek Council/Councils should address the issues of hazing and alcohol abuse within the fraternity/sorority culture at UM-Flint. Though this does not seem to be a large part of today's culture, with expansion these issues will have to be addressed.

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- The Greek Council/Councils should commit resources to a marketing analysis and plan for the fraternity/sorority program to allow for increased exposure. Promotional materials, such as booklets and brochures, branding and promoting the fraternity/sorority experience is important, and mailing these materials to incoming freshmen would be a great step in planting the seeds for later involvement.
- Fraternity and sorority life could be promoted along with all options for student involvement at all Orientation sessions during the summer. Students had this opportunity in the past.
- The Student Life Office should implement a judicial board to emphasize a model of self-governance for the Greek Council/Councils. This would be a great beginning to a formalized university judicial process to address fraternity and sorority incidents.
- The Student Life Office should develop an annual report on membership numbers/community service hours/leadership positions, etc. that is sent to each inter/national fraternity and sorority office as well as NPHC, NIC, NALFO and NPC.

VISIT ITINERARY

As of October 12, 2007

University of Michigan-Flint Assessment of Greek Letter Organizations October 14, 15 & 16, 2007

Sunday, October 14

7:00 P.M. *

Interim Chancellor

Jack Kay, Ph. D.

Holiday Inn Gateway Centre Lobby

Monday, October 15

8 – 9:00 A.M. *

Blue Ribbon Committee

Breakfast/Coffee

Riverview Room, University Center

Johnny Young, Assistant Vice Chancellor

Fawn Skarsten, Director of Institutional Analysis

Melissa Caudle, Marketing Manager

Shawntae Harris, Student

Jessie Hurse, Student Activities Coordinator

Brian Proffer, Office of Student Life

Amanda Forsmark, Greek Council President

Carrie Towns, Alumni Relations

Tyne Sims, Student

9 – 9:30 A.M. *

Vice Chancellor for SSEM

Mary Jo Sekelsky, Vice Chancellor

Room 174 University Center

9:30 – 10 A.M. ?

Undergraduate Admissions

Kimberley Buster-Williams, Director of Admissions

Kimberly Butka, Assistant Director of Admissions

Room 174 University Center

10 – 10:30 A.M. ?

SSEM Directors

Riverview Room, University Center

Johnny Young, Student Life & Student Development

Aimi Moss, Academic Advising & Career Center

Lori Vedder, Financial Aid

Karen Arnould, Registrar

Rob Montry, Assistant to Vice Chancellor/Ombuds

10 – 10:30 A.M. ?

Rec. Center & Event Building Services

Room 174 University Center

Theresa Landis, Director, Recreational/Auxiliary Services

Gina Rose, Reservationist, Event & Building Services

- 11 A.M. – 1 P.M. * **Campus Tour/Lunch**
Room 174 University Center
Tour Guide: Margarita Portillo, Phi Sigma Sigma
Tour Guide: Jeffrey Shuel, Theta Chi
- 1 – 1:30 P.M. ? **Campus Health Officials**
Room 174 University Center
Mike Lane, Environmental Health & Safety
ReeAnn Slagor, Urban Health & Wellness Center
- 1- 1:30 P.M. ? **Student Life**
Riverview Room, University Center
Jessie Hurse, Student Activities Coordinator
Brian Proffer, Staff, Student Life
Maria Salinas, Staff, Student Life
- 2 – 2:30 P.M. ? **Public Safety**
Room 174 University Center
Chalmers Sanders, Chief of Police
Allen Cozart, Police Sergeant
- 2 -2:30 P.M. ? **Faculty**
Riverview Room, University Center
Jessica Tischler, Ph.D., Chemistry Department
Tracy Wacker, B.S., Biology Department
- 3 – 3:45 P.M. ? **Diversity Council**
Shiawassee Room, University Pavilion
Tendaji Ganges, Ex. Dir. Educ. Opportunity Initiatives
Suzanne Selig, Ph. D., Director, Health Care Programs
Helen Phinisee, Human Resources
Crystal Flynn, Diversity Education Services
Rudy Hernandez, Ph. D., Sociology Department
Tarshena Armstrong, Student
Jami Anderson, Ph. D., Philosophy Department
Carla Dochenetz, Student
Gregory Storms, Advocate, LGBT Center
Avinash Arya, Ph. D., School of Management
Traki Taylor-Webb, Ph. D., Associate Dean, Education
Michelle Rosynsky, Ph. D., Women’s Educational Center
- 3 -3:30 P.M. ? **Greek Presidents**
Room 174, University Center
Moses Bingham, Alpha Phi Alpha
Tynee Sims, Alpha Kappa Alpha
Katie Seibel, Beta Sigma Phi

