

**Fraternity & Sorority Life Strategic Plan:
A Guide for Growth and Development from 2018-2022**

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This document has been developed by the Strategic Planning Task Force to provide a disciplined approach to the growth of Creighton's Fraternity & Sorority Life over the next five years.

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Fraternity & Sorority Life Strategic Plan Purpose Statement

This document was created to provide a direction for the Fraternity & Sorority Life (FSL) community for the next 3-5 years. Specific measures are listed within this plan to keep this community growing and evolving, poising it to meet both the needs of its members and the expectations placed on FSL communities as a whole from trends and best practices in higher education.

The proposed plan is holistic and detailed, rooted in the feedback obtained via both qualitative and quantitative data collection. Upon the completion of the approval process, this strategic plan will be supported by governing councils of the FSL community, members of the Strategic Plan Task Force, and the Division of Student Life; any outside department listed throughout this plan has collaborated and consented to their corresponding roles and responsibilities within this strategic plan.

Background on Creighton University's Fraternity & Sorority Life Community

Prior to introducing the formation and content of the strategic plan, a history and overview of Creighton's Fraternity & Sorority Life community is presented. Context of where the community has come from will provide for a richer understanding of why the proposed improvements to the community are necessary. Throughout this section and the rest of the plan, acronyms will be used to abbreviate various entities associated with this plan; for a full list of acronyms and abbreviations, please refer to Appendix A.

History of Greek Life at Creighton

Creighton was the first Jesuit university to have Greek organizations and is now one of the 24 Jesuit institutions with an active Fraternity & Sorority Life community. The FSL community began at Creighton with the founding of local social fraternities and sororities. The Panhellenic Council was formed at Creighton in 1922, which led to Kappa Beta Gamma being founded in 1948 as the first national sorority. Most of the community as it currently exists, however, was founded between the 1960s and 1980s including the Inter-Fraternity Council which was established in the 1970s. The community currently consists of 14 chapters:

- Fraternities
 - Beta Theta Pi (2011)
 - Phi Delta Theta (1995)
 - Pi Kappa Alpha (1976, recolonized in 2015)
 - Sigma Alpha Epsilon (1968)
 - Sigma Lambda Beta (associate member, 2017)
 - Sigma Phi Epsilon (1986)
- Sororities
 - Alpha Phi (1990, recolonized in 2012)
 - Delta Delta Delta (2010)
 - Delta Zeta (1962)
 - Gamma Phi Beta (1986)
 - Kappa Kappa Gamma (2005)

- Pi Beta Phi (1994)
- Sigma Lambda Gamma National Sorority (associate member, 2010)
- Theta Phi Alpha (1952)

Not included in this document is a history of the culturally-based fraternal organizations that have existed on this campus. Unfortunately, neither the SLIC nor the CIC have detailed records of when these organizations were active on campus. While a detailed history is not provided, it is important to note the Association of Multicultural Greek Organizations (AMGO) existed at Creighton until the 2013/14 academic year. Low membership led this council to be dissolved after that year. Many of the previously active organizations belong to the National Pan-Hellenic Council (NPHC) or the Divine Nine. These chapters have city-wide membership, and their charters reside with the University of Nebraska-Omaha. Sigma Lambda Gamma and Sigma Lambda Beta are the only two active CFBO whose charters reside at Creighton; this has allowed for better documentation of these chapters activities, including when they received their respective charters. As the number of CBFO chapter on campus grow, keeping updated records of all chapters' activities will be a priority for the SLIC.

Since this strategic planning process began, multiple chapters on campus have been found responsible for incidents that have impacted their standing on Creighton's campus. In the spring of 2017, a thorough investigation of the Phi Kappa Psi fraternity by Creighton's Office of Community Standards and Wellbeing found multiple, serious violations of the University's code of conduct and anti-hazing policies; the chapter was suspended until 2025. Both Phi Delta Theta and Pi Kappa Alpha are on disciplinary reprimand through December 2017, and Delta Zeta is on disciplinary probation and social probation through May 2018. For more information on these status, please refer to the [Creighton University Student Handbook](#).

Comparison to Peer Institutions

For the duration of this document, Creighton's peer institutions are: Drake University, Loyola University Chicago, Marquette University, Rockhurst University and Saint Louis University. The following chart provides the total number of undergraduate students, the percentage involved in a fraternity or sorority, and the breakdown of professional support.

- Creighton University: 3,783 undergrad // 44% in FSL community // 1 FTE
- Drake University: 3,338 undergrad // 31% in FSL community // 1 FTE
- Loyola University Chicago: 11,079 undergrad // 9% in FSL community // 2 FTE & 1 GA
- Marquette University: 11,294 undergrad // 17% in FSL community // 1 FTE & 1 GA
- Rockhurst University: 1,469 undergrad // 44% in FSL community // 1 FTE
- Saint Louis University: 8,248 undergrad // 22% in FSL community // 1 FTE & 1 GA

The only peer institution to offer housing is SLU. They have on residence hall that houses approximately 200 active members of the FSL community. Two chapters at Marquette live in university-owned housing; the rest have houses owned by their national organization or rented in the neighborhood surrounding campus.

On a national level, FSL communities' main concerns are alcohol abuse and hazing, especially in light of the events that took place at Penn State University during the 2016-2017 academic year. While all peer institutions are addressing these issues, there is no standard

practice in these areas. Marquette, as an example, hosts a Greek Symposium where these topics are discussed, while Loyola is creating a partnership with their wellness program to tackle these issues as a part of their strategic plan.

Previous Strategic Planning Efforts

In January 2004, Dr. John C. Cernech, Vice President of Student Services, convened the Greek Life Task Force (GLTF). Dr. Cernech charged the Task Force to assess the current state of Greek Affairs and recommend a course of action for the future of Greek organizations at the University. This Task Force included representatives from faculty, staff, alumni and students.

By the 2005-2006 academic year, the GLTF had developed a five-year strategic plan culminating with the 2009-2010 academic year. Goals created within the plan include:

- Governance:
 - Goal 1: To strengthen the relationship between Greek organizations and Creighton University
 - Goal 2: To strengthen the relationship between (inter)national headquarters and Creighton University
 - Goal 3: To strengthen the relationship and camaraderie between Greek organizations and the greater campus community.
- Membership Development:
 - Goal 1: Standardize the new member education program and total member development
 - Goal 2: Integrate Ignatian/Jesuit values into the membership recruitment process
 - Goal 3: Strengthen the Creighton University academic mission
- Leadership Development:
 - Goal 1: Develop ethical leaders
 - Goal 2: Provide leadership development and training for Greek organizations
- Social Responsibility:
 - Goal 1: Integrate Ignatian/Jesuit values in risk management
 - Goal 2: Decrease legal liabilities for Greek organizations and Creighton University
 - Goal 3: Advocate for the safe use of alcohol

Goal 3 within governance led to the development of a relationship statement, which would define the roles of each stakeholder within the Greek Community on campus, and lay out the responsibilities of said stakeholders in terms of community, responsibility, and purpose. Language for the relationship statement was drafted in Fall 2008, but members of the GLTF found the language itself would not hold Creighton University, the Interfraternity and Panhellenic Councils, and the chapters themselves accountable for their outlined roles within the relationship statement. Direction was shifted toward an accreditation program, meeting both the need to actualize thematic responsibilities outlined in the relationship statement and to remain on par with peer institutions.

The Greek Measure is the result of those efforts. The goal and hope for the Measure is to challenge chapters to achieve success for their own merit and serves as a signpost for that success to occur. Similarly, it outlines a set of minimum standards to be met by each chapter so

that each chapter maintains the expectations of Creighton University in regards to Greek-lettered organizations. In the fall of 2015, the Associate Vice Provost for Student Engagement charged the SLIC to develop a new strategic plan for the FSL community. The following document is the result of said charge.

Guiding Tenets of Fraternity & Sorority Life Community

Like other organizations, all components of the FSL community are directed by a variety of guiding documents. This section will outline and describe each of those documents, in detail, while also introducing the guiding tenets of the strategic planning process.

Mission Statement

The mission of Greek Life at Creighton University is to enhance student development through involvement in social, Greek-letter fraternities and sororities while complementing the mission of the University. In the desire to be the premier Greek Life community at a Jesuit, Catholic university, there exist opportunities for all affiliated students through scholarship, responsible social involvement, pursuit of faith, service to others, and lifelong bonds of brotherhood and sisterhood. Fraternities and sororities act with integrity and strive for excellence while respecting and promoting the dignity of each individual. The Greek Life community values establishing and maintaining mutually beneficial relationships with students, administration, faculty, Jesuits, alumni, advisors, local community members, and (inter)national Greek-letter organizations.

The six values that each member of Greek Life holds close in their development of a more unified Greek community are Scholarship, Leadership, Social Development, Faith, Service, and Lifelong Brotherhood/Lifelong Sisterhood.

Scholarship. Greek Life members engage in the pursuit of knowledge, value critical thinking skills, and contribute to the learning process in classrooms and through experiential learning opportunities. Members practice academic integrity and commit themselves to lifelong learning. Fraternities and sororities promote members' academic success and recognize individual and organizational achievement.

Leadership. As self-governing bodies, fraternities and sororities develop transferable leadership skills for all members. Greek Life members are actively involved in the cycle of leadership by mentoring new members and applying leadership skills throughout Creighton University and the greater community to affect positive change. The leadership lessons learned by fraternity and sorority members serve as preparation for meeting challenges beyond the Creighton experience. Members and organizations are respectful of the recruitment process, show support for University and Greek Life activities, and contribute to the overall success of the Interfraternity Council, the Panhellenic Council, and the Association of Minority Greek Organizations.

Social Development. Greek members, through ongoing chapter educational programs, make informed decisions regarding alcohol, drugs, and the fostering of interpersonal relationships. In developing responsible social activities, fraternity and sorority members live with personal integrity and respect the policies of Creighton University and (inter)national organizations. The Greek Community and its members hold themselves and others accountable

for their actions. To fully express their potential, students create relationships with administrators, faculty, alumni, advisors, and local community members during and after their tenure at Creighton University.

Service. As Men and Women for and with others, Greek Life recognizes the significance of giving of themselves for the betterment of all. Rooted in the Jesuit tradition, members are called to embrace and educate others of the injustices present in our world today. Beyond this, it is everyone's responsibility to be agents for change, and this pledge is evident in the philanthropic endeavors, service and learning, and support of all individuals within the community and beyond.

Faith. In accordance with the Jesuit, Catholic tradition of Creighton University, members of Greek Life are encouraged to pursue continuous spiritual growth. By recognizing a higher power, members develop a greater sense of their own intrinsic worth, as well as the dignity of all people. Through teaching of respect and observance of greater morality, members of the Greek community contribute to the betterment of society. Additionally, members are encouraged to explore and appreciate varying individual spiritual beliefs.

Brotherhood/Sisterhood. Through beliefs of common values and the celebration of individual ritual, fraternities and sororities seek to forge bonds between members that transcend the collegiate experience. Bonds are strengthened through social events, philanthropy, service to others and leadership opportunities. This shared experience perpetually ties members to alumni through mutual support and understanding. These deep connections between members form the foundation of Greek Life on Creighton's campus.

Other Guiding Documents

The four umbrella organization within the FSL community are the Inter-Fraternity and Panhellenic Councils (IFC and PHC, respectively), the Greek Standards Board (GSB), and Order of Omega. These organizations program and oversee the community, as well as hold their peers accountable to the decisions individuals or chapter may make. Appendix B and C are the IFC and PHC constitution and by-laws, respectively. Appendix D is an excerpt from the GSB manual; the Order of Omega constitution is Appendix E. Appendix F is the community event guidelines.

Community Structure, Guidance and Leadership

To best understand the perspectives used in the construction of this plan, background information on the FSL community and the Strategic Plan Task Force (SPTF) is detailed here. This information is provided to illustrate the current setting of the community and the external perspectives held by members of the SPTF.

FSL Organizational Structure

There are three levels within the current FSL organizational structure: chapter, umbrella organizations, and advising. Detailed information on each is provided, allowing for insight into the structure of the community.

Chapter. There are currently 14 chapter on campus: six fraternities and eight sororities. At this time, each chapter is governed by its respective council; the Interfraternity Council (IFC) governs the fraternities and the Panhellenic Council (PHC) governs the sororities. Each chapter

selects its own leadership and works with its respective national headquarters to abide by chapter policies. Collaboration is encouraged between chapters, with monthly presidents' meetings serving as the most structured form, currently.

Umbrella organizations. Four councils serve on behalf of the entire FSL community. All advised by the AD for FSL (GSB is co-advised by the AD of the Community Standards & Wellbeing) and perform different functions within the community.

Interfraternity council. IFC serves as the collective coordinating body and policy-making entity for the fraternity community. IFC is charged with creating programming of benefit for the entire FSL community and coordinating efforts of the individual fraternities in regard to scholarship, recruitment, philanthropy and outreach. The IFC executive team consists of seven elected men, and the general body holds two members from each active chapter.

Panhellenic council. PHC is the overarching body for the sorority community, serving to maintain inter-sorority relations and sorority life as a whole. The PHC executive council consists of nine women, and each chapter has two seats on the general council.

Greek standards board. This organization is the primary judicial body of the FSL community. Initially charged with addressing risk management, policy infractions and group discipline, GSB has since expanded its role to include social event behavior, hazing, conflict management, safe internet behavior, sexual health and assault and other risk management topics and issues. The IFC and PHC VPs of Judicial Affairs serve as co-chairs for this council.

Order of omega. As a national fraternity and sorority leadership honor society, Order of Omega consists of—at maximum—3% of the FSL community membership. This organization is charged to recognize, encourage, and inspire members of the FSL community, and Order of Omega serves as the group responsible for coordinating Greek Awards, BANG, and the Greek Leadership Retreat.

Advising. All chapter and councils are advised by the AD for FSL, housed within the Student Leadership & Involvement Center. This position is currently held by Margaret Zimmer, who will begin her seventh academic year in the fall of 2017. Each chapter is also required to have a faculty moderator, who serves as a University-sponsored advisor for a single chapter to ensure the organization abides by University policies and procedures. Based on each respective chapter's national advising structure, chapters may or may not have advising support provided through their national headquarters, as well.

Connection to Division of Student Life Strategic Goals

To provide the most integrated long-term direction for the FSL community, components of the strategic plan were intentionally linked with the strategic goals of the Division of Student Life. Below are the specific connections made between each strategic goal and this plan, followed by a listing of a few objectives that correspond to that goal. The list of objectives provided is not inclusive, but instead provides a brief snapshot of closely linked objectives.

Embracing inclusion in thoughts and actions. Creating an environment in which each individual feels included, represented, and able to speak their voice is one of the underlying themes of this proposal. By developing components of this proposal to provide opportunities for such inclusion, the overall unity and synergy of the community will increase. Objectives specifically linked to this strategic goal include:

- Developing a unified code of ethics for the FSL community (Self-Governance)

- Enhance Values-Based Programming (Evolvment)
- Create a culturally-based fraternal organization council and the addition of CBFOs (Evolvment)

Promoting wellbeing. In naming the FSL community’s intentional emphasis on bringing a holistic focus to wellbeing within this community, the Cura Personalis goal theme coincides with this strategic goal. Engaging members of the community in a thoughtful and holistic manner around the notion of wellbeing and presenting it in one, uniform model will bring consistency throughout the Division of Student Life. Objectives specifically linked to this strategic goal include:

- Develop a global component of the FSL experience (Cura Personalis)
- Defining wellness for the FSL Community (Cura Personalis)
- Increase engagement with faculty and staff (Cura Personalis)
- Update BANG (Cura Personalis)

Investing in the future of on-campus living. While the FSL community aspires to have its strategic plan embody all components of the DSL strategic goals, focusing on on-campus living is beyond the scope of this plan at this time.

Engage all students. Recognizing the size of the FSL community, having intentional opportunities to engage all members of the community will assist efforts to have Student Life enhance the experiences of students. Programming, development opportunities, and changes to FSL processes will assist in continuing to create touch points for more students. Objectives specifically linked to this strategic goal include:

- Create a culturally-based fraternal organization council (Evolvment)
- Addition of culturally-based fraternities and sororities (Evolvment)
- Extension of sorority community (Evolvment)
- Expansion of fraternity community (Evolvment)
- Enhance outreach efforts by IFC & PHC (Finding a Place at Creighton)

Being a nimble, learning organization. This strategic plan aims to provide an opportunity to rethink how the FSL community operates, at all levels of the organization. In doing so, this provides potential for new processes, procedures, and traditions to shape the FSL community. Objectives specifically linked to this strategic goal include:

- Transition to Fraternity & Sorority Life completely (Sharing Our Story)
- Evaluate and enhance traditional programming (Evolvment)
- Men’s recruitment process and training update (Evolvment)
- Women’s recruitment structure revision (Evolvment)
- Form new campus partnerships (Cura Personalis)

Strategic Plan Task Force Membership

It is important to introduce members of the SPTF, as they collected and analyzed the information presented in this document. Each member is listed below, including a brief description of their perspective within the SPTF.

- Lisa Brockhoff
 - Assistant Dean for Advising, College of Arts & Sciences
 - Affiliated with a local chapter

- Staff member at-large
- Katie Kelsey
 - Director, Student Leadership & Involvement Center
 - Affiliated member of the Creighton FSL community
 - Chair of the Strategic Plan Task Force
- Joey Kimes
 - Assistant Director, Leadership Programming
 - Affiliated member of a non-Creighton FSL community
 - Member of the SLIC staff
- Emma Rapp
 - Assistant Director, Transitions
 - Affiliated member of a non-Creighton FSL community
 - Member of the SLIC staff
- Molly Salisbury
 - Assistant Director, Programming and Student Organizations
 - Affiliated member of the Creighton FSL community
 - Member of the SLIC staff
- Isabelle Senechal
 - President-elect, Panhellenic Council
 - Affiliated member of the Creighton FSL community
 - Representing the sorority community
- Nate Sitti
 - President, Interfraternity Council
 - Affiliated member of the Creighton FSL community
 - Representing the fraternity community
- Curtis Taylor
 - Assistant Director, Multicultural Organizations and Programming
 - Affiliated member of a non-Creighton FSL community
 - Co-advisor of multicultural Greek chapters
- Rachel Vaca
 - Admissions Counselor, Creighton University Admissions
 - Affiliated member of the Creighton FSL community
 - Alumni member of the Creighton FSL community
- Margaret Zimmer
 - Assistant Director, Fraternity & Sorority Life
 - Affiliated member of the Creighton FSL community
 - Current advisor of the FSL community

Data Collection Process & Analysis

To best understand the recommended objectives and outcomes, this section details the process by which the task force reached this perspective. Throughout this process, the SPTF was proactive in soliciting as much information—from both Creighton’s campus and national

trends and best practices. This information was ultimately synthesized to process the recommendations detailed later in this section.

Identification of Need

In anticipation of recruitment, numbers from previous recruitment cycles were analyzed to gauge the interest and involvement within the FSL community. Noticing a growing number of students enrolling in men's and women's recruitment, respectively, a deeper look into the current status of the community was undertaken. This process was designed to see if there was a need for a future-oriented planning process to provide direction for the community.

Initial investigations into Creighton's FSL community showed that while the size of the community was consistently expanding, there was not a similar growth evident in other components of the FSL experience. Aside from the addition of Dance Marathon and the Pi Kappa Alpha fraternity, not much growth was visible since the completion of the previous strategic planning process for FSL. Pairing this stagnant trend within the Creighton community and the constant issues arising with the national FSL field, it was determined that a new, updated strategic plan would be optimal for the FSL community. Research on the current successes and challenges for the FSL community was identified as the initial step in this process.

Preliminary Work Group

After identifying the need for analysis into the current successes and challenges of the FSL community, a preliminary work group was pulled together. This group consisted of the Director of the SLIC and the four Assistant Directors. As a team, they conducted the initial stages of data collection and served as the responsible party for initiating the full strategic planning process. To avoid any biases during the planning and coordinating stages of data collection, the AD for FSL was intentionally removed from some conversations. Fresh eyes and perspectives—that is, those not intimately linked with the current status of Creighton's FSL—were viewed to be unbiased and able to analyze the data neutrally.

Survey launch. Initial data collection was done via a survey to the FSL community at large. The preliminary work group identified topics of interest within fraternity and sorority life. These topics were based on the current functioning of Creighton's FSL community in combination with trends in FSL communities across the country. Questions were generated to identify where the community felt it was successful and where it felt there was room to grow. Please see Appendix G for a link to the actual survey for a listing of the questions.

The survey was distributed to the FSL community on December 12, 2016 and remained open until January 15, 2017. During that time, 336 students within the FSL community completed the survey, providing a response rate of 28% of the FSL community. To note, this response rate was calculated prior to Spring 2017 recruitment. For a full listing of the survey results, please refer to Appendix H.

Identification of trends. Results of the survey were analyzed to identify common trends throughout the data. After individual trend identification, the preliminary work group

selected the following topics as trends within the Creighton FSL community they would like to gather more information on:

- Advising
- Expansion/Extension
- Leadership
- Programming
- Recognition and Reputation
- Recruitment
- Reporting and Paperwork
- Risk Management
- Rituals and Values

Focus groups. Between March 13 and March 24, focus groups were conducted around each of the aforementioned themes. Each chapter president was invited to have at least two members of their organization attend each focus group, with no limit to the number of individuals able to attend a session. Focus groups were led by members of the preliminary work group; questions to ask the group were identified from the survey results, with deeper lines of questioning organically arising within the session.

One member of either the IFC or PHC executive team was in attendance at each focus group to serve as a note taker to collect the data. All focus group participants were provided the same guiding information: be completely honest about their thoughts on the topics at hand, know that both positives and challenges within the FSL community would be highlighted within the focus groups, attendance at the focus groups would be denoted by how many from each chapter were present, all feedback would be taken down anonymously—the only demarcation of the speaker would be if their affiliation was to the fraternity or sorority community.

Along with the focus groups conducted with members of the FSL community, the preliminary work group also conducted focus groups with external stakeholders during the strategic planning development process. These groups included faculty, DSL staff members, non-DSL staff members, and unaffiliated undergraduate students. General perspectives, concerns, challenges, and successes of the FSL community were discussed within these sessions. Please refer to Appendix I for all notes collected during the focus groups.

Strategic Plan Task Force

Recognizing the hurdles associated with one office formulating a strategic plan for the FSL community without outside collaboration, the preliminary work group formed a formalized task force to analyze the data collected from the survey and focus groups. Members were intentionally selected to represent various perspectives that are critical to have around the table. For a full listing of members of the SPTF, please refer to the Community Structure and Leadership section of the document. The SPTF was charged with analyzing the collecting information and creating specific, measurable objectives for the FSL community to complete over the duration of the strategic plan timeline.

Development of goal themes. Each focus group's notes were individually discussed by the members of the SPTF. During this analysis, the task force would denote recurring topics and anything of interest, ranging from surprising successes to unexpected challenges to creative ideas. These topics, organized by focus group theme, are included in Appendix J. These topics were then clumped into broader themes that encompassed direction of where the strategic plan was aiming. Of these themes, four emerged as overarching themes, becoming the goal themes used to provide structure to the strategic plan as a whole:

- Self-Governance
- Sharing Our Story
- Evolvement
- Cura Personalis

Formation of goal objectives. With the goal themes identified, the SPTF returned to the topics denoted from the analysis of the focus groups and survey. These became the building blocks for the goal objectives. Using all information gathered, the SPTF developed 36 measurable goals to move the community in the direction identified throughout the process. Each objective is specific, measurable, and includes specific action steps and implementation outline. Objectives vary in terms of who is responsible for accomplishing it, and management of time and other resources were considered by the task force when flushing out the details for each goal objective. Appendix K contains a full listing of each goal objective, sorted by goal theme; Appendix L is a listing of all goal objectives sorted by implementation year, and Appendix M is sorted by responsible party.

Goal Themes and Objectives

Throughout the entire data collection process mentioned previously, preconceived themes and goals were avoided, as the task force wanted to remain unbiased while gathering information. At the conclusion of the data collection, the task force came together and analyzed the information; this process led to the identification of four major goal themes: Self-Governance, Sharing our Story, Evolvement, and Cura Personalis. The following section outlines each of the goal themes and provides a detailed description of each specific objective housed within the theme.

Self-Governance

This goal aims the Fraternity & Sorority community to toward becoming self-sufficient by holding community members accountable for their actions. Self-governance within the FSL community would allow for the community and its councils to hold each other accountable for both their successes and challenges. Themes within this goal include building a structure to support this level of accountability, providing students the tools and skills to effectively govern themselves, and cementing the role and responsibilities of the governing councils as agents of change and accountability. The student-driven plan will include: risk management, partnership with University offices, addressing current trends in higher education and FSL, training and education, etc. Specific objectives within this goal theme are listed in detail below.

Establish a formalized structure of self-governance within the FSL community.

Acknowledging the previous work to cultivate self-governance within the FSL community, it is critical to create structures to ensure these improvements are sustainable over time.

Formalized documentation of how the community will continue to practice self-governance moving beyond the scope of this plan will be required.

- Action Steps:
 - Year 1: Creation of various trainings designed to foster self-governance, including but not limited to behind closed doors, liability training, big brother/sister training, enhanced accountability training for chapter executives; create a marketing plan to incentivize community members to consider FSL positions of leadership; Review and amend all FSL governing documents.
 - Year 2: Evaluate and update trainings initiatives; Infuse self-governance into the re-envisioning of BANG; Introduction of legislative process and expectations of councils around passing legislation.
- Value add: Accountability and responsibility for the actions of the community; Ownership of new expectations
- Responsible Party: AD for FSL, IFC/PHC, Strategic Planning Task Force
- Implementation // Completion: 2018 // 2019

Standardize risk management protocols for chapter-sponsored events. Each chapter is required to follow the strictest set of policies guiding it; with limited university policies to assist with risk management, chapters currently default to their national organizations regulations. Creation of a standardized set of risk management protocols will not only provide consistency at all events with potential risk, but also assist in the collection of any needed information by the University.

- Action Steps:
 - Year 1: Collect current procedures and guidelines directing each chapter's risk management; Identify best practices nationally and at peer institutions.
 - Year 2: Institute community risk management protocols; Educate FSL community on the new guidelines and expectations.
- Value add: Unity and shared risk management responsibility across FSL community; Consistency between chapters on risk management procedures; University oversight and regulation of risk management operations
- Responsible Party: AD for FSL, GSB, Office of Community Standards & Wellbeing, chapter risk managers, chapter moderators
- Implementation // Completion: 2018 // 2019

Create a critical communications task force. Recognizing the current national climate about risk management in the FSL community, a task force to develop a critical communications plan will be formed. This plan/policies will include expectations for individual chapters, the councils, the Student Leadership & Involvement Center, and the Division of Student Life. Creating a structure to implement when these situations arise will help everyone to act quickly and will remove any surprises from the process.

- Action Steps:
 - Year 1: Identify members of task force; collect and analyze data from Creighton and peer institutions; Develop a critical communications response plan within the task force.
 - Year 2: Implement task force's recommended plan.
 - Year 3: Evaluate success of plan in its ability to mitigate miscommunication and unknown next steps, if applicable; Launch a revised plan, if applicable.
- Value add: Community ownership of critical response procedures; Shared understanding and expectations around critical communications
- Responsible Party: Director of SLIC
- Implementation // Completion: 2018 // 2020

Implementation of critical response protocol and reporting. To improve communications from chapters to the AD of FSL around incidents arising at events, a critical response protocol and reporting system will be introduced. This reporting process will create a method to provide detailed and timely descriptions of incidents in a way to provide both support and critical follow-up afterwards. This process will include formal documentation of incidents that will be shared with the Office of Community Standards & Wellbeing.

- Action Steps:
 - Year 1: Introduce new expectations to FSL community around critical response reporting; gather current policies and procedures guiding risk management and incident reporting for individual chapters.
 - Year 2: Launch online incident report (IR) form via CU Involved; Implementation of new process and protocols.
 - Year 3: Revise critical response protocol, if necessary; Develop any new policies and procedures to confirm expectations around new protocol.
- Value add: Consistent critical response protocol across community; Adds clear communication processes for reporting; Formalizes expectations and roles during critical response protocols
- Responsible Party: AD for FSL, Office of Community Standards & Wellbeing, & GSB
- Implementation // Completion: 2018 // 2020

Develop a unified code of ethics for the FSL community. Establishing a shared, community-wide code of ethics statement for the entire FSL community will help to unite the group around consistent expectations. This document will be drafted by the governing councils, with the expectation that each new member to the community will sign the code of ethics, thus agreeing to uphold it. By proactively addressing the expected ethical behaviors of members of the FSL community, holding oneself and peers accountable should become common practice.

- Action Steps:
 - Year 2: Develop and articulate a code of ethics; Introduce to community as a whole.

- Value add: Accountability of self and others to uphold expectations; Footing to stand on when addressing issues.
- Responsible Party: AD for FSL & IFC/PHC
- Implementation // Completion: 2019 // 2019

Proactively address current issues, best practices, and/or trends impacting the FSL community. In today's society, issues on one campus can quickly become national headlines. To ensure members of the FSL community are learning from the experiences of their peers across the country, current issues, best practices, and trends will be built into FSL experience. From engaged conversations at president's meetings to shared reads in the FSL newsletter, students will actively engage to learn from their peers across the country.

- Action Steps:
 - Year 1: Incorporate conversations around best practices/current issues/trends into president's meeting; Present multiple sources and perspectives on issues within the FSL newsletter.
 - Year 2: Topics ideas solely generated by students.
- Value add: Education from national peers; Recognition of how to address issues when they arise
- Responsible Party: AD for FSL, Order of Omega & IFC/PHC
- Implementation // Completion: 2018 // 2019

Review all policies and guiding documents. With emphasis being given toward updating all aspects of the FSL experience that may or may not be out of date, it is crucial to include policies and governing documents in that process. All governing councils will be responsible for reviewing and updating policies to reflect both the current status of the community and the ongoing process of moving toward self-governance.

- Action Steps:
 - Year 1: Begin policy review of risk management and new member education.
 - Year 2: Begin policy review of chapter and community social programming and philanthropy efforts.
 - Year 3: Begin policy review of financial documents and recruitment; Review any remaining policies.
- Value add: Update policies and procedures to reflect current status of community; Provide ownership for what policies are; Increase accountability amongst peers
- Responsible Party: AD for FSL & IFC/PHC
- Implementation // Completion: 2018 // 2020

Sharing our Story

This goal aims to build communication and reporting structures into the daily workings of the Fraternity & Sorority community. Improving communication within the community will propel both chapters and the community at large to excel. Chapter to chapter communications, ease and structure of reporting information to the University, and educating members on the roles of the governing organizations are themes within this goal. Communicating outside of the

community focuses on taking control of the message presented to external audiences, primarily through the celebration of positive accomplishments by members of the Fraternity & Sorority community and addressing stereotypes associated with the community. Specific objectives within this goal theme are listed in detail below.

[Transition to Fraternity & Sorority Life completely.](#) Best practice in higher education has institutions transitioning from Greek Life to Fraternity & Sorority Life. While simple at first glance, this goal includes both the rebranding of any print or digital materials to include “Fraternity & Sorority Life” and changing the campus culture around the usage of “Greek Life.” This transition will help to lessen the stigma associated with “Greek Life” and unite the community.

- Action Steps:
 - Year 1: AD for FSL updates all digital communications to include new brand; IFC/PHC share message with chapters; SLIC staff ceases to use the term “Greek Life.”
 - Year 2: All print and display pieces are updated to remove “Greek Life,” including but not limited to signage, awards, apparel and informational publications.
- Value add: Consistent image for FSL community; Removal of “Greek Life” stigmas
- Responsible Party: AD for FSL, IFC, PHC
- Implementation // Completion: 2018 // 2019

[Launch a monthly newsletter.](#) The AD for FSL will create a monthly newsletter. This newsletter will include—at minimum—a letter from the AD for FSL, a calendar of events for the month, and a chapter spotlight; the newsletter will expand to include new items based on student feedback. This newsletter will help keep the entire community informed and will relieve chapter president and delegates from being the only official forms of communication with their chapter membership.

- Action Steps:
 - Year 1: AD for FSL will create monthly newsletter and work with SLIC Admin to build it within Mailchimp.
 - Year 2: Transition development and creation of newsletter to IFC/PHC councils.
 - Year 3: Regular maintenance and oversight of the newsletter falls to IFC/PHC completely.
- Value add: Positive, community-wide communications; Limits miscommunications from not appropriately sharing information with chapter at-large
- Responsible Party: Initial—AD for FSL // Long-term—IFC & PHC
- Implementation // Completion: 2018 // 2020

[Facilitate position-specific roundtable discussions for chapter leadership.](#) Similar in format to President Meetings, the AD for FSL will begin hosting monthly meetings with risk managers and new member educators. These meetings will allow time for the AD of FSL to share expectations and timelines, as well as time for officers to bring their concerns and struggles to the group to get advisor and peer feedback. This will also be an opportunity to build trust between the AD for FSL and more leaders within the community

- Action Steps:
 - Year 1: Begin roundtable discussions with chapter risk management executives and new member educators.
 - Year 2: Begin roundtable discussions with chapter social programming executives and philanthropy chairs.
 - Year 3: Begin roundtable discussions with chapter finance executives/treasurers and recruitment chairs.
 - Year 4: Add in any remaining roundtable discussions.
- Value add: Build trust between chapter leaders and AD for FSL; Generate peer feedback to issues; Create direct contact between AD for FSL and more chapter leadership
- Responsible Party: AD for FSL
- Implementation // Completion: 2018 // 2021

Host training sessions to better understand and utilize CU Involved. CU Involved can become the chief online resources for the FSL community. Trainings for chapter leadership will evolve over time, moving from an introduction to basic forms and policies to innovative ways to maximize this resource for both chapters and the community at large. This objective will make fraternities and sororities the premier CU Involved users on campus.

- Action Steps:
 - Year 1: Training by AD for Students Orgs will focus on basic usage of the tool, tailored to specific positions.
 - Year 2: IFC/PHC are responsible for ensuring basic CU Involved information is passed along to new chapter leadership.
 - Year 3: New uses for CU Involved are introduced to community in trainings by AD of Student Orgs and will include—but not limited to—curriculum development, service hours tracking, and online document storage.
 - Year 5: Updated training on innovate usages of CU Involved to include new components introduced by CollegiateLink.
- Value add: Better understanding of policies, forms, and other documentations; Allows for deeper data collection and analysis from chapters for assessment purposes; Streamlines procedures
- Responsible Party: AD for FSL & AD for Student Orgs
- Implementation // Completion: 2018 // 2022

Create a calendar of events for entire community. With no centralized listing of all events hosted by, sponsored by, or directed at the FSL community, it is difficult to maintain balance and deter over-programming the community. This calendar will alleviate those concerns, as well as provide the community a structured way to schedule events in the future that don't overlap with other community events.

- Action Steps:
 - Year 2: Collect all chapter dates in first Presidents Meeting; hold chapter leadership accountable to maintaining provided dates.

- Year 3: Calendar of all events will be created and disseminated to all members of the community, including being published on SLIC website.
- Year 5: Integrate the calendar with the MyCreighton app.
- Value add: Balance programmatic efforts across chapters; Reduce high-volume programming weekends; Share programs with the greater Creighton community
- Responsible Party: AD for FSL & Chapter Presidents
- Implementation // Completion: 2019 // 2022

Better manage programmatic elements of the community. To address over-programming and inaccurate marketing efforts, the programmatic elements of the FSL community will be better managed moving forward. This will consist of more proactive notice about all community-wide mandatory programming, requirements of any community-sponsored programming, and enhanced incentives to participate in community programming.

- Action Steps:
 - Year 1: Proactively create a system for providing notifications on mandatory programs to bolster awareness.
 - Year 2: Facilitate a collaborative scheduling process to address high-volume programming times.
 - Year 3: Incentivize attendance at mandatory FSL community events via a connection to end-of-the-year chapter recognition.
- Value add: Builds unity amongst the FSL community; Streamlines conflicting messages around programming; Outlines clear expectations around program attendance
- Responsible Party: IFC/PHC
- Implementation // Completion: 2018 // 2020

Evaluate and update Fraternity & Sorority Life awards. Awards are designed to celebrate successes of the FSL community, and to ensure the awards are still reflective of the current values and needs of the community, they will be updated. This will include updated all components of the award process: award criteria, criteria dissemination, nomination timelines, evaluation criteria, selection process, award ceremony, and list of awards.

- Action Steps:
 - Year 2: Evaluate the current processes surrounding all components of FSL awards and establish a new structure for recognizing individual and chapter success; Launch new awards plan.
 - Year 3: Assess successes and challenges of new recognition plan; Update award processes as necessary to finalize new recognition structure.
- Value add: Establish a recognition plan representative of the current needs of the FSL community; Correct currently distaste around awards; Develop unity within FSL community
- Responsible Party: Order of Omega
- Implementation // Completion: 2019 // 2020

Initiate a peer kudos program. Rather than only celebrating the successes of the FSL community, its chapters, and its individuals at the awards ceremony, a peer kudos program will be instituted to facilitate ongoing recognition. This structure will be a way for FSL community members to personally recognize their peers.

- Action Steps:
 - Year 2: Create a process to submit kudos; Manage the system to prevent disrespectful or hurtful comments from being include; Develop a method to share kudos with both the individual receiving recognition and the community at-large.
- Value add: Ongoing positive recognition and reinforcement
- Responsible Party: Chapter Presidents
- Implementation // Completion: 2019 // 2019

Evaluate and update Greek Measure. Originally created to mirror the expectations of chapter's national headquarters, the current Greek Measure is outdated, tedious, and unclear to a large majority of the FSL community. Updating this document to better reflect the current expectations for the community and include new components introduced in the strategic plan will collect more relevant and beneficial information from chapters.

- Action Steps:
 - Year 3: Evaluate the current Measure to identify adaptations; Identify components of new wellness model to incorporate into Measure; Develop a Measure able to collect pertinent data for assessment and sharing the story of the FSL community; Launch new measure at year end.
 - Year 4: Evaluate and revise the updated Measure to best meet the needs of the community.
- Value add: Aligns Measure with updated goals and vision of the FSL community; Removes layer of mystery from Measure
- Responsible Party: AD for FSL & Chapter Presidents
- Implementation // Completion: 2020 // 2021

Increase engagement with faculty and staff. To bolster additional support of the FSL community, engagement from faculty and staff members on campus will need to be generated. Doing so will consist of both a sharing of information about the FSL community on this campus and the invitation to participate in different aspects of the community. Detailed moderator training will also be included within this objective.

- Action Steps:
 - Year 2: Update FSL chapter moderator training; Outline plan to engage faculty and staff members; Invite faculty and staff to various FSL events.
 - Year 3: Execute the engagement plan for faculty and staff.
- Value add: Expand FSL network of support; Take control of FSL's image amongst faculty and staff
- Responsible Party: AD for FSL & chapter moderators
- Implementation // Completion: 2019 // 2020

Enhance outreach efforts by IFC & PHC. IFC & PHC will educate the FSL community as to what their role is within the community. This messaging will include, at minimum: the roles and responsibilities of council, duties of each position on the executive team, information on individuals currently holding each position, role within judicial process, GSB, Order of Omega, etc. FSL community outreach will lead to better utilization of the councils and knowledge of the scope of the community.

- Action Steps:
 - Year 1: Educate members of the FSL community via monthly newsletter, social media, and website; Develop plan to further educate community on role of councils.
 - Year 2: Enact additional outreach methods within the FSL community; Identify outreach methods for campus.
 - Year 3: Create outreach materials for those outside of the FSL community, including PNMs, unaffiliated students, alumni, parents/families, faculty and staff.
- Value add: Ownership of the FSL message; Clarity around the role of IFC/PHC; Better utilization of councils and resources
- Responsible Party: IFC/PHC
Implementation // Completion: 2018 // 2020

Evolution

This goal aims to harness the positive momentum experienced by a growing Fraternity & Sorority community. Doing so entails identifying and adequately expanding necessary components of the Fraternity & Sorority community to ensure the anticipated Greek experience is not altered by the growth in the population. With the increase in community size, evaluating the necessity of the expansion and extension processes, growing traditional programs to be inclusive of the larger community, and assessing the support needed by the community fall within this goal. Specific objectives within this goal theme are listed in detail below.

Evaluate and enhance traditional programming. To add value to the FSL experience, traditional programming put on by the community needs to be evaluated and enhanced. Traditional programming includes Greek Week, Common Unity Week, Greek Awards, and Dance Marathon. Program updates will provide additional opportunities for increased student participation, revised events to fit the current status of the community, and elevated levels of energy around the events. Over time, these programs will grow and responsibility for them will expand to include more student-led committees.

- Action Steps:
 - Year 1: Evaluate and restructure weeklong programming offered by IFC/PHC: Greek Week and Common Unity.
 - Year 2: Formation of programming committees to support councils in the facilitation of week-long programming; Re-envision Greek Awards.
 - Year 3: Evaluate and update Dance Marathon.

- Year 4: Address any remaining traditional programming within the FSL community.
- Value add: Increased interest and participation in programming; New community-building opportunities for FSL community
- Responsible Party: AD for FSL & IFC/PHC
- Implementation // Completion: 2018 // 2020

[Enhance values-based programming.](#) The FSL community will increase and enhance its values-based programming. Programming will focus on the values of the community while also incorporating surrounding topics of diversity and inclusion. Intentional programming focused on values, diversity, inclusion, justice, faith, and safety will allow members to both take ownership of the community's perspective on these topics and develop well-rounded members with an awareness of these critical issues.

- Action Steps:
 - Year 2: Partner with other entities to best leverage other values-based programming opportunities.
 - Year 3: Map a plan for innovative programming within a variety of topics; Launch diversity and inclusion programming.
 - Year 5: Ownership of new programming and continuous campus connection falls to IFC/PHC.
- Value add: Complements University goal to address diversity and inclusion; Develops more well-rounded, holistic students
- Responsible Party: AD for FSL & CIC
- Implementation // Completion: 2019 // 2022

[Men's recruitment process and training update.](#) The recruitment process for men will be updated to include training for fraternity men around appropriate interactions with potential new members (PNMs) and address any structural inefficiencies with recruitment. Updates to this process will provide a more inclusive environment for all PNMs, thus cultivating a more values-oriented recruitment process.

- Action Steps:
 - Year 1: Update recruitment policies and procedures to add clarity; Introduce recruitment trainings to fraternity community.
 - Year 2: Evaluate new policies and structures.
 - Year 3: Revise recruitment updates as needed.
- Value add: Enhance recruitment experience for PNMs and active members; Add structure to the fraternity recruitment process
- Responsible Party: AD for FSL, IFC, Chapter recruitment chairs
- Implementation // Completion: 2018 // 2020

[Women's recruitment structure revision.](#) The recruitment process for women will be evaluated and updated to meet current National Panhellenic Council standards around values-based recruitment. Space and logistics for women's recruitment will be addressed to best

support the current size of the sorority community and potential future sizes of the sorority community. Updates to the recruitment process and structure will proactively address the space limitations faced during recruitment experienced with the addition of future chapters on campus.