Joslyn Brown, Delta Sigma Theta
Zachary Moon, Kappa Sigma
Margarita Portillo, Phi Sigma Sigma
Eric Poplar, Omega Psi Phi
Jeffrey Shuel, Theta Chi
Adrienne Cotton, Zeta Phi Beta

3:30 – 4 P.M. ?

Non-Greek Students

Room 174, University Center
Nicholas Stratton
Elizabeth Kusky
Ashley McQuarters

4 – 4:45 P.M. ?

Student Government Council

Room 11 Recreation Center
Candace Sharon, President
Jeffrey Shuel, Vice President
Robert Routhier, Secretary
David Smith, Treasurer
Shawntae Harris, PA Chair
Krystal Long, PR Chair
Allen Mortimer, ICC Chair
Katherine Adams, Representative
Derrick Bryson, Representative
Justine Burks, Representative
Andrew Easton, Representative
Nicholaus Josey, Representative
Ashley McQuarters, Representative
Shebra Moore, Representative
Brian Wice, Representative
Jonathan Ettinger, Fellow
Wade Merrill, Fellow
Jonathon Sprague, Fellow
Brian Welch, Fellow

4- 4:30 P.M. ?

Alumni & Annual Giving

Room 174, University Center
Lisa Graham, Annual Giving & Alumni Relations
Carrie Towns, Alumni Relations

4:30 -5 P.M. ?

Vice Chancellor for Institutional Advancement

Kristen Skivington, Ph. D.
Room 174, University Center

5:30 P.M. ?

Greek Council/ Dinner

Redwood Lodge
Amanda Forsmark
Criscia Pemberton
Nicholaus Josey
Jordan Climie
Shawntae Harris
Elizabeth Schlieger
Elizabeth Elin-Calcador
Curtis Banks
Joslyn Brown
Osai Robinson

7:00 P.M. ?

Chapter/Faculty Advisors

Dessert/Coffee/Tea

Holiday Inn Gateway Centre
Laura Mulligan, Chapter Advisor, Phi Sigma Sigma
Lisa Barron, Chapter Advisor, Beta Sigma Phi
Toyonna Robbins, Grad Advisor, Alpha Kappa Alpha
Traki Taylor-Webb, Faculty Advisor, Alpha Kappa Alpha
Clarence Jennings, Advisor, Alpha Phi Alpha
Carrie Towns, Advisor, Phi Sigma Sigma

Tuesday, October 16

8 – 8:30 A.M. ?

Housing Corp. Officer

Coffee/Muffins

Room 174, University Center
Christopher Haag, President, Theta Chi
Alumni Association

9 – 9:30 A.M. ?

Vice Chancellor for Administration

Dave Barthelmes
Room 174, University Center

9:30 – 10 A.M. ?

LGBT Center & WEC

Room 174, University Center
Gregory Storms, Program Manager
Michelle Rosynsky, Director, Women's Educational Center

10 – 10:30 A.M. ?