- Action Steps:
 - Year 1: Educate sorority community on NPC guidelines around values-based recruitment; Develop plan to phase into community.
 - Year 2: Evaluate recruitment space and logistics; Develop proposal for new recruitment structure to support additional chapters on campus.
 - Year 3: Implement new recruitment structure.
 - Year 4: Evaluate new policies and structures.
 - Year 5: Revise recruitment updates as needed.
- Value add: Address serious obstacles with space and logistics for women's recruitment; Adhere to the values-based policies and expectations of NPC
- Responsible Party: AD for FSL, PHC, Chapter recruitment chairs
- Implementation // Completion: 2018 // 2022

[Create a culturally-based fraternal organization council.](#) Culturally-based fraternities and sororities are growing on campus. To accommodate the growth of this community, the FSL community will add at least one Culturally-based fraternal organization (CBFO) Council. This council will provide oversight, governance and a voice for the CBFO chapters on Creighton's campus.

- Action Steps:
 - Year 1: Create policy on expectations and guidelines around CBFO chapter recruitment/intake; Educate current chapter members on recruitment best practices.
 - Year 2: Submit formal proposal on the formation of the CBFO council.
- Value add: Self-governance of CBFO chapters
- Responsible Party: AD for FSL & CIC
- Implementation // Completion: 2018 // 2019

[Expansion of the fraternity community.](#) Data at Creighton shows that 33.2% (2017) and 43.3% (2016) of men eligible did not receive a bid to join a chapter. To increase the opportunity for more men to join chapter, the FSL community will begin to solicit interest from North-American Interfraternity Conference (NIC) chapters to expand the fraternity community. While there is not a national average of men who don't receive bids, the goal is to return to the lowest recorded percentage of men not receiving bids; 18% of men did not receive bids in 2003, with five chapters on campus.

- Action Steps:
 - Year 2: Draft proposal on the impact of adding a fraternity chapter(s) to campus.
 - Year 4: Add new fraternity chapter to campus.
 - Year 5: Evaluate the need for additional chapter(s) added to community.

- Year 6: Add new fraternity chapter to campus, if deemed necessary.
- Value add: Involvement of more men in fraternity community; Creates additional options for PNMs
- Responsible Party: SLIC Director, AD for FSL, IFC, Chapter presidents
- Implementation // Completion: 2019 // 2021

Extension of the sorority community. Sororities—after recruitment—currently have total near 170, creating a chapter size more comparable to that of large, state institutions than Creighton’s peer institutions. Current sorority women indicated their ideal sorority chapter size would be around 120, and the best avenue to reach this size is through the extension process. To get sorority total closer to 120, an aggressive strategy will be implemented to stack chapters during the extension process.

- Action Steps:
 - Year 2: Draft proposal on the impact of adding a sorority chapter(s) to campus.
 - Year 3: Add new sorority chapter to campus.
 - Year 4: Evaluate the need for additional chapter(s) added to community.
 - Year 5: Add new sorority chapter to campus, if deemed necessary.
- Value add: Regulates chapter total; Creates additional options for PNMs
- Responsible Party: SLIC Director, AD for FSL, PHC, Chapter presidents
- Implementation // Completion: 2019 // 2021

Addition of culturally-based fraternities and sororities. Interest in culturally-based fraternities and sororities is rising, yet the current status of this community is not equipped to best support this interest. In consultation with the CIC and their recommendation, this process should continue until representation of additional culturally-based organizations are available to students seeking membership, regardless of cultural affiliation. The FSL community will expand to include additional CBFO fraternity and sorority chapters. Expansion of CBFO chapters will also support the objective of creating and maintaining a CBFO Council.

- Action Steps:
 - Year 1: Develop policy on the addition of new CBFO chapters to campus.
 - Year 2: Draft proposal on the impact of adding CBFO chapter(s) to campus.
 - Year 3: Add new culturally-based fraternity and sorority to campus.
- Value add: Support the growing interests around CBFO organizations; Creates additional options for PNMs
- Responsible Party: AD for FSL & CIC
- Implementation // Completion: 2018 // 2020

Facilitate and FSL-community focused leadership retreat. Significant change to the FSL community will be prompted by the launch of the strategic plan. To continue to involve students in the process of leading the community through this change, a leadership retreat will be hosted. Similar to the IMPACT retreat, it will acknowledge the current challenges and struggles of the community and allow students to create a direction for where the community will be headed.

- Action Steps:
 - Year 3: Coordinate content for retreat; Collaborate with IFC/PHC for participant enrollment.
- Value add: Leadership development for FSL community members; Continued engagement with evolving FSL community
- Responsible Party: AD for FSL, AD for Leadership, Order of Omega
- Implementation // Completion: 2020 // 2020

Identify resources and needs for the FSL community. Resources to support the FSL community have not been re-evaluated at this time, providing an opportunity for strategic plan objectives to be executed before making any recommendations on reallocating resources. Convening a task force to evaluate the current allocation of resources in the midst of the strategic plan's execution will provide a more realistic interpretation of need. Resources needs to be addressed include: funding, revenue generation, staffing, space, etc.

- Action Steps:
 - Year 3: Task force reconvenes to evaluate process and challenges of strategic plan.
 - Year 4: Draft proposal to recommend reallocation of existing resources and benefit of additional resources.
- Value add: Measurement of strategic plan successes and challenges; Reallocation of resources to support new initiatives
- Responsible Party: SLIC Director & Strategic Plan Task Force
- Implementation // Completion: 2020 // 2022

Cura Personalis

This goal aims to intentionally care for the entirety of each person within the Fraternity & Sorority community. Providing opportunities to highlight all aspects of wellness and care will allow for community members to develop into well-rounded individuals throughout their time in the community. Focusing on better engaging all community members, establishing consistent risk management procedures rooted in care, and providing pertinent educational opportunities via intentional programming highlight themes within this goal. Specific objectives within this goal theme are listed in detail below.

Enhance hazing prevention education. Based on current trends and best practices with the FSL community, it is necessary to expand our hazing prevention education and efforts. This will unite all campus partners to include various topics and information for all levels of the FSL community. Enhancements to these educational programs include, but is not limited to: intentional shift in education to active members, training for potential "bigs" prior to recruitment, new member education prior to chapter affiliation, providing education in the fall semester, and updating Hazing Prevention Week.

- Action Steps:

- Year 1: Develop fall hazing prevention programming to complement spring's Hazing Prevention Week; Required education for potential "bigs" on hazing; Revamp Hazing Prevention Week.
- Year 2: Evaluate new programs and resources.
- Value add: Knowledge on hazing; Ability to intervene as bystanders; Proactively address growing concern in national FSL community
- Responsible Party: AD for FSL, GSB, Office of Community Standards & Wellbeing
- Implementation // Completion: 2018 // 2019

Define wellbeing for the Fraternity and Sorority Life community. Wellbeing is an area with large opportunity for programming and education, as it both develops students and provides care for the whole person. Incorporating aspects of physical, mental, emotional, and spiritual, environmental wellness and more, this definition of wellbeing and accompanying model can guide so students can be cared for fully.

- Action Steps:
 - Year 2: Establish a model of wellbeing to base holistic programming around; Introduce model and surrounding expectations to the FSL community.
- Value add: Provides guiding lens for all functions within the FSL community; Adheres to University focus on wellbeing; Develops well-rounded, holistic students
- Responsible Party: AD for FSL, CREW, Chapter presidents
- Implementation // Completion: 2019 // 2019

Develop wellbeing programming around selected wellbeing model. After defining wellbeing for the community, intentional programming will be launched to infuse this model into all components of the FSL experience. Programs and expectations around them will be developed to find balance between providing valuable educational opportunities and over-programming the FSL community.

- Action Steps:
 - Year 3: Update existing programs to infuse with aspects of wellbeing.
 - Year 4: Introduce new programs designed around the wellbeing model; Launch a program attendance tracking system to gauge individual/chapter attendance; Develop a method to support chapter programs incorporating components of wellbeing.
 - Year 5: Evaluate and reassess the selected wellbeing model and programming.
- Value add: Provides Develops well-rounded, holistic students; Ensures various wellbeing topics are addressed within FSL community
- Responsible Party: AD for FSL, CREW, Chapter presidents
- Implementation // Completion: 2020 // 2022

Educate students on the "why" behind policies. Students often question why policies are in place, accusing the policies of being hurdles rather than protection. Creating a way to positively inform members of the community on not just what a policy is an how to adhere to it,

but also the motivation behind its implementation will increase compliance with policies as understanding of the impetus for the policy increases.

- Action Steps:
 - Year 1: Build this message into meetings and trainings, when possible; Focus on providing detailed background information around policies during officer transitions.
 - Year 2: Add a newsletter component to share this message with the FSL community at-large; Develop FSL community expectations around transparent policy creation when greatly impacting the community.
 - Year 3: Launch a digital database including all policies impacting the FSL community.
- Value add: Transparency between FSL community and University
- Responsible Party: AD for FSL & Office of Community Standards & Wellbeing
- Implementation // Completion: 2018 // 2020

[Update BANG](#). Becoming a New Greek (BANG) is an unstructured program designed to welcome new members in the FSL community. Structure and consistency need to be added to BANG to ensure all new members regularly receive a similar message. Topics to potentially include in BANG include, but are not limited to: hazing and risk management, information on each individual chapter, guiding policies and expectations, roles of governing councils, etc.

- Action Steps:
 - Year 1: Evaluate data on the current program model; Identify a consistent structure to use on an annual basis to educate new members.
 - Year 2: Launch new structure and name of all-FSL new member education.
 - Year 3: Assess learning from new structure; Revise training accordingly.
 - Year 4: Implement final version of all-FSL new member education training.
- Value add: Consistent new member education; Research-supported programming for new members
- Responsible Party: AD for FSL, Order of Omega, Office of Community Standards & Wellbeing
- Implementation // Completion: 2018 // 2021

[Form new campus partnerships](#). To provide the best FSL experience to members, the community will develop new campus partnerships to both expose members to new aspects of campus and allow campus experts to educate members. Partnerships will be more than just financial; each partnership will add its own unique value to the FSL experience.

- Action Steps:
 - Year 2: identify current campus partners and value added with partnership.
 - Year 3: Identify potential new campus partnerships; Meet with potential partners to construct mutual value of relationship.
 - Year 4: Bring new partnerships to life within the FSL community.
- Value add: Diversity support of FSL community; Collaboration across campus
- Responsible Party: IFC/PHC

- Implementation // Completion: 2019 // 2021

Develop a global component of the FSL experience. As the FSL experience evolves with the implementation of the components of the strategic plan, it is important to keep the objectives of the FSL community in line with those of the University. Cultivating a global perspective amongst students is a University goal, leading the FSL community to create a global component for its students.

- Action Steps:
 - Year 5: Assess the FSL community's global competency; Create a global experience to engage students with connecting aspects of their FSL experience with a developing global perspective.
- Value add: Cultivate a global perspective; Align FSL values with institutional objectives
- Responsible Party: AD for FSL & IFC/PHC
- Implementation // Completion: 2022 // 2022

Evaluation

The following sections will detail how the aforementioned plan will be evaluated. This evaluation will determine initial success of the plan and guide any future amendments to the plan. It is important to note that individual goal objectives will undergo individual assessments, as mentioned—when applicable—with that specific objective above; this evaluation plan will determine the success of the strategic plan as a whole.

Measurements of Success

As objectives are initiated and formally welded into the FSL community and structure, it is important to proactively outline measures of success. Below is a list of measurable factors to determine the level of success of the strategic plan as a whole.

- Improved student ratings on the Skyfactor assessment pertaining to FSL
- Increased event attendance
- Increased enrollment in recruitment and intake processes
- Declined numbers of unreported risk management incidents experienced by the FSL community
- Fluid communication plan and sharing of information
- Incorporation of wellness into FSL
- Increased levels of taking initiative within FSL executives

The aforementioned factors will not be able to measure impact for individual objectives; that is, these factors will not determine which objectives are having the most positive or negative impact on the measurement of success. These simply measure the level of overall success. Assessment and evaluation of individual objectives will be required to assess the level of impact a singular objective may have on the FSL community.

Evaluation Timeline & Procedure

As mentioned in some of the goal objectives, the SPTF is reconvening in three years to provide continued guidance to some of the specific outcomes. At this same point, the task force will evaluate the current standing and trajectory of the strategic plan's execution. Evaluation at that time will be based on the previously mentioned measurements of success and any data on evaluation of individual objectives.

Appendices

Appendix A: Index of Abbreviations

AD for FSL:	Assistant Director for Fraternity & Sorority Life
AD for Leadership:	Assistant Director for Leadership Programming
AD for Student Org:	Assistant Director for Programming and Student Organizations
BANG:	Being a New Greek
CBFO:	Culturally-Based Fraternal Organization
CIC:	Creighton Intercultural Center
CREW:	Campus Recreation and Wellness
DSL:	Division of Student Life
FSL:	Fraternity & Sorority Life
GLTF:	Greek Life Task Force
GSB:	Greek Standards Board
IFC:	Interfraternity Council
NPHC:	National Panhellenic Council
OoO:	Order of Omega
PHC:	Panhellenic Council
PNM:	Potential New Member
SLIC:	Student Leadership & Involvement Center
SPTF:	Strategic Planning Task Force

Article I – Name of Organization

Section 1: This organization shall be called the Creighton University Inter-Fraternity Council (hereafter referred to as the IFC).

Article II – Purpose and Objectives

Section 1: The purpose of the IFC is to act as the governing body of its constituent chapters, namely: Phi Kappa Psi, Sigma Alpha Epsilon, Sigma Phi Epsilon, Phi Delta Theta, Beta Theta Pi, and Pi Kappa Alpha; and to act as a liaison among the constituent fraternities, as well as those fraternities and the University.

Section 2: The Objectives are as follows:

- A. To serve as the legislative body for the fraternal community.
- B. To serve as the mediator for Inter-Fraternity grievances and conflict resolution.
- C. To represent the fraternal community in University/fraternity relations.
- D. To provide education and services to fraternity members.
- E. To promote Greek unity.

Article III – Organization

Section 1: Delegation of Powers; All powers not delegated to the IFC by this constitution shall be left up to the individual chapters seeing their actions are in accordance with the Greek Event Guidelines and the University Code of Conduct.

Article IV – Membership

Section 1: This council shall be comprised of only the following members:

- A. Social fraternities as registered by the University and this council.
- B. One non-voting representative of the Division of Student Life. This person shall serve as the Fraternity and Sorority Life Advisor.

Section 2: Upon application for registrations, a fraternity will follow the standard student organization procedure.

Section 3: Each fraternity shall have two representatives. These representatives must be any active member in good standing.

- A. One representative shall be the primary voting representative and the other shall be the alternate representative.
- B. Each primary voting representative, and therefore each fraternity, shall have one vote in the council
- C. Delegate term length, for both primary and alternate will be one calendar year.
- D. The representative shall be the liaison between the executive council and the member chapters. They shall relay all information between the two bodies. The representative

shall take all matters needing a vote to their respective chapters for discussion, and then vote on behalf of their chapter in the IFC meeting.

- E. It is the responsibility of the primary voting member to attend each and every full council meeting. In the event that the primary delegate cannot make it, the alternate delegate may take the place of the primary delegate,
- F. If the primary delegate cannot attend a meeting, he must contact either the president, or the vice president of Finance and Administration. The primary delegate will have one unexcused absence. Two unexcused absences, or excessive excused absences, by the primary voting member will cause him to be permanently removed from his position. He would be replaced by the alternate representative from his chapter, and the chapter would appoint a new man to the position of alternate delegate.
- G. The responsibilities of the voting delegate include:
 - a. Attend weekly meetings.
 - b. Serve on one IFC committee
 - c. Assist that committee with any and all events.
 - d. Relay information back to their chapters from the full council meetings.

Article V – Officers

Section 1: The executive officers of the IFC shall be as follows:

- A. President
- B. Vice President of Finance and Administration
- C. Vice President of Judicial Affairs
- D. Vice President of Programming
- E. Vice President of Public Relations
- F. Vice President of Recruitment
- G. Vice President of Mission and Service.

Section 2: Election of Executive Officers shall be elected in mid-November of each year by a majority vote of each member chapter.

- A. Applications for IFC President will go out one week before applications for Vice President positions and interviews for IFC President will be held one week before interviews for Vice President positions.
- B. Following the interview of presidential candidates, the IFC Election Committee shall make their selection of who they would like to slate as president, and that man will immediately present a short speech to the IFC delegates.
 - a. Following that speech, chapter delegates will vote to confirm the choice of the IFC Election Committee.
- C. Officers shall be installed at the first meeting in February and shall serve a one-year term.
- D. Any fraternity man in good standing with their chapter and Creighton University may apply for an executive officer position via an application distributed the first week of November.
- E. The IFC Executive Council shall review all applications and invite qualified applicants to interview for each of the six positions.

- F. The IFC Election Committee shall be composed of all current IFC Executive officers not running for re-election and must represent every active chapter on campus.
 - a. In the event that not every chapter is represented, the unrepresented chapter(s) will be allowed to send a delegate forward to serve on the election committee. This delegate must be the chapter president. In the event that the chapter president is unable to sit on the committee he shall be allowed to designate a member of his choosing to take his place. If the president is unable to serve and must designate a replacement; he must submit the name of his replacement to both the Greek Advisor and the IFC President 48 hours prior to the meeting of the election committee.
 - b. Failure to submit this name in such a fashion will result in forfeiture of the seat on the Election Committee.
 - c. Exceptions may be made to this in extreme cases under the authority of the Greek Advisor and IFC President.
- G. The Greek Advisor will be allowed to sit on the Election Committee, but will not have any voting privileges.
- H. The IFC Election Committee shall only be allowed to cast as many votes as there are active chapters on campus.
- I. In the event of there being two non-returning current executive officers from the same chapter, both will be allowed to serve on the Election Committee and participate in discussion; but will only be allowed to cast one vote.
- J. Current IFC officers that wish to re-run for an IFC Executive Officer position will not be able to sit on the IFC Election Committee.
- K. The IFC Election Committee shall select the best-qualified candidates for each executive position and present their choices to the representatives for approval.
- L. All candidates must be present at the meeting when voting occurs to be eligible for consideration.
 - a. Prior to the vote, each candidate may give a speech limited to five minutes.
- M. The delegates will vote on each position. A majority vote is required by the IFC to approve the slated candidate.
- N. If a candidate is not approved, IFC will reopen the position to the original pool of candidates.
- O. Candidates seeking the President position must fulfill at least one of the following requirements:
 - a. Serve as an Inter-Fraternity Council delegate for a full school semester.
 - b. Have served on the executive board of the Inter-Fraternity Council
 - c. Have served on the executive board of their respective chapter and attend at least three full council meetings during the term prior to the new election
- P. An individual shall be permitted to hold the same executive officer position for two terms, if the President position is filled by a returning IFC Executive officer.
- Q. No individual shall be allowed on the executive board for more than two, full consecutive terms.

- R. Each member chapter shall be limited to only two Vice President positions at any time. The best qualified applicants will be selected for each executive position, however at least three chapters must be represented on the council.
- S. Chapter presidents are not allowed to submit applications for executive positions on IFC unless they also choose to forfeit their role as chapter president prior to the submission of their application.

Section 3: Removal of Executive Officer: Officers failing to fulfill the given responsibilities and duties may be removed by the IFC. The removal of an officer requires a majority vote of the legislative body present, following the written notification of the officer in question.

Section 4: Replacement of Executive Officers

In the case where the President resigns or is removed from office, the Vice President of Recruitment will immediately fill the position until a new election has been completed. The two-week nomination and election process outlined in Section 2 shall begin immediately, during the first meeting at which the vacancy is announced.

All other executive officer positions found to be vacant shall be filled by election immediately, using the election process outlined in Section 2. The position will not be limited to the previous chapter.

Section 5: Executive Officer Terms and Responsibilities

A. President

- a. The President will serve a one-year term. The President is responsible for overseeing all officers and ensuring that all their duties are completed and will have certain other duties as described below:
 - i. Attend weekly meetings with Greek Advisor.
 - ii. Attend monthly Presidents Roundtable meetings.
 - iii. Preside over weekly meetings with executive board and representative council.
 - iv. Work closely with Panhellenic President on all co-sponsored events.
 - v. Represent the Inter-Fraternity Council as the official representative
 - vi. Oversee the completion of the AFLV awards binders
 - vii. Appoint all committee chairs, as necessary
 - viii. Uphold and exemplify the mission of Creighton University and the mission and values of the Greek community
 - ix. Serve five office hours a week

B. Vice President of Programming

- a. The Vice President of Programming will serve a one-year term, report to the President and be responsible for the following:
 - i. Work closely with Panhellenic to set up Greek Week, Greek Unity Week and Lip Sync as well as any other all-Greek events
 - ii. Uphold and exemplify the mission of Creighton University and the mission and values of the Greek Community
 - iii. Serve four office hours a week.

C. Vice President of Public Relations

- a. The Vice President of Public Relations will serve a one-year term, report to the President and be responsible for the following:
 - i. Serve as a resource for chapters to publicize events
 - ii. Assist the Vice President of Programming in planning and executing Greek Week, Greek Unity Week, Lip-Sync, etc. with the Panhellenic counterpart.
 - iii. Send out meeting reminders and reminders of IFC events.
 - iv. Maintain an annual calendar of Greek and All University events and publish monthly.
 - v. Work with the Greek Advisor to update and maintain the Inter-Fraternity Council website
 - vi. Uphold and exemplify the mission of Creighton University and the mission and values of the Greek Community
 - vii. Serve three office hours a week.

D. Vice President of Judicial Affairs

- a. The Vice President of Judicial Affairs will serve a one-year term, report to the President and be responsible for the following:
 - i. Serve as the co-chairman of the Greek Standards Board.
 - ii. Update chapters on the current risk management policies
 - iii. Develop educational programming for chapters
 - iv. Assist in the selection and training of the Greek Standards Board
 - v. Develop competency of the Greek Event Guidelines and the University Code of Conduct
 - vi. Serve four office hours a week.

E. Vice President of Recruitment

- a. The Vice President of Recruitment will serve a one-year term, report to the President and be responsible for the following:
 - i. Work with the Greek Advisor to coordinate both fall and spring recruitment.
 - ii. Work with the Vice President of Public Relations to publicize the recruitment period
 - iii. Organize recruitment registration
 - iv. Direct recruitment patrols
 - v. Update recruitment chairs on current recruitment rules
 - vi. Develop and coordinate the recruitment schedule
 - vii. Maintain and update the supplementary Recruitment Manual
 - viii. Uphold and exemplify the mission of Creighton University and the mission and values of the Greek Community
 - ix. Serve four office hours a week.

F. Vice President of Finance and Administration

- a. The office of the Vice President of Finance and Administration will serve a one-year term, report to the President and be responsible for the following:

- i. Maintain financial records including balancing the checkbook and maintaining an accurate record of budget expenditures.
- ii. Pay bills and dues in a timely manner.
- iii. Collect chapter dues and fines in a timely manner.
- iv. Create an annual budget for approval.
- v. Keep an accurate treasurer notebook.
- vi. Present a monthly income statement.
- vii. Keep minutes and attendance at all IFC meetings.
- viii. Maintain and update the IFC list-serve.
- ix. Uphold and exemplify the mission of Creighton University and the mission and values of the Greek Community
- x. Serve three office hours per week

G. Vice President of Mission and Service

- a. The office of the Vice President of Mission and Service will serve a one-year term, report to the President and be responsible for the following:
 - i. The coordination of all IFC-wide service activities and projects
 - ii. In conjunction with the Panhellenic Council Vice President for Mission and Service, coordinate all the all Greek Philanthropy, Dance Marathon.
 - iii. Coordinate IFC participation in campus-wide service opportunities
 - iv. Serve as the IFC liaison to the Creighton Jesuit Community, Schlegel Center for Service and Justice, any IFC established community service partners, and any other organizations that engage in faith, justice, or service work as it pertains to IFC.
 - v. Provide educational opportunities regarding faith and justice issues, including, but not limited to the Jesuit Mission of Creighton University and its relationship to fraternity life, pertinent issues of justice in IFC, the Omaha community, and beyond
 - vi. Uphold and exemplify the mission of Creighton University and the mission and values of the Greek Community
 - vii. Serve three office hours per week

Article VI – Committees

Section 1: The President shall nominate to vote to appoint any committees, standing or special, as he deems necessary. The executive council will vote by majority for approval of appointed committees.

Article VII – Meetings

Section 1: The first meeting of the IFC shall be held within the first two weeks of classes in the fall semester. This meeting must occur before the beginning of recruitment in the fall. The meetings of the IFC shall be held every week, unless otherwise directed by the President or Greek Advisor. At all meetings of the IFC a quorum must exist. This shall consist of at least two-thirds of all voting member chapters. Without this quorum no official business may be

transacted. Attendance at every meeting is required. Fines may be assessed at the discretion of the President. The President has the right to call a special meeting if he deems necessary.

Article VIII -- Voting

Section 1: Procedures

- A. All measures taken by this council shall require a majority vote of member chapters unless otherwise stated by the Constitution.
- B. The executive council, excluding the president shall vote in case of a tie. The President shall only vote in case a tie is reached in the executive council.

Section 2: Amendments

- A. Amendments to the Constitution may be made by a majority vote of the member chapters. All amendments shall be taken to the member chapters for discussion before a vote can be taken in the IFC.
- B. Any member chapter that has outstanding fines or debts owed to the IFC will forfeit its voting privileges until all moneys are paid, provided that proper notification is given.
- C. Executive officers shall not vote except as stated by this constitution.

Article IX – Finances and Dues

Section 1: The following guidelines refer to how dues will be charged and collected:

- A. A fee of \$10.00 per new member shall be imposed each semester.
- B. A fee of \$10.00 per active member shall be imposed each semester.
- C. Individual chapters will collect the money and issue a check to IFC.
- D. This money will be due to the IFC no later than two weeks after the bill is received.
 - a. The due date will be on the bill.
- E. A fine of \$10.00 a day will be issued to each fraternity that has not paid its dues in full or turned in their roster material on or before the dates established.

Article X – Recruitment

Section 1: Registration: In order to be eligible for Fall or Spring recruitment each potential new member must fill out a registration form available online. The registration list will be made available to each fraternity.

Section 2: Duration and Rules of Formal Recruitment:

- A. Recruitment will begin at the start of the IFC Fall or Spring Informational event and will continue until 8:00am on the day after membership bid acceptance. In order to be eligible for fall or spring recruitment each candidate must fill out a registration form available in the Student Leadership & Involvement Center or before the beginning of the IFC Information Night. The registration list will be made available to each fraternity.
 - a. Recruitment will begin on the first day of classes of semester and will *continue until 8:00am on the day after* membership bid acceptance.
 - i. Formal and Informal Recruitment events will begin following the IFC Informational meeting.

- b. The entire duration of recruitment will be considered dry, meaning that at no time, from start to finish, may alcohol be present where a candidate and a member of a fraternity *may meet* together, or are in the presence of each other. No social events can have Potential New Members in attendance from the start of formal recruitment until Bid Acceptance. Social events may be defined as, but are not limited to: parties and/or dances, official or unofficial. A violation of this rule will be defined as any event or situation in which a member of a fraternity of any chapter is present with a candidate.
- c. Absolutely no alcohol may be present, meaning that active members, alumni, and candidates may not consume alcohol in the same establishment throughout recruitment. This may include, but is not limited to: University parties, bars, people's rooms or houses, recruitment events, events on or off campus or with any other organization in which alcohol is served or present. Candidates will not be allowed to attend sorority date parties, mixers, or any outside event with alcohol for the entire duration of recruitment.
- d. To pledge a fraternity, you must be a full-time student with a minimum cumulative QPA of 2.5
- e. The IFC will give instructions to potential new members for what is expected on bid day in terms of time and location. This is the only time during recruitment that bids may be extended. If a candidate is not able to participate in bid extension, a bid may still be extended to the candidate, only after this time period.
- f. During the final day of recruitment, no member of a fraternity may approach a candidate inquiring about fraternal matters. However, a candidate is allowed to approach a member and ask questions, to which the member may answer about the fraternity in which they belong. Negative talk about another fraternity is not allowed at any time during recruitment and this should be kept in mind when answering these questions. All other business in which the fraternity member and candidate participate is permitted.
- g. No man may pledge, de-pledge, and then pledge another fraternity in the same academic semester.
- h. No fraternity and/or member may give false information about another chapter, or talk negative about another chapter. This is important to keep a fair and civil recruitment process and will keep candidates from being confused about false and degrading information about chapters. This may include, but is not limited to: name calling, negative talk on past violations of another chapter, answering questions dealing with another fraternity and their practices. This includes anything that would be considered offensive to the chapter in discussion.
- i. The Inter-Fraternity Council must pre-approve any items given to potential new members during recruitment from individual chapters. Such items include, but are not limited to: apparel, bowling pins, and any food bought for a potential new member during the recruitment process, outside the confines of a registered and approved recruitment event. Anything not pertaining to

aforementioned circumstances will be considered bribery and will not be tolerated.

- j. All potential new members must be afforded the opportunity to be on campus prior to the start of another chapter's recruitment events.
 - k. All recruitment events must follow the mission and standards set forth by Creighton University. Recruitment events may not have nudity, alcohol, bribery, and must not violate any of the above rules. This includes but is not limited to events that take place at restaurants or locations that could possibly be perceived as morally questionable, unethical, or degrading to women by any outside party including staff, faculty, and administration of Creighton University. **Use of the term "Rush" is strictly forbidden on official Recruitment publications including websites, Facebook and any other recruitment advertisement.** Instead, "Rush" should be replaced with the term "Recruitment." The Greek Standards Board and the Greek Advisor will investigate all violations to these rules and sanctions will be assigned as appropriate. Any questions of these rules need to be answered by the Greek Advisor and/or the IFC President.
- B. Creighton University is unequivocally opposed to and will not tolerate any form of hazing. If you have knowledge of any possible hazing activity, please contact the Greek Advisor immediately at 280-1715, or via email at greekaffairs@creighton.edu.
 - C. Additional IFC Recruitment Guidelines can be found in Appendix.

Section 3: Decency and Violations

- A. All recruitment events must follow the mission and standards set forth by Creighton University. Recruitment events may not have nudity, alcohol, bribery, and must not violate any of the above rules. The Greek Standards Board and/or with the Greek Advisor will investigate all violations to these rules and sanctions will be assigned as appropriate. Any questions of these rules need to be answered by the Greek Advisor and/or the IFC President.
- B. The Greek Standards Board will deal with all accusations of fraternal wrong doings except in the case of recruitment violations.
- C. IFC Executive officers will conduct recruitment patrols at all formal recruitment events to ensure no violations are present
- D. Any violations must be brought forward to the Greek Advisor.
- E. The Greek Standards Board and the Greek Advisor will deal with all recruitment violations (See Article 11: Greek Standards Board).

Article XI – Greek Standards Board

Section 1: The Greek Standards Board will uphold its Policies and Procedures when hearing cases that are violation of the Greek Event Guidelines or other violations. More information on Policy and Procedures can be found in the Creighton Student Handbook

Article XII – New Fraternities

Section 1: When interest in a new fraternity is expressed by the student population, the IFC Exec Board, in conjunction with the Assistant Director for Greek Life, will further investigate this need.

- A. IFC full council must vote to begin the expansion process by two-thirds.
- B. A document in written form expressing the communities desire to undergo expansion shall be written by the IFC President, reviewed by the Greek Advisor, and sent to the Vice President for Student Life for approval to move forward with the process.
- C. Upon approval, the President shall form an Ad-Hoc Expansion Committee.
 - a. The Expansion Committee shall consist of, but is not limited to:
 - i. IFC Exec Board
 - ii. A delegate from every IFC Fraternity Chapter
 - iii. Greek Advisor
 - iv. Assistant Vice President for Student Life
 - v. Director of the Student Leadership & Involvement Center
 - vi. Panhellenic Council President
 - vii. Panhellenic President Elect
 - viii. Three Non-affiliated male students
- D. The President shall inquire materials from Fraternity Chapters and present the received material to the Expansion Committee.
- E. The Expansion Committee, under the guidance of the Greek Advisor and IFC President, shall extend invitations to no more than three fraternities for on-campus visits. Every chapter that applies will be given equal consideration.
 - a. The on-campus visit shall follow the format in appendix A.
- F. The Expansion Committee shall make a final recommendation to the IFC full council, who will then vote on the recommended chapter. The vote must be at least two-thirds in order for the recommended chapter to be approved.
- G. The IFC President will then compose a letter with the final decision and send it to the Vice President for Student Life for final approval.
- H. Should approval not be granted by the Vice President for Student Life, the Expansion Committee shall make a second recommendation to the IFC full council.

Appendix C: Panhellenic Council By-laws

Bylaws of Creighton University Panhellenic Association Approved April 2015

Article I. Name

The name of this organization shall be the Creighton University Panhellenic Association.

Article II. Object

The object of the Panhellenic Association shall be to develop and maintain women's fraternity life and interfraternity relations at a high level of accomplishment and in so doing to:

1. Consider the goals and ideals of member groups as continually applicable to campus and personal life.
2. Promote superior scholarship and basic intellectual development.
3. Cooperate with member women's fraternities and the university/college administration in concern for and maintenance of high social and moral standards.
4. Act in accordance with National Panhellenic Conference (NPC) Unanimous Agreements, resolutions and policies.
5. Act in accordance with such rules established by the Panhellenic Council as to not violate the sovereignty, rights and privileges of member women's fraternities.

Article III. Membership

Section 1. Membership Classes

There shall be three classes of membership: regular, provisional and associate.

- A. **Regular membership.** The regular membership of the Creighton University Panhellenic Association shall be composed of all chapters of NPC fraternities at Creighton University. Regular members of the College Panhellenic Council shall pay dues as determined by the College Panhellenic Council. Each regular member shall have voice and one vote on all matters.
- B. **Provisional membership.** The provisional membership of the Creighton University Panhellenic Association shall be composed of all colonies of NPC fraternities at Creighton University. Provisional members shall pay no dues and shall have voice but no vote on all matters. A provisional member shall automatically become a regular member upon being installed as a chapter of an NPC fraternity.
- C. **Associate membership.** Local sororities or national or regional non-NPC member groups may apply for associate membership of the Creighton University Panhellenic Association. The membership eligibility requirements and the process for submitting an application and approval of the application shall be determined by the Panhellenic Council. Associate members shall pay dues as determined by the College Panhellenic Council. An associate member shall have voice and one vote on all matters except extension-related matters and, if they are not participating in the formal recruitment process, they shall not have a vote on recruitment rules and establishment or modification of Panhellenic total. An associate member may be expelled for cause by a

majority vote of the Panhellenic Council. An associate member shall not be entitled to vote on the question of its expulsion.

Section 2. Privileges and Responsibilities of Membership

- A. **Duty of compliance.** All members, without regard to membership class, shall comply with all NPC Unanimous Agreements and be subject to these Creighton University Panhellenic Association bylaws, code of ethics and any additional rules this Panhellenic Association may adopt unless otherwise prescribed in these bylaws. Any rules adopted by this Panhellenic Association in conflict with the NPC Unanimous Agreements shall be void.

Article IV. Officers and Duties

Section 1. Officers

The officers of the Creighton University Panhellenic Association shall be president, president-elect, Vice President of administration, Vice President of finance, Vice President of judicial affairs, Vice President of membership Vice President of programming and scholarship, Vice President of public relations, and Vice President of mission and service.

Section 2. Eligibility

Eligibility to serve as an officer shall depend on the class of membership:

- A. **Regular membership.** Members from women's fraternities holding regular membership in the Creighton University Panhellenic Association shall be eligible to serve as any officer.
- B. **Provisional membership.** Members from women's fraternities holding provisional membership in the Creighton University Panhellenic Association shall not be eligible to serve as an officer.
- C. **Associate membership.** Members from women's fraternities holding associate membership in the Creighton University Panhellenic Association shall not be eligible to serve as an officer.

Section 3. Selection of Officers

The offices of president, president-elect, Vice President of administration, Vice President of finance, Vice President of judicial affairs, Vice President of membership Vice President of programming and scholarship, Vice President of public relations, and Vice President of mission and service of the Creighton University Panhellenic Association shall be elected by interview of outgoing officers. An officer slate is presented to membership of the Panhellenic Association for approval.

Section 4. Office-Holding Limitations

No more than 3 member(s) from the same women's fraternity shall hold office during the same term.

Section 5. Nomination Procedure

A nominating committee of the Panhellenic Association officers shall interview candidates. The President of the Panhellenic Association shall serve as the chairman. The nominating committee shall consider the qualifications of all candidates for elected officers and shall nominate at least one name for each elected officer position. The Panhellenic advisor shall serve as a nonvoting ex-officio member of the nominating committee. A majority vote by the Panhellenic Council shall elect the slate presented by the nominating committee.

Section 6. Term

The officers shall serve for a term of one year or until their successors are selected. The term of office will begin at the conclusion of January recruitment period.

Section 7. Removal

Any officer may be removed for cause by a vote of two-thirds of the Panhellenic Council.

Section 8. Vacancies

Vacancies shall be filled in the same manner of selection as provided in Section 3 of this article.

Section 9. Duties of Officers

All officers must:

- Uphold Creighton and Greek policies, standards and mission. Represent Creighton and PHC in a positive and professional manner. Serve as a positive and ethical role model.
- Educate her chapter about Panhellenic Spirit.
- Exhibit the Panhellenic Spirit.
- Train her successor thoroughly and leave PHC better than when she accepted her position.
- Understand and will keep confidential any important in which confidentiality has been requested.

A. The President shall:

- Preside at all meetings of the Panhellenic Council.
- Preside at all meetings of the Executive Board.
- Serve as an ex-officio member of all Panhellenic Association committees.
- Communicate regularly with the Panhellenic advisor.
- Be familiar with the NPC Manual of Information and all governing documents of this association.
- Ensure that the NPC annual report is completed.
- Communicate regularly with the NPC area advisor.
- Maintain current copies of the following: Creighton University Panhellenic Association bylaws and standing rules; the Panhellenic Association budget; contracts executed on behalf of the Panhellenic Association; correspondence

and materials received from the NPC area advisor; all College Panhellenic reports to NPC; and other pertinent materials.

- Perform all other duties as assigned.
- B. The President- Elect shall:
- Attend all Panhellenic Executive Board and full council meetings.
 - Attend any All-Greek functions, when it does not conflict with class
 - Be involved in every aspect of Panhellenic Council activities in preparation for serving as President the following year.
 - Coordinate the selection and transition process for the new Panhellenic Executive Officers
 - Serve as the co-coordinator, in conjunction with the Inter-Fraternity Council, of Lip Sync during Welcome Week, Greek Week, and Greek Unity Week.
 - Perform all other duties pertaining to this office
- C. The Vice President of Judicial Affairs:
- Perform the duties of the president in her absence.
 - Shall be familiar with the NPC Manual of Information and all governing documents of this association.
 - Co-chair the Greek Standards Board
 - Serve as chair of the Panhellenic Judicial Board as necessary
 - Perform all other duties as assigned.
- D. The Vice President of Administration shall:
- Keep an up-to-date roll of the members of the Panhellenic Council and call it at all Council meetings.
 - Keep full minutes of all meetings of the Creighton Panhellenic Association, the Panhellenic Council, and a record of all action taken by the Executive Board.
 - Maintain a complete and up-to-date file which will include the minutes of the meetings of the Creighton Panhellenic Association and its Panhellenic Council from the date of its organization; copies of all contracts made by the Panhellenic Council; and current correspondence.
 - Maintain listserves including members of each list as well as passwords.
 - Be responsible for the official correspondence of the Panhellenic Council unless provided for otherwise.
 - Perform an annual review of the bylaws and constitution.
 - Serve as secretary on the Greek Standards Board.
 - Maintain full minutes of the Standards Board, and making the room reservations for all Greek Standards Board meetings.
 - Perform all other duties as assigned.
- E. The Vice President of Membership shall:
- Be responsible for all Panhellenic Council matters related to membership selection including, but not limited to, informational meetings for chapters and Potential New Members, recruitment promotional activities, informal and formal recruitment week activities.

- Review and develop Recruitment Rules, submit them for discussion and approval to the Panhellenic Council, and distribute copies upon approval to the delegates of the member sororities.
 - Submit a full report, including recommendations, to the Panhellenic Council following each Recruitment period
 - Perform all other duties as assigned.
- F. The Vice President of Finance shall:
- Be responsible for the general supervision of the finances of the Creighton Panhellenic Association.
 - Be responsible for the preparation of the annual budget and following its approval by the Panhellenic Council, for providing a copy for each Creighton Panhellenic Association member sorority.
 - Receive all payments due to the Panhellenic Association, collect all dues, and give receipts.
 - Be responsible for the prompt payments of all bills of the Creighton Panhellenic Association.
 - Plan and prepare with the VP of Programming and Scholarship the annual Panhellenic Tea.
 - Maintain up-to-date financial records and have an annual report at the close of her term of office.
 - Assist with Panhellenic planning for the formal recruitment period primarily in coordinating the Rho Mu selection process and training process.
 - Perform all other duties as assigned.
- G. The Vice President of Programming and Scholarship shall:
- Plan and prepare along with the VP of Finance the annual Panhellenic Tea.
 - Promote a healthy, active outlet for members of our community.
 - Promote positive scholarship activities for chapter members.
 - Maintain a Campus Resource Listing for chapters.
 - Coordinate the selection of Panhellenic Annual Scholarships.
 - Attend and coordinate the annual Scholarship Roundtable discussions.
 - Perform all other duties as assigned.
- H. The Vice President of Public Relations shall:
- Create and distribute monthly the Panhellenic Newsletter.
 - Maintain any and all web-based initiatives that pertain to the Panhellenic Council (i.e. social media).
 - Be responsible for making PR banners, table tents, flyers, use of the Creightonian, etc.
 - Be responsible for the PR of: Greek Week, Greek Unity Week, Recruitment and any other Panhellenic/Greek event.
 - Meet other PR needs for programs sponsored by Panhellenic
 - Be able to work with the delegates to coordinate the newsletter information; including submitting information on Panhellenic.
 - Perform all other duties as assigned.

- I. The Vice President of Mission and Service shall:
 - Coordinate and maintain a weekly or biweekly service partnership in conjunction with the representative for the Inter-Fraternity Council.
 - Plan and coordinate all-Greek service opportunities
 - Organize an all Greek philanthropy to help support community organizations.
 - Encourage personal and spiritual growth through a variety of means.
 - Promote and support individual chapters' philanthropies and encourage attendance.
 - Provide reflections for the Panhellenic Full Council throughout the year as well as for the Potential New Members during recruitment.
 - Perform all other duties as assigned.

Article V. The Panhellenic Council

Section 1. Authority

The governing body of the Creighton University Panhellenic Association shall be the Panhellenic Council. It shall be the duty of the Panhellenic Council to conduct all business related to the overall welfare of the Creighton University Panhellenic Association including, but not limited to: annually review and adjust total as needed; determine dues; approve the annual budget; consider extension; set a calendar of events; determine programming; and establish recruitment rules and recruitment style. The Panhellenic Council shall also have the authority to adopt rules governing the Panhellenic Association that do not violate the sovereignty, rights and privileges of member women's fraternities.