Housing & Residential Life

Room 174, University Center
Jeanine Bessette, Director
Michelle Rosynsky, Women's Educational Center*
*Consultant to Campus Housing

10:30 – 11:30 A.M. *

Exit Interview

Room 174, University Center

Mary Jo Sekelsky, Vice Chancellor

Johnny Young, Assistant Vice Chancellor

11:30 A.M. – 1:30 P.M.

Assessment Team Lunch & Review Meeting

* = Interview conducted with entire on campus assessment team

? = Interview may be conducted concurrently with another interview

LETTER OF AGREEMENT



FRATERNITY & SORORITY COALITION ASSESSMENT PROJECT

September 4, 2007

Mary Jo Sekelsky, Vice Chancellor
Student Services and Enrollment Management
University of Michigan – Flint
303 East Kearsley Street
Flint MI 48502-3434

**Re.: Greek letter organizations system assessment for University
of Michigan – Flint scheduled October 15 – 16, 2007**

Dear Dr. Sekelsky:

This letter sets forth the parameters of and a proposal for a Greek letter organizations system assessment for University of Michigan - Flint.

The North-American Interfraternity Conference, Inc. (“NIC”), as project coordinator for and in collaboration with the National Panhellenic Conference, Inc., the Association of Fraternity Advisors, the National Pan-Hellenic Council, Inc., and the National Association of Latino Fraternal Organizations, Inc., have undertaken a program to provide an assessment process for Greek letter organizations systems where the host academic institution desires an assessment of its system. The purpose of the assessment is to examine the overall health of the Greek letter organizations system at the host academic institution. A final assessment report will be issued. The purpose of the assessment report will be to provide recommendations that are educational in nature, and which will lead to improvement and growth of the system at the participating host academic institution.

The assessment will include the collection of information and data prior to an assessment site visit at the host academic institution, a site visit by an assessment team at the institution, and the issuance of a final assessment report. The report will include both pre-assessment information and data, information gained from the site visit, and findings and recommendations. The

assessment team will consist of representatives from some of the above mentioned organizations. The assessment process, as well as the final report, will be a collaborative effort with the host academic institution. The assessment will include input from a variety of sources who are involved with and who can impact the health and viability of the Greek letter organizations system at the institution.

The anticipated phases of a Greek letter organizations system assessment for University of Michigan - Flint are set forth in Exhibit A to this letter. These phases include collection of the certain information before the site visit at University of Michigan - Flint occurs, and an assessment site visit at University of Michigan - Flint.

Exhibit B to this letter is a list of information that NIC as project coordinator desires be provided to it by University of Michigan - Flint before the site visit on the campus occurs.

Following the site visit at University of Michigan - Flint, NIC, as project coordinator for the above mentioned organizations that are involved in the assessment for University of Michigan - Flint, will prepare a draft assessment report for the system. All assessment team members will be involved with the preparation of the draft assessment report. The final report will be a consensus report of the assessment team and issued by NIC as project coordinator. If a consensus cannot be reached with respect to any facet of the report, the report will include minority reports attached as part of it to the extent consensus is not reached by the members of the assessment team.

The assessment process requires that certain fees and costs associated with a system assessment be borne by the host academic institution. The anticipated expenses and costs associated with this assessment that will be borne by University of Michigan - Flint are detailed in Exhibit C to this letter. Upon issuing the final report, NIC, as project coordinator, will deliver a single invoice inclusive of fees and expenses set forth in Exhibit D to you (or to a person designated by University of Michigan - Flint). Payment for the fees expenses and costs by University of Michigan - Flint should be made payable to NIC. NIC will then reimburse the assessment team members or their respective organization for the expenses set forth in Exhibit D that are incurred by them or their organization.

It is understood and agreed by this proposal that it is not the purpose of the assessment, and that neither NIC nor any of the above mentioned organizations that participate in the assessment, have any duty or responsibility to University of Michigan - Flint by virtue of this assessment, to determine, to find, to uncover, to report, or to address any act, omission, program or activity that is, or that could be asserted to be, in violation of any institutional policy or regulation or any law, rule of law, policy or legal duty. University of Michigan - Flint agrees

to indemnify, defend, and hold harmless NIC and the mentioned organizations, and their agents, officers, employees and volunteers, specifically including those who participate on the assessment team, from and against any claims that might be asserted against any of them that in any way relate to the assessment project that is the subject of this letter.

If University of Michigan - Flint desires to proceed with an assessment in accordance with and as outlined in this letter, please have the appropriate person for University of Michigan - Flint sign this letter in the signature line set forth below for University of Michigan - Flint, and return an executed copy of it to me.

Sincerely

Peter Smithhisler
Executive Vice President

University of Michigan - Flint desires that the North-American Interfraternity Conference, Inc., as project coordinator, proceed with a Greek letter organizations system assessment for the system at University of Michigan - Flint. The terms set forth in this letter for that assessment are agreeable with it and accepted by it.

Date: _____

Signature
Name (printed) _____
Title _____

EXHIBIT “A”
PHASES OF THE FRATERNITY/SORORITY COALITION ASSESSMENT
PROJECT

- Phase 1:** Campus notified of inclusion in Assessment Project by Coalition
- Campus asked to identify key campus personnel and possible dates for on campus portion of the assessment process
- Campus asked to appoint “Blue Ribbon Committee” to serve as support for staff during the assessment, to meet with on campus visit team, and to review final report to discuss implementation
- Letter Agreement sent to each campus; Campus signs and returns
- Campus receives data request from coalition
- Phase 2:** On Campus Coalition Team appointed and information shared with campus (15 days prior to visit)
- Campus completes and returns data request prior to on campus visit (7 days prior to visit)
- Logistics of on campus visit finalized (3 days prior to visit)
- Phase 3:** On Campus Coalition Team visit occurs
- On Campus Coalition Team confers and writes final report
- Phase 4:** Final Report received by each campus (within 60 days of on campus visit)
- Review of final report with campus officials by on campus coalition team lead.
- Follow up with campus by coalition manager (within 90 days of on campus visit)

EXHIBIT “B”
LIST OF INFORMATION NIC DESIRES FROM INSTITUTION

We respectfully request the following information from the campus if collected. If by chance the university does not collect the information, simply indicate as much.

Outcome:
Developing Positive Interpersonal Relationships

Data requested:

- Does the Greek Affairs office require fraternal organizations to file intake/new member/associate/pledge programs with its office?
- Does the institution have a maximum intake/new member/associate/pledge-period length? If yes, how long?
- Does the institution have a policy on “little sisters” or similar auxiliary groups? If yes, please attach policy.
- Number of fraternity/sorority-related judicial hearings of undergraduate chapters by year over last three years.
 - Percentage campus run, percentage student run.
- Number of chapters found responsible for violating policies (of the undergraduate councils and/or institution policies)?
- Percentage of chapters with an active chapter advisor (attends 50% of chapter or executive board meetings)?
- Percentage of chapters with an active faculty advisor (attends one chapter meeting/semester and meets with the scholarship chair)?
- How often does the Greek Affairs office communicate with chapter advisors?
- What are the institution’s standards for being recognized as a Registered Student Organization?
- Are the standards different for fraternities and sororities? Please attach

**Outcome:
Advancing Leadership Development**

Data requested:

- Number/percentage of sophomore chapter presidents at the beginning of fall term.
- What year in school/class designation are the undergraduate councils' presidents at fall term?
- Number/percentage of fraternity/sorority members involved in extra curricular activities outside of fraternal involvement (identified by organization and gender)
- What are the institution's fraternity/sorority leadership development programs? Which are offered for credit?
- What type of leadership development programs are offered that are inclusive of all umbrella group members?
- Number of chapters receiving awards from inter/national organization in the last year.
- Number of councils that won awards at undergraduate regional leadership conferences (NGLA, MGCA, SEIFC, SEPC, WRGC).
- What is the overall program to recognize fraternities and sororities (either by the undergraduate councils and/or institution) and how much is spent annually to do so?