Section 2. Composition and Privileges

The Creighton University Panhellenic Council shall be composed of one delegate and one alternate delegate from each regular, provisional and associate member group at Creighton University as identified in Article III. The delegates shall be the voting members of the Panhellenic Council except as otherwise provided in Article III of these bylaws. The alternate delegates shall have voice but no vote. The alternate delegate shall act and vote in the place of the delegate when the delegate is absent. If both delegate and alternate are absent, the vote may be cast by a member of the fraternity, providing her credentials have been presented to the association president.

Section 3. Selection of Delegates and Alternates

Delegates and alternates to the Panhellenic Council shall be selected by their respective women's fraternity chapters to serve for a term of one year commencing upon selection by the chapter.

Section 4. Delegate Vacancies

When a delegate vacancy occurs, it shall be the responsibility of the fraternity affected to select a replacement within two weeks and to notify the Panhellenic Association VP of Administration of her name, email address and telephone number.

Section 5. Regular Meetings

Regular meetings of the Panhellenic Council shall be held at a time and place established at the beginning of each academic term.

Section 6. Special Meetings

Special meetings of the Panhellenic Council may be called by the president when necessary and shall be called by her upon the written request of no fewer than one-fourth of the member women's fraternities of the Creighton University Panhellenic Association. Notice of each special meeting of the Panhellenic Council shall be sent to each member of the Panhellenic Council at least 24 hours prior to convening the meeting; however, such notice may be waived, and attendance at such meeting shall constitute waiver of said notice.

Section 8. Quorum

Two-thirds of the delegates from the member fraternities of the Creighton University Panhellenic Association shall constitute a quorum for the transaction of business.

Section 9. Vote Requirements

- A. Proposed motions on issues that impact a chapter as a whole must be announced at a previous meeting to allow opportunity for chapter input before a vote may be taken on the issue.
- B. A two-thirds vote of the Panhellenic Council shall be required to approve a recolonization plan and for all extension-related votes. All other votes, unless specified in these bylaws, shall require a majority vote for adoption. (See the Article on Amendment of Bylaws for specific voting requirements for the amendment of these bylaws.)

Article VI. The Panhellenic Advisor

Section 1. Appointment

The Panhellenic advisor of the Creighton University Panhellenic Association shall be appointed by the Creighton University administration.

Section 2. Authority

The Panhellenic advisor shall serve in an advisory capacity to the Creighton University Panhellenic Association. The Panhellenic advisor shall have voice but no vote in all meetings of the Panhellenic Council and the Executive Board.

Article VII. Committees

Section 1. Standing Committees

- A. The standing committees of the Creighton University Panhellenic Association shall be the Judicial Board, Membership Recruitment Committee, the Public Relations Committee, the Programming Committee and the Mission and Service Committee.
- B. Term. The standing committees shall serve for a term of one year, which shall coincide with the term of the officers.

Section 2. Appointment of Committee Membership

The Executive Board or shall appoint members and chairmen of all standing and special committees, except as provided otherwise in these bylaws, and, in making these appointments, recognize fair representation from all member women fraternities as much as possible. The president shall be an ex-officio member of all committees except the Judicial Board.

Section 3. Judicial Board

The Judicial Board shall consist of the Vice President as chairman and seven members The Panhellenic advisor shall serve as a nonvoting ex-officio member. The Judicial Board members shall participate in training to be educated about the purpose of the board, the rules and regulations the Judicial Board will monitor, the procedures to be followed, proper questioning techniques, the rights of the charged organizations, evaluating evidence, and deliberations and sanctioning. The Judicial Board shall educate member fraternities about the Panhellenic judicial procedure. It shall be the Judicial Board's duty to handle according to the NPC judicial process (as outlined in Article XI) all alleged violations of the NPC Unanimous Agreements and the bylaws, code of ethics, standing rules and membership recruitment regulations of the Creighton's Panhellenic Association that are not settled informally or through mediation. The hearing shall be conducted by the entire Judicial Board unless Panhellenic Council adopts rules for the hearing to be conducted by a committee of the Judicial Board. The members of the Judicial Board shall maintain confidentiality throughout and upon completion of the judicial process

Section 4. Membership Recruitment Committee

The Membership Recruitment Committee shall consist of a chairman and one representative from each regular, provisional, and associate member. Alumnae advisors may attend meetings of the committee. The alumnae advisors shall have voice but no vote. This committee shall review and develop membership recruitment rules and submit them for discussion and approval to the Panhellenic Council before the end of the academic term preceding the membership recruitment period. After each membership recruitment period, the chairman of this committee shall present a full report, including recommendations, to the Panhellenic Council based on an analysis of the recruitment statistics and recruitment evaluations from new members, potential new members who withdrew, each member group and chapter advisor.

Section 5. Greek Programming Committee

The Greek Programming Committee shall consist of a chairman and four members. The Greek Programming Committee shall be responsible for all matters pertaining to the promotion of all-Greek events throughout the year. Including but not limited to Lip Sync, Greek Week and Greek Unity Week.

Section 6. Panhellenic Programming Committee

The Programming and Academic Excellence Committee shall consist of a chairman and three members. The Programming and Academic Excellence Committee shall be responsible for all matters pertaining to the promotion of superior scholarship as basic to intellectual achievement. The Programming and Academic Excellence Committee shall be responsible for

the all matters pertaining to the planning and promotion of Panhellenic community programs, including but not limited to the Panhellenic Tea and Greek Amnesty Day. The Programming Committee shall hold one educational and one social programming event per semester in addition to recurring events.

Section 7. Mission and Service Committee

The Community Service/Philanthropy Committee shall consist of a chairman and three members. The Community Service/Philanthropy Committee shall be responsible for all matters pertaining to the promotion of community service/philanthropy.

Section 8. Public Relations Committee

The Public Relations Committee shall consist of a chairman and three members. The Public Relations Committee shall be responsible planning and implementing public relations strategies, assisting the Vice President of Public Relations in her efforts to achieve all parts of her duties as mentioned in Section 9H. The committee will also assist with issues of publicity dealing with the Creighton Panhellenic Association. This committee shall work closely with the Executive Board and all committees to make certain that the media is kept informed of the positive events of the Panhellenic Association and its member women fraternities.

Section 9. Other Committees

Other such committees, standing or special, shall be appointed as deemed necessary by the Panhellenic Council.

Article IX. Finances

Section 1. Fiscal Year

The fiscal year of the Creighton University Panhellenic Association shall be from July 1 to June 31 inclusive.

Section 2. Contracts

Dual signatures of the president and the Director of the Student Activities Office shall be required to bind the Creighton University Panhellenic Association on any contract.

Section 3. Checks

All checks issued on behalf of the Creighton University Panhellenic Association shall bear dual signatures. The following shall be authorized to be one of the two required signatures: the President, the President- Elect, the Vice President of Membership, the Vice President of Finance, and Panhellenic advisor.

Section 4. Payments

All payments due to the Creighton University Panhellenic Association shall be received by the Vice President of Finance, who shall record them. Checks for payments shall be made payable to the Creighton University Panhellenic Association.

Section 5. Dues

- A. NPC College Panhellenic dues shall be paid yearly as invoiced by the NPC office.
- B. Panhellenic Association membership dues shall be an assessment per member and new member.
 - The amount of such dues for the next academic year shall be determined by the Panhellenic Council no later than February of that year.
 - The dues of each Panhellenic Association member fraternity shall be payable on or a date set on an academic term basis.

Section 6. Fees and Assessments

The Panhellenic Council shall have the authority to determine fees and assessments as may be considered necessary.

Article X. Extension

Section 1. Extension is the process of adding an NPC women's fraternity.

The Creighton University Panhellenic Association shall follow all NPC Unanimous Agreements and NPC extension guidelines found on the NPC website and in the Manual of Information.

Section 2. Voting rights

Only regular members of the Panhellenic Council shall vote on extension matters.

Article XI. Violation Resolution

Section 1. Violation

Chapters shall be held accountable for the conduct of their individual collegiate and alumnae members. Conduct contrary to the NPC Unanimous Agreements, these bylaws, the Panhellenic code of ethics, standing rules and/or membership recruitment regulations of the Creighton University Panhellenic Association shall be considered a violation.

Section 2. Informal resolution

Members are encouraged to resolve alleged violations through informal discussion with the involved parties.

Section 3. Judicial process

If informal discussions are unsuccessful, the judicial process will be set in motion by filing a report of the alleged violation. The Creighton University Panhellenic Association shall follow all mediation guidelines found in the Manual of Information.

- A. **Mediation.** Mediation is the first step of the judicial process. The Creighton University Panhellenic Association shall follow all NPC Unanimous Agreements concerning the judicial process found in the Manual of Information.

- B. **Judicial Board hearing.** When a violation is not settled informally or through mediation, the Judicial Board shall resolve the issue in a Judicial Board hearing. The Panhellenic Council shall adopt procedures in the standing rules for these purposes that are consistent with the NPC Unanimous Agreements.

- C. **Appeal of Judicial Board decision.** A decision of the Judicial Board may be appealed by any involved party to the NPC College Panhellenics Judicial Appeal Committee. The Creighton University Panhellenic Association shall follow all NPC Unanimous Agreements concerning the appeals process found in the Manual of Information.

Article XII. Hazing

Per the Unanimous Agreements, the National Panhellenic Conference supports all efforts to eliminate hazing. All forms of hazing shall be banned.

Article XIII. Parliamentary Authority

The rules contained in the current edition of *Robert's Rules of Order Newly Revised* shall govern the Creighton University Panhellenic Association in all cases to which they are applicable and in which they are not inconsistent with the NPC Unanimous Agreements, these bylaws and any special rules of order the Creighton University Panhellenic Association may adopt.

Article XIV. Amendment of Bylaws

These bylaws may be amended at any regular or special meeting of the Creighton University Panhellenic Council by a two-thirds vote, provided that the proposed amendment has been announced and submitted in writing at the previous regular meeting allowing an opportunity for chapter input.

Article XV. Dissolution

This Association shall be dissolved when only one regular member exists at Creighton University. In the event of the dissolution of this Association none of the assets of the Association shall be distributed to any members of the Association, but after payment of the debts of the Association its assets shall be given to the National Panhellenic Conference

GREEK STANDARDS BOARD DISCIPLINE PROCESS

1. A report is received by the Student Integrity.
2. The president of the fraternity or sorority chapter is sent a preliminary conference letter by a staff member in the Student Integrity and a preliminary conference meeting is scheduled. 
 - Preliminary Conference Meeting: This meeting is intended to provide the chapter with information about the discipline process and to determine if an informal resolution is appropriate. This is the chapter's opportunity to learn about the process, ask questions, review the incident report and resolve the matter, if the chapter president and hearing officer agree, or be referred to the Greek Standards Board.
3. During the meeting with the chapter president, the hearing officer will ask investigative questions and hold the preliminary conference. Following this meeting, other relevant members of the chapter and Creighton community may be asked to participate in a full investigation.
4. If it is determined that the case should be heard by the Greek Standards Board, the CSI investigator will send a letter to the president of the organization outlining the hearing date, time and location, along with the alleged violations that will be heard by the Board.
5. At the completion of the hearing, the Board will determine responsibility and recommend appropriate sanctions to the Vice Provost for Student Life.
6. Upon approval from the Director of the Student Integrity, the Chair of the Greek Standards Board will send the organization a letter informing them of the outcome of the hearing along with any disciplinary sanctions that have been assigned.
7. Any appeals to decisions made by the Greek Standards Board are will be submitted to the Director of the Student Integrity and she/he will make the final decision.
8. When an organization completes all given sanctions, the case is closed and the file is kept by the Division of Student Life.

GREEK STANDARDS BOARD HEARING PROCESS

The hearing will be open only to Greek Standards Board (GSB) members, the chapter president of the involved chapter, official representatives of the involved chapter with approval of the Greek Advisor and the Center of Student Integrity, each involved chapter's respective chapter advisor, witnesses, as well as the GSB Advisor and the investigator from the Student Integrity (CSI). A quorum shall consist of three voting members and the chair and will be required for the hearing of a case or for making any official recommendation. All meetings must include the presence of the Greek Standards Board advisor or his/her designee.

The hearing procedure shall be as follows:

- Board members and advisor receive the case and review it.
- The chapter president and any other representatives, the chapter advisor, and the CSI investigator enter the hearing room.

- The recording device is turned on.
- The chair welcomes the chapter president and has the Board members introduce themselves, along with the Greek Advisor and the CSI investigator.
- The chapter president introduces himself/herself, along with any other representatives or advisor if present.
- The chair reads the alleged violations and asks the chapter president after each alleged violation if s/he is accepting on responsibility on behalf of the chapter for the violation. The chapter president needs to give a verbal response.
- The chair then gives the chapter president the opportunity to make any remarks or a statement to the Board.
- The chair opens the hearing up for questions from the Board and the investigator
- The chair brings in witnesses (one witness at a time).
- The chair has the Board members introduce themselves and has the chapter president introduce him/herself to witness, along with the Greek Advisor and the CSI investigator.
- The chair usually begins questioning the witness with questions like: “What do you recall from the situation involving this organization?”
- The chair asks if Board members have any questions for the witness.
- The chair asks if the chapter president has any questions of the witness.
- The chair asks if the CSI investigator has any questions of the witness.
- Witnesses are typically asked to wait until they are released in case the Board has follow up information.
- After each witness the chair asks if the Board has any additional questions for the chapter president
- After all witnesses are heard from the Board has a final opportunity to ask questions of the chapter president.
- The chair then gives the chapter president an opportunity make any closing remarks to the Board.
- The chair explains the deliberation and notification process to the chapter president.
- The chapter president, the CSI investigator, and any other non-Board members are excused.
- The recording device is turned off.

ORDER OF OMEGA CONSTITUTION

ARTICLE I - NAME

Section 1. The name of this Organization shall be The Order of Omega.

Section 2. The Order of Omega is a Leadership Honorary Society.

ARTICLE II – PURPOSE

Section 1. The purpose of The Order of Omega shall be threefold.

First, to bring together the most representative fraternity and sorority members and recognize these students who have attained a high standard of leadership in Greek activities, to encourage them to continue along this line, and to inspire others to strive for similar conspicuous attainment.

Second, to bring together members of the faculty, alumni, staff, and student members of the institution's fraternities and sororities on a basis of mutual interest, understanding, and helpfulness.

Third, to encourage intra-Greek leadership by sponsoring activities to promote the Greek community at Creighton. For example, an intra-Greek philanthropy project, Greek Week, a Greek leadership retreat, or establishing a scholarship will fulfill this activity.

ARTICLE III – MEMBERSHIP

Section 1. There shall be four classes of members: student, faculty, alumni, and honorary.

Student members shall be confined to members of Greek-letter, social organizations and duly elected to membership as students by a chapter and they shall be designated during the remaining period of their collegiate enrollment.

Faculty members shall be those members of the faculty or the administrative staff of Creighton elected by the chapter as faculty members.

Alumni members shall be former student members after their graduation or the termination of their collegiate enrollment.

Honorary members shall be any person associated with Creighton elected for showing a dedication in serving Creighton and the Greek community.

Section 2. Membership in the Order of Omega entitles the person elected to the rights and privileges of life membership, except that only active student members may vote and hold office in a local chapter.

Section 3. Student members who maintain 75% involvement are considered members in good standing and are therefore eligible for honor cords. Members not in good standing are not eligible for honor cords.

Section 4. The total number of faculty and alumni members shall not exceed forty percent (40%) of the membership of the chapter.

Section 5. The total number of honorary members shall not exceed 5% of the membership of the chapter a year, and shall not have the privilege of voting at regular business meetings.

ARTICLE IV - ELIGIBILITY

Section 1. The qualifications for membership in the Order shall be leadership, scholarship, and intelligence, in addition to service and leadership in the Greek community.

Section 2. To be eligible for membership in The Order of Omega, a student shall meet the following minimum requirements:

a. One full academic year of residence at the institution where elected; b. Junior or Senior (undergraduate) standing; c. Ranked academically above the All-Greek average; d. Be in good standing with the individual's respective fraternal organization.

Section 3. In the selection of student members, the complete collegiate record of each candidate (both in and out of the local institution as far as possible, including also their record in other institutions attended) shall be obtained and classified into the following subjects:

9. Leadership
10. Scholarships
11. Greek offices held
12. IFC/Panhellenic participation
13. IFC/Panhellenic offices held
14. Service to the University
15. Service to the local community
16. Ideas as to the betterment of The Order of Omega

ARTICLE V - ELECTION OF MEMBERS

Section 1. Applications shall be distributed at the latest by the third month of the semester (October or March).

Section 2. New members shall be voted in and Initiated at the latest by the fourth month of the semester (November or April).

Section 3. The number of students elected to membership in any one semester may not exceed three percent (3%) of the total number of enrolled full-time Greek undergraduates at the beginning of the semester, or fifteen, which ever is greater.

Section 4. At least one-third of each new member class must be of Junior standing. **Section 5.** New members shall be approved for membership by the Membership Selection Committee with approval from the Executive Council.

Section 6. Any member convicted by the chapter to which they belong of conduct unbecoming of the Order shall be dishonorably dismissed, deprived of membership, and required to surrender the pin and certificate; notification of which fact shall be sent to the member in question. Such expulsion must be approved by three-fourths of the active members of the chapter in which the proceedings have been initiated and shall be subject to termination of membership in The Order of Omega.

ARTICLE VI - OFFICERS Section 1. Officers of the organization shall be as follows:

- . President
- . Vice President of Programming
- . Vice President of Membership
- . Secretary/Treasurer
- . Faculty Advisor

Section 2. Officers of the Order shall be elected during the last yearly meeting by a majority vote of the quorum of the Order (50% + 1).

Section 3. Officers shall take office at the time of election and shall serve for a period of one year. **Section 4.** If an officer signs a letter of resignation, the President will announce a vacancy. At the next meeting an election for the vacant office will be held.

Section 5. At any time a member of the organization feels that the officers are not performing their duties, an impeachment trial can take place. To impeach an officer, charges must be raised at a meeting and 50% plus one voting member can oust that charged officer.

Section 6. Duties of the officers are as follows:

A. The President shall be responsible for conducting organization and executive meetings and may co-sign checks.

Specific Responsibilities

- . Coordinate monthly meetings.
- . Coordinate weekly executive meetings.
- . Hold weekly meetings with Greek Advisor.
- . Assign individuals to committees.
- . Coordinate BANG (Being A New Greek).
- . Coordinate yearly elections.

B. The Vice President of Programming shall, in the absence of or when requested by the President, preside over meetings and conduct official business of the organization.

Specific Responsibilities

- . Oversee the development and implementation of special programs, e.g. Greek Awards. Supervise subcommittees with the coordination and implementation of each program.
- . Keep a notebook containing all records and notes pertaining to productions of each program sponsored.
- . Be responsible for updating the Greek Handbook each year.

C. The Vice President of Membership shall be responsible for coordinating the biannual membership recruitment and initiation services. *Specific Responsibilities*

- i. Be responsible for the coordination of all membership recruiting activities according to the national constitution.
- ii. Be responsible for recruitment and initiation activities per The Order of Omega rituals and policies.
- iii. Chair the Membership Selection Committee.
- iv. Chair the Adopt-A-Family Committee at Christmas.

D. The Secretary/Treasurer shall keep official minutes and records for the Order, shall be responsible for distributing and processing communications among members and shall be responsible for keeping accurate records of all financial matters and collecting dues. He/She shall also co-sign checks with the President.

Specific Responsibilities

- i. Collect dues from the new members and deposit into account within one week of receiving funds.
- ii. Send dues to national office with roster within one week of initiation.
- iii. Provide a roster to all members and the Greek Advisor within one week of the first meeting of the semester.

- iv. Send reminders to all Order of Omega members at least one week in advance of each meeting.
- v. Plan the Greek Leadership Retreat at the beginning of the Spring semester.

ARTICLE VII - MEETINGS

Section 1. A regularly scheduled general meeting shall be held at least four times a semester.

Section 2. A quorum shall consist of a simple majority.

ARTICLE VIII - COMMITTEES

Section 1. The officers of the organization shall have the authority to create any committees, standing or special that will further the purpose of the Order.

ARTICLE IX - FINANCES

Section 1. Dues shall be determined by the officers of the organization subject to the approval of a majority vote at a meeting of the organization.

Section 2. If the organization dissolves, any accumulated funds will be distributed to a scholarship fund administered by Creighton University.

Section 3. Initiation fee is set by the national headquarters and are currently at \$40.

Section 4. Dues should be paid in full before a member may be initiated, unless otherwise arranged with the Secretary/Treasurer.

ARTICLE X - AFFILIATION

Section 1. This organization shall be affiliated with The Order of Omega and shall abide by its constitutions and bylaws in all cases where there is no conflict between their constitution and bylaws and this constitution and/or rules, regulations, or policies of Creighton University. In instances of conflict, the rules, regulations, or policies of Creighton University shall take precedence over the institution or bylaws of The Order of Omega.

ARTICLE XI - PARLIMENTARY AUTHORITY

Section 1. The parliamentary authority shall be the current edition of *Robert's Rules of Order, Newly Revised*.

ARTICLE XII - AMENDMENTS

Section 1. All amendments require majority vote of quorum for ratification.

Section 2. All amendments must be approved by Student Life and Policy and/or the Assistant Director of Student Activities before going into effect.

Appendix F: Creighton Greek Community Event Guidelines

CREIGHTON GREEK COMMUNITY EVENT GUIDELINES

Established by Interfraternity and Panhellenic Councils' Greek Standards Board

Last revised: April 11, 2013

- 1) The possession, use and/or consumption of alcoholic beverages, while on chapter premises or in any facility or area, during a fraternity/sorority event, or any situation sponsored or endorsed by a chapter, must be in compliance with any and all applicable laws and policies of the state, county, city and the Inter/National Organization.
 - a) State Law: No one under 21 should be served alcohol or should be drinking alcohol at an event.
- 2) All social events involving alcohol must be provided through a third party vendor or must be Bring Your Own Beverage (BYOB). BYOB means that each person is allowed to bring a reasonable (6 pack) amount of alcohol that they can responsibly consume within the remaining course of the social event. No grain alcohol or distilled liquor is permitted in any form during a fraternity/sorority event (i.e. punch, jungle juice, etc.) unless it is a "third party vendor" party.
 - a) There shall be NO bulk distribution of alcohol.
 - b) No members of the chapter may purchase alcohol and provide it to all attendees.
 - c) Anybody who consumes alcohol at a function should have either brought it with them or purchased it through a third party vendor.
 - d) No one should be allowed free access to alcohol, i.e. serve themselves.
 - e) Chapters will be held responsible for the amount of alcohol participants bring to the party.
- 3) Valid identification of those claiming to be of legal age for alcohol consumption is required. Each person of legal age shall be identified by a wristband. All minors will be distinguished by a mark.
 - a) The entrance to the function will be well lit so that identification may be checked easily.
 - b) Visibly intoxicated guests will not be permitted to enter the event and checks will be made before boarding transportation.
- 4) No alcoholic beverages may be purchased through the chapter treasury nor may any alcoholic beverages be purchased for members or guests by any chapter member (initiated member, associate, new member, pledge, or alumna/alumnus) in the name of or on behalf of the chapter. The purchase and/or use of a bulk quantity of an alcoholic beverage (i.e. kegs) is prohibited.
 - a) No chapter members, collectively or individually, shall purchase for, serve to, or sell alcoholic beverages to any minor (i.e. those under legal "drinking age").
- 5) The possession, sale and/or use of any illegal drugs or controlled substances at any chapter house, sponsored event, or any event that an observer would associate with the fraternity/sorority is strictly prohibited.
- 6) No chapter may co-sponsor an event with an alcohol distributor, charitable organization, or tavern (tavern defined as an establishment generating more than half of annual gross sales from alcohol) where alcohol is given away, sold or otherwise provided to those present. The only exception is when the chapter is co-sponsoring a philanthropic event (100% proceeds go to charity, except expenses other than alcohol) with a licensed tavern/bar. In this instance alcohol

may be sold by the tavern or bar to participants of legal age. However, no freebies, give-aways, or prizes may consist of alcohol. In addition, no chapter may co-sponsor or co-finance a function where alcohol is purchased by any of the host chapters, groups or organizations.

7) No chapter shall serve, permit the use, possession or consumption of alcoholic beverages at recruitment functions, whether held at a chapter house or elsewhere.

a) This applies to all chapter members, alumni, and guests.

8) Open social events, with unrestricted access by non-members of the fraternity/sorority, shall be prohibited.

a) A specific invitation event will have a pre-determined guest list. The bulk distribution of invitations is not permitted.

b) Guest lists, with the names of those attending, must be turned in 24 hours prior to the social event. Sorority guest lists are to be turned in to the Panhellenic Vice President of Judicial Affairs, as well as the Greek advisor. Fraternity guest lists are to be turned in to the Inter- Fraternity Vice President of Judicial Affairs, as well as the Greek advisor.

c) Each member shall be allowed only two guests at a fraternity/sorority function.

9) No member shall permit, tolerate, encourage, or participate in “drinking games.” a) Fraternity/Sorority members shall not force, pressure or coerce an individual to participate in “drinking games”, which include, but are not limited to, any game where drinking alcohol is incorporated in a competitive manner.

10) No alcohol shall be present at any educational program/ activity focused towards new members. a) There will be no sorority or fraternity sponsored social event including alcohol for five days prior and five days after (including the fifth day and the day of) initiation. b) No alcohol shall be present at any activities associated with “bid night,” “big brother-little brother” or “big sister/little sister events”

11) At any event where alcohol is permitted water must be provided by the chapter(s) sponsoring the social function free of charge to attendants. In addition food and alternate beverages is highly suggested.

12) All chapters will follow the provisions of these guidelines, state/local laws, university policies, and that of their international/national fraternities/sororities sponsoring or co-sponsoring the event. In all cases where the international/national/chapter policy is more stringent than this policy, the international/national/chapter policy provisions of each chapter are to be enforced by their respective chapter.

13) At any and all chapter events, party monitors must be appointed or hired who will not consume alcoholic beverages on the day of and throughout the entire duration of the event. These monitors shall assist in the enforcement of checking the guest list, maintaining only one entrance to the function, checking identification, determining the “reasonable amount of alcohol” attendees are bringing in, maintaining security, marking those of age and those not of age, and upholding all other aspects of this policy.

a) At each function either sponsored or co-sponsored by the chapter, two sober members of the executive council shall be in attendance and be responsible for the actions of the chapter's members.

b) The party monitor shall be contracted or a member of that respective chapter.

c) There shall be one party monitor for every 20 persons present at the function.

14) Each chapter shall sponsor at least one alcohol awareness program/presentation per year for their respective chapter.

a) 75% chapter participation in the University-sponsored speaker may be substituted.

b) All chapters must resubmit updated rosters when changes occur.

15) All social event themes must be in line with the Greek Life Mission and Values Statement as well as the Creighton University Mission Statement. All themes must be submitted at least ten business days before the event to be approved by the Greek Advisor and the respective Vice President of Judicial Affairs.

16) An annual review of this policy shall be conducted at the end of each academic year.

IMPORTANT REVIEW POINTS • Identification must be checked. • The chapter is responsible for keeping minors from being served alcohol. • Definition of a Fraternity function: what a reasonable person would consider a function. • All alcohol distribution must be by a third party vendor whether it is a cash bar or BYOB. • BYOB=Bring Your Own Beverage. Each person must bring only what he/she can reasonably drink (6 pack of beer). • Open social events are prohibited. All attendees must be specifically invited and appear on a guest list. A limit of three guests per member is to be observed. • A ratio of 1 sober person per every 20 attendees must be observed.

Appendix G: FSL Survey Questions

The following questions offered responses ranging from Strongly Agree (7) to Strongly Disagree (1).

Q1 - I am proud to wear my chapter's letters

Q2 - I can articulate the values of my chapter

Q37 - It is easy to balance being Greek and being involved with other things on campus

Q4 - I feel like Creighton is a safe environment for my chapter

Q5 - I feel that as chapters we have enough space on campus to meet and host events (recruitment, philanthropies, chapter, etc)

Q6 - Greek awards are a valuable part of the community

Q9 - I was provided a realistic understanding of the expectations of members of my chapter as a new member.

Q11 - I only participate in service because it's a requirement of my chapter

Q12 - I believe there is a strong camaraderie amongst the chapters on campus

Q16 - I know the purpose of Greek Week and Greek Unity Week

Q10 - I have felt pressure to consume alcohol at chapter events to "fit in"

Q18 - I know my own personal liability as a chapter member

Q22 - My chapter provides recognition to its members

Q26 - The sorority community should engage in the extension process (process of adding a new organization to campus)

Q27 - The fraternity community should engage in the expansion process (process of adding a new organization to campus)

Q30 - I believe there is an issue with alcohol consumption in the fraternity and sorority community

Q31 - I attend chapter events only if they are mandatory

Q33 - The resources provided to me by the national office/headquarters are helpful

Q36 - As a chapter we have a transition plan in process for any new member or positions on the leadership board

The following questions offered responses of "an advocate for the community," "approachable," "accessible when I need her," "a resource for chapters regarding policies and community expectations," "a resource for building morale within the community," "knowledgeable about activities with the community".

Q25 - The Greek Advisor is (click all that apply):

The following questions offered responses ranging from Not at All (1) to Improved a Lot (10).

Q13 - My study habits have improved as a result of joining my chapter (1- not at all and 10 - improved a lot)

The following questions offered responses of "undergraduate," "staff," "faculty," "administration," "Omaha community," "alumni".

Q24 - The Fraternity and Sorority community on Creighton's campus has a positive reputation amongst (click all that apply):

The following questions ranked the following options: academics, social events/activities, involvement, philanthropic activities, service, ritual, brotherhood/sisterhood, membership development, recruitment, leadership opportunities.

Q15 - These are my chapter's priorities (move the categories to place them in order of most important to least important.)

Q21 - My priorities as a fraternity or sorority member are (move the categories to place them in order of most important to least important.)

The following questions ranked the following options: yes, maybe, no.

Q17 - I would like a Fraternity and Sorority Life monthly newsletter with updates about the community

Q32 - I have had a conversation about my behavior after consuming alcohol

Q35 - I know what the Greek Measure is

The following questions offered free responses.

Q28 - The ideal sorority size is (type a number in the box)

Q29 - The ideal fraternity size is (type a number in the box)

Q39 - Who is the University's Greek Advisor?

Q41 - Is there anything else you'd want to share about your Greek experience?

Q42 - How many programs would you like to see for the following weeks of programming?

Q43 - How many programs outside of the three weeks listed above would you like to see in the semester for the Fraternity and Sorority community? (these are programs not hosted by an individual chapter)

The following questions offered responses of "IFC/Panhel," "Greek Standards Board," "Order of Omega," "Student Leadership & Involvement Center," "other campus departments".

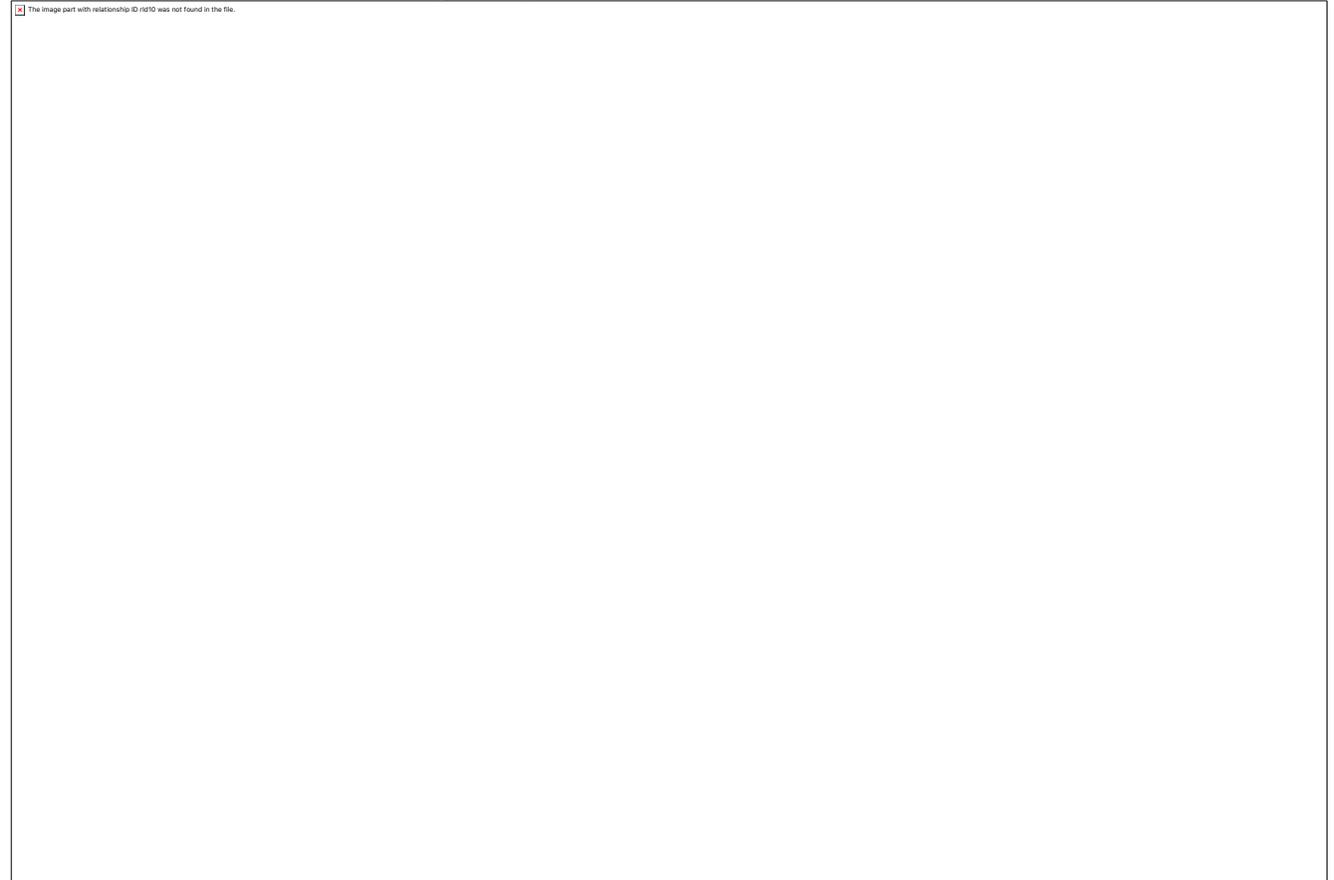
Q34 - The support and resources I receive from the following entities are helpful to me (click all that apply)

Appendix H: FSL Survey Results and Statistics

Fraternity and Sorority Life

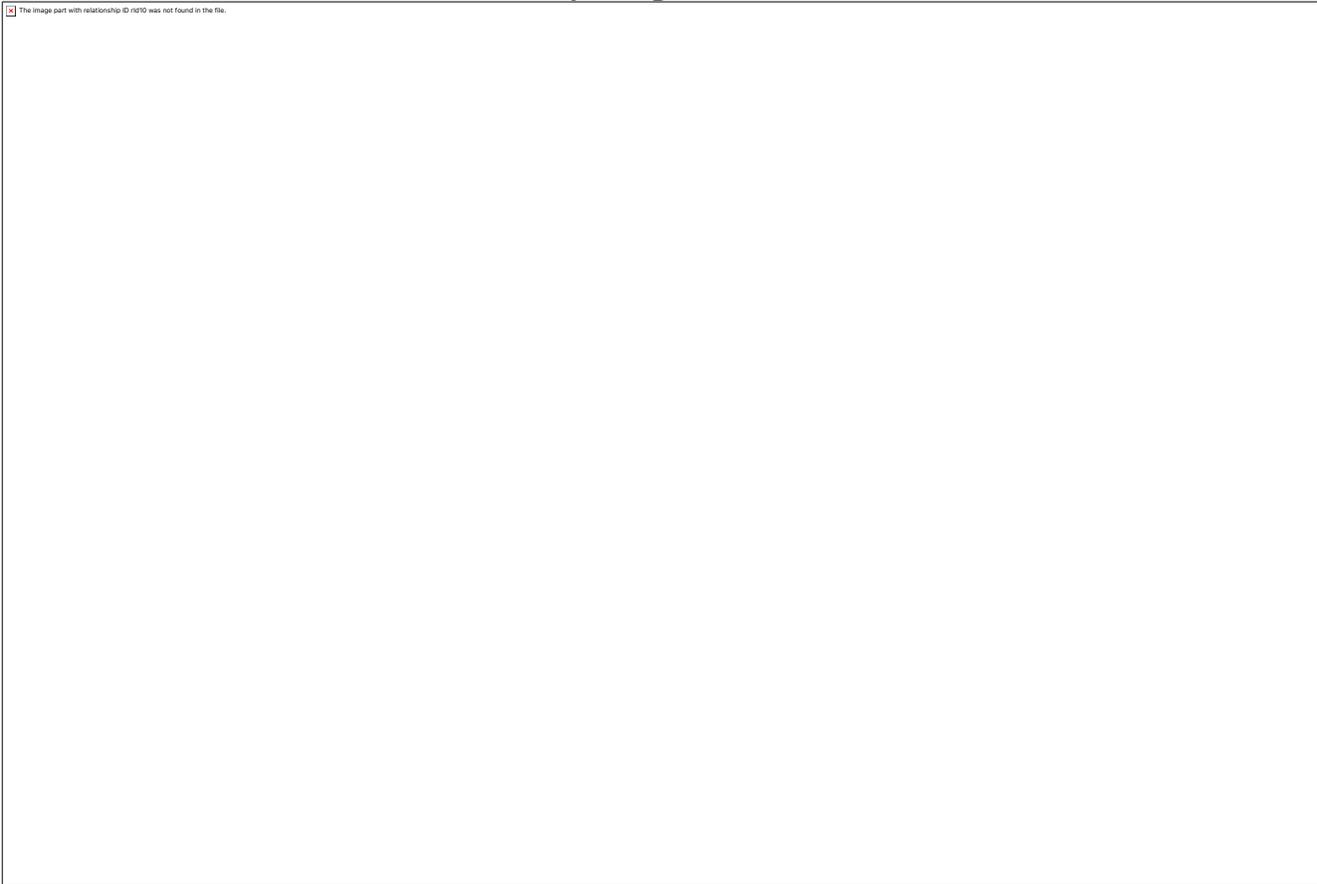
July 17th 2017, 4:23 pm CDT

Q1 - I am proud to wear my chapter's letters



#	Answer	%	Count
1	Strongly agree	70.78%	235
2	Agree	18.98%	63
3	Somewhat agree	6.93%	23
4	Neither agree nor disagree	1.51%	5
5	Somewhat disagree	0.90%	3
6	Disagree	0.30%	1
7	Strongly disagree	0.60%	2
	Total	100%	332

Q2 - I can articulate the values of my chapter



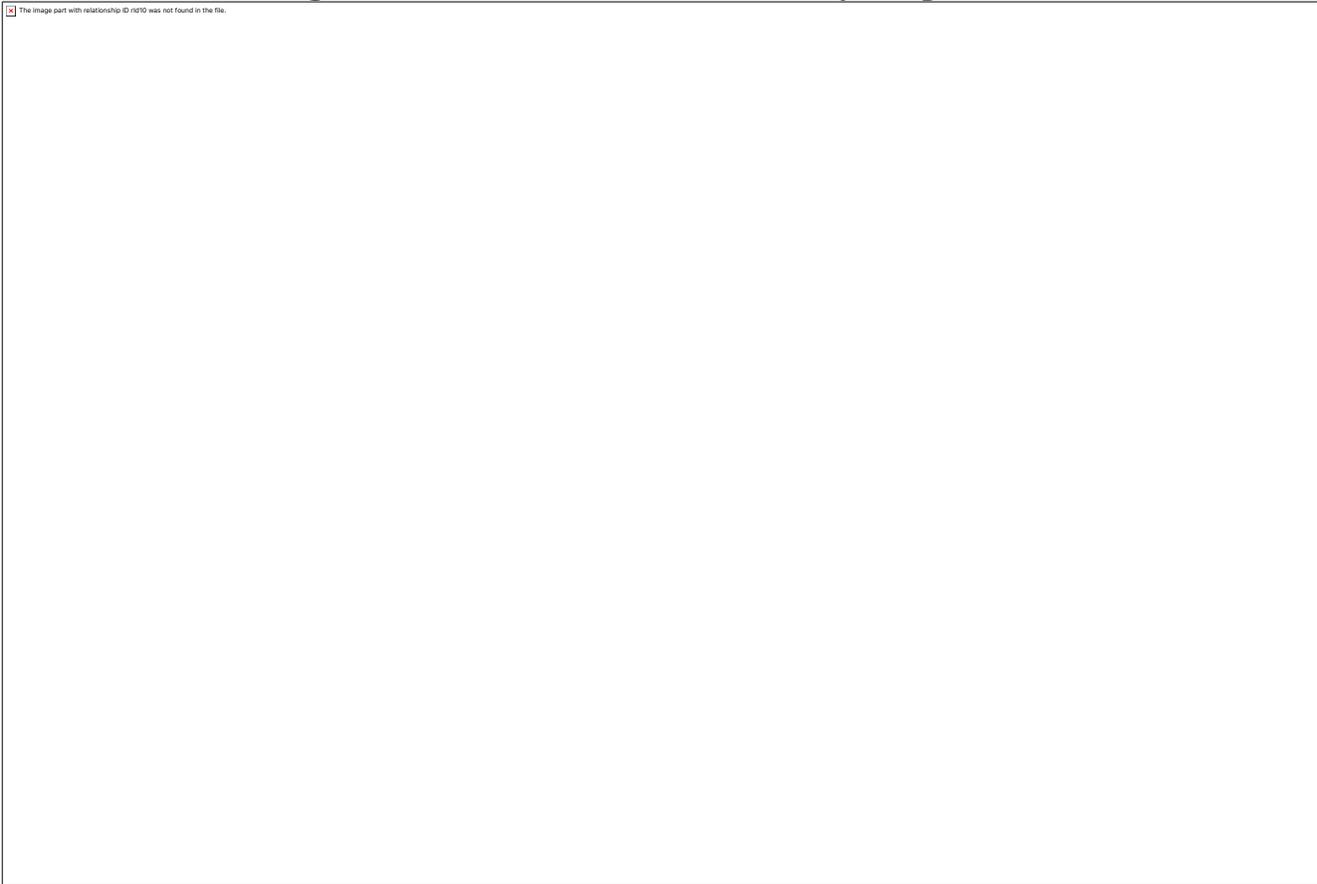
#	Answer	%	Count
1	Strongly agree	59.21%	196
2	Agree	30.82%	102
3	Somewhat agree	7.55%	25
4	Neither agree nor disagree	0.60%	2
5	Somewhat disagree	1.51%	5
6	Disagree	0.30%	1
7	Strongly disagree	0.00%	0
	Total	100%	331

Q37 - It is easy to balance being Greek and being involved with other things on campus