**Outcome:
Strengthening Social IQ, Citizenship, and/or Service Learning**

Data requested:

- Number/percentage of chapters that were awarded philanthropy awards by inter/national and/or campus (inter/national umbrellas to provide)
- Number/percentage of chapters that were awarded service learning awards by inter/national and/or campus (inter/national umbrellas to provide)
- Number of community service hours performed by fraternity and sorority members
- Number of community service hours performed by non-affiliated students
- Dollars raised for charity by fraternity and sorority members
- Dollars raised for charity by non-affiliated students

Outcome:

Assessing Graduation Rates of Members/Advancing Academic Interest

Data requested:

- Graduation rate of fraternity/sorority members when compared to all campus graduation rate over three years (by umbrella organization)
- Undergraduate GPA
 - Undergraduate men
 - Undergraduate women
 - Total undergraduate GPA
- Fraternity/Sorority GPA
 - Fraternity GPA
 - Sorority GPA
 - Total fraternity/sorority GPA
- Retention Rates
 - Campus one-year retention rate
 - Campus four-year retention rate
 - Fraternity/Sorority one-year retention rate
 - Fraternity/Sorority four-year retention rate
- What is the minimum GPA to join an IFC fraternity, NPC sorority, NPHC fraternity or sorority, NALFO fraternity or sorority, other fraternity or sorority, and who sets/enforces this?

Outcome:
Effective Campus Interface To and Support of the Fraternity/Sorority Community

Data requested:

- Number/percentage of fraternity/sorority members who took part in alcohol/hazing/sexual assault education in the past year.
- Does your campus have a “Good Samaritan program” or similar for students who take someone to the ER and/or call emergency professionals?
- What is the institution’s policy on expansion?
- What are the undergraduate councils’ policies on expansion?
- What is the institution’s policy on open recruitment?
- Does the campus provide institutional support for chapter financial management (ie billing through campus and encumbering students if bills are not paid)?
- Provide copies of undergraduate councils’ constitutions, bylaws
- Describe how the institution communicates with the chapters’ inter/national organizations
 - General communication
 - To what extent is campus in partnership with inter/national umbrella organizations and member organizations before decisions are made regarding chapter initiatives?
 - Is annual report of fraternity/sorority performance by chapter sent to inter/national organization?
 - Is there a policy to alert inter/national in risk management violations by chapter? What triggers notification?
 - Does the fraternity/sorority advisor provide all relevant information on chapter to inter/national organization upon request?
- Staffing
 - Number of Full Time Equivalent (FTE) staff working with fraternities and sororities
 - Number of graduate students working with fraternities and sororities
 - Number of undergraduate interns/work study students working with fraternities and sororities
 - What is the total staffing for the Greek Affairs office?
 - What is the ratio of staff to student members?
- Budget
 - What is the programming budget for the Greek Affairs office?
 - What is the ratio of budget to number of student members?

General Information

- Undergraduate enrollment
 - Males
 - Females
 - Total
 - Percentage campus students of color
- Fraternity and Sorority Community Enrollment
 - Number of IFC fraternity members
 - Number of NPC sorority members
 - Number of NPHC fraternity and sorority members
 - Number of NALFO fraternity and sorority members
 - Number of other fraternity and sorority members
 - Total number of fraternity and sorority members
 - Percentage of the undergraduate students who are members of fraternities and sororities
- If your campus participates in the CORE alcohol annual survey, please submit the executive summary.
- If your campus participates in AlcoholEdu or similar, are students required to go through program? If so, which students?
- Relationship/Recognition Statements: has the institution and/or Greek Affairs office developed any relationship/recognition statements for fraternities or sororities? If so, please include.
- Minimum Standards: has the institution and/or Greek Affairs office developed any minimum standards for fraternities or sororities? If so, please include.
- Learning Outcomes: has the institution and/or Greek Affairs office developed any learning outcomes for fraternities or sororities? If so, please include.