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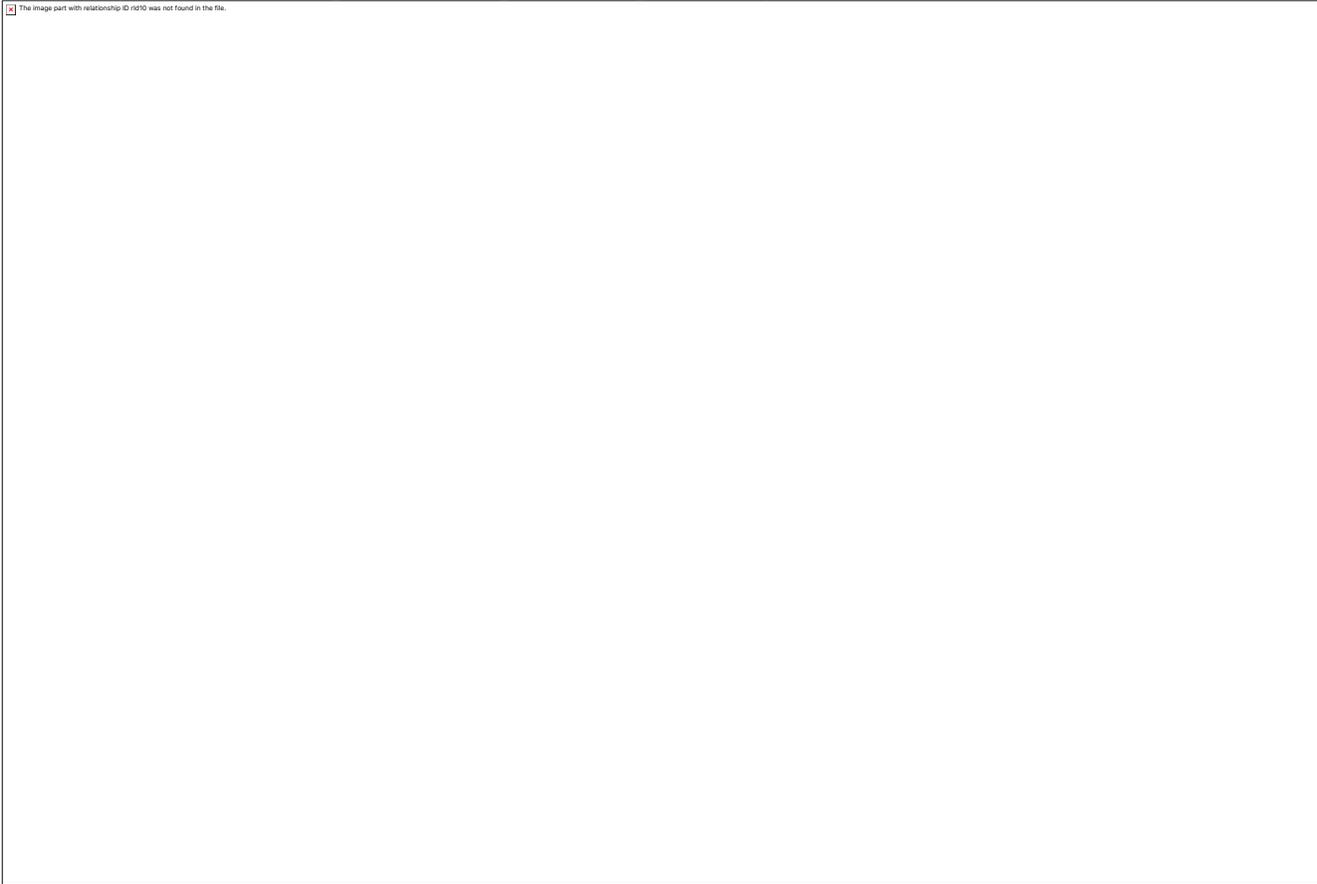
#	Answer	%	Count
1	Strongly agree	39.27%	130
2	Agree	33.23%	110
3	Somewhat agree	18.13%	60
4	Neither agree nor disagree	1.51%	5
5	Somewhat disagree	5.14%	17
6	Disagree	2.11%	7
7	Strongly disagree	0.60%	2
	Total	100%	331

Q4 - I feel like Creighton is a safe environment for my chapter



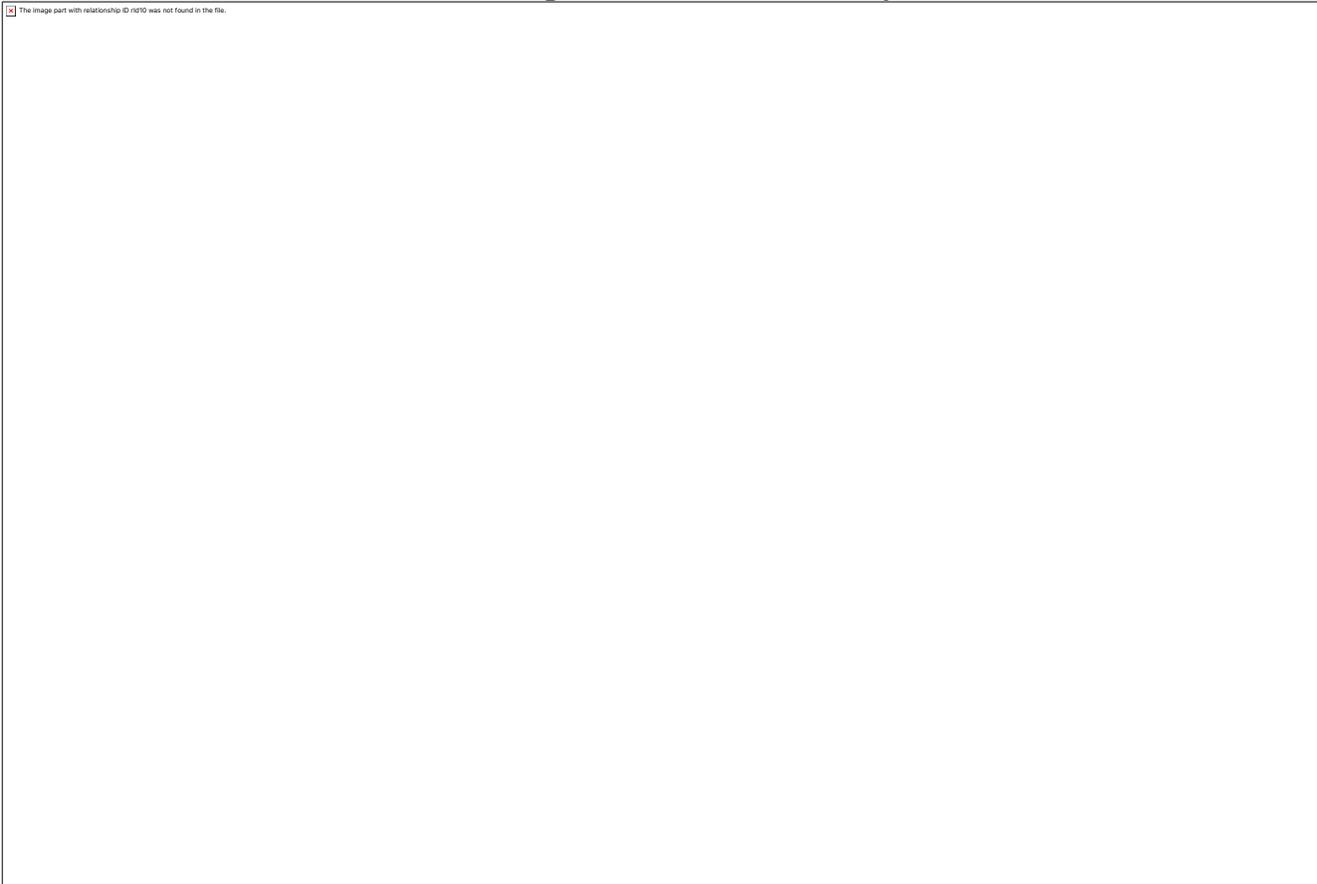
#	Answer	%	Count
1	Strongly agree	48.64%	161
2	Agree	30.82%	102
3	Somewhat agree	9.06%	30
4	Neither agree nor disagree	3.02%	10
5	Somewhat disagree	1.51%	5
6	Disagree	3.32%	11
7	Strongly disagree	3.63%	12
	Total	100%	331

Q5 - I feel that as chapters we have enough space on campus to meet and host events (recruitment, philanthropies, chapter, etc)



#	Answer	%	Count
1	Strongly agree	13.29%	44
2	Agree	25.68%	85
3	Somewhat agree	23.87%	79
4	Neither agree nor disagree	3.02%	10
5	Somewhat disagree	13.90%	46
6	Disagree	14.20%	47
7	Strongly disagree	6.04%	20
	Total	100%	331

Q6 - Greek awards are a valuable part of the community



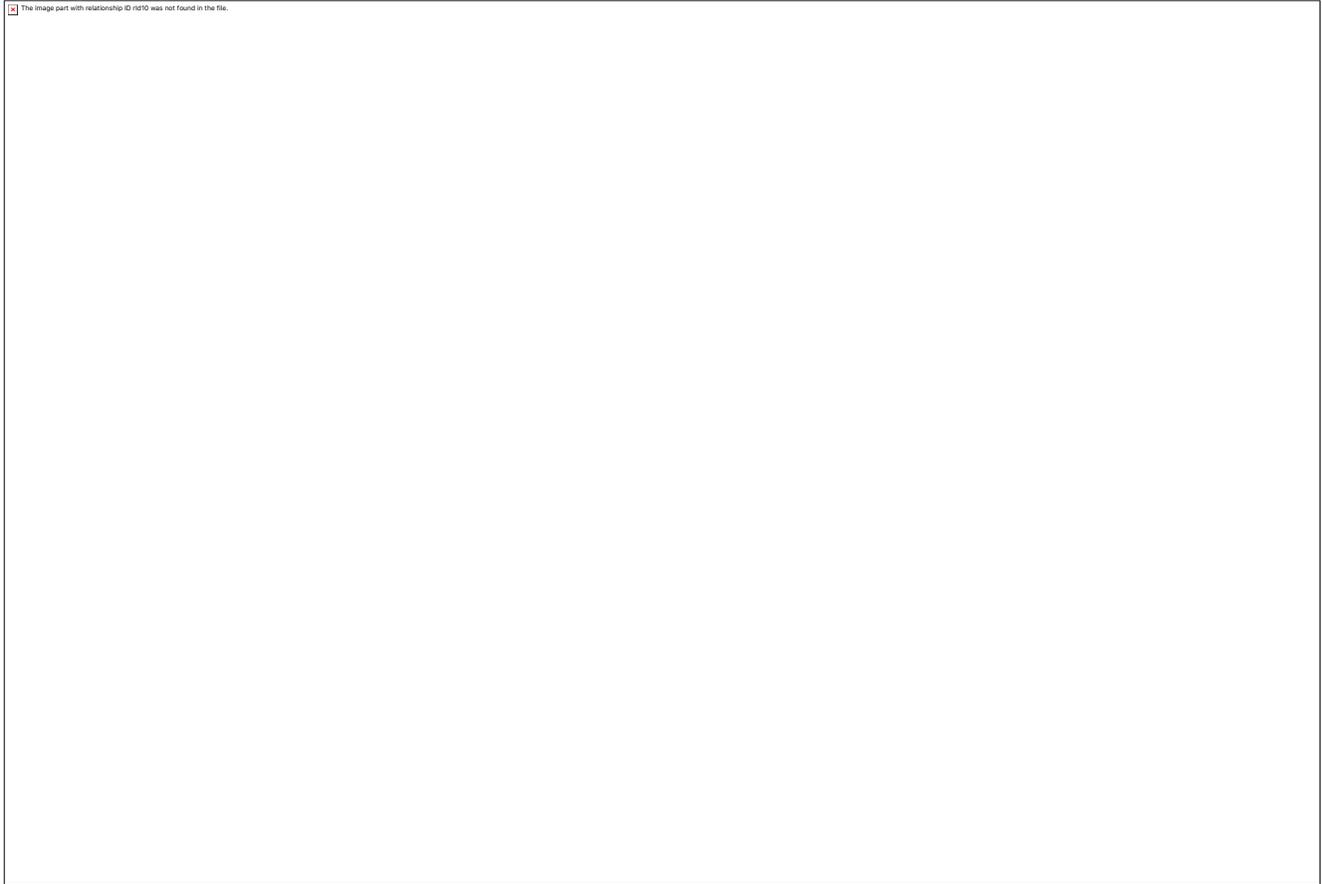
#	Answer	%	Count
1	Strongly agree	14.50%	48
2	Agree	23.56%	78
3	Somewhat agree	22.36%	74
4	Neither agree nor disagree	9.06%	30
5	Somewhat disagree	10.57%	35
6	Disagree	9.67%	32
7	Strongly disagree	10.27%	34
	Total	100%	331

Q25 - The Greek Advisor is (click all that apply):

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#	Answer	%	Count
1	An advocate for the community	16.14%	157
2	Approachable	13.05%	127
3	Accessible when I need her	13.67%	133
4	A resource for chapters regarding policies and community expectations	25.49%	248
5	A resource for building morale within the community	11.41%	111
6	Knowledgeable about activities with the community	20.25%	197
	Total	100%	973

Q9 - I was provided a realistic understanding of the expectations of members of my chapter as a new member.



#	Answer	%	Count
1	Strongly agree	42.12%	139
2	Agree	41.52%	137
3	Somewhat agree	10.61%	35
4	Neither agree nor disagree	2.42%	8
5	Somewhat disagree	1.21%	4
6	Disagree	1.21%	4
7	Strongly disagree	0.91%	3
	Total	100%	330

Q11 - I only participate in service because it's a requirement of my chapter

 The image part with relationship ID r1670 was not found in the file.

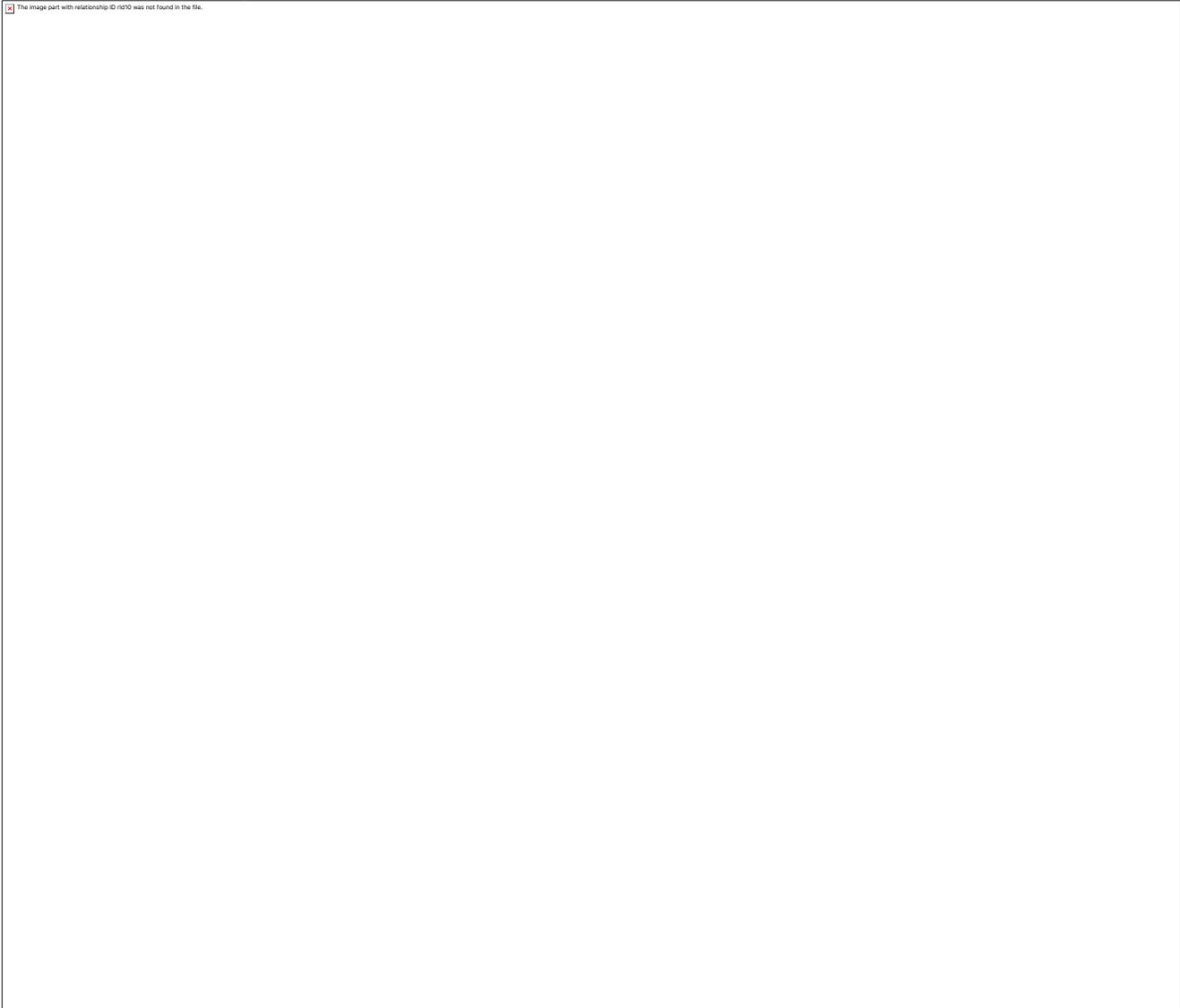
#	Answer	%	Count
1	Strongly agree	1.21%	4
2	Agree	1.82%	6
3	Somewhat agree	9.39%	31
4	Neither agree nor disagree	8.48%	28
5	Somewhat disagree	13.03%	43
6	Disagree	39.09%	129
7	Strongly disagree	26.97%	89
	Total	100%	330

Q12 - I believe there is a strong camaraderie amongst the chapters on campus

 The image part with relationship ID r1670 was not found in the file.

#	Answer	%	Count
1	Strongly agree	9.06%	30
2	Agree	25.38%	84
3	Somewhat agree	35.05%	116
4	Neither agree nor disagree	10.57%	35
5	Somewhat disagree	10.88%	36
6	Disagree	4.83%	16
7	Strongly disagree	4.23%	14
	Total	100%	331

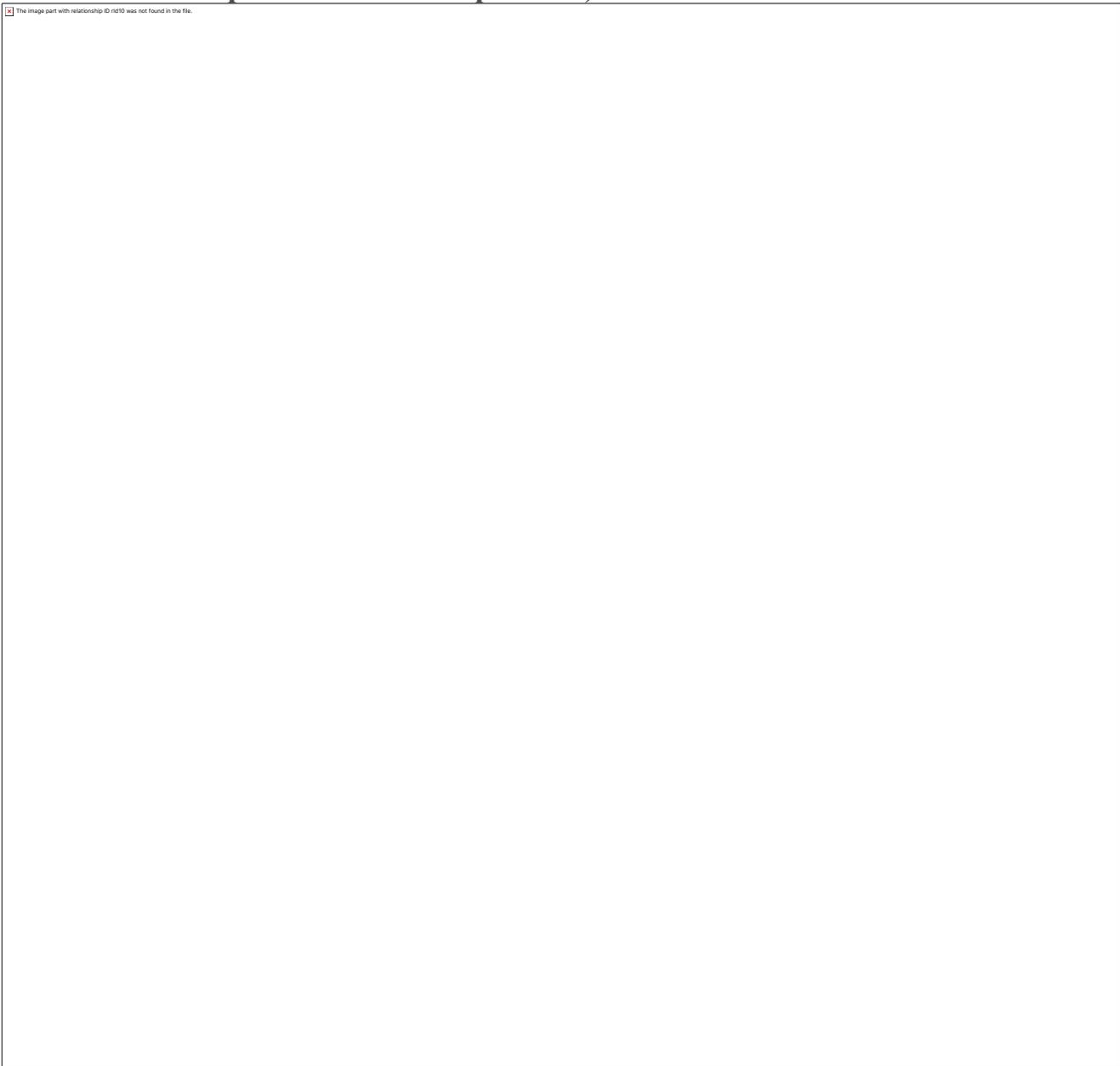
Q13 - My study habits have improved as a result of joining my chapter (1- not at all and 10 - improved a lot)



#	Answer	%	Count
0	0	2.17%	7
1	1	7.74%	25
2	2	7.12%	23
3	3	8.36%	27
4	4	6.50%	21
5	5	18.89%	61
6	6	10.84%	35
7	7	13.62%	44
8	8	13.31%	43
9	9	3.10%	10
10	10	8.36%	27
	Total	100%	323

Q15 - These are my chapter's priorities (move the categories to place them in order of most important to least important.)

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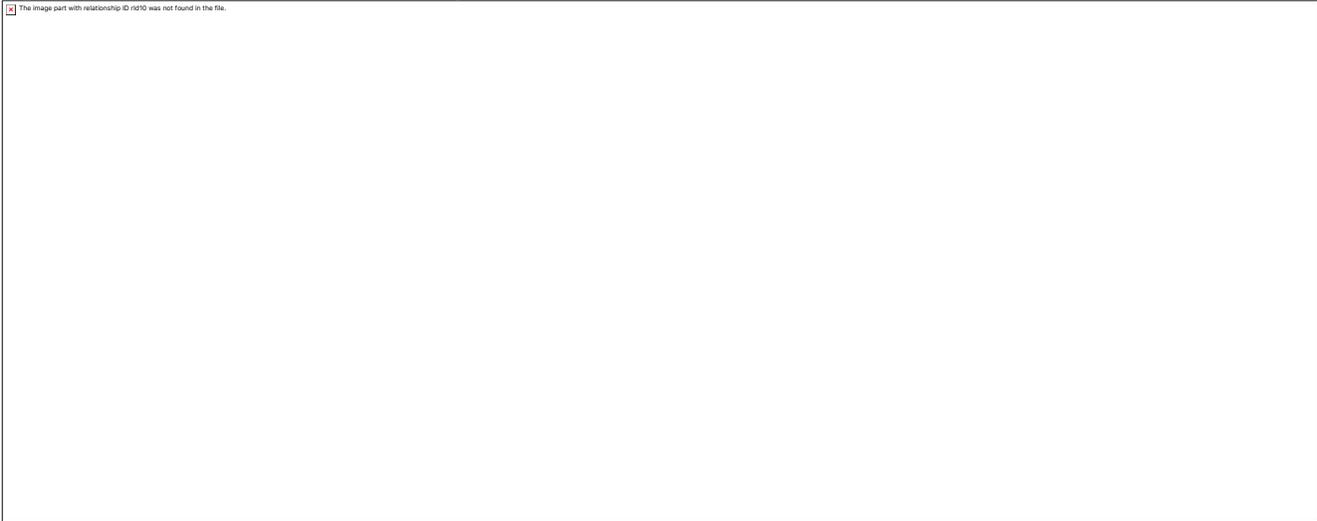
#	Question	1	2	3	4	5	6	7	8	9	10	
1	Academics	23.37%	20.61%	13.94%	13.46%	8.79%	5.76%	5.15%	4.24%	3.33%	1.22%	4
2	Social events/activities	4.85%	9.70%	12.12%	8.18%	8.79%	10.61%	10.30%	10.61%	8.48%	16.77%	55
3	Involvement	10.03%	13.64%	13.64%	12.14%	14.24%	13.94%	8.48%	8.48%	2.73%	2.74%	9
4	Philanthropic activities	10.30%	9.09%	12.12%	16.97%	11.21%	11.21%	8.79%	10.61%	6.36%	3.35%	11
5	Service	0.91%	5.76%	6.97%	9.39%	14.55%	10.91%	11.82%	15.76%	14.55%	9.45%	31
6	Ritual	1.82%	3.94%	3.33%	4.85%	7.27%	9.09%	11.21%	13.64%	17.58%	27.44%	90
7	Brotherhood/sisterhood	38.48%	13.04%	11.82%	6.06%	8.18%	10.03%	6.67%	3.03%	2.12%	0.61%	2
8	Membership development	3.64%	11.21%	7.27%	7.58%	10.03%	9.70%	12.44%	13.64%	15.15%	9.45%	31
9	Recruitment	3.94%	5.15%	8.18%	9.70%	7.27%	9.70%	13.44%	11.52%	18.48%	12.50%	41
10	Leadership opportunities	2.73%	7.88%	10.61%	11.52%	9.70%	9.09%	11.82%	8.48%	11.21%	16.46%	54
	Total	Total 330	328									

Q16 - I know the purpose of Greek Week and Greek Unity Week

The image part with relationship ID r1610 was not found in the file.

#	Answer	%	Count
1	Strongly agree	15.45%	51
2	Agree	28.18%	93
3	Somewhat agree	25.15%	83
4	Neither agree nor disagree	10.61%	35
5	Somewhat disagree	6.06%	20
6	Disagree	7.58%	25
7	Strongly disagree	6.97%	23
	Total	100%	330

Q17 - I would like a Fraternity and Sorority Life monthly newsletter with updates about the community



#	Answer	%	Count
1	Yes	46.36%	153
2	Maybe	31.52%	104
3	No	22.12%	73
	Total	100%	330

Q21 - My priorities as a fraternity or sorority member are (move the categories to place them in order of most important to least important.)

The image part with relationship ID r1670 was not found in the file.

#	Question	1	2	3	4	5	6	7	8	9	10										
1	Academics	44.3	14.0	14.8	4.7	8.86%	2.8	9.81%	3.1	6.01%	1.9	5.06%	1.6	6.01%	1.9	2.22%	7	2.22%	7	0.63%	2

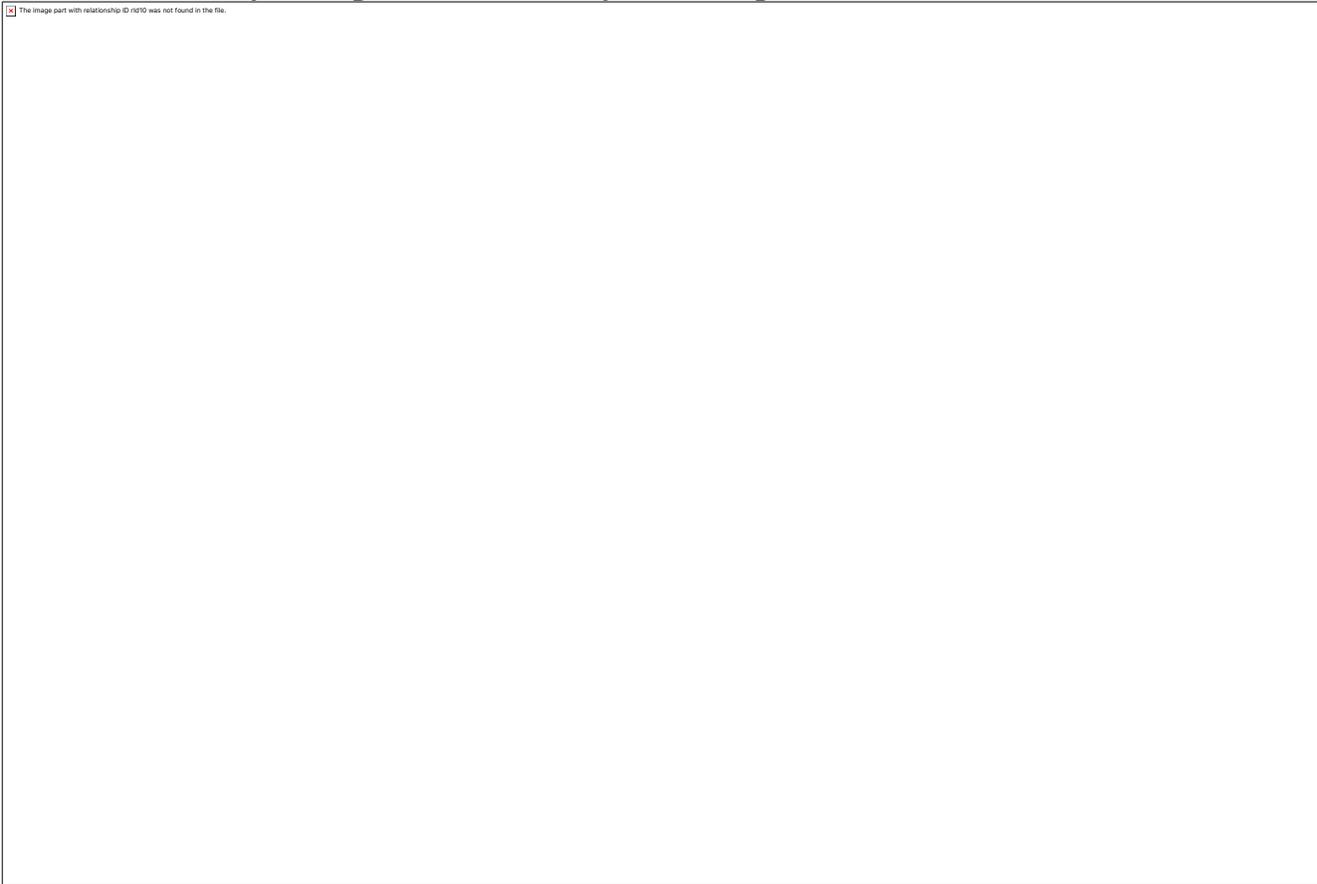
		0 %		7 %																		
2	Social events	3.16 %	10	9.18 %	29	12.97 %	41	11.71 %	37	11.08 %	35	12.34 %	39	11.08 %	35	7.91 %	25	6.96 %	22	13.61 %	43	
3	Involve ment	6.96 %	22	15.19 %	48	19.94 %	63	15.82 %	50	16.46 %	52	10.44 %	33	7.91 %	25	3.48 %	11	2.53 %	8	1.27 %	4	
4	Philanthropic events/activities	1.27 %	4	11.08 %	35	12.34 %	39	14.87 %	47	19.30 %	61	14.87 %	47	12.03 %	38	9.18 %	29	4.11 %	13	0.95 %	3	
5	Service	2.53 %	8	9.49 %	30	9.49 %	30	9.49 %	30	9.18 %	29	17.72 %	56	14.24 %	45	11.08 %	35	9.81 %	31	6.96 %	22	
6	Ritual	0.95 %	3	1.90 %	6	3.16 %	10	3.80 %	12	5.38 %	17	10.76 %	34	14.87 %	47	16.14 %	51	18.67 %	59	24.37 %	77	
7	Brotherhood/sisterhood	33.23 %	105	20.89 %	66	11.08 %	35	7.28 %	23	6.96 %	22	5.70 %	18	6.96 %	22	5.06 %	16	2.22 %	7	0.63 %	2	
8	Member ship develop ment	2.85 %	9	5.70 %	18	5.06 %	16	6.96 %	22	6.96 %	22	9.81 %	31	12.34 %	39	23.10 %	73	18.67 %	59	8.54 %	27	
9	Recruit ment	0.32 %	1	1.58 %	5	1.90 %	6	5.70 %	18	7.91 %	25	6.65 %	21	8.86 %	28	14.87 %	47	25.63 %	81	26.58 %	84	
10	Leaders hip opportu nities	4.43 %	14	10.13 %	32	15.19 %	48	14.87 %	47	10.76 %	34	6.65 %	21	5.70 %	18	6.96 %	22	9.18 %	29	16.46 %	52	
	Total	Total	316																			

Q10 - I have felt pressure to consume alcohol at chapter events to "fit in"

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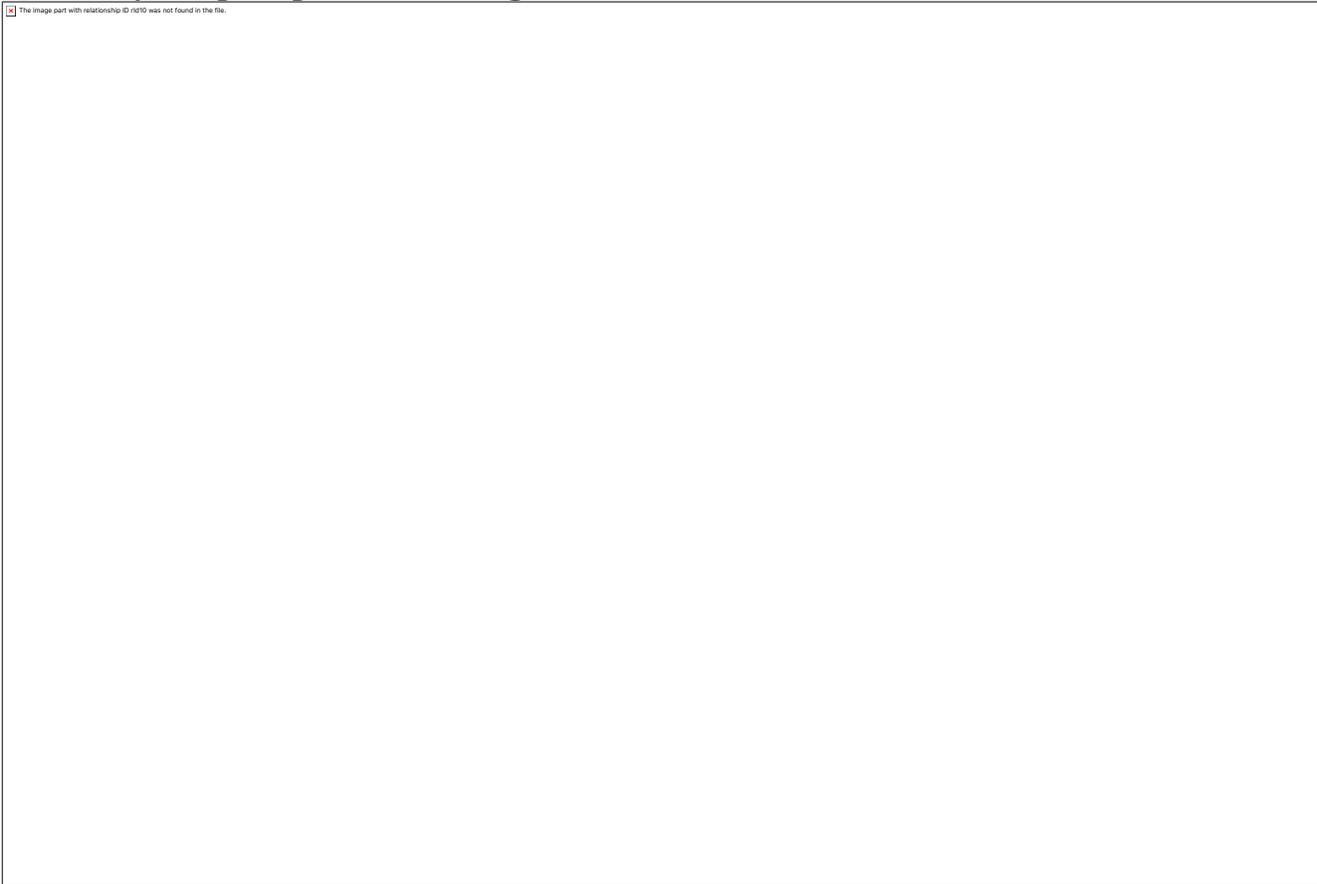
#	Answer	%	Count
1	Strongly agree	0.91%	3
2	Agree	4.24%	14
3	Somewhat agree	5.15%	17
4	Neither agree nor disagree	6.06%	20
5	Somewhat disagree	4.55%	15
6	Disagree	24.24%	80
7	Strongly disagree	54.85%	181
	Total	100%	330

Q18 - I know my own personal liability as a chapter member



#	Answer	%	Count
1	Strongly agree	42.30%	140
2	Agree	43.81%	145
3	Somewhat agree	8.16%	27
4	Neither agree nor disagree	3.02%	10
5	Somewhat disagree	1.51%	5
6	Disagree	0.91%	3
7	Strongly disagree	0.30%	1
	Total	100%	331

Q22 - My chapter provides recognition to its members



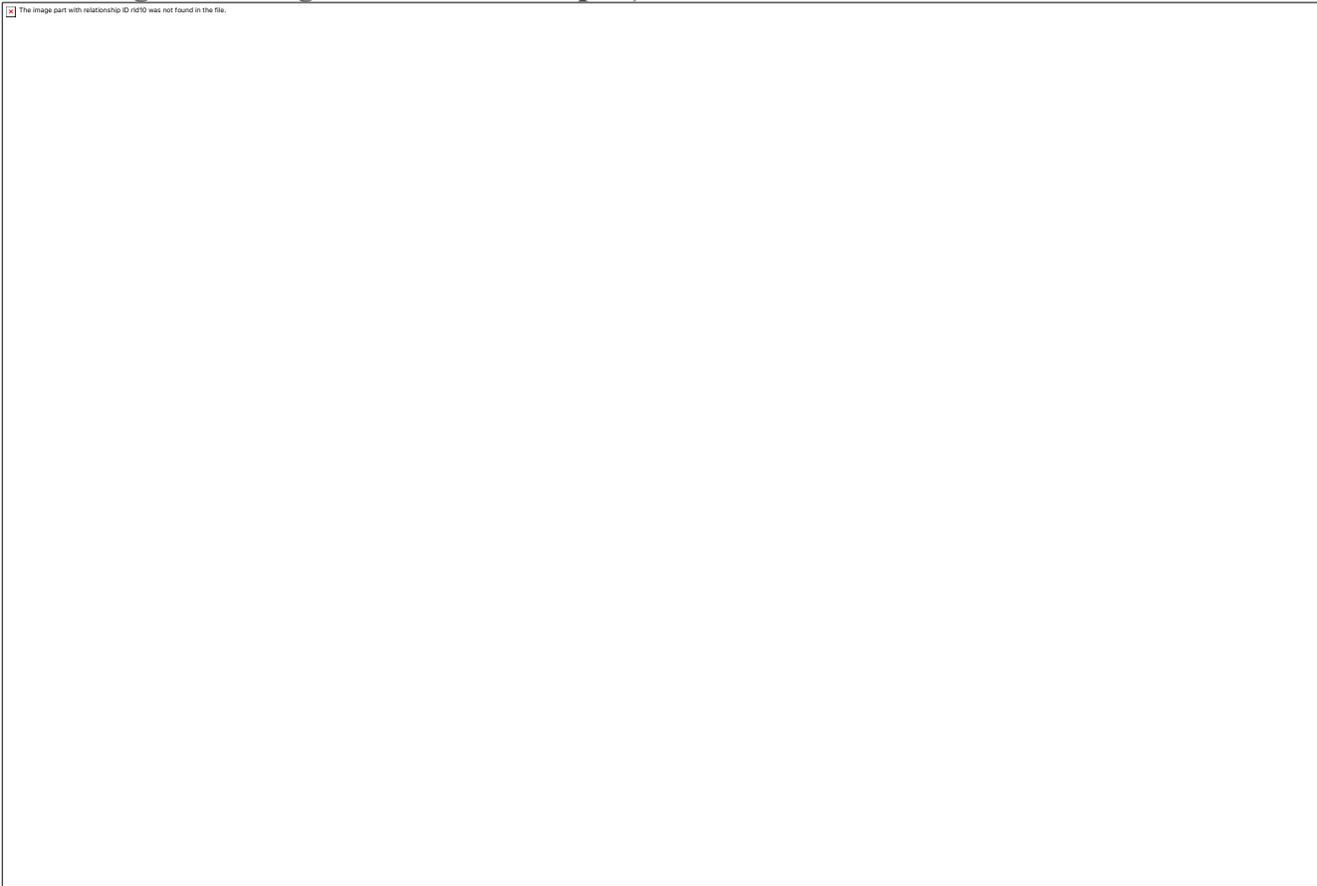
#	Answer	%	Count
1	Strongly agree	42.90%	142
2	Agree	40.18%	133
3	Somewhat agree	12.39%	41
4	Neither agree nor disagree	1.51%	5
5	Somewhat disagree	0.91%	3
6	Disagree	1.51%	5
7	Strongly disagree	0.60%	2
	Total	100%	331

Q24 - The Fraternity and Sorority community on Creighton's campus has a positive reputation amongst (click all that apply):

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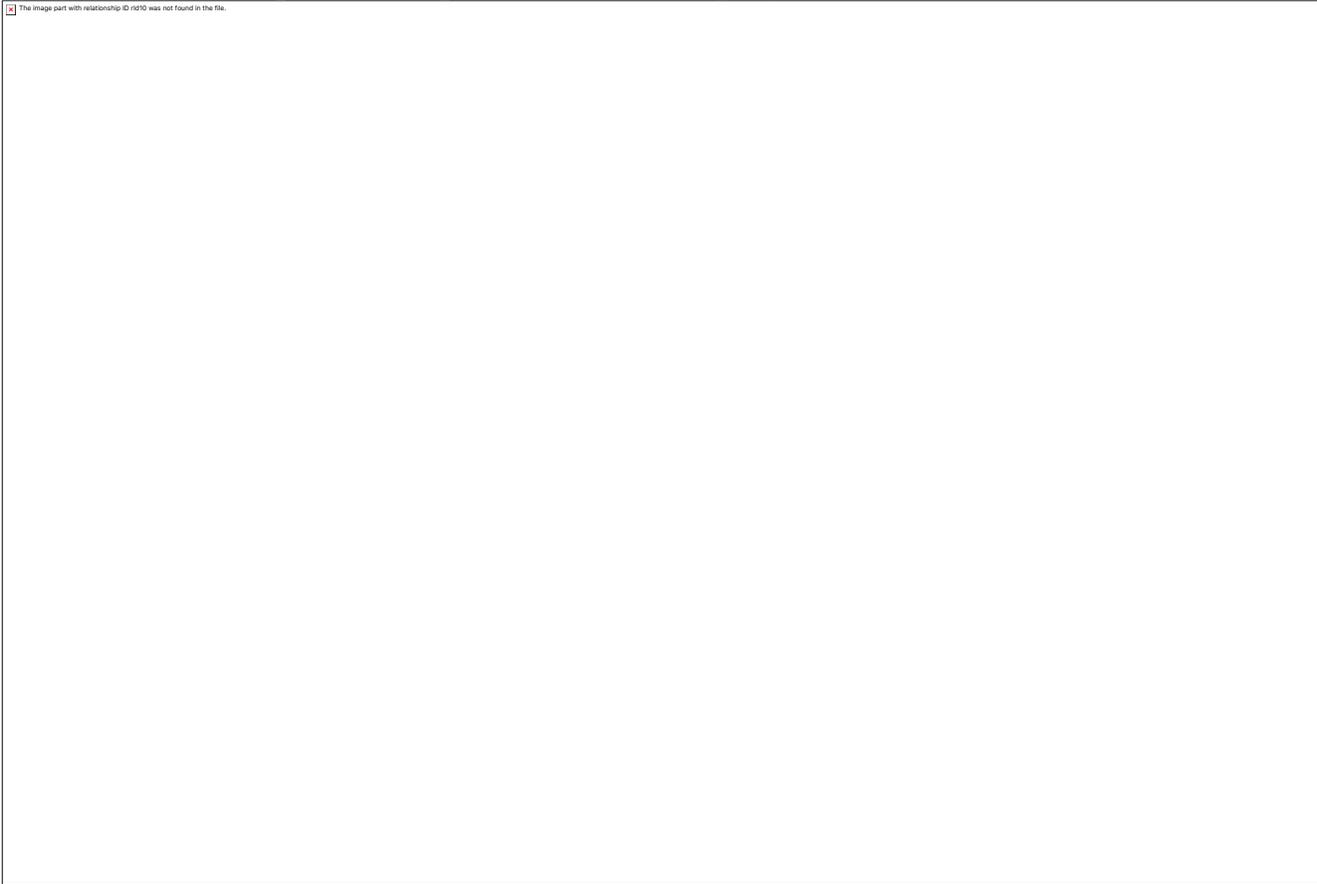
#	Answer	%	Count
1	Undergraduate students	24.09%	310
2	Staff	13.21%	170
3	Faculty	13.83%	178
4	Administration (president, provost, etc)	15.00%	193
5	Omaha community	13.83%	178
6	Alumni	20.05%	258
	Total	100%	1287

Q26 - The sorority community should engage in the extension process (process of adding a new organization to campus)



#	Answer	%	Count
1	Strongly agree	17.22%	57
2	Agree	22.96%	76
3	Somewhat agree	16.92%	56
4	Neither agree nor disagree	27.49%	91
5	Somewhat disagree	3.32%	11
6	Disagree	5.74%	19
7	Strongly disagree	6.34%	21
	Total	100%	331

Q27 - The fraternity community should engage in the expansion process (process of adding a new organization to campus)



#	Answer	%	Count
1	Strongly agree	18.79%	62
2	Agree	22.42%	74
3	Somewhat agree	13.03%	43
4	Neither agree nor disagree	24.55%	81
5	Somewhat disagree	5.15%	17
6	Disagree	8.18%	27
7	Strongly disagree	7.88%	26
	Total	100%	330

Q28 - The ideal sorority size is (type a number in the box)

The ideal sorority size is (type a number in the box)

100

150

120

less than 300

150

100

100

150

120

80

I think it should depend on the school size

140

160

160

200

120

100

100

130

120

100

125

140

200

100

100

50

175

200

120

1140

200

160

90

Unsure

200

150

180

175

100

100

200

150

150

120

210

100

200

100

100

105

?