Interviews

The assessment would not be complete without the opportunity to engage in a series of interviews with key campus shareholders. It is important to understand that these interviews are designed for information collection and understanding.

If possible during each of the on campus visits, interviews should be arranged with the following individuals or groups.

- President ☼
- Vice President of Student Affairs/Dean of Students ☼
- Blue Ribbon Campus Committee ☼
- Greek Professional(s) ☼
- Faculty Members ☼
- Faculty Advisors ☼
- Chapter Advisors ☼
- Housing Corporation Officers ☼
- Undergraduate Umbrella Organization Leadership ☼
- Chapter Presidents ☼
- New Members/New Initiates of the Greek Community ☼
- Independent/Non-Greek Students ☼
- Student Government Association Representatives ☼
- Director of Alumni Programs ☼
- Director of Annual Giving/Development ☼
- Public Safety Officials (campus and/or city) ☼
- Director of Housing/Residential Life and Related Staff ☼
- Director of Health Center ☼
- Members of the Vice President's Cabinet if appropriate ☼
- Other People Identified as Necessary by Campus ☼
- Housing facility tours of selected/representative chapters if appropriate ☼
- Exit Interview with Key Campus Contact ☼

☼ = Interview conducted with entire on campus team

☼ = Interview may be conducted concurrently with another interview

EXHIBIT "C"
FEEES AND EXPENSES

Fees for the Assessment will include the following:

Division One: 12 or less chapters

Requires:

- One day of interviews; plus three additional hours for team meeting
- Team of four
- Two nights lodging per team member
- Travel expenses
- Meals

Fee: \$4,000 (plus travel and expenses for team members)

Division Two: 13 – 30 chapters

Requires

- 1.5 days of interviews; plus four additional hours for team meeting
- Team of four
- Two nights lodging per team member minimum
- Travel expenses
- Meals

Fee: \$6,000 (plus travel and expenses for team members)

Tier Three: 31+ Chapters

Requires:

- 1.5-2 days of interviews; plus four additional hours for team meeting
- Minimum team of four; potentially team of five or six
- Minimum two nights lodging; potentially three per team member
- Travel expenses
- Meals

Fee: \$8,000 (plus travel and expenses for team members)

Team Expenses

- **Flights/Mileage**
Each team member will report mileage and/or flight costs
- **Mileage**
Each team member will report mileage to/from airport if applicable
- **Airport Parking**
Each team member will report parking expenses if appropriate
- **Car Rental**
Reported/requested as needed
- **Hotel**
Each team member will require a personal room for each night of the visit's duration; this can vary by team member depending on travel requirements
- **Hotel and/or On Campus Parking**
Reported/requested as needed
- **Meals**
Each team member will require meals for the visit's duration.

Invoice

Coalition manager will submit an invoice to the campus inclusive of the appropriate fee and expenses to the campus upon completion of the final report.

LETTER OF INTENT

The University of Michigan-Flint

Vice Chancellor for Student Services
and Enrollment Management
237 University Pavilion
Flint, Michigan 48502-1950
810.762.3434

January 12, 2007

NIC

3901 West 86th Street, Suite 390
Indianapolis, Indiana 46268

On behalf of Chancellor Juan Mestas and the University of Michigan-Flint, I am delighted to express our interest in being considered one of 15 campuses to undergo an assessment of our Greek system. 2006 marks the 50th Anniversary of UM-Flint as a regional campus of the University of Michigan. Among our institutional priorities is increasing the student population to 8,000 by the year 2010. Achieving this objective will require a combination of targeted recruitment and robust retention initiatives.