100

100

90

70

150

120

200

80-100 members

100

100

150

100

100

120

90

150

130

130

120

60

150

120

100

130

175

140

140

80

70

120

150

120

120

100

150

100

130

200

100

150

100

120

130

105

120

160

110

120

100

150

100

120

150

150

115

No number

150

150

150

120

120

120

100

150

150

150

150

100

125

100

120

150

100

85

120

100

130

100

80

200

10

100

There is no ideal size

100

100

150

100

100

150

80

120

120

0

120

80

100

125

110

150

150 at most

100

140

150 (for 3 PCs)

125

120

200

100

140

125

110

145

120

140

150

150

100

100

150

120

100

60

130 girls

100

200

200

100

120

50

120

100

100

120

100

80

150

100

150

130

150

200

however many is good and necessary and makes sense for character development and personal growth

130

100

150

120

180

100

150

50

125

80

120

120-140

175

200

130

170

200

150

70

200

150

170

100

130

130 members/chapter

120

80

120

90

110

150

100

150

100-150

150

125

125

150

non existent

150

90

150

150

90

100

150

150

175

80

7

100

150

100

150

100

150

150

120 members (30 per class)

150

100

200

175

100-150

130

100

170

130

135

8

100

125

100

120

75

120

180

120-140

140

120

100

100

150

120

120

130

100

150

150

100+

80

115

130-150

100

150

100

120

60

150-200

120

130

100-120

160 or less

100

100

150

75

100

100

100

100

50

80

100

125

30 per class

130

150

100

Q29 - The ideal fraternity size is (type a number in the box)

The ideal fraternity size is (type a number in the box)

100

150

100

less than 200

115

80

100

100

120

80

I think it should depend on the school size

80

160

120

200

100

100

100

130

120

75

90

100

100

100

75

50

150

200

90

110

150

120

110

Unsure

200

100

150

125

100

75

200

150

115

100

200

85

200

100

100

100

?

100

80

70

60

150

120

100

150

80-100 members

125

100

100

75

100

65

120

90

100

100

N/A

60

100

75

75

150

100

30

100

80

70

120

150

120

90

75

100

50

130

200

100

80

150

100

80

100

105

80

100

?

111

100

75

100?

80

150

90

No number

100

100

150

75

100

120

100

150

100

150

150

100

125

110

100

150

100

75

100

70-90

100

50

80

100-120

6

100

There is no ideal size

100

100

120

100

130

70

120

80

120

100

60

100

100

100

115

150 at most

73

100

150 (for 3 PCs)

125

I don't know

100

100

140

100

100

120

100

90

150

150

75

100

150

120

70

50

100

150

200

100

120

45

120

100

100

100

100

0

100

100

80

130

120

100

however many is good and necessary and makes sense for character development and personal growth

90

100

100

120

150

120

85

50

35

125

80

115

80-100

175

100

110

200

150

100

65

200

120

150

100

100

100 members/chapter

120

120

90

80

150

100

150

100-150

150

125

95

150

non existent

150

90

150

80

80

70

150

130

150

60

6

80

75

100

100

100

100

100

120 members (30 per class)

100

80-90

200

150-200

100

100

100

100

85

8

95

125

100

90

75

100

180

90-100

70

80

80

100

150

80

90

100

100

100

100

80-100

80

90

80

100

150

90

80

60

150-200

120

100

100

125

80

110

100

80

75

100

100

85

100

65

75

100

125

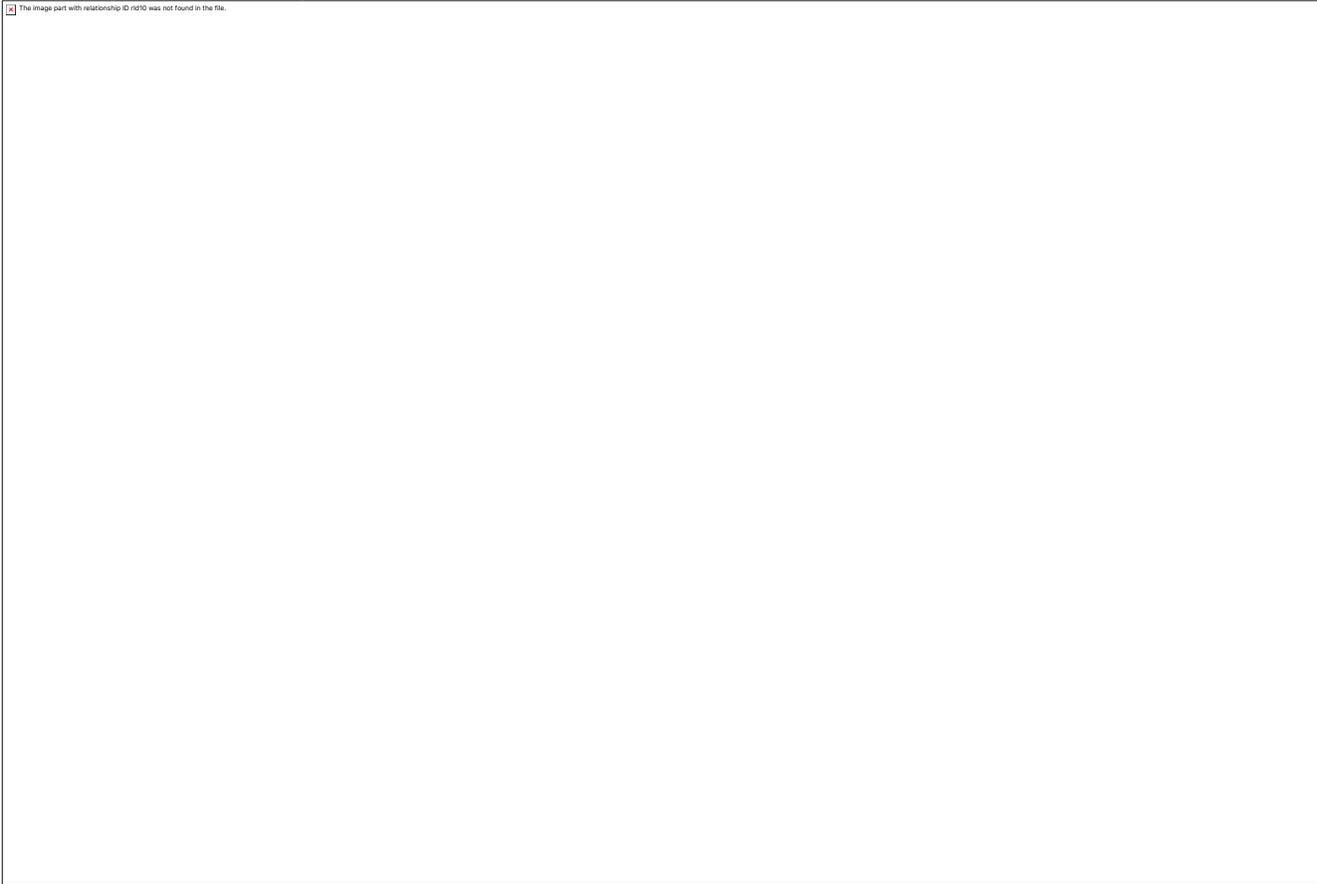
30 per class

130

150

50

Q30 - I believe there is an issue with alcohol consumption in the fraternity and sorority community



#	Answer	%	Count
1	Strongly agree	4.53%	15
2	Agree	7.25%	24
3	Somewhat agree	14.80%	49
4	Neither agree nor disagree	17.82%	59
5	Somewhat disagree	16.62%	55
6	Disagree	21.15%	70
7	Strongly disagree	17.82%	59
	Total	100%	331

Q31 - I attend chapter events only if they are mandatory

The image part with relationship ID r1870 was not found in the file.

#	Answer	%	Count
1	Strongly agree	3.03%	10
2	Agree	4.55%	15
3	Somewhat agree	11.82%	39
4	Neither agree nor disagree	6.97%	23
5	Somewhat disagree	12.73%	42
6	Disagree	31.82%	105
7	Strongly disagree	29.09%	96
	Total	100%	330

Q32 - I have had a conversation about my behavior after consuming alcohol



#	Answer	%	Count
1	Yes	19.39%	64
2	No	80.61%	266
	Total	100%	330

Q33 - The resources provided to me by the national office/headquarters are helpful

The image part with relationship ID r4570 was not found in the file.

#	Answer	%	Count
1	Strongly agree	16.97%	56
2	Agree	30.00%	99
3	Somewhat agree	20.61%	68
4	Neither agree nor disagree	20.30%	67
5	Somewhat disagree	5.45%	18
6	Disagree	4.24%	14
7	Strongly disagree	2.42%	8
	Total	100%	330

Q34 - The support and resources I receive from the following entities are helpful to me (click all that apply)

The image part with relationship ID r470 was not found in the file.

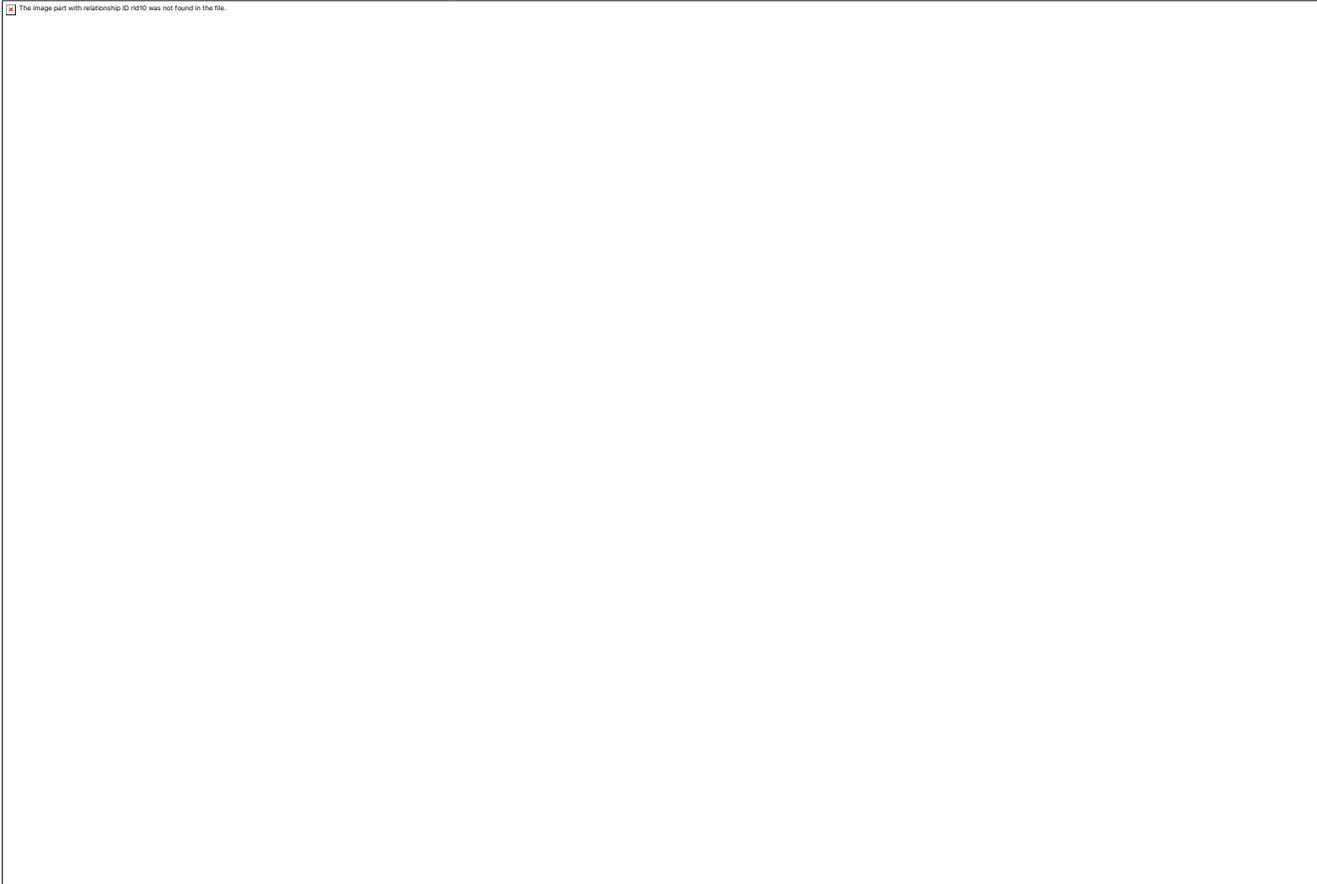
#	Answer	%	Count
1	IFC/Panhel	26.34%	152
2	Greek Standards Board	14.73%	85
3	Order of Omega	6.93%	40
4	Student Leadership & Involvement Center	31.02%	179
5	Other campus departments	20.97%	121
	Total	100%	577

Q35 - I know what the Greek Measure is

 The image part with relationship ID r1670 was not found in the file.

#	Answer	%	Count
1	Yes	10.00%	33
2	Maybe	9.70%	32
3	No	80.30%	265
	Total	100%	330

Q36 - As a chapter we have a transition plan in process for any new member or positions on the leadership board



#	Answer	%	Count
1	Strongly agree	48.01%	157
2	Agree	36.70%	120
3	Somewhat agree	9.79%	32
4	Neither agree nor disagree	2.75%	9
5	Somewhat disagree	0.92%	3
6	Disagree	1.53%	5
7	Strongly disagree	0.31%	1
	Total	100%	327

Q39 - Who is the University's Greek Advisor?

The image part with relationship ID r1670 was not found in the file.

#	Answer	%	Count
1	Joey Kimes	0.92%	3
2	Emma Rapp	0.00%	0
3	Molly Salisbury	0.31%	1
4	Pat Zander	0.00%	0
5	Margaret Zimmer	98.16%	320
6	Katie Kelsey	0.61%	2
7	Anna Alexander	0.00%	0
	Total	100%	326

Q41 - Is there anything else you'd want to share about your Greek experience?

Is there anything else you'd want to share about your Greek experience?

Creighton needs a new Greek Advisor.

I think it is a strong community that builds strong and confident people. Without it, I would not have had as many leadership opportunities as I have been given.

I feel at home with my sisters and at Creighton because of my involvement in the Greek Community!

No

I love Margaret!

no

no

I feel like there is a favoritism towards a few of the Sororities over others and that recognition for chapter achievements aren't recognized.

I have made so many meaningful friendships and have grown as a person through Greek life.

It's amazing!! I can't imagine myself in any other sorority! I truly enjoy being a sorority woman and what that stands for/

I have found that the university restrictions on Greek life have only torn apart the Greek community instead of benefit it.

I have found that sororities try to be apolitical. I don't really agree with this, since we attend a Jesuit university. How can we as an organization turn a blind eye to harmful aspects of national politics for the sake of "creating a safe space for everyone." Particularly after this presidential election, it was incredibly discouraging that many members of my sorority were engaging in pro-Trump conversations openly. I don't want my sorority to be associated with such hate and vitriol. When I spoke to my sorority's council about it, those girls were defended and seemed to be more important than me. It was incredibly frustrating that these girls are exempt from our code of ethics.

Inter-fraternity and inter-sorority events feel like a waste of time. Every year, it is a hassle to find members who are interested in attending the chariot race, tile painting, etc. I think we generally join our respective organizations to be members of those organizations -- not to be members of the larger Greek community. If the administration is concerned about tension between Greek organizations, I do not think forcing them to race down a hill in a chariot does a lot of good for anyone. Perhaps having inter-Greek events during chapter (since those hours are generally required) would be a better solution for encouraging a more brotherly/sisterly spirit within the general Greek community. Additionally, it is annoying to be hounded constantly about donating to philanthropies. It is great that the Greek community is dedicated to so many different, valuable causes, but many of us are as poor as we will be in our entire lives. My current net worth, due to student loan debt, is negative, and that will likely be the case for several years. I would like to see either less aggressive philanthropic policies (e.g., Greek participation in Dance Marathon, as I understand it, was mandatory) or to see those with more financial resources at their disposal solicited for donations (e.g., parents of students).

I really don't like Greek Awards. The vast majority of the year, the Greek community stresses everyone "finding their place" in a certain sorority or fraternity, but during Greek Awards, people become

competitive and it can result in negativity. I think it has more negative than positive effects to the Greek community.

Creighton's new rules on having philanthropy events on campus are SO RIDICULOUS. Sodexo has a monopoly on all of these events. WHY ARE THEY DENYING MONEY TO CHARITIES?! (Due to being FORCED to use Sodexo, the amount of attendance, quality of food, and money raised in philanthropy events went significantly down) Can this please be fixed...

I have loved my greek experience thus far on Creighton's campus but I think there could be more communication from our advisor to the chapters or at least each greek's exec boards about events going on as well as I think there should be more room accommodated for greek life when it comes to holding chapter meetings.

I'm on panhel so I'm kinda bias

I wish we had more mixers/socials for fraternities and sororities (together and separate). It could be a great experience to get everyone together just to talk and have fun.

na

I have loved my Greek experience at Creighton. It was one of the best decisions I have ever made.

I feel that the administration and Margaret Zimmer are trying to control Greek life so much that it is beginning to have a very negative impact on different organizations. They are killing would could and should be a positive thing. Creighton wants to force every organization to be the exact same. They want us all to act the same and maintain the same values. It's sad to see that Creighton and Mrs. Zimmer don't support individualism between chapters.

I feel very strongly that Alpha Phi's recruitment process is absurd. As a part of their recruitment, they discriminate against women of a certain size, making their message apparent that they focus more on appearance than substance. Women larger than a certain size are made to sit behind curtains during recruitment, not even allowed to show their faces. I am proud to be a part of a different chapter, but I have seen friends go through the process in A Phi and I believe they set a poor standard for our community as a whole.

Margaret Zimmer needs to stop treating GPhi and DZ like they're the best thing since sliced bread. Please treat all sororities equally THANKS.

No

no

Not particularly

Sick of some sororities getting favored over others. We do not feel that our organization is protected by Panhell. We need someone to stick up for us especially when we have to cancel philanthropy events on campus due to Sodexo rules while other sororities get to hold theirs that violate the same rule.

It has completely changed my experience at Creighton, and I am very grateful for everything it has brought me.

I've really enjoyed my Greek experience, but there are definitely issues (articulated above in my answers)

My Greek experience has definitely allowed me to grow as both a person and a leader. I have been in a position of leadership within my chapter, which has given me many opportunities to get more involved, but has also led me to better understand the importance of our rituals and sisterhood. It has also given me an opportunity to see the different levels of commitment between members of our chapter who are not in positions of leadership. It would be helpful to have resources on how to better engage those members that are not officers. I would also like to see more help in aiding Greek unity. While I feel like

it is there, at certain times, like recruitment, there is a lot of negativity among the chapters that definitely not beneficial for the potential new members.

I have had such an incredible experience in Creighton's Greek System! I cannot say enough good things about it. It often appears as though administration can be against the Greek community which is frustrating. Also it would be great if a contract could be worked out with Sodexo to allow on campus food related philanthropy events. It is so disappointing that several Greek organization's philanthropies have suffered due to Sodexo's strict rules

Margaret Zimmer seems to be way to busy when our chapter needs support. If you send her an email you don't get a response for weeks at a time unless it is something very serious. She probably needs someone to help her manage all of the chapters on campus.

What I hope for is that everyone that is in a Greek organization loves the organization they chose.

It was very different than I expected in a good way. I had never anticipated being in Greek life but I love it.

Hate Greek Awards, terrible idea, really pits the sororities against each other and makes other people annoyed.

1) Margaret is of almost no help and is often not available, in addition she often says she will attend chapter meetings/ events only to cancel at the last minute which is taxing to our Exec Board. 2) No matter how much of a positive impact on campus and in the community Fraternities have any minor slip up is dealt with harshly, this causes the members to lose faith in the University and Greek Life related departments. This perceived lack of support leaves the members feeling as if they have no real advocates on campus. 3) Greek Week events should not be a chore, as they currently are. More competitive events, such as a flag football or softball tournament would draw out more of our competitive spirit.

It was difficult initially to find my place in my sorority and Greek life as a whole. I think we put too much emphasis on being "at home" right away, versus letting the women develop their relationship with their sorority and coming to love their sorority on their own.

Greek life is probably the best thing that happened to me at Creighton

Guidance and leadership coming from the SLIC is a complete joke. Advisors are supposed to be in place in order to provide this guidance and leadership, not to try and break down the chapters.

I answered that I didn't think there was enough space for Greek events because we are very limited to places we can use for events. It is hard to find a room to do study hours in because every other organization on campus is trying to use those rooms also.

I believe Greek life could be an asset to campus, but organizations have become extremely cliquey and Greek unity in my opinion is extremely low.

I absolutely love being involved in Greek Life; the environment within my chapter is positive and supporting and I have truly become a better person because of the people in the chapter with me.

I have loved it

Greek Unity is forced. Greek awards are, in my mind, really counter productive and not necessary at all. At the end of the day, I do not really care too much about our national organization or the national greek community. I have enjoyed and love the people I have been able to form relationships with here on our campus. People take themselves too seriously and need to realize that there is so much more than themselves and the image that people have of them.

I realize that this will happens wherever you decide to go to school, but there is a definite hierarchy of sororities and fraternities, which is the exact opposite of why men and women choose to go through recruitment. Some sororities on campus have the reputation of extending bids to anyone and all the "leftover" women that didn't get into a "top-tier" sorority.

I don't think that some members of the faculty that represent Greek Organizations do their jobs to the fullest extent and need to be a better, more faithful representation of all.

Creighton does not care about the greek community. this is painfully obvious. there is little or no motivation to support students in the greek system and the campus does their best to remove any chapter from campus. it is simply unreal the negative aspects the greek system has gone through in the last 5 years that could have been completely prevented. its almost become not fun because of the administration.

I was planning on transferring schools after my first year at Creighton until I decided to join my Fraternity. The brotherhood I've found and fostered in classes below me is one of the single most important things in my life and I wouldn't trade it for the world. I think there are a lot of great people that work in Greek life, and also several who I feel are at times immature. I don't say this out of anger or any personal problem with anyone, but I feel that it's something worth mentioning because Creighton Greek life has an enormous amount of potential and is being held back by certain events and people. The Greek Standards board and IFC give students power over other students and I've actually heard directly from the people in those organizations that they have taken steps in the past to sabotage other chapters in certain ways. Obviously I'm providing no proof, nor am I willing to name names or single out organizations, so I mean this in a cautionary, "something to think about," way, rather than an assertion of guilt. I feel that it's important to let students be the ones controlling Greek life, but there needs to be some way of avoiding this type of corruption. Margaret Zimmer is a very nice woman and I believe she truly cares about our Greek community and tries her best to improve and maintain its image. I have also personally experienced a lack of professionally, rash decision making, passive aggressive behavior and, at times, incompetence. I've been on the executive board for my organization and have spoken to countless people within the Greek community that don't feel comfortable going to Margaret for anything because of the way she seems to be constantly looking for things that people are doing wrong and the things she has mishandled in the past, such as sorority recruitment bids three years in a row. I would like to reiterate the fact that I genuinely like Margaret as a person and go out of my way to say hi to her when I see her on campus, but I'm sure I'm not the only one expressive frustration with the way she interacts with our chapters. I don't think it's all Margaret's fault, because there are countless instances of organizations breaking rules, going behind her back, and often being blatantly disrespectful to her, and I can't imagine how frustrating that must be and how much she must truly care about our community to put up with it, so a reorganization of some of the governing policies of Greek life would be better than targeting her as a scapegoat as I know many people do. Overall, I've had an amazing experience with Creighton Greek life. The statements and suggestions I've just mentioned aren't a condemnation of how Greek life is run or the people running it, but rather ways I feel the Greek community that I love could be vastly improved.

nope

Faculty greek leadership/advisors, namely Margaret Zimmer and Katie Kelsey, were not helpful, timely, consistent or honest when answering questions and concerns our chapter had. The IFC leadership is weak and often counterproductive. Their decision making criteria seemed to differ on a chapter-to-chapter basis. WIDESPREAD CHANGES IN LEADERSHIP ARE NEEDED.

I have had a terrible experience with Greek life and would never recommend it to anyone.

I feel very lucky to be a part of Creighton's Greek community. Even though it is not perfect, I think there is a sense of Greek Unity and overall a positive influence of the Greek Community. Something I have noticed while being at Creighton is that those that are involved in things are almost always involved with Greek Life as well, and I think that shows something about our community.

n/a

It's been great! I think it could be cool if Creighton provided some scholarships for Greek life if ever applicable

I feel that we need to make sure that we are more strict about what is posted on social media for all chapters on Creighton's campus. This needs to include snap chat. I have seen some atrocious behavior from women and men on snap chat that would never be condoned on other social media avenues. I also believe that sororities need to build better commraderie with each other and address the fact that spreading rumors about other sororities is not acceptable.

My Greek experience has been great, I think Creighton has a good balance of Greek life of their priorities. I am not sure how this could change but I think Margaret is viewed as a "bad guy" for many of the fraternities and sororities. She is a great advocate for our community and I think this image comes with the position. I think we are at a good number for the amount of fraternities or sororities. The biggest thing that upsets me about Greek life is the idea of "dirty rushing." There are many freshmen who meet a couple of brothers in a fraternity and then get invited to multiple unofficial social functions (parties) and will close off their opportunity for interest in another fraternity. I don't think is anything that can be done about this but this is just a thought.

It has been a very positive experience for me; however, I do not think the accomplishments of the Greek community are discussed enough on a campus-wide level.

Some sororities trash talk others. I overheard 2 girls saying the sorority I am in is just the "leftovers" from recruitment that no other chapter wanted and clearly we should not be a chapter on campus. This deeply hurt me. There is a major problem with trash talking about other chapters on campus.

I love being a part of the Greek community. I think so many people are involved in other organizations that they find it hard to balance their sorority or fraternity. People know that their Greek life will always be there so they may not have that as their top priority. It is important to be their for your brothers or sisters. My sorority has changed my life. I would not be the person I am today without them.

I think a lot of the Greek governing boards lead by Creighton University are too power hungry and are trying to destroy all of the things that make Greek Life great. Specifically Margaret Zimmer, she is always trying to make various Greek organizations change what makes them great and it is hard to see one person destroy what generations and generations of classes have worked hard to establish.

I mean, I don't think this is something that can/will ever change, but I hate the recruitment process. Going through it on my own, I did not have any issues, I liked it a lot. But recruiting and the entire process behind it sucks and I think that adding additional sororities for potential new members to like/see themselves in/attend recruitment "parties" would be beneficial.

I feel like leaders and campus organizations have done absolutely nothing to help my chapter. Students only attended Greek events because they are forced to. I have never once found any event productive. Margaret Zimmer is extremely distant from Greek Organizations. She does not understand our culture or how we function. Greek chapters do not want to interact with here because does not do anything to strengthen the Greek community. My chapter does not feel comfortable consulting her for help. Additionally, she has not proven that she can help or be an advocate for our chapter. When campus sees issues with Greek organizations they do not take proactive steps to help the chapter. The handle the problem by disciplining the chapters. Many Creighton alumni are dissapointed with our Greek community. I am proud of my chapter, but I am not proud of our Greek community or the any campus representatives.

Margaret Zimmer is not a good fit for Greek advisor

The Greek community is essential to the Creighton community. They go hand-in-hand. Yet it seems that there is a very strong anti-Greek movement not only nation wide, but also on Creighton's campus. This at times makes it hard to be proud to be a Greek because we are so looked down upon for being college students who happen to be in an organization that has letters. It almost seems like we try to prove we are healthy for the community, yet campus doesn't view it in this light. Being a Greek not only helped me grow in my individual life, but in my academic, spiritual, and social life.

My Greek experience has opened me up to new knowledge, leadership opportunities, and personal growth and maturity. Greek life has its faults, but I am proud to be Greek because of the growth I have seen in myself, my peers, and my chapter.

The greek experience has a stigma and is misunderstood by the ones who oversee it. The greek experience implements so much good but they only blame the bad.

N/A

No

Concerning the question based on if there is enough space for sorority events, I feel as though there is not enough space for recruitment for the sororities. Large sororities are being smushed into rooms that can barely fit half of them, while others have more than ample amounts of space.

I wish my chapter had a stronger sisterhood sometimes. I also wish we had a communal space we could all go whenever we wanted instead of a single chapter room, during only one specific time, once a week, that other sororities try to take over all the time.

I think there should be more a unity within the chapters. It is hard to bond with sisters especially since there are no houses.

I feel as though Greek Awards place an emphasis on the some values year after year. However those might not be values that a specific chapter emphasizes and therefore they are at a disadvantage. That, in turn, reflects poorly on that chapter when they never win an award. It also reflects poorly on the Greek community and highlights and inability to recognize hard work beyond the surface level of accomplishments.

I strongly feel that the administration of greek life here has crossed the line between trying to create an image and beginning to censor identity. It is very well known that CSU, FSL, and IFC have their favorite greek organizations since these organizations are often run by their respective members. Other organizations which are not in favor are persecuted and lied to because of how they are perceived on campus. Those who are not in favor, and often greek life overall, are not allowed to participate in events and activities which are standard at other universities with little to no explanation other than "I said so". Under the false pretense of minimizing liabilities, the administration has actively sought to target those they do not identify with. We need an FSL staff that will support and seek to assist without backhanded comments and two-faced treatment. There is no honesty, no transparency. This kind of behavior would be unacceptable in the professional world but is allowed here because students and members of Greek organizations and are viewed as liabilities; guilty until proven innocent. I believe that if the school continues to support these policies Creighton will suffer as a whole as discontent with the culture of favoritism continues to fester.

Greek Awards are pointless, and I am coming from a chapter that consistently wins them. They do nothing to bring the community together. There have to be better alternatives.

N/A

We need more meeting spaces on campus. Many sororities have rooms that they have used for a long time making that room a part of the tradition. The lack of great meeting spaces for chapter have made it so sororities are in competition for each other's rooms. It is upsetting to have to change traditions because Creighton doesn't have enough space to accommodate the Greek organizations.

I strongly believe that Creighton University's Greek Advisor does not stick up for the rights of Greek Life Organizations here. So far my Greek experience has been very negatively affected by the decisions made by campus administration and especially IFC. I strongly disagree most of the decisions that IFC has made, especially recently regarding one-on-ones during recruitment. I think that there is a very unhealthy, even at times abusive relationship between Greek Life organizations here and campus administration. We need to proceed forward by ending the current dictatorial relationship and creating a relationship of mutual respect between Greek Organizations and campus administration. I have no

faith that IFC advocates for the interests of the majority of chapters here at Creighton (which is the point of IFC). All IFC hosted events are frankly worthless and not respected by most members of our Greek community. Most of the people in attendance at these events are there because their chapter made it mandatory. These events are a serious waste of money that could be reallocated to the chapters on campus so that we can host philanthropy or Greek unity events that we will actually enjoy and be enthusiastic about. Additionally, I personally feel that there is an attitude coming from campus administration that we members of the Greek community are not a valuable asset to Creighton. This is down-right offensive due to the fact that we members of the Greek community produce the more service, more undergraduate research, and better GPA than non-affiliated students here at Creighton. My question to campus administration is: "Why should we work so hard to do good things for our community in the name of Creighton University if we are so undervalued?"

Greek life on Creighton's campus is unhealthy, breeds dislike for each other, and is incredibly privileged over other students on campus. I was punished by my sorority for speaking out against racist and sexist actions and words used by a fraternity on our campus on a bus full of women--this was the start of my problems and they never stopped.

I think that chapter houses would be valuable thing to have as a community building place for members within the organizations.

I really think that any individual that wants to be in a greek organization should have the option to and recruitment should just be a matter of which organization they fit into. In recent years way too many individuals have not been placed into an organization (particularly men). I think the Greek community should do everything to allow for the possibility of each recruitment participant to find a place

I believe that we need to more proactively have events between Greek organizations to improve rivalries and hard feelings in the community, rather than retroactively notice and recognize the hard feelings that exist between organizations. I have seen first hand many times how difficult it is to find event space for our organizations' events. For example, Criss 252 and 452 being taken away for reservations by the Med School makes it nearly impossible to find a chapter room to fit the size of our organizations. I believe we need more organizations on campus, as we have an extraordinary number of men and women go through recruitment each year, but if we add another organization it is imperative Creighton open up more space on campus to hold chapter and events - otherwise there is simply not room for them. It is even harder to find space for philanthropy events because of Sodexo's extremely strict exclusivity policy. I understand that they are a business, but this is severely inhibiting the creation of traditions and successful service events put on by Greek organizations. It is difficult to accept this strict policy when there are 100s of philanthropy events put on by Greek organizations on college campuses involving food every year. This tells me there must be a better way. Perhaps we can reach out to other institutions and research their policies to gather better ideas. Order of Omega has not had proper leadership to reach its full potential. As of now the organization does not aid the Greek community, with the exception of BANG. This is a huge area where the community could work to lessen the rivalries on campus, I believe this organization should spearhead this movement. Lastly, I believe our Greek Advisor needs to be more transparent and open with her communication. I have seen what is perceived as favoritism, and understand how feelings get upset that Margaret plays favorites with organizations. However, I know her heart is in the right place. Explaining things more fully, and having more of a direct relationship with chapter members, rather than just the Presidents, would help the community have a more positive perception of her.

No. Thanks!

Extreme lack of transparency or clear communication from the administrative end seems to be a consistent norm.

As a result of my leadership experience within my chapter, I feel more empowered, confident, and capable. I wouldn't trade my Greek experience for the world. Our sisterhood is something I cherish with my entire being and will for the rest of my life. That being said, sometimes I wish other people

took it more seriously. When PNMs have a false sense of what the commitment looks like going into recruitment, we get girls that think of Greek life as "just another club" and it is SO much more than that, and that really makes me angry. I also wish PanHell/IFC would do more. I'm not sure what that looks like because I didn't necessarily need PanHell's help during my time in a leadership role, however I think there is a lot of room for growth.

It's been great!

I don't believe that many of Creighton's policies are conducive to Greek life, and that makes it very difficult to plan fun, affordable, popular (philanthropic/fundraising) events on campus.

Margaret is very biased and she clearly has her favorite fraternity and sorority....

Not worth the money

I believe that there are biases from the SLIC staff for some of the sororities and fraternities. It is painfully obvious at Greek Awards every year. It is also apparent based off of the interactions within the office. More attention is paid to the sisters of the same sorority of the Advisers. It is not an inclusive environment, and I think this needs to be addressed.

N/A

The university needs to chill out

There are parts of Creighton's Greek life that I find to be unsuccessful in reaching their goals, yet year after year- no changes are made.

Creighton restricts our Greek community too much. There are too many rules, regulations, and overall feeling of being looked down upon by the university and its Greek advisors. It hurts chapters on campus because the stranglehold that exists because of how tightly we are watched.

Lets be honest, As a senior I look back and just laugh at all of the good times I had as part of my chapter. I will say that none of them were brought about due to the Greek Life administration. You (Greek life administration) have created a culture of turning each other in and putting the chapters against each other. You have hindered both PhiPsi and SigEp to let the other chapters "have a chance." (Maybe not your intent but its the way it looks and feels) As I have paid dues every semester since freshmen year and finding out that my dues go to help fund clubs and activities I want nothing to do with as well find meaningless is utterly upsetting. I would like to point out that the system to elect people to IFC and Greek standards is a complete misrepresentation of the Greek population and out of touch. With that being said my Greek life had a positive affect on me both academically and personally. I have life long friends that I have shared the best years of my life with! I hope all who want can get a Greek experience at Creighton.

No

The Greek community is so stifled and limited by the University that I feel like they are giving up in many ways and starting to do fewer and fewer quality events on campus.

The general perception of Greek Life, from a national/media perspective, has significantly deteriorated in the past years, especially since the false Rolling Stone article a few years ago. While much of this microscope on Greek Life has provided us an opportunity to look inward at the improvements that need to be made to the system, in my opinion it has also put universities in a position where they are especially swift to punish fraternities and sororities without conducting a due process and investigation. The Creighton Greek Life community is an extraordinary and unique system and does not have many of the "Animal House" characteristics that larger school environments may host. I think if I had any comments for the Greek Leadership at Creighton (Margaret, CSI, etc.) it would be that we as students truly desire to have an open and honest communication stream between us. I think that often it seems like an "us vs. the administration" mentality, which is not productive for either party. It is absolutely

essential that in instances of conduct violations by fraternities/sororities that a due process is given to the group, and information is gathered and analyzed objectively before punishments are doled out. This hinges upon the honest and effective communication by the undergraduates as well as the administration. Greek Life at Creighton has personally changed my life, and I know that it has done the same for many others. The uniqueness of our system needs to be preserved, and that starts with efficient communication between the administration and the students. It's hard to type long messages on an iPhone so I apologize for any spelling or grammatical errors in this note. Thanks!

Creighton is way too overbearing with their fraternities and are looking for way to get them in trouble. Really Kate? Getting mad at Phi Psi's for eating lunch together? Quit trying to ruin brotherhood and allow fraternities to function.

It's awesome

I should have joined another fraternity

It's been extremely formative for me these past 3 years and I think it is an integral part of creighton student life.

I absolutely love Creighton Greek Life, and am so excited to see it continue to grow in the coming years.

Q42 - How many programs would you like to see for the following weeks of programming?

Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
Greek Week	0.00	10.00	2.72	2.05	4.19	332
Greek Unity Week	0.00	10.00	2.61	2.05	4.19	332
Hazing Prevention Week	0.00	8.00	1.80	1.61	2.60	332

Q43 - How many programs outside of the three weeks listed above would you like to see in the semester for the Fraternity and Sorority community? (these are programs not hosted by an individual chapter)

How many programs outside of the three weeks listed above would you like to...

2

4

4

4

3

1

2

5

3

5

3

4

3

no one ever goes or mingles with people outside of their chapter unless they are flirting so there really isnt that much need for more events.

7

3

5

4

3

5

1

5

N/A

2

7

3

2

2

2

Greek Unity Week

15

2

4

2-4

2

2

2

20

a couple

3

3

3

0

1

0

2

2

5

5

2

3

3

One each month

0

3

None

0

0

3 others

7

2

3

2

1-2 per month

1

3

None

2

3

5

3

3-5

No number

2

5

3

0

2

More fun events between chapters, pair frats and sororities for floats, etc

3-5

0

1

3

3

None

This is a waste of money

4

4-5

1

tail gate... fall recruitment

All Greek Olympics

0

idk

0

3

5

3

0

2

4

5

5

3-5

4

2

3

2

3

5

4

5

Maybe 3-4 weeks out of the semester

5

2 per semester

twice a semester

-

4

Four

not sure

5

0 because they are all unhelpful. I would like to see more if they were exciting and well attended.

2

5

0

N/a

2

1

4

4

5

3

1 program per month

0

2

1

Many, every chapter is different and id like to see what each can come up with

5

4

2

1-2

1

5

30

1

3

2

0

0

3

4

3-6

1

maybe one a month

5

Maybe 1 or 2! There is already such a large time commitment for individual chapter events. I think adding more will fuel resentment!

0

Something that actually disciplines and encourages healthy Greek chapters, instead of allowing them to run rampant and unchecked.

2

2-3

4

2

2

1

3

2

6

3

3-4

1

1

10

0

1

3?

3-5

0

4

2

1-2

3

2

5, once per month.

2

2

0

All Greek Retreat

How ever many you'd like

0

3

6

0

2

2

These are a joke and not fun.

5

None

3

7

2

1 per month

5

2

Greet dot certification

like one a month

0

one a month

3

0

A service site for all of Greek life

2

2

Appendix I: Notes from FSL Focus Groups

Advising

- At least 3 have worked with Nationals
- Pretty involved with Nationals through Regional Coordinator; exec team attended Conferences; a few issues with ordering badges but overall pretty good relationship
- A lot of support from Nationals; involved in a good way; not overbearing but fair
- One individual at Nationals not helpful at all; person left four voicemails, individual would copy and paste same email
- Divide between who is helpful and who is not; some are more responsive, others are not; hierarchal divide possibly; not sure which middle person to go to
- Submit reports online; several alumnae advisors help deal with Nationals; go to alumnae advisors first before going to Nationals
- Required reports from Internationals are a main go-to; bottom-up questions
- Huge operations manual would be a question for Nationals; smaller questions like how to increase chapter attendance would not go to Nationals
- Alumnae advisor comes to chapter meetings and oversees Standards; one for chapter developments; one for recruitment; four alumnae advisors
- Chapter advisor; alumnae association is very involved; help forward scholarship applications; in constant communication
- Alumnae association are considered resources; there is an overlap between association and advising
- Go to Greek advisor for all the Greek measures requirements; if Creighton asks for something, Margaret's the person to go to
- Ask Greek advisor to send grades; for information
- Someone who has a good balance between listening and giving advise; constructive criticism; sometimes don't understand dynamic of chapter; open to developing different solutions
- Someone who is very communicative and responsive; gets back in a timely manner
- Someone who shares chapter perspective and goals; sometimes feels like some advisors are regulatory; feels nervous to tell an advisor something; sitting next to each other and trying to make chapter grow, rather than reporting to someone
- Feels a divide between advisors on Creighton and chapters; there's potential to have a closer relationship with the two
- Feels supported and gets great advising; there's a divide between sitting in presidential meeting and reporting to executive team
- Authority figure makes it hard to bridge the gap between relationship with her
- Team of advisors to get counsel with would help Greek advisor seem less authoritarian; multiple people in her office
- People view Greek advisor as disciplinary figure; still feel if they need someone, they can still go to Greek advisor and get helpful advise
- Greek community views Greek advisor as disciplinary figure
- Would be more beneficial to have Greek advisor check in on friendly basis
- Split disciplinary action into a team effort so that it's not all on Greek advisor; always hear "Margaret's not going to like that"; she gets labeled with discipline
- Need to hear more positive reinforcement from Creighton

- It could be anyone in that position, but the same perspective is going to be built around that Greek Life advisor position
- Throughout the year, or once a semester, Greek advisor might visit chapter meetings and explain what she does
- Ideas to break down stigma: Possibly come to exec meeting or sending emails to check in every once in a while
- If something is done well as a chapter, congratulate the chapter; updating everyone in the Greek community on that accomplishment
- Getting Greek advisor's face out more on campus; see Greek advisor at events on Creighton campus; more transparency
- Some sort of Greek bulletin keeping people updated with positive reinforcement
- Advocacy for Greek life to Creighton more public; great to see people in the administration acknowledge public appreciation for Greek life
- As much face to face time as possible; showing up to philanthropies, attending chapters or exec meetings
- Rather hear from Margaret if there's a "Margaret says" situation; always hear "no" from other people
- Need to hear the why behind regulations; seeking a more genuine relationship
- Like reading newsletters; Greek newsletter similar to SLIC
- Wish everything was all in the same place; there's a lot of channels/sources of information; if there was an easy way to tell that there's an event, get it from the same source, and formatted in reader friendly way, it would be positive for Greek community
- Want to see people from other chapters and what they're doing; want to see pictures
- Letter from the editor (Margaret) sending a shout out to a chapter
- Updating reminders of how not to get in trouble or what works really well with other chapters
- Dynamic of competition can get in the way sometimes
- Solid set of chapter-based advisors are pretty accessible; don't know who's in the Creighton office
- Faculty/staff advisor position could be improved beyond just a name of paper
- People don't know that they have a faculty/staff moderator; don't know how much they can tell their moderator or how much their moderator knows
- Want quality not quantity; if advisor is added there needs to be some connection rather than just "here's another advisor for you"
- Need advisor to make sure chapter is making a good decision
- Greek Life advisor should be someone who actually advises; assistance on making decisions; someone who is more involved and in tune
- Greek Life advisor should be more active in officer transitions; felt like they were transitioned well in Greek measures and Creighton side of things
- Greek Life advisor should be in contact with resources or other chapter execs (i.e. academic chairmans in other chapters)
- There should be three to five Greek Life advisors (seems like a team); split chapters up evenly so that each advisor advises a few chapters at a time, or specialize advisors for academics, recruitment, etc. and disciplinary comes from the group
- Good to have someone who unaffiliated with a Greek organization, so that they aren't biased

- Would like that the Greek Life advisor has an understanding and background in Greek life; someone that has a history in college campus life might get it
- Not necessarily being able to say you've worn letters at some point, but that they've worked with XYZ organizations
- Coming up with events and Greek culture on campus, it might be good to have people outside of Greek life
- If it's just one Greek Life advisor, they should have a Greek background; but if it's a team, there should be someone who does not have a Greek background
- Could help eliminate stigma for Greeks between Greeks and non-Greeks
- ResLife has delegates; Arts and Sciences has people who report to the higher ups; middle ground of a peer
- Panhellenic Council could be utilized more; it seems underutilized
- There's a president's meeting every month; could there be another meeting for other execs (i.e. academic exec meetings; financial exec meetings)
- Want those meetings to be mixed with fraternities and sororities
- An accessible, publicized list of all the executives and what those positions are
- CU Involved should be consulted more
- If chapter corresponders could correspond more

Extension and Expansion

- Thoughts on expanding? OPEN TO IT! (WOOHOO)
- Frat: might need a little more time to heal before it would be accepted by the whole greek community
- Sorority: other schools have bigger numbers in chapters but with the limited space at Creighton we are already maxing out. Increasing the numbers would create literal growing pains
- Better to add another chapter instead of adding to the chapter because the space is limited
- Benefits of adding chapters?
- Potential for joint events/integration of chapters to eliminate constant competition between chapters
- Unforeseen hiccups
- Recruitment: middle room of harper ballroom (not good); finding another space and hoping that its not something in that icky situation as well as the clerical room
- Don't want people to be disappointed with the new space
- Chapter rooms – meetings on the same night and issue with getting the rooms srats/frats want
- Chapter moving to Tuesday night – split men and women on different days
- Getting a first pledge class to get the sorority off the ground – a new opportunity for women that didn't find their right fit
- (Katie): how do we support a new chapter being integrated into such a strong community?
- Philanthropy challenge—would be coping other srats/frats because all the ideas are taken
- Sodexo – breaking exclusivity rules, inconvenient and purposely making it hard for greek life to get food
- Would need a lot of support from the greek community and marge to navigate the **policies**

- **Positive:** joint events/integration of chapters to eliminate constant competition between chapters
- What would we need to update – Recruitment, philanthropies
- Ideal size of a chapter and pledge class size
- 150 – where chapter usually falls and is big enough that there are a lot of personalities but small enough that you can know everyone
- some chapters are 300-400 people and they don't know everyone in their chapters
- 172 – want to make sure that the big/little works out for everyone; staying where we are at
- Ideal number of chapters for fraternities and sororities?
-
- Men – Are there too many men not getting bids?
- Definitely necessary to add organizations because people are turned away
- It would be more comfy for the community of 2019—don't want it to be too soon
- Right now = not best idea
- The amount of people that get turned away is crazy
- Phi Psi –working to bring them back/integrating new chapters as it goes?
- Discussion on pledge class sizes: can they take more in each pledge class?
- Recruitment: completely different; representatives from PIKE and asked what each chapter wanted from a fraternity and talk to the women about how they will fit into the community
- Steps that can be taken ahead of time to show that the support is there
- Is the community ready for this process?
- might need a little more time to heal before it would be accepted by the whole greek community
- Timeline/Expansion: Only adding one chapter or multiple chapters over time?
- Just extend to one in order to work out the kinks and seeing how things will actually play out (slow integration)
- “fair” – nice to give a chapter the opportunity to develop and become established before extending another opportunity
- Make sure out numbers keep going up—filing the rosters
- Less sororities that are stronger are more important than more sororities that are not as strong
- More important/impressive for a stronger community
- Don't see the need to add more than one over the next couple years—don't have the numbers and the space for growth
- Not a lot of integration between Panhel and the multicultural sororities that are already on campus—focus on some of what we have here already and then see how we should integrate another group/different group
- Help of a strong national—integration into the community would be much smoother/simplified
- National support would help the group establish themselves
- What is the feel the community is missing?
- Fraternity community missing/what would you want out of another fraternity/bring?
- Advertising their philanthropies more—creating a bigger presence to convey their message (women don't know what the male philanthropies are)

- Frats = emphasize social aspect
- Sororities are value-based—love to see that happening in fraternities and their recruitment
- Important things for a new organization to know?
- Collaboration time with each organization—formal/informal way of planning an event together or a sober social to make sure that each organization knows the new organization or doing an all sorority event so that they are present and understand how the community works together
- Events in general for the greek community to showcase how things work
- Workshops (similar to the focus group): one representative from each organization and they can have different topics—refresher, meet new people, etc.
- ORIENTATION
- What did you want to share with us?
- Look at philanthropy—don't want to bring in another philanthropy that focuses on the same/similar causes
- Srats/frats would have to be different
- Don't want anything that will take away from what we have
- Need to make sure that everyone still feels like they are being valued throughout the whole process—adding people in the SLIC?

Leadership

- **K:** We have a Panhel delegate
- **B:** Exec member on IFC, delegate
- **D:** Two members on Panhel, delegate
- **Feel informed?** Yes, for the most part.
- **Perception of Panhel/IFC:** Really helpful to have a governing body, someone to look to, helpful in staying more organized. Known more for the events put on, not really sure about what the inner workings are.
- **What do you think their purpose is?** To unify and collaborate with one another, give general guidelines, self-governing, holding each other to a high standard.
- **What do you know about the multicultural organizations?** Know there is a new one, don't hear about them enough, should be promoted more, don't hear from them, don't know what they do, hard to find out about them during recruitment (SLB), excited when SLG joined Panhel, would like to do more events with them, What does it mean to be a multicultural fraternity/sorority?, it was nice to see them participate in DM.
- **What programs do you like? What would you like to see?** We do well to make Greek life inclusive. Market Greek Week to make it a bigger event like on other campuses, Greek intramural league/Greek Cup, capitalize on the things that we are already are learning and incorporating them into Greek week—see where we can take them going forward in our lives.
- **What resources could PHC/IFC provide?** Weekly/Monthly updates sent out to everyone about what's going on in the Greek community/events coming up (sent out to the whole community, including SLB and SLG).
- **Anything else about PHC/IFC:** No glaring issues
- **Leadership in Your Chapters**
- **Structure of your councils?**

- **K:** 19 positions of various roles, meet every Sunday, working for the team and your own role.
- **B:** Exec team w/ 9 positions, meet every Sunday, attend national conference, each exec member has a committee with a chair, newly initiated are placed into a committee, nonexecs can attend too.
- **D:** Exec council w/ 5 positions, meet every Sunday 28 total positions, run similarly to the rest, vote on things in exec first.
- **What are the exec teams doing well?** Well delegated, responsibility is shared, transition meetings are useful in learning your position and how to be part of a council, fresh ideas (not always easy to put into practice), those with smaller roles do well stepping in to help others.
- **What are some challenges exec teams face?** Getting the chapter involved in things in the Greek community, making the chapter feel connected to the exec council, getting points across to the chapter, being involved beyond their individual involvements.
- **Would it be helpful to have workshops/training on motivating your chapter?** In theory it would be nice, not sure that would be helpful, it would be difficult to get people to be motivated to go to another meeting, maybe as a one-time thing.
- **Are there skills or training that you wish you had as far as leadership?** Can't really think of anything.
- **GSB**
- **What do you know about GSB?** Not much, know they are comprised of members from all of the chapters, the judicial review board for Greek life, Hazing Prevention Week.
- **What do you think GSB is doing well?** Not sure.
- **What could GSB be doing better?** More information about them, promote themselves a bit more.
- **Thoughts on Hazing Prevention Week:** Have good speakers, unreliable attendance, did a good job explaining what hazing is and how to recognize it, don't add more events—it gets repetitive, good that there are different levels of commitment for the activities was helpful, attendance can be difficult because of things like Big/Little and initiation.
- **Order of Omega**
- **What do you know about Order of Omega?** Requires application, not taken as a joke, known as the Greek honor society, plan BANG and Greek awards, resume builder, what do they do?
- **Other Topics**
- **Tri Delt Comment:** It sometimes can be difficult to communicate with the leaders in the chapter.
- Finding new ways to get involved and stay aware of what's going on in the community.
- **How developed is the Strategic Plan? What does it entail?**

Programming

- Greek Week
 - Difficult to get participation within own sorority
 - Difficult getting people to go
 - Why?
 - Events later in the evening, prefer 7pm to 5pm
 - But off-campus people might be more likely to go to earlier

- Spread times around
 - Events throughout the day that allow you to drop in and drop out quickly are nice
- Does it bring community together? Waste of time?
 - Competitive spirit, but not super serious, which is good
 - Pairing chapters across fraternity and sorority together a possibility, could build more “community”
- Greek Hazing Week
 - Didn’t work for them this year because of initiation week, but in past have felt it is a positive
 - Does it need to be focused more on the upperclassmen instead of new members
 - More Hazing events spread throughout the year could be more beneficial
 - Not just once or twice a year after recruitment
- Greek Unity Week
 - Too competitive for them this year, goes against the “unity” part
 - All Greek philanthropy event during the week
 - Go on during day, all chapters involved
- More partnering with chapters?
 - It is done, but not very often
 - Would be nice to have a system that makes it easier
 - Could build more unity and community
 - Lots of similarities within philanthropy efforts, so combining could be beneficial
 - Could be beneficial to Potential New Members if they see partnered chapters because they might be put off by idea of choosing “one” group of people if they join Greek Life
- Dance Marathon
 - More communication would be helpful
 - The Dance Marathon chairs for each chapter never had meeting together, could make communication easier
 - Liked the Dance Marathon chairs because it helped get more people involved
 - Bedsheets good idea
 - Is becoming “All-Greek Philanthropy” which is great to see
 - A lot of potential for the event, will naturally grow with time
 - Could be more competitive between organizations
 - Dance Marathon and Relay for Life kind of overlap with each other
 - If they could be paired, could be good or just help each other
- Being a New Greek
 - Message resonated more second time heard speech from him, keep speaker
 - A little long, dry
 - Go from great speaker to hearing about Order of Omega, Panhellenic, IFC that you can’t get involved in for a year
- Other topics

- Could hear more from upperclassmen about their Greek experience
- Image is you sit and are told not to drink
- Could do talk more chapter by chapter
- The more you talk about “this is what we aren’t” the worse it gets
- To be more successful with programming:
- Greek-specific newsletter
- More support for philanthropy
- Sodexo limits opportunities for on-campus events
- Greek coalition that can talk with Sodexo

Recognition and Reputation

Thoughts on Greek Awards:

- People don’t know the process; only certain people on the exec committee applies for the awards
- Maybe stuff more often throughout the year instead of just April
- May just be simple stuff
 - Bigger emphasis Greek man/women of the year

Panel recognition:

Not aware of panel for recognition wise

May want other recognition than man/woman

Favoritism:

- Feel like part of it is Greek awards
- Mostly from the talk in the Greek community of favoritism
- Don’t know how to propose a solution of how to fix it

Faculty:

- Want to have more participation other than students
- Want to get Omaha community
 - Reinforce beliefs
- School should recognize philanthropies more within Greek Life
- Advisors participate in things

Community Reputation:

- Connotations of Greek life changes from college to college
- Her views were similar to Liz
- Hard to break down the stereotype
- Sad because one person can create a false reputation for the community
- Should try to break down the wall

Focus more on the philanthropy or service to the community

Feels like there are not a lot of disparities

- But thinks stereotypes are unavoidable
- Play a bigger factor in recruitment
- Takes a toll on more people than it may let on

Reputation supported from professors

- Still thinks it depends on the individual
- If professors don’t interact with Greek life but only hear the bad things will affect the whole community

- But if you talk to a professor in Greek life it's different and it won't negatively affect their view

Pride

- All in all, thinks our school provides a unified front in our Greek life
- Having that front and different chapters provides a unique take

Interaction with other chapters

- Try to send people to each chapter's events
- Hard to get people to volunteer to go
- Want more all Greek events to meet new people

Changing Greek Awards:

- Feels like only certain individuals do the awards packet
- An easier way to submit things for other individuals

Advertise who actually chooses the winners of the Greek Awards

Don't understand why people won the awards they won

_Want to learn more about other chapter's

Want uplift during the Greek Awards

Thoughts on Greek Awards:

- documents throughout the year with their parliament
- Maybe more inner Greek recognition
- Most respected is Greek choice of the year
- Maybe have more rewards reflected of the Greek community
- Builds the community more
- Less ambiguous body
- Less judging the chapters
- Want peer voice more

Supportive sister awards

- Slightly fallen off
- the academic chair does weekly cookies from shout outs to other members
- Will give them shout outs
- Does a faculty nomination

Have heard about favoritism

- Don't know how to change that
- It is sensed

Some chapters just have more people present or involved which then it seems like they are favored

Advisors:

- Supported more during recruitment
- Philanthropy not as much
- CCD's are accessible
- Supportive in different ways

Community reputation:

- Don't wear letters to class because you aren't sure what the professor thinks of Greek life
- Maybe educate the staff Greek life isn't just parties
- Kayla wears letters to class to make a better reputation
- Calls being in better stereotype
- Tries to be the best student because of her letter

The newsletter could really help Greek Life in the community

Greek member of the day/week/year

- Maybe present members doing something successful not related to Greek life

Sees stereotypes and thinks they are unstoppable

Degree of competitiveness

- Partly due to Creighton attracting high competitive individuals
- Greek awards may be perpetuated that
- Some degree of competition is good
 - Don't know how Greek awards really fits into that
- Recruitment is definitely competition and can be challenging on the organizations

Stereotypes from outside people of your chapter

- Not being able to understand fully
- But trying to explain it, but so challenging

Thinks reputations are positive or negative depending on who you ask and their opinions

- Can't control that

Faculty reputation thoughts

- Make more recognition of them from the Greek community

Pride

- People in Greek life are very pro Greek
- None of the chapters are polarizing, but all are Greek and are proud of what you stand for, not only just your chapter
- Must remember the values of our organizations, might get lost, remembering just why you joined and why it's special

Interactions with Chapters

- **Wishes there were more all Greek events**
 - just come, maybe not the whole chapter
 - people come to events like HPW, but are still split within their individual chapter
 - problems of getting trapped within your own chapter, want to be able to meet other things
- **Ideas** along the lines of simple trips to cold stone etc.
- Try to get more members to go to chapters' philanthropy events
 - Delta Zeta tries to send people to events
 - Don't want every event to be the exact members
 - They'll do a donation if they don't have a team
 - Try to participate in some way

Changing Greek Awards

Early deadlines

- Like some at the 1st semester

Hard to hear at Greek Awards

Wish there was a way to recognize each chapter without making the ceremony longer

- Something that stood out that year
- Less isolating
- Feels like it's cut throat

Maybe have a 4-5-minute highlight of all the chapters of their successes

Compile a big video instead of multiple videos

Or maybe a more fun way to recognize people

Explanation of why they won etc.

Favoritism appears because they are not explanations of winners

Most improved chapter

- People not as interested in that
- Might be bad

Wish there was an all Greek events calendar

Wishes people could sit closer together

- Polarizes the chapters when they sit individually

Recruitment and New Member Education

As you are preparing for recruitment what are you doing for training?

Sororities:

- Monthly “polish” recruitment practices where they break up each day of recruitment and what to focus on and make sure they’re gearing conversation to the PNM
- Also explaining PanHellenic rules; how not to hot box etc.
- Set aside and reminisce what made you want to join the sorority and focus on the feel good aspect
- First sessions are geared toward the sophomores only to adjust them

Fraternities:

- We’re have like 1 meeting before and go over events
- Honestly do nothing to prep
- Understand that they are a lot less formal than woman’s
- A lot less formal
- The other fraternity member does have a required meeting

Wish someone would have told me this:

Fraternities:

- What questions not to ask

Sororities:

- Must have questions prepped
- PNM had heat stroke or exhaustion
- So must warn people the intensities
- Want panhel to explain protocols on how to help PNM’s
- Want more preventative measures
- Nitty gritty details: like can active helps PNM’s; get them water or something

Are there things you would want IFC or PHC to provide:

Sororities:

- Want training on if people faint
- How can we help people?
- Sometimes Rho Mus would get made giving them chairs
- Lessen the rules on certain situations
- Disconnect between what every chapter was told
- Going to the bathroom was a problem
- Panhel should give a set list of rules and allow water giving
- Providing some broad conservation tips to the recruitment chairs to bring to chapters

Fraternities:

- IFC can’t do more
- Free flowing

- Not enough snacks at formal events

Should IFC or PHC or individual chapters deal with asking appropriate questions and actions?

Fraternities:

- More defined rules

Sororities:

- Think it's manageable in each individual chapter
- Think it's helpful to bring it to the chapter and ask their thoughts on it
- See specific examples and how they got out
- How they would adapt to the situation and seeing how your own members adapt
- The five B's are kind of like the guidelines
- Apparently got in trouble for talking about their brothers are dads
- Rho mu's need more guidelines of what is okay or what's not
- Of to report and what not to report
- Something more uniformity
- Sometimes feels like there is a disconnect
- Rho Mu problems with disaffiliation
- Problem: some of the chapter women would say hi to their own members within their chapter
- Had a lecture to greet them
- Soft smiles; treat all of them the same

When choosing rho mu's think of more of the reputation

- If they are really looking up to their rho mu's and see there are more rho mus from that chapter may sway their decision
- Positivity of the way recruitment is set up

Sororities:

- Doesn't feel like anyone has a huge advantage over the other
- Good way to get to know everyone, even as a PNM
- Being an active you can get to know the younger population of Creighton
- Presents itself as a good opportunity to meet people
- The fact that people want to try it for that is a positive
- Overall like sisterhood day better than skit day
- Enjoy having the Wednesday off
- Which is the first day of school
- Enjoy having it in the spring
- Good way to have people establish themselves first
- They aren't joining a sorority for the wrong reasons
- They have those established friendships before
- Already know women before
- Adds more to community feel vs. state school
- Academically it is good
- Can focus on college first and not have social pressures and be able to have balance
- The only con: forming friendships, some girls will feel pressured to go the same way as their established friendships
- Make sure the girls know this is about you and where you belong

- PNS still group chatted with their friends
- Wanted them talked about it more
- Another girl said it was reinforced not to talk to their friends
- But attesting even more
- Enjoys going to all of the sororities on the first day
- Enjoy required ability to see each chapter
- Thinks the maximum number of parties on each day is good
- Enjoyed disaffiliation and was more feasibly

Fraternities:

- A variety of activities are good
- Really liked the Phi's on ice
- Providing fun events to make sure everyone can come out of their shells
- Enjoyed having it mandatory to go to each chapter's events
- Enjoy that fraternity recruitment is more "free"
- Positive is spreading it over two weeks
- Not have so much at once
- Constructive Feedback:

Sororities:

- A lot easier for all the parties and sororities to be in the same room
- Heels
- Winter
- People were getting hurt last year
- Nice for the PNMs
- Want all of them in one building; easier
- General consensus agreed with this
- On Thursday it gets hard to schedule around classes
- Sometimes it conflicts with actives
- So scared of the door closing
- When rotating rooms out
- Be a little nicer to chapters who are really large with very small rooms
- Try not to overwhelm the PNMs and hot box
- If rho mus were thoughtful there was a lot of girls in one room
- It gets hot in the tiny rooms and people feel faint
- Eliminate the one middle harper room
- Again agreed Rho Mus should be more considerate when walking
- Apparently got in trouble for smiling too much?...
- Had a question about the no frill policies
- **Have this culture that everyone is Greek here at Creighton**
- **If panhel laid it out more clearly what being a member of a sorority is and what is required**
- **Clear expectations of a chapter member**
- **NOT DUES-maybe a ballpark**
- **Reasonable compared to a state school**
- take average
- as you more and more women go through recruitment

- possibly make it longer
- other schools have made it longer
- exhausting process
- a lot of people were sick more

Fraternities:

- Stigmas make it hard in the spring
- A lot of stress of going to all the formals
- Sometimes they overlap
- Scheduling could be done better
- What made it difficult was the ice days
- Scrambling to have events
- Spacing of the events
- Pick and choose over studying vs who to attend
- Bad timing of scheduling
- Sucks because timing is bad overall
- Formals can't overlap
- Informal can't overlap
- Fall recruitment isn't emphasized as much
- If people put more emphasis this isn't their only shot for recruitment
- Spring is still something

BANG

- Generally, not worth it
- Clearly laid out of what it's supposed to be instead of 20 people sitting down
- People don't remember what they learned
- No wants to participate
- Not effective
- People do like the speaker each year
- Not having it along as it is
- They wouldn't dread it
- Breakout sessions not necessary
- A lot of that stuff is taught in new member ed

What did you want to know about Greek life

- Knowledge about the other chapters
- Make it more Creighton specific
- Increase more panhellenic love
- Try to focus more on building relationships across chapters
- More of a support system
- Having a Greek wide event raising money for something
- More than just Dance Marathon
- There might be something that they want to do
- Tell new members what is the all greek philanthropy

New Member Education

Sororities:

- One chapter does it on Sunday morning

- Have three coordinators
- Differences in ages
- One has them on Sunday afternoons
- Learns about values/creed
- Have the older girls that come in and bond
- One has them in Sunday afternoons too
- Senior leaders that apply for positions
- “mom” to a group
- new members get put into random groups
- will do inter group stuff
- outside seniors are supposed to reach out for the new members to encourage group bonding with them
- One does them Wednesdays before chapter
- Blueline for sorority
- Chapter history etc.
- Bonding before chapter

Fraternities:

- Do them on Sundays too
- 8 week process
- test every week on stuff
- get a booklet and study
- actives will come in
- have class positions
- study hours as well
- all the others were similar

What can be done for the community in terms of education

- thinks everyone is individual in a specific way by the chapter
- new members are already overbooked
- if you feel like something that must be done
- ask to meet with the new member educators instead
- instead of bringing them to another event they have to go to
- agreed to the above statement
- one big thing would generalize it

Ideas of Bigs and Littles

- What is the education for Bigs?
- Sororities:
- A person has one seminar
- Another girl said they had a seminar as well
- Changed their whole process of gift giving
- There is a week full of getting to know the PNMs
- It goes so fast
- Expectations of appropriate gift giving
- Another chapter said they don't do much either
- Nothing explicit

Fraternities:

- Have to go to the big/little ceremony
- Must get little brother a shirt
- Supposed to take them out to dinner

Is there anything you wanted to know before getting a big

- Outlined of what is expected out of a big and what is not expected
- More realistic
- not toally a perfect match
- remember every chapter is different
- it all happens differently
- it will happen eventually and it's a different relationship in each sorority
- around gift deliveries what's allowed and what isn't allowed

Reporting

- **The Greek Measure**
 - -“A Drag”
 - -Already a lot of reporting to national organizations already
 - -Development events were an issue, hard to catch up if behind
 - -Individual chairs aren't aware of forms they need to fill out
 - -Presidents might like updates when chairs turn in forms
 - -Interface on CU involved would be really nice
 - -Issues with presidential transitions
 - -Not overlapping with nationals reporting
 - -National requires less than 6 development events
 - -Same categories/criteria that are hard to meet
 - -Greek measure is only known about by presidents
- **CU Involved**
 - -“confusing”
 - -Redundant forms
 - -Not user friendly
 - -Merging with blueline is a popular idea
 - -Approvals are efficient
 - -Date party lists are required too early
 - -6 scenarios is lengthy for contracts
 - -Not many complaints about contracts
 - -Lots of different info is required on lots of different sites
- **General Reporting**
 - -Emails are best way to report to Margaret
 - -Apparel reporting is going well. Fair awareness
 - -National are very concerned about members dropping, require lots of paperwork
 - -Does the SLIC want immediate updates on roster changes?
- **General Topics**
 - -Possible lack of awareness on Greek strategic plan
 - -People might email with ideas

Risk Management

- View of Policies
 - # of drivers and sober sister mandated
 - effective but not ideal
 - person thought of buddy system
 - individuals pick their buddy
 - noted on sign up form who buddies are
 - Dry guys scheduled for the semester
 - Punishment for missing things
 - Overall people don't mind it
 - Can pay others to take people's dry day
- Introduction
 - NME don't have to be sober guys until they've seen it
 - PPT overview, not laid out the most clearly
 - Disrespectful to people who crossed their limits
 - Buddy system brand new when she came, in harder for actives to learn
 - Sober sisters
 - Dry guy sober driver, 4 nights of the week (W-5) 2-3 drivers
 - Talked more about mental health and counselor on call
 - Paperwork for nationals
 - Buddy system at events à partner accountability
 - Can't ask those over 21 to not drink (fine)
 - Can't do sober sisters
 - Fewer people go home with one sick person
 - Controls the drinking to not have to go home
 - Chapter pays for Uber home
 - Outside security at events, hired to keep people safe
 - Non-members
 - Check ID's for them to take out risk
 - No training to identify fake ID's
 - Double check birthday son list for M2
- Chapter v. Community
 - Chapter specific allows for freedom to decide when to send home
 - Based on national standards
 - Freedom is good, nationals makes it hard to regulate
 - Community standards could make it easier for individuals
 - Some people are proud of being sent home
 - Nothing really happens to those sent home
 - Buddy is supposed to stay with them, must go with to hospital
 - Card of info provided to buddy on transport
- Helpful Resources
 - Develop on their own, touched on how to react bristly
 - PEAC attended chapter meeting to care for intoxicated folks
 - Pub safety talked
- What want to be told

- More lax than expected, doesn't really matter
- Presentation about death, jail and MIP
- Make presentation feel more realistic
- Hard for those over 21
- Risk manager constantly feel like the bad guy
- Cost, venue, expectations around bar bill
- Liability
 - President, E-team, standards
 - Always the chapter gets in trouble à how it's presented
 - Have a vested interest in protecting the chapter
 - Explain the other people involved with each level of consequence
 - Balance this with other pieces of over-dramatized
- Alcohol/Drugs
 - Not a huge deal if someone does drugs (not surprising)
 - Creighton has a blanket around alcohol/drugs
 - Assume alcohol consumption
 - Particularly for those under 21
 - Don't want to be the bad guy
- Hypocrisy?
 - Know some better than others, leads to potential favoritism
 - Those your close to, you know their limits more
 - Hard to hold executive team accountable, hard when knowing the
- Expressing Concern
 - Standards case-à sober at rest of events, didn't want to enable à ultimately dismissed
 - Check for trends in drinking at event
 - Blacklist for dates who show problems/sent home regularly
- Standards
 - "Reaching out to see how others are doing"
 - standards are elected, therefore respect decisions more
 - standards also do sisterhood events
 - NM afraid of standards, reframed to be a support
- Hazing
 - Anything forced or coerced on a person
 - Humiliation aspect associated with doing or not doing something
 - Something you feel bad for not doing
 - Big-little presents, people wish they would have said no
 - Based on culture of each chapter
 - Responsible à member development, standards, president
 - Talked a lot about early on
 - Presented too much because no one was hazed
 - Hazing Prevention Week
 - Mocked by folks
 - Talked about so much that folks don't take it seriously
 - "we don't haze, so why go"
 - Redundant and repetitive in presentation

- Hazing Prevention Week
 - Timing was bad
 - GSB members only to one, come and go events are easier
 - Audience
 - For NM's, avoids people hearing it repeatedly
 - Off-putting for it being a week, add to BANGàpeople would hear it
 - Does it need to be a week?
 - Class is biggest detriment
- Fall Hazing Prevention
 - Online education for Greek Community
 - Something leading to recruitment for actives
 - All sorority recruitment workshop session
 - Educate actives over NM's
 - If you have to ask if it's hazing, it's hazing
 - No one want to be the "nark"
- Other
 - Fear of Creighton and the CARE process
 - Stigma drives people to protect friends from CARE process
 - Have to send them back, protects chapter and member
 - Negative stigma deters folks from getting too drunk
 - Fear serves as good motivation
 - People non(literally) to avoid CARE

Ritual

Appendix J: Development of Goal Themes

Advising

- Not enough helpful advisors – would like additional support
- Explanation of positions in central location – student positions
 - Explain the role of advisor, IFC and PHC
 - Videos – introduce MZ and Greek measure
- President sessions really helpful, would love those sessions for other exec positions – like having Greek Life Advisor president
 - People come in with a bias idea of position – this provides an opportunity for students to get to know Greek advisor – breaking stigma of role
- Resources outside of Greek Advisor
 - Round tables with Margaret and campus partner
 - Train moderators more thoroughly – reach out to Faith
- Clear divide between CSI and SLIC. Need to show that we are here to support them – this also includes challenges
 - P&P for investigation: CSI, SLIC, Greek Advisor

Programming

- Flexibility of events – being able to float in and outside of
- Provide additional opportunities for students to participate in the events of the week – maybe add additional events
- Different events added to Greek Week and Greek Unity Week
- System to create partnerships
- Hazing prevention week – addition of fall programming for current members
- Committees for programming weeks
- Coordination of programming – to avoid over programming
- Big and Little programming or families do something together

Recruitment and New Member Education

- Recruitment – additional structure for the events, cans and cannots, what not to say, how to have a conversation – the bump,
- Rules video
- BANG – why Order of Omega host it? – more interaction from PHC/IFC or GSB
- Big- Little education
- No frills process – be transparent about the process
- Space is an issue – do we look at different models

Recognition and Reputation

- Concern over favoritism
 - Need explanation on the "why" behind the awards

- Packet problems – too long, too confusing, missing items
 - How does competition fit with unity
 - Where does it fit and where does it not
- Recognition throughout the year – newsletter?
 - "supportive sister/brother" awards or highlights
- Need clear or transparent expectations
 - Who judges
 - How can we get more than just one/two officer involved in
- Reputation with professors
- How can they be continually proud of their chapter while on campus, not just in chapter?
- Individual awards
 - Order of Omega?

Leadership

- Want updates on what is going on in the community
- Don't understand IFC/Panhel/MGOs
- Trying to muster motivation within chapter
- Better transitions based on University expectations
- Don't know who governing bodies are and what they do or why they exist
- Difficult communicating with leadership and transparency
- Having difficulty motivating members
- Attendance at events – people don't want to attend events

Expansion/Extension

- Men aren't ready
- Women can't wait
- Add strong chapters – not just ones to fill space
- Chapter space/rooms becomes a hurdle
- Men don't like the number of PNMs not getting in
- 170 (actual) v. 150 (unhappy) v. 120 (ideal survey) - sorority total
- Content with current population - don't want to add something and it ruin the population

Risk Management

- Creating consistency among chapters – in line with University policy
- When to use discretion – what steps to develop this
 - Might be some pushback with NPC
- Drugs aren't a big deal – surprising to SPC, they are a big deal
- Desensitized to drugs and alcohol
- Advisor role in risk management – does someone have to be there?
- Pick-up locations – lack of policies surrounding use of lobby areas especially when there are major events

- Avoidant of the CARE process – take care of the issues internally to avoid Creighton process to protect the chapter
- Chapter vs. Personal liability
- Risk management information and resources to stay relevant
- Hazing - big/little gifts, hazing beyond alcohol and drugs; need more education

Reporting

- Greek Measure needs to be updated
- CU Involved Training

Ritual

- Not always taken seriously or may not understand it
- Campus presence
- Mutual respect – everyone has a ritual – there is a connection/understanding people experiencing similar things
- Having community – with one another and Creighton
- Service – want to increase diversity and inclusion through service

Appendix K: Objective Chart, sorted by Goal Theme

Goal Theme	Objective	Description	Value Add	Begin	End	Responsible Party	Action Items: Year	Action Items: Task
Self-Governance	Establish a formalized structure of self-governance within the FSL community.	Acknowledging the previous work to cultivate self-governance within the FSL community, it is critical to create structures to ensure these improvements are sustainable over time. Formalized documentation of how the community will continue to practice self-governance moving beyond the scope of this plan will be required.	Accountability and responsibility for the actions of the community; Ownership of new expectations	2018	2019	AD for FSL	Year 1	Creation of various trainings designed to foster self-governance, including but not limited to behind closed doors, liability training, big brother/sister training, enhanced accountability training for chapter executives; create a marketing plan to incentivize community members to consider FSL positions of leadership; Review and amend all FSL governing documents.
						IFC/PHC	Year 2	Evaluate and update trainings initiatives; Infuse self-governance into the re-envisioning of BANG; Introduction of legislative process and expectations of councils around passing legislation.
						Strategic Plan Task Force		
Self-Governance	Standardize risk management protocols for chapter-sponsored events	Each chapter is required to follow the strictest set of policies guiding it; with limited university policies to assist with risk management, chapters currently default to their national organizations regulations. Creation of a standardized set of risk management protocols will not only provide consistency at all events with potential risk, but	Unity and shared risk management responsibility across FSL community; Consistency between chapters on risk management procedures; University oversight and regulation of risk management operations	2018	2019	GSB	Year 1	Collect current procedures and guidelines directing each chapter's risk management; Identify best practices nationally and at peer institutions.
						AD for FSL	Year 2	Institute community risk management protocols; Educate FSL community on the new guidelines and expectations
						Community Standards		
						Chapter Risk Managers		
	Chapter Moderators							

		also assist in the collection of any needed information by the University.						
Self-Governance	Create a critical communications task force	Recognizing the current national climate about risk management in the FSL community, a task force to develop a critical communications plan will be formed. This plan/policies will include expectations for individual chapters, the councils, the Student Leadership & Involvement Center, and the Division of Student Life. Creating a structure to implement when these situations arise will help everyone to act quickly and will remove any surprises from the process.	Community ownership of critical response procedures; Shared understanding and expectations around critical communications	2018	2020	Director of SLIC	Year 1	Identify members of task force; collect and analyze data from Creighton and peer institutions; Develop a critical communications response plan within the task force
							Year 2	Implement task force's recommended plan
							Year 3	Evaluate success of plan in it's ability to mitigate miscommunication and unknown next steps, if applicable; Launch a revised plan, if applicable.
Self-Governance	Implementation of critical response protocol and reporting	To improve communications from chapters to the AD of FSL around incidents arising at events, a critical response protocol and reporting system will be introduced. This reporting process will create a method to provide detailed and timely descriptions of incidents in a way to provide both support and critical follow-up	Consistent critical response protocol across community; Adds clear communication processes for reporting; Formalizes expectations and roles during critical response protocols	2018	2020	AD for FSL	Year 1	Introduce new expectations to FSL community around critical response reporting; gather current policies and procedures guiding risk management and incident reporting for individual chapters.
						GSB	Year 2	Launch online incident report (IR) form via CU Involved; Implementation of new process and protocols.
						Community Standards	Year 3	Revise critical response protocol, if necessary; Develop any new policies and

		afterwards. This process will include formal documentation of incidents that will be shared with Office of Community Standards & Wellbeing.						procedures to confirm expectations around new protocol.
Self-Governance	Develop a unified code of ethics for the FSL community	Establishing a shared, community-wide code of ethics statement for the entire FSL community will help to unite the group around consistent expectations. This document will be drafted by the governing councils, with the expectation that each new member to the community will sign the code of ethics, thus agreeing to uphold it. By proactively addressing the expected ethical behaviors of members of the FSL community, holding oneself and peers accountable should become common practice.	Accountability of self and others to uphold expectations; Footing to stand on when addressing issues.	2019	2019	AD for FSL	Year 2	Develop and articulate a code of ethics; Introduce to community as a whole.
						IFC/PHC		
Self-Governance	Proactively address current issues, best practices, and/or trends impacting the FSL community	In today's society, issues on one campus can quickly become national headlines. To ensure members of the FSL community are learning from the experiences of their peers across the country, current issues, best practices,	Education from national peers; Recognition of how to address issues when they arise	2018	2019	AD for FSL	Year 1	Incorporate conversations around best practices/current issues/trends into president's meeting; Present multiple sources and perspectives on issues within the FSL newsletter.
						IFC/PHC	Year 2	Topics ideas solely generated by students.
						Order of Omega		

		and trends will be built into FSL experience. From engaged conversations at president's meetings to shared reads in the FSL newsletter, students will actively engage to learn from their peers across the country.						
Self-Governance	Review all policies and guiding documents	With emphasis being given toward updating all aspects of the FSL experience that may or may not be out of date, it is crucial to include policies and governing documents in that process. All governing councils will be responsible for reviewing and updating policies to reflect both the current status of the community and the ongoing process of moving toward self-governance.	Update policies and procedures to reflect current status of community; Provide ownership for what policies are; Increase accountability amongst peers	2018	2020	AD for FSL	Year 1	Begin policy review of risk management and new member education.
						IFC/PHC	Year 2	Begin policy review of chapter and community social programming and philanthropy efforts.
							Year 3	Begin policy review of financial documents and recruitment; Review any remaining policies.
Sharing Our Story	Transition to Fraternity & Sorority Life completely	Best practice in higher education has institutions transitioning from Greek Life to Fraternity & Sorority Life. While simple at first glance, this goal includes both the rebranding of any print or digital materials to include "Fraternity & Sorority Life" and changing the campus culture around the usage of "Greek Life."	Consistent image for FSL community; Removal of "Greek Life" stigmas	2018	2019	AD for FSL	Year 1	AD for FSL updates all digital communications to include new brand; IFC/PHC share message with chapters; Update community programs and events using the word "Greek"; SLIC staff ceases to use the term "Greek Life."
						IFC/PHC	Year 2	All print and display pieces are updated to remove "Greek Life," including but not limited to signage, awards, apparel and

		This transition will help to lessen the stigma associated with “Greek Life” and unite the community						informational publications
Sharing Our Story	Launch a monthly newsletter	The AD for FSL will create a monthly newsletter. This newsletter will include—at minimum—a letter from the AD for FSL, a calendar of events for the month, and a chapter spotlight; the newsletter will expand to include new items based on student feedback. This newsletter will help keep the entire community informed and will relieve chapter president and delegates from being the only official forms of communication with their chapter membership.	Positive, community-wide communications; Limits miscommunications from not appropriately sharing information with chapter at-large	2018	2020	AD for FSL	Year 1	AD for FSL will create monthly newsletter and work with SLIC Admin to build it within Mailchimp
							Year 2	Transition development and creation of newsletter to IFC/PHC councils
							Year 3	Regular maintenance and oversight of the newsletter falls to IFC/PHC completely.
Sharing Our Story	Facilitate position-specific roundtable discussions for chapter leadership	Similar in format to President Meetings, the AD for FSL will begin hosting monthly meetings with risk managers and new member educators. These meetings will allow time for the AD of FSL to share expectations and timelines, as well as time for officers to bring their concerns and struggles to the group to get advisor and peer feedback. This will also be an opportunity to build trust	Build trust between chapter leaders and AD for FSL; Generate peer feedback to issues; Create direct contact between AD for FSL and more chapter leadership	2018	2021	AD for FSL	Year 1	Begin roundtable discussions with chapter risk management executives and new member educators
							Year 2	Begin roundtable discussions with chapter social programming executives and philanthropy chairs
							Year 1	Begin roundtable discussions with chapter finance executives/treasurers and recruitment chairs
							Year 4	Add in any remaining roundtable discussions

		between the AD for FSL and more leaders within the community						
Sharing Our Story	Host training sessions to better understand and utilize CU Involved	CU Involved can become the chief online resources for the FSL community. Trainings for chapter leadership will evolve over time, moving from an introduction to basic forms and policies to innovative ways to maximize this resource for both chapters and the community at large. This objective will make fraternities and sororities the premier CU Involved users on campus.	Better understanding of policies, forms, and other documentations; Allows for deeper data collection and analysis from chapters for assessment purposes; Streamlines procedures	2018	2022	AD for FSL	Year 1	Training by AD for Students Orgs will focus on basic usage of the tool, tailored to specific positions.
						AD for Student Orgs	Year 2	IFC/PHC are responsible for ensuring basic CU Involved information is passed along to new chapter leadership
							Year 3	New uses for CU Involved are introduced to community in trainings by AD of Student Orgs and will include—but not limited to—curriculum development, service hours tracking, and online document storage.
							Year 5	Updated training on innovate usages of CU Involved to include new components introduced by CollegiateLink
Sharing Our Story	Create a calendar of events for entire community.	Best practice in higher education has institutions transitioning from Greek Life to Fraternity & Sorority Life. While simple at first glance, this goal includes both the rebranding of any print or digital materials to include “Fraternity & Sorority Life” and changing the campus culture around the usage of “Greek Life.”	Balance programmatic efforts across chapters; Reduce high-volume programming weekends; Share programs with the greater Creighton community	2019	2022	AD for FSL	Year 2	Collect all chapter dates in first Presidents Meeting; hold chapter leadership accountable to maintaining provided dates.
						Chapter Presidents	Year 3	Calendar of all events will be created and disseminated to all members of the community, including being published on SLIC website
							Year 5	Integrate the calendar with the MyCreighton app.