The University of Michigan-Flint is an urban commuter campus of 6,500+ students, both undergraduate and graduate. Total minority undergraduate enrollment is 18.2 percent, up from 17.6 percent in 2005. The fall 2006 freshman class size is 524. Females represent 56.1 percent of the class while males represent 43.9 percent. Nearly 70 percent of the incoming class have high school GPAs of 3.0 or higher. While the average age on campus has historically hovered at twenty-eight years old, the Board of Regents approved campus housing this past October and the first on-campus residential facility aimed at traditional first-year students is scheduled to open in Fall 2008. Creating a residential option for UM-Flint students is a key element of our enrollment growth plan. Campus housing will also significantly change campus dynamics, providing opportunities heretofore unavailable to students, staff, faculty, and the local community.

Similar to the demographics of most campuses today, UM-Flint students are diverse and they come to us with a broad spectrum of needs. Our size affords us the ability to regard students as individuals, considered by our students to be a key strength of the institution. Three pillars serve as the foundation of the University's Strategic Plan: Excellence in teaching and scholarship; student-centeredness; and engaged citizenship. Our culture of student-centeredness makes it possible for UM-Flint students to achieve their academic, personal, and professional goals in an environment guided by the question: "What is best for our students?"

Though a commuter campus, student life at UM-Flint is robust with a wide variety of activities. There are fifty clubs and organizations encompassing academic, social, political, honor society, cultural, and religious groups. Greek Life was established in the mid-80s and remains strong with four fraternities and five sororities. Greek organizations are philanthropic minded and make positive contributions to the community. A Campus Activities Board (CAB) provides innovative programming appealing to a broad range of student interests.

The University of Michigan-Flint has embarked upon a new era that will enliven and challenge the campus. Over the past five years, UM-Flint has averaged a freshman retention rate of 73 percent. During this same period (2001-2005) freshman yield has averaged 49.2 percent. Mean GPAs and ACT composite scores have held steady at 3.25 and 21.4 respectively. While respectable figures, it is anticipated that many of these numbers will change with the advent of student housing. Moving from a commuter institution serving Genesee and the surrounding

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counties to a 24/7 residential campus promises to usher in some real changes in the culture and climate of UM-Flint. So too, internal and external perceptions will be subject to paradigm shifts. Values Congruence Pilot Program

Engaging in the NIC pilot at this point in our history will assist tremendously in shaping the future. It is a testament to our campus that Greek Life has been sustained for over twenty years, given our size and the fact that we are nonresidential. Strengthening Greek Life at this particular point in time could result in myriad benefits: higher freshman yield, increased retention rates, greater numbers of students participating in campus life, and alumni prepared to give back both time and financial support. It is for these reasons that I request your full consideration as you select the pilot campuses for the Values Congruence Pilot Program. The University of Michigan-Flint welcomes this unique opportunity to undergo an assessment of our Greek system.

Yours in Education,

Mary Jo Sekelsky

Mary Jo Sekelsky, Ed.D.
Vice Chancellor
Student Services and Enrollment Management
University of Michigan-Flint
303 East Kearsley Street
Room 237 University Pavilion
Flint, MI 48502-1950
Phone: 810.762.3434
Fax: 810.766.6702

cc: Melody Bartholomew, Chancellor's Office

Attachment: Greek Organizations

Disclaimer: Fraternity & Sorority Coalition

This assessment report is for educational purposes. It is intended for use solely as a development guide to assist in strengthening Greek letter organizations systems. It is not intended to address any particular organization. This assessment report by its nature includes assessments the sources of which would be deemed hearsay in a court of law as the assessment includes as bases for it a variety of statements and opinions by varying sources, the underlying truth of which were not necessarily verified or attempted to be verified or supported as part of the assessment process. The names of persons who were sources of information for this report have been purposely not included in this report. Documents leading up to the compilation of this report will be destroyed pursuant to the respective document retention policies of each of the organizations participating in this assessment report.