		This transition will help to lessen the stigma associated with “Greek Life” and unite the community.						
Sharing Our Story	Better manage programmatic elements of the community	To address over-programming and inaccurate marketing efforts, the programmatic elements of the FSL community will be better managed moving forward. This will consist of more proactive notice about all community-wide mandatory programming, requirements of any community-sponsored programming, and enhanced incentives to participate in community programming.	Builds unity amongst the FSL community; Streamlines conflicting messages around programming; Outlines clear expectations around program attendance	2018	2020	IFC/PHC	Year 1	Proactively create a system for providing notifications on mandatory programs to bolster awareness.
							Year 2	Facilitate a collaborative scheduling process to address high-volume programming times.
							Year 3	Incentivize attendance at mandatory FSL community events via a connection to end-of-the-year chapter recognition.
Sharing Our Story	Evaluate and update Fraternity & Sorority Life awards	Awards are designed to celebrate successes of the FSL community, and to ensure the awards are still reflective of the current values and needs of the community, they will be updated. This will include updated all components of the award process: award criteria, criteria dissemination, nomination timelines, evaluation criteria, selection process, award ceremony, and list of awards	Establish a recognition plan representative of the current needs of the FSL community; Correct currently distaste around awards; Develop unity within FSL community	2019	2020	Order of Omega	Year 2	Evaluate the current processes surrounding all components of FSL awards and establish a new structure for recognizing individual and chapter success; Launch new awards plan.
							Year 3	Assess successes and challenges of new recognition plan; Update award processes as necessary to finalize new recognition structure

Sharing Our Story	Initiate a peer kudos program	Rather than only celebrating the successes of the FSL community, its chapters, and its individuals at the awards ceremony, a peer kudos program will be instituted to facilitate ongoing recognition. This structure will be a way for FSL community members to personally recognize their peers	Ongoing positive recognition and reinforcement	2019	2019	Chapter Presidents	Year 2	Create a process to submit kudos; Manage the system to prevent disrespectful or hurtful comments from being include; Develop a method to share kudos with both the individual receiving recognition and the community at-large.
Sharing Our Story	Evaluate and update Greek Measure.	Originally created to mirror the expectations of chapter's national headquarters, the current Greek Measure is outdated, tedious, and unclear to a large majority of the FSL community. Updating this document to better reflect the current expectations for the community and include new components introduced in the strategic plan will collect more relevant and beneficial information from chapters.	Aligns Measure with updated goals and vision of the FSL community; Removes layer of mystery from Measure	2020	2021	AD for FSL	Year 3	Evaluate the current Measure to identify adaptations; Identify components of new wellness model to incorporate into Measure; Develop a Measure able to collect pertinent data for assessment and sharing the story of the FSL community; Launch new measure at year end.
						Chapter Presidents	Year 4	Evaluate and revise the updated Measure to best meet the needs of the community
Sharing Our Story	Increase engagement with faculty and staff	To bolster additional support of the FSL community, engagement from faculty and staff members on campus will need to be generated. Doing so will consist of both a	Expand FSL network of support; Take control of FSL's image amongst faculty and staff	2019	2020	AD for FSL	Year 2	Update FSL chapter moderator training; Outline plan to engage faculty and staff members; Invite faculty and staff to various FSL events
						Chapter Moderators	Year 3	Execute the engagement plan for faculty and staff

		sharing of information about the FSL community on this campus and the invitation to participate in different aspects of the community. Detailed moderator training will also be included within this objective.						
Sharing Our Story	Enhance outreach efforts by IFC & PHC	IFC & PHC will educate the FSL community as to what their role is within the community. This messaging will include, at minimum: the roles and responsibilities of council, duties of each position on the executive team, information on individuals currently holding each position, role within judicial process, GSB, Order of Omega, etc. FSL community outreach will lead to better utilization of the councils and knowledge of the scope of the community	Ownership of the FSL message; Clarity around the role of IFC/PHC; Better utilization of councils and resources	2018	2020	IFC/PHC	Year 1	Educate members of the FSL community via monthly newsletter, social media, and website; Develop plan to further educate community on role of councils
							Year 2	Enact additional outreach methods within the FSL community; Identify outreach methods for campus
							Year 3	Create outreach materials for those outside of the FSL community, including PNMs, unaffiliated students, alumni, parents/families, faculty and staff
Sharing Our Story	Increase engagement with faculty and staff	To bolster additional support of the FSL community, engagement from faculty and staff members on campus will need to be generated. Doing so will consist of both a sharing of information about the FSL	Expand FSL network of support; Take control of FSL's image amongst faculty and staff	2019	2020	AD for FSL	Year 2	Update FSL chapter moderator training; Outline plan to engage faculty and staff members; Invite faculty and staff to various FSL events
						Chapter Moderators	Year 3	Execute the engagement plan for faculty and staff

		community on this campus and the invitation to participate in different aspects of the community. Detailed moderator training will also be included within this objective.						
Sharing Our Story	Enhance outreach efforts by IFC & PHC	IFC & PHC will educate the FSL community as to what their role is within the community. This messaging will include, at minimum: the roles and responsibilities of council, duties of each position on the executive team, information on individuals currently holding each position, role within judicial process, GSB, Order of Omega, etc. FSL community outreach will lead to better utilization of the councils and knowledge of the scope of the community	Ownership of the FSL message; Clarity around the role of IFC/PHC; Better utilization of councils and resources	2018	2020	IFC/PHC	Year 1	Educate members of the FSL community via monthly newsletter, social media, and website; Develop plan to further educate community on role of councils
							Year 2	Enact additional outreach methods within the FSL community; Identify outreach methods for campus
							Year 3	Create outreach materials for those outside of the FSL community, including PNMs, unaffiliated students, alumni, parents/families, faculty and staff
Evolution	Evaluate and enhance traditional programming	To add value to the FSL experience, traditional programming put on by the community needs to be evaluated and enhanced. Traditional programming includes Greek Week, Common Unity Week, Greek Awards, and Dance Marathon.	Increased interest and participation in programming; New community-building opportunities for FSL community	2018	2020	AD for FSL	Year 1	Evaluate and restructure weeklong programming offered by IFC/PHC: Greek Week and Common Unity
						IFC/PHC	Year 2	Formation of programming committees to support councils in the facilitation of week-long programming; Re-envision Greek Awards

		Program updates will provide additional opportunities for increased student participation, revised events to fit the current status of the community, and elevated levels of energy around the events. Over time, these programs will grow and responsibility for them will expand to include more student-led committees.					Year 3	Evaluate and update Dance Marathon.
							Year 4	Address any remaining traditional programming within the FSL community
Evolverment	Enhance values-based programming	The FSL community will increase and enhance its values-based programming. Programming will focus on the values of the community while also incorporating surrounding topics of diversity and inclusion. Intentional programming focused on values, diversity, inclusion, justice, faith, and safety will allow members to both take ownership of the community's perspective on these topics and develop well-rounded members with an awareness of these critical issues.	Complements University goal to address diversity and inclusion; Develops more well-rounded, holistic students	2019	2022	AD for FSL	Year 2	Partner with other entities to best leverage other values-based programming opportunities
						CIC	Year 3	Map a plan for innovative programming within a variety of topics; Launch diversity and inclusion programming
							Year 5	Ownership of new programming and continuous campus connection falls to IFC/PHC
Evolverment	Men's recruitment process and training update	The recruitment process for men will be updated to include training for fraternity men	Enhance recruitment experience for PNMs and active members; Add	2018	2020	AD for FSL	Year 1	Update recruitment policies and procedures to add clarity; Introduce recruitment trainings

		around appropriate interactions with potential new members (PNMs) and address any structural inefficiencies with recruitment. Updates to this process will provide a more inclusive environment for all PNMs, thus cultivating a more values-oriented recruitment process.	structure to the fraternity recruitment process				to fraternity community	
						IFC	Year 2	Evaluate new policies and structures
						Chapter Recruitment Chairs	Year 3	Revise recruitment updates as needed
Evolverment	Women's recruitment structure revision	The recruitment process for women will be evaluated and updated to meet current National Panhellenic Council standards around values-based recruitment. Space and logistics for women's recruitment will be addressed to best support the current size of the sorority community and potential future sizes of the sorority community. Updates to the recruitment process and structure will proactively address the space limitations faced during recruitment experienced with the addition of future chapters on campus.	Address serious obstacles with space and logistics for women's recruitment; Adhere to the values-based policies and expectations of NPC	2018	2022	AD for FSL	Year 1	Educate sorority community on NPC guidelines around values-based recruitment; Develop plan to phase into community
						PHC	Year 2	Evaluate recruitment space and logistics; Develop proposal for new recruitment structure to support additional chapters on campus.
						Chapter Recruitment Chairs	Year 3	Implement new recruitment structure
							Year 4	Evaluate new policies and structures
							Year 5	Revise recruitment updates as needed

Evolverment	Create a multicultural Greek council	Multicultural fraternities and sororities are growing on campus. To accommodate the growth of this community, the FSL community will add at least one Multicultural Greek Council. This council will provide oversight, governance and a voice to the multicultural Greek chapters on Creighton's campus	Self-governance of multicultural Greek chapters	2018	2019	AD for FSL	Year 1	Create policy on expectations and guidelines around multicultural Greek chapter recruitment; Educate current chapter members on recruitment best practices
		CIC				Year 2	Submit formal proposal on the formation of the multicultural Greek council.	
Evolverment	Expansion of the fraternity community	Data at Creighton shows that 33.2% (2017) and 43.3% (2016) of men eligible did not receive a bid to join a chapter. To increase the opportunity for more men to join chapter, the FSL community will begin to solicit interest from North-American Interfraternity Conference (NIC) chapters to expand the fraternity community. While there is not a national average of men who don't receive bids, the goal is to return to the lowest recorded percentage of men not receiving bids; 18% of men did not receive bids in 2003, with five chapters on campus.	Involvement of more men in fraternity community; Creates additional options for PNMs	2019	2021	Director of SLIC	Year 2	Draft proposal on the impact of adding a fraternity chapter(s) to campus
						AD for FSL	Year 4	Add new fraternity chapter to campus
						Chapter Presidents	Year 5	Evaluate the need for additional chapter(s) added to community
						IFC	Year 6	Add new fraternity chapter to campus, if deemed necessary

Evolverment	Extension of the sorority community	Sororities—after recruitment—currently have total near 170, creating a chapter size more comparable to that of large, state institutions than Creighton’s peer institutions. Current sorority women indicated their ideal sorority chapter size would be around 120, and the best avenue to reach this size is through the extension process. To get sorority total closer to 120, an aggressive strategy will be implemented to stack chapters during the extension process	Regulates chapter total; Creates additional options for PNMs	2019	2021	Director of SLIC	Year 2	Draft proposal on the impact of adding a sorority chapter(s) to campus
						Chapter Presidents	Year 4	Add new sorority chapter to campus
						AD for FSL	Year 5	Evaluate the need for additional chapter(s) added to community
						IFC	Year 6	Add new sorority chapter to campus, if deemed necessary
Evolverment	Addition of multicultural fraternities and sororities	Interest in culturally-based fraternities and sororities is rising, yet the current status of this community is not equipped to best support this interest. In consultation with the CIC and their recommendation, this process should continue until representation of additional culturally-based organizations are available to students seeking membership, regardless of cultural affiliation. The FSL community will expand to include additional CBFO	Support the growing interests around multicultural Greek organizations; Creates additional options for PNMs	2018	2020	AD for FSL	Year 1	Develop policy on the addition of new multicultural Greek chapters to campus.
						CIC	Year 2	Draft proposal on the impact of adding multicultural Greek chapter(s) to campus.
							Year 3	Add new multicultural fraternity and sorority to campus

		fraternity and sorority chapters. Expansion of CBFO chapters will also support the objective of creating and maintaining a CBFO Council.						
Evolution	Facilitate and FSL-community focused leadership retreat	Significant change to the FSL community will be prompted by the launch of the strategic plan. To continue to involve students in the process of leading the community through this change, a leadership retreat will be hosted. Similar to the IMPACT retreat, it will acknowledge the current challenges and struggles of the community and allow students to create a direction for where the community will be headed.	Leadership development for FSL community members; Continued engagement with evolving FSL community	2020	2020	AD for FSL AD for Student Leadership Order of Omega	Year 3	Coordinate content for retreat; Collaborate with IFC/PHC for participant enrollment
Evolution	Identify resources and needs for the FSL community	Resources to support the FSL community have not been re-evaluated at this time, providing an opportunity for strategic plan objectives to be executed before making any recommendations on reallocating resources. Convening a task force to evaluate the current allocation of resources in the midst of the strategic plan's execution will	Measurement of strategic plan successes and challenges; Reallocation of resources to support new initiatives	2020	2022	Director of SLIC Strategic Plan Task Force	Year 3 Year 4	Task force reconvenes to evaluate process and challenges of strategic plan. Draft proposal to recommend reallocation of existing resources and benefit of additional resources.

		provide a more realistic interpretation of need. Resources needs to be addressed include: funding, revenue generation, staffing, space, etc.						
Cura Personalis	Enhance hazing prevention education	Based on current trends and best practices with the FSL community, it is necessary to expand our hazing prevention education and efforts. This will unite all campus partners to include various topics and information for all levels of the FSL community. Enhancements to these educational programs include, but is not limited to: intentional shift in education to active members, training for potential “bigs” prior to recruitment, new member education prior to chapter affiliation, providing education in the fall semester, and updating Hazing Prevention Week.	Knowledge on hazing; Ability to intervene as bystanders; Proactively address growing concern in national FSL community	2018	2019	AD for FSL	Year 1	Develop fall hazing prevention programming to complement spring’s Hazing Prevention Week; Required education for potential “bigs” on hazing; Revamp Hazing Prevention Week
						GSB	Year 2	Evaluate new programs and resources
Cura Personalis	Define wellbeing for the Fraternity and Sorority Life community	Wellbeing is an area with large opportunity for programming and education, as it both develops students and provides care for the whole person. Incorporating aspects of physical, mental,	Provides guiding lens for all functions within the FSL community; Adheres to University focus on wellbeing; Develops well-rounded, holistic students	2019	2019	AD for FSL	Year 2	Establish a model of wellbeing to base holistic programming around; Introduce model and surrounding expectations to the FSL community
						Chapter Presidents		
						CREW		

		emotional, and spiritual, environmental wellness and more, this definition of wellbeing and accompanying model can guide so students can be cared for fully.						
Cura Personalis	Develop wellbeing programming around selected wellbeing model	After defining wellbeing for the community, intentional programming will be launched to infuse this model into all components of the FSL experience. Programs and expectations around them will be developed to find balance between providing valuable educational opportunities and over-programming the FSL community.	Provides Develops well-rounded, holistic students; Ensures various wellbeing topics are addressed within FSL community	2020	2022	AD for FSL	Year 3	Update existing programs to infuse with aspects of wellbeing.
						Chapter Presidents	Year 4	Introduce new programs designed around the wellbeing model; Launch a program attendance tracking system to gauge individual/chapter attendance; Develop a method to support chapter programs incorporating components of wellbeing.
						CREW	Year 5	Evaluate and reassess the selected wellbeing model and programming.
Cura Personalis	Educate students on the "why" behind policies	Students often question why policies are in place, accusing the policies of being hurdles rather than protection. Creating a way to positively inform members of the community on not just what a policy is an how to adhere to it, but also the motivation behind its implementation will increase compliance with policies as understanding of the impetus for	Transparency between FSL community and University	2018	2020	AD for FSL	Year 1	Build this message into meetings and trainings, when possible; Focus on providing detailed background information around policies during officer transitions.
						Community Standards	Year 2	Add a newsletter component to share this message with the FSL community at-large; Develop FSL community expectations around transparent policy creation when greatly impacting the community
							Year 3	Launch a digital database including all

		the policy increases.						policies impacting the FSL community
Cura Personalis	Update BANG	Becoming a New Greek (BANG) is an unstructured program designed to welcome new members in the FSL community. Structure and consistency need to be added to BANG to ensure all new members regularly receive a similar message. Topics to potentially include in BANG include, but are not limited to: hazing and risk management, information on each individual chapter, guiding policies and expectations, roles of governing councils, etc.	Consistent new member education; Research-supported programming for new members	2018	2021	AD for FSL	Year 1	Evaluate data on the current program model; Identify a consistent structure to use on an annual basis to educate new members
							Year 2	Launch new structure and name of all-FSL new member education
						Order of Omega	Year 3	Assess learning from new structure; Revise training accordingly
						Community Standards	Year 4	Implement final version of all-FSL new member education training.
Cura Personalis	Form new campus partnerships	To provide the best FSL experience to members, the community will develop new campus partnerships to both expose members to new aspects of campus and allow campus experts to educate members. Partnerships will be more than just financial; each partnership will add its own unique value to the FSL experience	Diversity support of FSL community; Collaboration across campus	2019	2020	IFC/PHC	Year 2	Identify current campus partners and value added with partnership
							Year 3	Identify potential new campus partnerships; Meet with potential partners to construct mutual value of relationship; Bring new partnerships to life within the FSL community.
Cura Personalis	Develop a global component of the FSL experience	As the FSL experience evolves with the implementation of the components	Cultivate a global perspective; Align FSL values with institutional objectives	2022	2022	AD for FSL IFC/PHC	Year 5	Assess the FSL community's global competency; Create a global experience to engage students

		<p>of the strategic plan, it is important to keep the objectives of the FSL community in line with those of the University. Cultivating a global perspective amongst students is a University goal, leading the FSL community to create a global component for its students.</p>						<p>with connecting aspects of their FSL experience with a developing global perspective.</p>
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Appendix L: Objective Chart, sorted by Implementation Year

Goal Theme	Objective	Description	Value Add	Begin	End	Responsible Party	Action Items: Year	Action Items: Task
Sharing Our Story	Transition to Fraternity & Sorority Life completely	Best practice in higher education has institutions transitioning from Greek Life to Fraternity & Sorority Life. While simple at first glance, this goal includes both the rebranding of any print or digital materials to include “Fraternity & Sorority Life” and changing the campus culture around the usage of “Greek Life.” This transition will help to lessen the stigma associated with “Greek Life” and unite the community	Consistent image for FSL community; Removal of “Greek Life” stigmas	2018	2019	AD for FSL	Year 1	AD for FSL updates all digital communications to include new brand; IFC/PHC share message with chapters; Update community programs and events using the word “Greek”; SLIC staff ceases to use the term “Greek Life.”
						IFC/PHC	Year 2	All print and display pieces are updated to remove “Greek Life,” including but not limited to signage, awards, apparel and informational publications
Sharing Our Story	Launch a monthly newsletter	The AD for FSL will create a monthly newsletter. This newsletter will include—at minimum—a letter from the AD for FSL, a calendar of events for the month, and a chapter spotlight; the newsletter will expand to include new items based on student feedback. This newsletter will help keep the entire community informed and will relieve chapter president and delegates from being the only official forms of communication	Positive, community-wide communications; Limits miscommunications from not appropriately sharing information with chapter at-large	2018	2020	AD for FSL	Year 1	AD for FSL will create monthly newsletter and work with SLIC Admin to build it within Mailchimp
						IFC/PHC	Year 2	Transition development and creation of newsletter to IFC/PHC councils
							Year 3	Regular maintenance and oversight of the newsletter falls to IFC/PHC completely.

		with their chapter membership.						
Sharing Our Story	Facilitate position-specific roundtable discussions for chapter leadership	Similar in format to President Meetings, the AD for FSL will begin hosting monthly meetings with risk managers and new member educators. These meetings will allow time for the AD of FSL to share expectations and timelines, as well as time for officers to bring their concerns and struggles to the group to get advisor and peer feedback. This will also be an opportunity to build trust between the AD for FSL and more leaders within the community	Build trust between chapter leaders and AD for FSL; Generate peer feedback to issues; Create direct contact between AD for FSL and more chapter leadership	2018	2021	AD for FSL	Year 1	Begin roundtable discussions with chapter risk management executives and new member educators
							Year 2	Begin roundtable discussions with chapter social programming executives and philanthropy chairs
							Year 1	Begin roundtable discussions with chapter finance executives/treasurers and recruitment chairs
							Year 4	Add in any remaining roundtable discussions
Sharing Our Story	Host training sessions to better understand and utilize CU Involved	CU Involved can become the chief online resources for the FSL community. Trainings for chapter leadership will evolve over time, moving from an introduction to basic forms and policies to innovative ways to maximize this resource for both chapters and the community at large. This objective will make fraternities and sororities the premier CU Involved users on campus.	: Better understanding of policies, forms, and other documentations; Allows for deeper data collection and analysis from chapters for assessment purposes; Streamlines procedures	2018	2022	AD for FSL	Year 1	Training by AD for Students Orgs will focus on basic usage of the tool, tailored to specific positions.
						AD for Student Orgs	Year 2	IFC/PHC are responsible for ensuring basic CU Involved information is passed along to new chapter leadership
							Year 3	New uses for CU Involved are introduced to community in trainings by AD of Student Orgs and will include—but not limited to— curriculum development, service hours tracking, and online document storage.

							Year 5	Updated training on innovate usages of CU Involved to include new components introduced by CollegiateLink
Self-Governance	Establish a formalized structure of self-governance within the FSL community.	Acknowledging the previous work to cultivate self-governance within the FSL community, it is critical to create structures to ensure these improvements are sustainable over time. Formalized documentation of how the community will continue to practice self-governance moving beyond the scope of this plan will be required.	Accountability and responsibility for the actions of the community; Ownership of new expectations	2018	2019	AD for FSL	Year 1	Creation of various trainings designed to foster self-governance, including but not limited to behind closed doors, liability training, big brother/sister training, enhanced accountability training for chapter executives; Review and amend all FSL governing documents.
						IFC/PHC	Year 2	Evaluate and update trainings initiatives; Infuse self-governance into the re-envisioning of BANG; Introduction of legislative process and expectations of councils around passing legislation.
						Strategic Plan Task Force		
Self-Governance	Create a critical communications task force	Recognizing the current national climate about risk management in the FSL community, a task force to develop a critical communications plan will be formed. This plan/policies will include expectations for individual chapters, the councils, the Student Leadership & Involvement Center, and the Division of	Community ownership of critical response procedures; Shared understanding and expectations around critical communications	2018	2020	Director of SLIC	Year 1	Identify members of task force; collect and analyze data from Creighton and peer institutions; Develop a critical communications response plan within the task force
							Year 2	Implement task force's recommended plan
							Year 3	Evaluate success of plan in it's ability to mitigate miscommunication and unknown next steps, if applicable; Launch a revised plan, if applicable.

		Student Life. Creating a structure to implement when these situations arise will help everyone to act quickly and will remove any surprises from the process.						
Self-Governance	Implementation of critical response protocol and reporting	To improve communications from chapters to the AD of FSL around incidents arising at events, a critical response protocol and reporting system will be introduced. This reporting process will create a method to provide detailed and timely descriptions of incidents in a way to provide both support and critical follow-up afterwards. This process will include formal documentation of incidents that will be shared with Office of Community Standards & Wellbeing.	Consistent critical response protocol across community; Adds clear communication processes for reporting; Formalizes expectations and roles during critical response protocols	2018	2020	AD for FSL	Year 1	Introduce new expectations to FSL community around critical response reporting; gather current policies and procedures guiding risk management and incident reporting for individual chapters.
						GSB	Year 2	Launch online incident report (IR) form via CU Involved; Implementation of new process and protocols.
						Community Standards	Year 3	Revise critical response protocol, if necessary; Develop any new policies and procedures to confirm expectations around new protocol.
Sharing Our Story	Better manage programmatic elements of the community	To address over-programming and inaccurate marketing efforts, the programmatic elements of the FSL community will be better managed moving forward. This will consist of more proactive notice about all community-wide mandatory programming,	Builds unity amongst the FSL community; Streamlines conflicting messages around programming; Outlines clear expectations around program attendance	2018	2020	IFC/PHC	Year 1	Proactively create a system for providing notifications on mandatory programs to bolster awareness.
							Year 2	Facilitate a collaborative scheduling process to address high-volume programming times.
							Year 3	Incentivize attendance at mandatory FSL community events via a connection to

		requirements of any community-sponsored programming, and enhanced incentives to participate in community programming.						end-of-the-year chapter recognition.
Evolution	Evaluate and enhance traditional programming	To add value to the FSL experience, traditional programming put on by the community needs to be evaluated and enhanced. Traditional programming includes Greek Week, Common Unity Week, Greek Awards, and Dance Marathon. Program updates will provide additional opportunities for increased student participation, revised events to fit the current status of the community, and elevated levels of energy around the events. Over time, these programs will grow and responsibility for them will expand to include more student-led committees.	Increased interest and participation in programming; New community-building opportunities for FSL community	2018	2020	AD for FSL	Year 1	Evaluate and restructure weeklong programming offered by IFC/PHC: Greek Week and Common Unity
						IFC/PHC	Year 2	Formation of programming committees to support councils in the facilitation of week-long programming; Re- envision Greek Awards
							Year 3	Evaluate and update Dance Marathon.
							Year 4	Address any remaining traditional programming within the FSL community
Evolution	Men's recruitment process and training update	The recruitment process for men will be updated to include training for fraternity men around appropriate interactions with potential new	Enhance recruitment experience for PNMs and active members; Add structure to the fraternity recruitment process	2018	2020	AD for FSL	Year 1	Update recruitment policies and procedures to add clarity; Introduce recruitment trainings to fraternity community
						IFC	Year 2	Evaluate new policies and structures

		members (PNMs) and address any structural inefficiencies with recruitment. Updates to this process will provide a more inclusive environment for all PNMs, thus cultivating a more values-oriented recruitment process.				Chapter Recruitment Chairs	Year 3	Revise recruitment updates as needed
Evolution	Women's recruitment structure revision	The recruitment process for women will be evaluated and updated to meet current National Panhellenic Council standards around values-based recruitment. Space and logistics for women's recruitment will be addressed to best support the current size of the sorority community and potential future sizes of the sorority community. Updates to the recruitment process and structure will proactively address the space limitations faced during recruitment experienced with the addition of future chapters on campus.	Address serious obstacles with space and logistics for women's recruitment; Adhere to the values-based policies and expectations of NPC	2018	2022	AD for FSL	Year 1	Educate sorority community on NPC guidelines around values-based recruitment; Develop plan to phase into community
						PHC	Year 2	Evaluate recruitment space and logistics; Develop proposal for new recruitment structure to support additional chapters on campus.
						Chapter Recruitment Chairs	Year 3	Implement new recruitment structure
							Year 4	Evaluate new policies and structures
							Year 5	Revise recruitment updates as needed
Evolution	Create a multicultural Greek council	Multicultural fraternities and sororities are growing on campus. To accommodate the	Self-governance of multicultural Greek chapters	2018	2019	AD for FSL	Year 1	Create policy on expectations and guidelines around multicultural Greek chapter recruitment; Educate current

		growth of this community, the FSL community will add at least one Multicultural Greek Council. This council will provide oversight, governance and a voice to the multicultural Greek chapters on Creighton's campus						chapter members on recruitment best practices
						CIC	Year 2	Submit formal proposal on the formation of the multicultural Greek council.
Evolution	Addition of multicultural fraternities and sororities	Interest in culturally-based fraternities and sororities is rising, yet the current status of this community is not equipped to best support this interest. In consultation with the CIC and their recommendation, this process should continue until representation of additional culturally-based organizations are available to students seeking membership, regardless of cultural affiliation. The FSL community will expand to include additional CBFO fraternity and sorority chapters. Expansion of CBFO chapters will also support the objective of creating and maintaining a CBFO Council.	Support the growing interests around multicultural Greek organizations; Creates additional options for PNMs	2018	2020	AD for FSL	Year 1	Develop policy on the addition of new multicultural Greek chapters to campus.
							Year 2	Draft proposal on the impact of adding multicultural Greek chapter(s) to campus.
						CIC	Year 3	Add new multicultural fraternity and sorority to campus
Cura Personalis	Enhance hazing prevention education	Based on current trends and best practices with the FSL community, it is necessary to	Knowledge on hazing; Ability to intervene as bystanders; Proactively address	2018	2019	AD for FSL	Year 1	Develop fall hazing prevention programming to complement spring's Hazing Prevention

		expand our hazing prevention education and efforts. This will unite all campus partners to include various topics and information for all levels of the FSL community. Enhancements to these educational programs include, but is not limited to: intentional shift in education to active members, training for potential “bigs” prior to recruitment, new member education prior to chapter affiliation, providing education in the fall semester, and updating Hazing Prevention Week.	growing concern in national FSL community					Week; Required education for potential “bigs” on hazing; Revamp Hazing Prevention Week
						GSB		
						Community Standards	Year 2	Evaluate new programs and resources
Cura Personalis	Educate students on the “why” behind policies	Students often question why policies are in place, accusing the policies of being hurdles rather than protection. Creating a way to positively inform members of the community on not just what a policy is an how to adhere to it, but also the motivation behind its implementation will increase compliance with policies as understanding of the impetus for the policy increases.	Transparency between FSL community and University	2018	2020	AD for FSL	Year 1	Build this message into meetings and trainings, when possible; Focus on providing detailed background information around policies during officer transitions.
						Community Standards	Year 2	Add a newsletter component to share this message with the FSL community at-large; Develop FSL community expectations around transparent policy creation when greatly impacting the community
							Year 3	Launch a digital database including all policies impacting the FSL community

Cura Personalis	Update BANG	Becoming a New Greek (BANG) is an unstructured program designed to welcome new members in the FSL community. Structure and consistency need to be added to BANG to ensure all new members regularly receive a similar message. Topics to potentially include in BANG include, but are not limited to: hazing and risk management, information on each individual chapter, guiding policies and expectations, roles of governing councils, etc.	Consistent new member education; Research-supported programming for new members	2018	2021	AD for FSL	Year 1	Evaluate data on the current program model; Identify a consistent structure to use on an annual basis to educate new members
						Order of Omega	Year 2	Launch new structure and name of all-FSL new member education
						Community Standards	Year 3	Assess learning from new structure; Revise training accordingly
							Year 4	Implement final version of all-FSL new member education training.
Sharing Our Story	Enhance outreach efforts by IFC & PHC	IFC & PHC will educate the FSL community as to what their role is within the community. This messaging will include, at minimum: the roles and responsibilities of council, duties of each position on the executive team, information on individuals currently holding each position, role within judicial process, GSB, Order of Omega, etc. FSL community outreach will lead to better utilization of the councils and knowledge of the scope of the community	Ownership of the FSL message; Clarity around the role of IFC/PHC; Better utilization of councils and resources	2018	2020	IFC/PHC	Year 1	Educate members of the FSL community via monthly newsletter, social media, and website; Develop plan to further educate community on role of councils
							Year 2	Enact additional outreach methods within the FSL community; Identify outreach methods for campus
							Year 3	Create outreach materials for those outside of the FSL community, including PNMs, unaffiliated students, alumni, parents/families, faculty and staff

		newsletter, students will actively engage to learn from their peers across the country.						
Self-Governance	Review all policies and guiding documents	With emphasis being given toward updating all aspects of the FSL experience that may or may not be out of date, it is crucial to include policies and governing documents in that process. All governing councils will be responsible for reviewing and updating policies to reflect both the current status of the community and the ongoing process of moving toward self-governance.	Update policies and procedures to reflect current status of community; Provide ownership for what policies are; Increase accountability amongst peers	2018	2020	AD for FSL	Year 1	Begin policy review of risk management and new member education.
						IFC/PHC	Year 2	Begin policy review of chapter and community social programming and philanthropy efforts.
							Year 3	Begin policy review of financial documents and recruitment; Review any remaining policies.
Cura Personalis	Standardize risk management protocols for chapter-sponsored events	Each chapter is required to follow the strictest set of policies guiding it; with limited university policies to assist with risk management, chapters currently default to their national organizations regulations. Creation of a standardized set of risk management protocols will not only provide consistency at all events with potential risk, but also assist in the collection of any needed information by the University.	Unity and shared risk management responsibility across FSL community; Consistency between chapters on risk management procedures; University oversight and regulation of risk management operations	2018	2019	GSB	Year 1	Collect current procedures and guidelines directing each chapter's risk management; Identify best practices nationally and at peer institutions.
						AD for FSL	Year 2	Institute community risk management protocols; Educate FSL community on the new guidelines and expectations
						Community Standards		
						Chapter Risk Managers		
Chapter Moderators								

Self-Governance	Develop a unified code of ethics for the FSL community	Establishing a shared, community-wide code of ethics statement for the entire FSL community will help to unite the group around consistent expectations. This document will be drafted by the governing councils, with the expectation that each new member to the community will sign the code of ethics, thus agreeing to uphold it. By proactively addressing the expected ethical behaviors of members of the FSL community, holding oneself and peers accountable should become common practice.	Accountability of self and others to uphold expectations; Footing to stand on when addressing issues.	2019	2019	AD for FSL	Year 2	Develop and articulate a code of ethics; Introduce to community as a whole.
						IFC/PHC		
Sharing Our Story	Create a calendar of events for entire community.	Best practice in higher education has institutions transitioning from Greek Life to Fraternity & Sorority Life. While simple at first glance, this goal includes both the rebranding of any print or digital materials to include "Fraternity & Sorority Life" and changing the campus culture around the usage of "Greek Life." This transition will help to lessen the stigma associated with "Greek Life"	Balance programmatic efforts across chapters; Reduce high-volume programming weekends; Share programs with the greater Creighton community	2019	2022	AD for FSL	Year 2	Collect all chapter dates in first Presidents Meeting; hold chapter leadership accountable to maintaining provided dates.
						Chapter Presidents	Year 3	Calendar of all events will be created and disseminated to all members of the community, including being published on SLIC website
							Year 5	Integrate the calendar with the MyCreighton app.

		and unite the community.						
Evolverment	Enhance values-based programming	The FSL community will increase and enhance its values-based programming. Programming will focus on the values of the community while also incorporating surrounding topics of diversity and inclusion. Intentional programming focused on values, diversity, inclusion, justice, faith, and safety will allow members to both take ownership of the community's perspective on these topics and develop well-rounded members with an awareness of these critical issues.	Complements University goal to address diversity and inclusion; Develops more well-rounded, holistic students	2019	2022	AD for FSL	Year 2	Partner with other entities to best leverage other values-based programming opportunities
						CIC	Year 3	Map a plan for innovative programming within a variety of topics; Launch diversity and inclusion programming
							Year 5	Ownership of new programming and continuous campus connection falls to IFC/PHC
Cura Personalis	Define wellbeing for the Fraternity and Sorority Life community	wellbeing is an area with large opportunity for programming and education, as it both develops students and provides care for the whole person. Incorporating aspects of physical, mental, emotional, and spiritual, environmental wellness and more, this definition of wellbeing and accompanying model can guide so students can be cared for fully.	Provides guiding lens for all functions within the FSL community; Adheres to University focus on wellbeing; Develops well-rounded, holistic students	2019	2019	AD for FSL	Year 2	Establish a model of wellbeing to base holistic programming around; Introduce model and surrounding expectations to the FSL community
						Chapter Presidents		
						CREW		

Sharing Our Story	Evaluate and update Fraternity & Sorority Life awards	Awards are designed to celebrate successes of the FSL community, and to ensure the awards are still reflective of the current values and needs of the community, they will be updated. This will include updated all components of the award process: award criteria, criteria dissemination, nomination timelines, evaluation criteria, selection process, award ceremony, and list of awards	Establish a recognition plan representative of the current needs of the FSL community; Correct currently distaste around awards; Develop unity within FSL community	2019	2020	Order of Omega	Year 2	Evaluate the current processes surrounding all components of FSL awards and establish a new structure for recognizing individual and chapter success; Launch new awards plan.
							Year 3	Assess successes and challenges of new recognition plan; Update award processes as necessary to finalize new recognition structure
Sharing Our Story	Initiate a peer kudos program	Rather than only celebrating the successes of the FSL community, its chapters, and its individuals at the awards ceremony, a peer kudos program will be instituted to facilitate ongoing recognition. This structure will be a way for FSL community members to personally recognize their peers	Ongoing positive recognition and reinforcement	2019	2019	Chapter Presidents	Year 2	Create a process to submit kudos; Manage the system to prevent disrespectful or hurtful comments from being include; Develop a method to share kudos with both the individual receiving recognition and the community at-large.
Evolution	Expansion of the fraternity community	Data at Creighton shows that 33.2% (2017) and 43.3% (2016) of men eligible did not receive a bid to join a chapter. To increase the	Involvement of more men in fraternity community; Creates additional options for PNMs	2019	2021	Director of SLIC	Year 2	Draft proposal on the impact of adding a fraternity chapter(s) to campus
						AD for FSL	Year 4	Add new fraternity chapter to campus

		<p>opportunity for more men to join chapter, the FSL community will begin to solicit interest from North-American Interfraternity Conference (NIC) chapters to expand the fraternity community. While there is not a national average of men who don't receive bids, the goal is to return to the lowest recorded percentage of men not receiving bids; 18% of men did not receive bids in 2003, with five chapters on campus.</p>				<p>Chapter Presidents</p> <p>Year 5</p> <p>Evaluate the need for additional chapter(s) added to community</p>
						<p>IFC</p> <p>Year 6</p> <p>Add new fraternity chapter to campus, if deemed necessary</p>
Evolution	Extension of the sorority community	<p>Sororities—after recruitment—currently have total near 170, creating a chapter size more comparable to that of large, state institutions than Creighton's peer institutions. Current sorority women indicated their ideal sorority chapter size would be around 120, and the best avenue to reach this size is through the extension process. To get sorority total closer to 120, an aggressive strategy will be implemented to stack chapters during the extension process</p>	Regulates chapter total; Creates additional options for PNMs	2019	2021	<p>Director of SLIC</p> <p>Year 2</p> <p>Draft proposal on the impact of adding a sorority chapter(s) to campus</p>
						<p>Chapter Presidents</p> <p>Year 4</p> <p>Add new sorority chapter to campus</p>
						<p>AD for FSL</p> <p>Year 5</p> <p>Evaluate the need for additional chapter(s) added to community</p>
						<p>IFC</p> <p>Year 6</p> <p>Add new sorority chapter to campus, if deemed necessary</p>

Sharing Our Story	Increase engagement with faculty and staff	To bolster additional support of the FSL community, engagement from faculty and staff members on campus will need to be generated. Doing so will consist of both a sharing of information about the FSL community on this campus and the invitation to participate in different aspects of the community. Detailed moderator training will also be included within this objective.	Expand FSL network of support; Take control of FSL's image amongst faculty and staff	2019	2020	AD for FSL	Year 2	Update FSL chapter moderator training; Outline plan to engage faculty and staff members; Invite faculty and staff to various FSL events
						Chapter Moderators	Year 3	Execute the engagement plan for faculty and staff
Cura Personalis	Form new campus partnerships	To provide the best FSL experience to members, the community will develop new campus partnerships to both expose members to new aspects of campus and allow campus experts to educate members. Partnerships will be more than just financial; each partnership will add its own unique value to the FSL experience	Diversity support of FSL community; Collaboration across campus	2019	2020	IFC/PHC	Year 2	Identify current campus partners and value added with partnership
							Year 3	Identify potential new campus partnerships; Meet with potential partners to construct mutual value of relationship; Bring new partnerships to life within the FSL community.
Cura Personalis	Develop wellbeing programming around selected	After defining wellbeing for the community, intentional	Provides Develops well-rounded, holistic students; Ensures various	2020	2022	AD for FSL	Year 3	Update existing programs to infuse with aspects of wellbeing.

	wellbeing model	programming will be launched to infuse this model into all components of the FSL experience. Programs and expectations around them will be developed to find balance between providing valuable educational opportunities and over-programming the FSL community.	wellbeing topics are addressed within FSL community			Chapter Presidents	Year 4	Introduce new programs designed around the wellbeing model; Launch a program attendance tracking system to gauge individual/chapter attendance; Develop a method to support chapter programs incorporating components of wellbeing.
						CREW	Year 5	Evaluate and reassess the selected wellbeing model and programming
Sharing Our Story	Evaluate and update Greek Measure.	Originally created to mirror the expectations of chapter's national headquarters, the current Greek Measure is outdated, tedious, and unclear to a large majority of the FSL community. Updating this document to better reflect the current expectations for the community and include new components introduced in the strategic plan will collect more relevant and beneficial information from chapters.	Aligns Measure with updated goals and vision of the FSL community; Removes layer of mystery from Measure	2020	2021	AD for FSL	Year 3	Evaluate the current Measure to identify adaptations; Identify components of new wellness model to incorporate into Measure; Develop a Measure able to collect pertinent data for assessment and sharing the story of the FSL community; Launch new measure at year end.
						Chapter Presidents	Year 4	Evaluate and revise the updated Measure to best meet the needs of the community
Evolution	Facilitate and FSL-community focused leadership retreat	Significant change to the FSL community will be prompted by the launch of the strategic plan. To continue to involve students in the process of	Leadership development for FSL community members; Continued engagement with evolving FSL community	2020	2020	AD for FSL	Year 3	Coordinate content for retreat; Collaborate with IFC/PHC for participant enrollment
						AD for Student Leadership		

		leading the community through this change, a leadership retreat will be hosted. Similar to the IMPACT retreat, it will acknowledge the current challenges and struggles of the community and allow students to create a direction for where the community will be headed.				Order of Omega		
Evolution	Identify resources and needs for the FSL community	Resources to support the FSL community have not been re-evaluated at this time, providing an opportunity for strategic plan objectives to be executed before making any recommendations on reallocating resources. Convening a task force to evaluate the current allocation of resources in the midst of the strategic plan's execution will provide a more realistic interpretation of need. Resources needs to be addressed include: funding, revenue generation, staffing, space, etc.	Measurement of strategic plan successes and challenges; Reallocation of resources to support new initiatives	2020	2022	Director of SLIC	Year 3	Task force reconvenes to evaluate process and challenges of strategic plan.
						Strategic Plan Task Force	Year 4	Draft proposal to recommend reallocation of existing resources and benefit of additional resources.
Cura Personalis	Develop a global component of the FSL experience	As the FSL experience evolves with the implementation of the components of the strategic plan,	Cultivate a global perspective; Align FSL values with institutional objectives	2022	2022	AD for FSL	Year 5	Assess the FSL community's global competency; Create a global experience to engage students with connecting aspects of their FSL
						IFC/PHC		

		<p>it is important to keep the objectives of the FSL community in line with those of the University. Cultivating a global perspective amongst students is a University goal, leading the FSL community to create a global component for its students.</p>							
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									<p>experience with a developing global perspective.</p>
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Appendix M: Objective Chart, sorted by Responsible Party

Goal Theme	Objective	Description	Value Add	Begin	End	Responsible Party	Action Items: Year	Action Items: Task
Sharing Our Story	Transition to Fraternity & Sorority Life completely	Best practice in higher education has institutions transitioning from Greek Life to Fraternity & Sorority Life. While simple at first glance, this goal includes both the rebranding of any print or digital materials to include “Fraternity & Sorority Life” and changing the campus culture around the usage of “Greek Life.” This transition will help to lessen the stigma associated with “Greek Life” and unite the community	Consistent image for FSL community; Removal of “Greek Life” stigmas	2018	2019	AD for FSL	Year 1	AD for FSL updates all digital communications to include new brand; IFC/PHC share message with chapters; Update community programs and events using the word “Greek”; SLIC staff ceases to use the term “Greek Life.”
							Year 2	All print and display pieces are updated to remove “Greek Life,” including but not limited to signage, awards, apparel and informational publications
Sharing Our Story	Launch a monthly newsletter	The AD for FSL will create a monthly newsletter. This newsletter will include—at minimum—a letter from the AD for FSL, a calendar of events for the month, and a chapter spotlight; the newsletter will expand to include new items based on student feedback. This newsletter will help keep the entire community informed and will relieve chapter president and delegates from being the only official forms of communication	Positive, community-wide communications; Limits miscommunications from not appropriately sharing information with chapter at-large	2018	2020	AD for FSL	Year 1	AD for FSL will create monthly newsletter and work with SLIC Admin to build it within Mailchimp
							Year 2	Transition development and creation of newsletter to IFC/PHC councils
							Year 3	Regular maintenance and oversight of the newsletter falls to IFC/PHC completely.

		with their chapter membership.						
Sharing Our Story	Facilitate position-specific roundtable discussions for chapter leadership	Similar in format to President Meetings, the AD for FSL will begin hosting monthly meetings with risk managers and new member educators. These meetings will allow time for the AD of FSL to share expectations and timelines, as well as time for officers to bring their concerns and struggles to the group to get advisor and peer feedback. This will also be an opportunity to build trust between the AD for FSL and more leaders within the community	Build trust between chapter leaders and AD for FSL; Generate peer feedback to issues; Create direct contact between AD for FSL and more chapter leadership	2018	2021	AD for FSL	Year 1	Begin roundtable discussions with chapter risk management executives and new member educators
							Year 2	Begin roundtable discussions with chapter social programming executives and philanthropy chairs
							Year 1	Begin roundtable discussions with chapter finance executives/treasurers and recruitment chairs
							Year 4	Add in any remaining roundtable discussions
Sharing Our Story	Host training sessions to better understand and utilize CU Involved	CU Involved can become the chief online resources for the FSL community. Trainings for chapter leadership will evolve over time, moving from an introduction to basic forms and policies to innovative ways to maximize this resource for both chapters and the community at large. This objective will make fraternities and sororities the premier CU Involved users on campus.	: Better understanding of policies, forms, and other documentations; Allows for deeper data collection and analysis from chapters for assessment purposes; Streamlines procedures	2018	2022	AD for FSL	Year 1	Training by AD for Students Orgs will focus on basic usage of the tool, tailored to specific positions.
							Year 2	IFC/PHC are responsible for ensuring basic CU Involved information is passed along to new chapter leadership
							Year 3	New uses for CU Involved are introduced to community in trainings by AD of Student Orgs and will include—but not limited to— curriculum development, service hours tracking, and online document storage.
							Year 5	Updated training on innovate usages of

								CU Involved to include new components introduced by CollegiateLink
Self-Governance	Implementation of critical response protocol and reporting	To improve communications from chapters to the AD of FSL around incidents arising at events, a critical response protocol and reporting system will be introduced. This reporting process will create a method to provide detailed and timely descriptions of incidents in a way to provide both support and critical follow-up afterwards. This process will include formal documentation of incidents that will be shared with Office of CSAW.	Consistent critical response protocol across community; Adds clear communication processes for reporting; Formalizes expectations and roles during critical response protocols	2018	2020	AD for FSL	Year 1	Introduce new expectations to FSL community around critical response reporting; gather current policies and procedures guiding risk management and incident reporting for individual chapters.
							Year 2	Launch online incident report (IR) form via CU Involved; Implementation of new process and protocols.
							Year 3	Revise critical response protocol, if necessary; Develop any new policies and procedures to confirm expectations around new protocol.
Sharing Our Story	Create a calendar of events for entire community.	Best practice in higher education has institutions transitioning from Greek Life to Fraternity & Sorority Life. While simple at first glance, this goal includes both the rebranding of any print or digital materials to include "Fraternity & Sorority Life" and changing the campus culture around the usage of "Greek Life." This transition will help to lessen the stigma associated with "Greek Life"	Balance programmatic efforts across chapters; Reduce high-volume programming weekends; Share programs with the greater Creighton community	2019	2022	AD for FSL	Year 2	Collect all chapter dates in first Presidents Meeting; hold chapter leadership accountable to maintaining provided dates.
							Year 3	Calendar of all events will be created and disseminated to all members of the community, including being published on SLIC website
							Year 5	Integrate the calendar with the MyCreighton app.

		and unite the community.						
Evolution	Evaluate and enhance traditional programming	To add value to the FSL experience, traditional programming put on by the community needs to be evaluated and enhanced. Traditional programming includes Greek Week, Common Unity Week, Greek Awards, and Dance Marathon. Program updates will provide additional opportunities for increased student participation, revised events to fit the current status of the community, and elevated levels of energy around the events. Over time, these programs will grow and responsibility for them will expand to include more student-led committees.	Increased interest and participation in programming; New community-building opportunities for FSL community	2018	2020	AD for FSL	Year 1	Evaluate and restructure weeklong programming offered by IFC/PHC: Greek Week and Common Unity
							Year 2	Formation of programming committees to support councils in the facilitation of week-long programming; Re- envision Greek Awards
							Year 3	Evaluate and update Dance Marathon.
							Year 4	Address any remaining traditional programming within the FSL community
Evolution	Enhance values-based programming	The FSL community will increase and enhance its values-based programming. Programming will focus on the values of the community while also incorporating surrounding topics of diversity and inclusion. Intentional programming focused on values, diversity,	Complements University goal to address diversity and inclusion; Develops more well-rounded, holistic students	2019	2022	AD for FSL	Year 2	Partner with other entities to best leverage other values-based programming opportunities
							Year 3	Map a plan for innovative programming within a variety of topics; Launch diversity and inclusion programming
							Year 5	Ownership of new programming and continuous campus connection falls to IFC/PHC

		inclusion, justice, faith, and safety will allow members to both take ownership of the community's perspective on these topics and develop well-rounded members with an awareness of these critical issues.						
Evolution	Men's recruitment process and training update	The recruitment process for men will be updated to include training for fraternity men around appropriate interactions with potential new members (PNMs) and address any structural inefficiencies with recruitment. Updates to this process will provide a more inclusive environment for all PNMs, thus cultivating a more values-oriented recruitment process.	Enhance recruitment experience for PNMs and active members; Add structure to the fraternity recruitment process	2018	2020	AD for FSL	Year 1	Update recruitment policies and procedures to add clarity; Introduce recruitment trainings to fraternity community
							Year 2	Evaluate new policies and structures
							Year 3	Revise recruitment updates as needed
Evolution	Women's recruitment structure revision	The recruitment process for women will be evaluated and updated to meet current National Panhellenic Council standards around values-based recruitment. Space and logistics for women's recruitment will be addressed to best support the current size of the sorority community and	Address serious obstacles with space and logistics for women's recruitment; Adhere to the values-based policies and expectations of NPC	2018	2022	AD for FSL	Year 1	Educate sorority community on NPC guidelines around values-based recruitment; Develop plan to phase into community
							Year 2	Evaluate recruitment space and logistics; Develop proposal for new recruitment structure to support additional chapters on campus.
							Year 3	Implement new recruitment structure
							Year 4	Evaluate new policies and structures
							Year 5	Revise recruitment updates as needed

		potential future sizes of the sorority community. Updates to the recruitment process and structure will proactively address the space limitations faced during recruitment experienced with the addition of future chapters on campus.						
Evolution	Create a multicultural Greek council	Multicultural fraternities and sororities are growing on campus. To accommodate the growth of this community, the FSL community will add at least one Multicultural Greek Council. This council will provide oversight, governance and a voice to the multicultural Greek chapters on Creighton's campus	Self-governance of multicultural Greek chapters	2018	2019	AD for FSL	Year 1	Create policy on expectations and guidelines around multicultural Greek chapter recruitment; Educate current chapter members on recruitment best practices
							Year 2	Submit formal proposal on the formation of the multicultural Greek council.
Evolution	Addition of multicultural fraternities and sororities	Interest in culturally-based fraternities and sororities is rising, yet the current status of this community is not equipped to best support this interest. In consultation with the CIC and their recommendation, this process should continue until representation of additional culturally-based organizations are available to	Support the growing interests around multicultural Greek organizations; Creates additional options for PNMs	2018	2020	AD for FSL	Year 1	Develop policy on the addition of new multicultural Greek chapters to campus.
							Year 2	Draft proposal on the impact of adding multicultural Greek chapter(s) to campus.
							Year 3	Add new multicultural fraternity and sorority to campus

		students seeking membership, regardless of cultural affiliation. The FSL community will expand to include additional CBFO fraternity and sorority chapters. Expansion of CBFO chapters will also support the objective of creating and maintaining a CBFO Council.						
Cura Personalis	Enhance hazing prevention education	Based on current trends and best practices with the FSL community, it is necessary to expand our hazing prevention education and efforts. This will unite all campus partners to include various topics and information for all levels of the FSL community. Enhancements to these educational programs include, but is not limited to: intentional shift in education to active members, training for potential “bigs” prior to recruitment, new member education prior to chapter affiliation, providing education in the fall semester, and updating Hazing Prevention Week.	Knowledge on hazing; Ability to intervene as bystanders; Proactively address growing concern in national FSL community	2018	2019	AD for FSL	Year 1	Develop fall hazing prevention programming to complement spring’s Hazing Prevention Week; Required education for potential “bigs” on hazing; Revamp Hazing Prevention Week
							Year 2	Evaluate new programs and resources
Cura Personalis	Define wellbeing for	wellbeing is an area with large	Provides guiding lens for all	2019	2019	AD for FSL	Year 2	Establish a model of wellbeing to base

	the Fraternity and Sorority Life community	opportunity for programming and education, as it both develops students and provides care for the whole person. Incorporating aspects of physical, mental, emotional, and spiritual, environmental wellbeing and more, this definition of wellness and accompanying model can guide so students can be cared for fully.	functions within the FSL community; Adheres to University focus on wellbeing; Develops well-rounded, holistic students					holistic programming around; Introduce model and surrounding expectations to the FSL community
Cura Personalis	Educate students on the “why” behind policies	Students often question why policies are in place, accusing the policies of being hurdles rather than protection. Creating a way to positively inform members of the community on not just what a policy is an how to adhere to it, but also the motivation behind its implementation will increase compliance with policies as understanding of the impetus for the policy increases.	Transparency between FSL community and University	2018	2020	AD for FSL	Year 1	Build this message into meetings and trainings, when possible; Focus on providing detailed background information around policies during officer transitions.
							Year 2	Add a newsletter component to share this message with the FSL community at-large; Develop FSL community expectations around transparent policy creation when greatly impacting the community
							Year 3	Launch a digital database including all policies impacting the FSL community
Cura Personalis	Update BANG	Becoming a New Greek (BANG) is an unstructured program designed to welcome new members in the FSL community. Structure and consistency need to be added to BANG to ensure	Consistent new member education; Research-supported programming for new members	2018	2021	AD for FSL	Year 1	Evaluate data on the current program model; Identify a consistent structure to use on an annual basis to educate new members
							Year 2	Launch new structure and name of all-FSL new member education

		all new members regularly receive a similar message. Topics to potentially include in BANG include, but are not limited to: hazing and risk management, information on each individual chapter, guiding policies and expectations, roles of governing councils, etc.					Year 3	Assess learning from new structure; Revise training accordingly
							Year 4	Implement final version of all-FSL new member education training.
Cura Personalis	Develop wellbeing programming around selected wellbeing model	After defining wellbeing for the community, intentional programming will be launched to infuse this model into all components of the FSL experience. Programs and expectations around them will be developed to find balance between providing valuable educational opportunities and over-programming the FSL community.	Provides Develops well-rounded, holistic students; Ensures various wellbeing topics are addressed within FSL community	2020	2022	AD for FSL	Year 3	Update existing programs to infuse with aspects of wellbeing.
							Year 4	Introduce new programs designed around the wellbeing model; Launch a program attendance tracking system to gauge individual/chapter attendance; Develop a method to support chapter programs incorporating components of wellbeing.
							Year 5	Evaluate and reassess the selected wellbeing model and programming
Sharing Our Story	Increase engagement with faculty and staff	To bolster additional support of the FSL community, engagement from faculty and staff members on campus will need to be generated. Doing so will consist of both a sharing of information about the FSL community on this campus and the invitation to	Expand FSL network of support; Take control of FSL's image amongst faculty and staff	2019	2020	AD for FSL	Year 2	Update FSL chapter moderator training; Outline plan to engage faculty and staff members; Invite faculty and staff to various FSL events
							Year 3	Execute the engagement plan for faculty and staff

		participate in different aspects of the community. Detailed moderator training will also be included within this objective.						
Sharing Our Story	Evaluate and update Greek Measure.	Originally created to mirror the expectations of chapter's national headquarters, the current Greek Measure is outdated, tedious, and unclear to a large majority of the FSL community. Updating this document to better reflect the current expectations for the community and include new components introduced in the strategic plan will collect more relevant and beneficial information from chapters.	Aligns Measure with updated goals and vision of the FSL community; Removes layer of mystery from Measure	2020	2021	AD for FSL	Year 3	Evaluate the current Measure to identify adaptations; Identify components of new wellness model to incorporate into Measure; Develop a Measure able to collect pertinent data for assessment and sharing the story of the FSL community; Launch new measure at year end.
							Year 4	Evaluate and revise the updated Measure to best meet the needs of the community
Evolution	Facilitate and FSL-community focused leadership retreat	Significant change to the FSL community will be prompted by the launch of the strategic plan. To continue to involve students in the process of leading the community through this change, a leadership retreat will be hosted. Similar to the IMPACT retreat, it will acknowledge the current challenges and struggles of the	Leadership development for FSL community members; Continued engagement with evolving FSL community	2020	2020	AD for FSL	Year 3	Coordinate content for retreat; Collaborate with IFC/PHC for participant enrollment

		community and allow students to create a direction for where the community will be headed.						
Cura Personalis	Develop a global component of the FSL experience	As the FSL experience evolves with the implementation of the components of the strategic plan, it is important to keep the objectives of the FSL community in line with those of the University. Cultivating a global perspective amongst students is a University goal, leading the FSL community to create a global component for its students.	Cultivate a global perspective; Align FSL values with institutional objectives	2022	2022	AD for FSL	Year 5	Assess the FSL community's global competency; Create a global experience to engage students with connecting aspects of their FSL experience with a developing global perspective.
Self-Governance	Review all policies and guiding documents	With emphasis being given toward updating all aspects of the FSL experience that may or may not be out of date, it is crucial to include policies and governing documents in that process. All governing councils will be responsible for reviewing and updating policies to reflect both the current status of the community and the ongoing process of moving toward self-governance.	Update policies and procedures to reflect current status of community; Provide ownership for what policies are; Increase accountability amongst peers	2018	2020	AD for FSL	Year 1	Begin policy review of risk management and new member education.
							Year 2	Begin policy review of chapter and community social programming and philanthropy efforts.
							Year 3	Begin policy review of financial documents and recruitment; Review any remaining policies.
Self-Governance	Proactively address current issues, best practices, and/or trends	In today's society, issues on one campus can quickly become national headlines. To	Education from national peers; Recognition of how to address issues when they arise	2018	2019	AD for FSL	Year 1	Incorporate conversations around best practices/current issues/trends into president's meeting;

	impacting the FSL community	ensure members of the FSL community are learning from the experiences of their peers across the country, current issues, best practices, and trends will be built into FSL experience. From engaged conversations at president's meetings to shared reads in the FSL newsletter, students will actively engage to learn from their peers across the country.						Present multiple sources and perspectives on issues within the FSL newsletter.
							Year 2	Topics ideas solely generated by students.
Self-Governance	Develop a unified code of ethics for the FSL community	Establishing a shared, community-wide code of ethics statement for the entire FSL community will help to unite the group around consistent expectations. This document will be drafted by the governing councils, with the expectation that each new member to the community will sign the code of ethics, thus agreeing to uphold it. By proactively addressing the expected ethical behaviors of members of the FSL community, holding oneself and peers accountable should become common practice.	Accountability of self and others to uphold expectations; Footing to stand on when addressing issues.	2019	2019	AD for FSL	Year 2	Develop and articulate a code of ethics; Introduce to community as a whole.

Self-Governance	Establish a formalized structure of self-governance within the FSL community.	Acknowledging the previous work to cultivate self-governance within the FSL community, it is critical to create structures to ensure these improvements are sustainable over time. Formalized documentation of how the community will continue to practice self-governance moving beyond the scope of this plan will be required.	Accountability and responsibility for the actions of the community; Ownership of new expectations	2018	2019	AD for FSL	Year 1 Creation of various trainings designed to foster self-governance, including but not limited to behind closed doors, liability training, big brother/sister training, enhanced accountability training for chapter executives; Review and amend all FSL governing documents.
Evolution	Expansion of the fraternity community	Data at Creighton shows that 33.2% (2017) and 43.3% (2016) of men eligible did not receive a bid to join a chapter. To increase the opportunity for more men to join chapter, the FSL community will begin to solicit interest from North-American Interfraternity Conference (NIC) chapters to expand the fraternity community. While there is not a national average of men who don't receive bids, the goal is to return to the lowest recorded percentage of men not receiving	Involvement of more men in fraternity community; Creates additional options for PNMs	2019	2021	AD for FSL	Year 2 Evaluate and update trainings initiatives; Infuse self-governance into the re-envisioning of BANG; Introduction of legislative process and expectations of councils around passing legislation.
							Year 2 Draft proposal on the impact of adding a fraternity chapter(s) to campus
							Year 4 Add new fraternity chapter to campus
							Year 5 Evaluate the need for additional chapter(s) added to community
							Year 6 Add new fraternity chapter to campus, if deemed necessary

		bids; 18% of men did not receive bids in 2003, with five chapters on campus.						
Evolution	Extension of the sorority community	Sororities—after recruitment—currently have total near 170, creating a chapter size more comparable to that of large, state institutions than Creighton’s peer institutions. Current sorority women indicated their ideal sorority chapter size would be around 120, and the best avenue to reach this size is through the extension process. To get sorority total closer to 120, an aggressive strategy will be implemented to stack chapters during the extension process	Regulates chapter total; Creates additional options for PNMs	2019	2021	AD for FSL	Year 2	Draft proposal on the impact of adding a sorority chapter(s) to campus
							Year 4	Add new sorority chapter to campus
							Year 5	Evaluate the need for additional chapter(s) added to community
							Year 6	Add new sorority chapter to campus, if deemed necessary
Self-Governance	Standardize risk management protocols for chapter-sponsored events	Each chapter is required to follow the strictest set of policies guiding it; with limited university policies to assist with risk management, chapters currently default to their national organizations regulations. Creation of a standardized set of risk management protocols will not only provide consistency at all events with potential risk, but also assist in the	Unity and shared risk management responsibility across FSL community; Consistency between chapters on risk management procedures; University oversight and regulation of risk management operations	2018	2019	AD for FSL	Year 1	Collect current procedures and guidelines directing each chapter’s risk management; Identify best practices nationally and at peer institutions.
							Year 2	Institute community risk management protocols; Educate FSL community on the new guidelines and expectations

		collection of any needed information by the University.						
Evolution	Facilitate and FSL-community focused leadership retreat	Significant change to the FSL community will be prompted by the launch of the strategic plan. To continue to involve students in the process of leading the community through this change, a leadership retreat will be hosted. Similar to the IMPACT retreat, it will acknowledge the current challenges and struggles of the community and allow students to create a direction for where the community will be headed.	Leadership development for FSL community members; Continued engagement with evolving FSL community	2020	2020	AD for Student Leadership	Year 3	Coordinate content for retreat; Collaborate with IFC/PHC for participant enrollment
Sharing Our Story	Host training sessions to better understand and utilize CU Involved	CU Involved can become the chief online resources for the FSL community. Trainings for chapter leadership will evolve over time, moving from an introduction to basic forms and policies to innovative ways to maximize this resource for both chapters and the community at large. This objective will make fraternities and sororities the premier CU Involved users on campus.	: Better understanding of policies, forms, and other documentations; Allows for deeper data collection and analysis from chapters for assessment purposes; Streamlines procedures	2018	2022	AD for Student Orgs	Year 1	Training by AD for Students Orgs will focus on basic usage of the tool, tailored to specific positions.
							Year 2	IFC/PHC are responsible for ensuring basic CU Involved information is passed along to new chapter leadership
							Year 3	New uses for CU Involved are introduced to community in trainings by AD of Student Orgs and will include—but not limited to— curriculum development, service hours tracking, and online document storage.

							Year 5	Updated training on innovate usages of CU Involved to include new components introduced by CollegiateLink
Self-Governance	Standardize risk management protocols for chapter-sponsored events	Each chapter is required to follow the strictest set of policies guiding it; with limited university policies to assist with risk management, chapters currently default to their national organizations regulations. Creation of a standardized set of risk management protocols will not only provide consistency at all events with potential risk, but also assist in the collection of any needed information by the University.	Unity and shared risk management responsibility across FSL community; Consistency between chapters on risk management procedures; University oversight and regulation of risk management operations	2018	2018	Chapter Moderators	Year 1	Collect current procedures and guidelines directing each chapter's risk management; Identify best practices nationally and at peer institutions.
							Year 2	Institute community risk management protocols; Educate FSL community on the new guidelines and expectations
Sharing Our Story	Increase engagement with faculty and staff	To bolster additional support of the FSL community, engagement from faculty and staff members on campus will need to be generated. Doing so will consist of both a sharing of information about the FSL community on this campus and the invitation to participate in different aspects of the community. Detailed moderator training will also	Expand FSL network of support; Take control of FSL's image amongst faculty and staff	2019	2020	Chapter Moderators	Year 2	Update FSL chapter moderator training; Outline plan to engage faculty and staff members; Invite faculty and staff to various FSL events
							Year 3	Execute the engagement plan for faculty and staff

		be included within this objective.						
Sharing Our Story	Initiate a peer kudos program	Rather than only celebrating the successes of the FSL community, its chapters, and its individuals at the awards ceremony, a peer kudos program will be instituted to facilitate ongoing recognition. This structure will be a way for FSL community members to personally recognize their peers	Ongoing positive recognition and reinforcement	2019	2019	Chapter Presidents	Year 2	Create a process to submit kudos; Manage the system to prevent disrespectful or hurtful comments from being include; Develop a method to share kudos with both the individual receiving recognition and the community at-large.
Sharing Our Story	Evaluate and update Greek Measure.	Originally created to mirror the expectations of chapter's national headquarters, the current Greek Measure is outdated, tedious, and unclear to a large majority of the FSL community. Updating this document to better reflect the current expectations for the community and include new components introduced in the strategic plan will collect more relevant and beneficial information from chapters.	Aligns Measure with updated goals and vision of the FSL community; Removes layer of mystery from Measure	2020	2021	Chapter Presidents	Year 3	Evaluate the current Measure to identify adaptations; Identify components of new wellness model to incorporate into Measure; Develop a Measure able to collect pertinent data for assessment and sharing the story of the FSL community; Launch new measure at year end.
							Year 4	Evaluate and revise the updated Measure to best meet the needs of the community
Sharing Our Story	Create a calendar of events for entire community.	Best practice in higher education has institutions transitioning from Greek Life to Fraternity & Sorority Life. While simple at	Balance programmatic efforts across chapters; Reduce high-volume programming weekends; Share programs with the	2019	2022	Chapter Presidents	Year 2	Collect all chapter dates in first Presidents Meeting; hold chapter leadership accountable to maintaining provided dates.

		first glance, this goal includes both the rebranding of any print or digital materials to include “Fraternity & Sorority Life” and changing the campus culture around the usage of “Greek Life.” This transition will help to lessen the stigma associated with “Greek Life” and unite the community.	greater Creighton community				Year 3	Calendar of all events will be created and disseminated to all members of the community, including being published on SLIC website
							Year 5	Integrate the calendar with the MyCreighton app.
Cura Personalis	Define wellbeing for the Fraternity and Sorority Life community	wellbeing is an area with large opportunity for programming and education, as it both develops students and provides care for the whole person. Incorporating aspects of physical, mental, emotional, and spiritual, environmental wellness and more, this definition of wellbeing and accompanying model can guide so students can be cared for fully.	Provides guiding lens for all functions within the FSL community; Adheres to University focus on wellbeing; Develops well-rounded, holistic students	2019	2019	Chapter Presidents	Year 2	Establish a model of wellbeing to base holistic programming around; Introduce model and surrounding expectations to the FSL community
Evolverment	Expansion of the fraternity community	Data at Creighton shows that 33.2% (2017) and 43.3% (2016) of men eligible did not receive a bid to join a chapter. To increase the opportunity for more men to join chapter, the FSL community will begin to solicit interest from North-American Interfraternity Conference (NIC)	Involvement of more men in fraternity community; Creates additional options for PNM's	2019	2021	Chapter Presidents	Year 2	Draft proposal on the impact of adding a fraternity chapter(s) to campus
							Year 4	Add new fraternity chapter to campus
							Year 5	Evaluate the need for additional chapter(s) added to community
							Year 6	Add new fraternity chapter to campus, if deemed necessary

		chapters to expand the fraternity community. While there is not a national average of men who don't receive bids, the goal is to return to the lowest recorded percentage of men not receiving bids; 18% of men did not receive bids in 2003, with five chapters on campus.						
Evolverment	Extension of the sorority community	Sororities—after recruitment—currently have total near 170, creating a chapter size more comparable to that of large, state institutions than Creighton's peer institutions. Current sorority women indicated their ideal sorority chapter size would be around 120, and the best avenue to reach this size is through the extension process. To get sorority total closer to 120, an aggressive strategy will be implemented to stack chapters during the extension process	Regulates chapter total; Creates additional options for PNMs	2019	2021	Chapter Presidents	Year 2	Draft proposal on the impact of adding a sorority chapter(s) to campus
							Year 4	Add new sorority chapter to campus
							Year 5	Evaluate the need for additional chapter(s) added to community
							Year 6	Add new sorority chapter to campus, if deemed necessary
Cura Personalis	Develop wellbeing programming around selected wellbeing model	After defining wellbeing for the community, intentional programming will be launched to infuse this model into all components of the FSL	Provides Develops well-rounded, holistic students; Ensures various wellbeing topics are addressed within FSL community	2020	2022	Chapter Presidents	Year 3	Update existing programs to infuse with aspects of wellbeing.
							Year 4	Introduce new programs designed around the wellbeing model; Launch a program attendance tracking system to

		experience. Programs and expectations around them will be developed to find balance between providing valuable educational opportunities and over-programming the FSL community.						gauge individual/chapter attendance; Develop a method to support chapter programs incorporating components of wellbeing.
							Year 5	Evaluate and reassess the selected wellbeing model and programming
Evolution	Men's recruitment process and training update	The recruitment process for men will be updated to include training for fraternity men around appropriate interactions with potential new members (PNMs) and address any structural inefficiencies with recruitment. Updates to this process will provide a more inclusive environment for all PNMs, thus cultivating a more values-oriented recruitment process.	Enhance recruitment experience for PNMs and active members; Add structure to the fraternity recruitment process	2018	2020	Chapter Recruitment Chairs	Year 1	Update recruitment policies and procedures to add clarity; Introduce recruitment trainings to fraternity community
							Year 2	Evaluate new policies and structures
							Year 3	Revise recruitment updates as needed
Evolution	Women's recruitment structure revision	The recruitment process for women will be evaluated and updated to meet current National Panhellenic Council standards around values-based recruitment. Space and logistics for women's recruitment will be addressed to best support the current size of the sorority community and	Address serious obstacles with space and logistics for women's recruitment; Adhere to the values-based policies and expectations of NPC	2018	2022	Chapter Recruitment Chairs	Year 1	Educate sorority community on NPC guidelines around values-based recruitment; Develop plan to phase into community
							Year 2	Evaluate recruitment space and logistics; Develop proposal for new recruitment structure to support additional chapters on campus.
							Year 3	Implement new recruitment structure
							Year 4	Evaluate new policies and structures
							Year 5	Revise recruitment updates as needed

		potential future sizes of the sorority community. Updates to the recruitment process and structure will proactively address the space limitations faced during recruitment experienced with the addition of future chapters on campus.						
Self-Governance	Standardize risk management protocols for chapter-sponsored events	Each chapter is required to follow the strictest set of policies guiding it; with limited university policies to assist with risk management, chapters currently default to their national organizations regulations. Creation of a standardized set of risk management protocols will not only provide consistency at all events with potential risk, but also assist in the collection of any needed information by the University.	Unity and shared risk management responsibility across FSL community; Consistency between chapters on risk management procedures; University oversight and regulation of risk management operations	2018	2019	Chapter Risk Managers	Year 1	Collect current procedures and guidelines directing each chapter's risk management; Identify best practices nationally and at peer institutions.
							Year 2	Institute community risk management protocols; Educate FSL community on the new guidelines and expectations
Evolution	Enhance values-based programming	The FSL community will increase and enhance its values-based programming. Programming will focus on the values of the community while also incorporating surrounding topics of diversity	Complements University goal to address diversity and inclusion; Develops more well-rounded, holistic students	2019	2022	CIC	Year 2	Partner with other entities to best leverage other values-based programming opportunities
							Year 3	Map a plan for innovative programming within a variety of topics; Launch diversity and inclusion programming

		and inclusion. Intentional programming focused on values, diversity, inclusion, justice, faith, and safety will allow members to both take ownership of the community's perspective on these topics and develop well-rounded members with an awareness of these critical issues.					Year 5	Ownership of new programming and continuous campus connection falls to IFC/PHC
Evolution	Create a multicultural Greek council	Multicultural fraternities and sororities are growing on campus. To accommodate the growth of this community, the FSL community will add at least one Multicultural Greek Council. This council will provide oversight, governance and a voice to the multicultural Greek chapters on Creighton's campus	Self-governance of multicultural Greek chapters	2018	2019	CIC	Year 1	Create policy on expectations and guidelines around multicultural Greek chapter recruitment; Educate current chapter members on recruitment best practices
							Year 2	Submit formal proposal on the formation of the multicultural Greek council.
Evolution	Addition of multicultural fraternities and sororities	Interest in culturally-based fraternities and sororities is rising, yet the current status of this community is not equipped to best support this interest. In consultation with the CIC and their recommendation, this process should continue until representation of additional culturally-based	Support the growing interests around multicultural Greek organizations; Creates additional options for PNMs	2018	2020	CIC	Year 1	Develop policy on the addition of new multicultural Greek chapters to campus.
							Year 2	Draft proposal on the impact of adding multicultural Greek chapter(s) to campus.
							Year 3	Add new multicultural fraternity and sorority to campus

		organizations are available to students seeking membership, regardless of cultural affiliation. The FSL community will expand to include additional CBFO fraternity and sorority chapters. Expansion of CBFO chapters will also support the objective of creating and maintaining a CBFO Council.						
Cura Personalis	Develop wellbeing programming around selected wellbeing model	After defining wellbeing for the community, intentional programming will be launched to infuse this model into all components of the FSL experience. Programs and expectations around them will be developed to find balance between providing valuable educational opportunities and over-programming the FSL community.	Provides Develops well-rounded, holistic students; Ensures various wellbeing topics are addressed within FSL community	2020	2022	CREW	Year 3	Update existing programs to infuse with aspects of wellbeing.
							Year 4	Introduce new programs designed around the wellbeing model; Launch a program attendance tracking system to gauge individual/chapter attendance; Develop a method to support chapter programs incorporating components of wellbeing.
							Year 5	Evaluate and reassess the selected wellbeing model and programming
Cura Personalis	Define wellbeing for the Fraternity and Sorority Life community	wellbeing is an area with large opportunity for programming and education, as it both develops students and provides care for the whole person. Incorporating aspects of physical, mental, emotional, and spiritual,	Provides guiding lens for all functions within the FSL community; Adheres to University focus on wellbeing; Develops well-rounded, holistic students	2019	2019	CREW	Year 2	Establish a model of wellbeing to base holistic programming around; Introduce model and surrounding expectations to the FSL community

		environmental wellbeing and more, this definition of wellness and accompanying model can guide so students can be cared for fully.						
Cura Personalis	Update BANG	Becoming a New Greek (BANG) is an unstructured program designed to welcome new members in the FSL community. Structure and consistency need to be added to BANG to ensure all new members regularly receive a similar message. Topics to potentially include in BANG include, but are not limited to: hazing and risk management, information on each individual chapter, guiding policies and expectations, roles of governing councils, etc.	Consistent new member education; Research-supported programming for new members	2018	2021	Community Standards	Year 1	Evaluate data on the current program model; Identify a consistent structure to use on an annual basis to educate new members
							Year 2	Launch new structure and name of all-FSL new member education
							Year 3	Assess learning from new structure; Revise training accordingly
							Year 4	Implement final version of all-FSL new member education training.
Self-Governance	Standardize risk management protocols for chapter-sponsored events	Each chapter is required to follow the strictest set of policies guiding it; with limited university policies to assist with risk management, chapters currently default to their national organizations regulations. Creation of a standardized set of risk management protocols will not only provide consistency at all events with	Unity and shared risk management responsibility across FSL community; Consistency between chapters on risk management procedures; University oversight and regulation of risk management operations	2018	2019	Community Standards	Year 1	Collect current procedures and guidelines directing each chapter's risk management; Identify best practices nationally and at peer institutions.
							Year 2	Institute community risk management protocols; Educate FSL community on the new guidelines and expectations

		potential risk, but also assist in the collection of any needed information by the University.						
Self-Governance	Implementation of critical response protocol and reporting	To improve communications from chapters to the AD of FSL around incidents arising at events, a critical response protocol and reporting system will be introduced. This reporting process will create a method to provide detailed and timely descriptions of incidents in a way to provide both support and critical follow-up afterwards. This process will include formal documentation of incidents that will be shared with Office of CSAW.	Consistent critical response protocol across community; Adds clear communication processes for reporting; Formalizes expectations and roles during critical response protocols	2018	2020	Community Standards	Year 1	Introduce new expectations to FSL community around critical response reporting; gather current policies and procedures guiding risk management and incident reporting for individual chapters.
							Year 2	Launch online incident report (IR) form via CU Involved; Implementation of new process and protocols.
							Year 3	Revise critical response protocol, if necessary; Develop any new policies and procedures to confirm expectations around new protocol.
Cura Personalis	Educate students on the “why” behind policies	Students often question why policies are in place, accusing the policies of being hurdles rather than protection. Creating a way to positively inform members of the community on not just what a policy is an how to adhere to it, but also the motivation behind its implementation will increase compliance with policies as understanding of the impetus for	Transparency between FSL community and University	2018	2020	Community Standards	Year 1	Build this message into meetings and trainings, when possible; Focus on providing detailed background information around policies during officer transitions.
							Year 2	Add a newsletter component to share this message with the FSL community at-large; Develop FSL community expectations around transparent policy creation when greatly impacting the community
							Year 3	Launch a digital database including all policies impacting the FSL community

		the policy increases.						
Self-Governance	Create a critical communications task force	Recognizing the current national climate about risk management in the FSL community, a task force to develop a critical communications plan will be formed. This plan/policies will include expectations for individual chapters, the councils, the Student Leadership & Involvement Center, and the Division of Student Life. Creating a structure to implement when these situations arise will help everyone to act quickly and will remove any surprises from the process.	Community ownership of critical response procedures; Shared understanding and expectations around critical communications	2018	2020	Director of SLIC	Year 1	Identify members of task force; collect and analyze data from Creighton and peer institutions; Develop a critical communications response plan within the task force
							Year 2	Implement task force's recommended plan
							Year 3	Evaluate success of plan in it's ability to mitigate miscommunication and unknown next steps, if applicable; Launch a revised plan, if applicable.
Evolution	Identify resources and needs for the FSL community	Resources to support the FSL community have not been re-evaluated at this time, providing an opportunity for strategic plan objectives to be executed before making any recommendations on reallocating resources. Convening a task force to evaluate the current allocation of resources in the midst of the strategic plan's execution will provide a more	Measurement of strategic plan successes and challenges; Reallocation of resources to support new initiatives	2020	2022	Director of SLIC	Year 3	Task force reconvenes to evaluate process and challenges of strategic plan.
							Year 4	Draft proposal to recommend reallocation of existing resources and benefit of additional resources.

		realistic interpretation of need. Resources needs to be addressed include: funding, revenue generation, staffing, space, etc.						
Evolution	Expansion of the fraternity community	Data at Creighton shows that 33.2% (2017) and 43.3% (2016) of men eligible did not receive a bid to join a chapter. To increase the opportunity for more men to join chapter, the FSL community will begin to solicit interest from North-American Interfraternity Conference (NIC) chapters to expand the fraternity community. While there is not a national average of men who don't receive bids, the goal is to return to the lowest recorded percentage of men not receiving bids; 18% of men did not receive bids in 2003, with five chapters on campus.	Involvement of more men in fraternity community; Creates additional options for PNMs	2019	2021	Director of SLIC	Year 2	Draft proposal on the impact of adding a fraternity chapter(s) to campus
							Year 4	Add new fraternity chapter to campus
							Year 5	Evaluate the need for additional chapter(s) added to community
							Year 6	Add new fraternity chapter to campus, if deemed necessary
Evolution	Extension of the sorority community	Sororities—after recruitment—currently have total near 170, creating a chapter size more comparable to that of large, state institutions than Creighton's peer institutions. Current sorority women indicated	Regulates chapter total; Creates additional options for PNMs	2019	2021	Director of SLIC	Year 2	Draft proposal on the impact of adding a sorority chapter(s) to campus
							Year 4	Add new sorority chapter to campus
							Year 5	Evaluate the need for additional chapter(s) added to community
							Year 6	Add new sorority chapter to campus, if deemed necessary

		their ideal sorority chapter size would be around 120, and the best avenue to reach this size is through the extension process. To get sorority total closer to 120, an aggressive strategy will be implemented to stack chapters during the extension process						
Self-Governance	Standardize risk management protocols for chapter-sponsored events	Each chapter is required to follow the strictest set of policies guiding it; with limited university policies to assist with risk management, chapters currently default to their national organizations regulations. Creation of a standardized set of risk management protocols will not only provide consistency at all events with potential risk, but also assist in the collection of any needed information by the University.	Unity and shared risk management responsibility across FSL community; Consistency between chapters on risk management procedures; University oversight and regulation of risk management operations	2018	2019	GSB	Year 1	Collect current procedures and guidelines directing each chapter's risk management; Identify best practices nationally and at peer institutions.
							Year 2	Institute community risk management protocols; Educate FSL community on the new guidelines and expectations
Cura Personalis	Enhance hazing prevention education	Based on current trends and best practices with the FSL community, it is necessary to expand our hazing prevention education and efforts. This will unite all campus partners to include various topics and information for all	Knowledge on hazing; Ability to intervene as bystanders; Proactively address growing concern in national FSL community	2018	2019	GSB	Year 1	Develop fall hazing prevention programming to complement spring's Hazing Prevention Week; Required education for potential "bigs" on hazing; Revamp Hazing Prevention Week
							Year 2	Evaluate new programs and resources

		levels of the FSL community. Enhancements to these educational programs include, but is not limited to: intentional shift in education to active members, training for potential “bigs” prior to recruitment, new member education prior to chapter affiliation, providing education in the fall semester, and updating Hazing Prevention Week.						
Self-Governance	Implementation of critical response protocol and reporting	To improve communications from chapters to the AD of FSL around incidents arising at events, a critical response protocol and reporting system will be introduced. This reporting process will create a method to provide detailed and timely descriptions of incidents in a way to provide both support and critical follow-up afterwards. This process will include formal documentation of incidents that will be shared with Office of CSAW.	Consistent critical response protocol across community; Adds clear communication processes for reporting; Formalizes expectations and roles during critical response protocols	2018	2020	GSB	Year 1	Introduce new expectations to FSL community around critical response reporting; gather current policies and procedures guiding risk management and incident reporting for individual chapters.
							Year 2	Launch online incident report (IR) form via CU Involved; Implementation of new process and protocols.
							Year 3	Revise critical response protocol, if necessary; Develop any new policies and procedures to confirm expectations around new protocol.
Evolution	Men’s recruitment process and training update	The recruitment process for men will be updated to include training for fraternity men around appropriate	Enhance recruitment experience for PNMs and active members; Add structure to the fraternity	2018	2020	IFC	Year 1	Update recruitment policies and procedures to add clarity; Introduce recruitment trainings to fraternity community

		interactions with potential new members (PNMs) and address any structural inefficiencies with recruitment. Updates to this process will provide a more inclusive environment for all PNMs, thus cultivating a more values-oriented recruitment process.	recruitment process				Year 2	Evaluate new policies and structures
							Year 3	Revise recruitment updates as needed
Evolution	Expansion of the fraternity community	Data at Creighton shows that 33.2% (2017) and 43.3% (2016) of men eligible did not receive a bid to join a chapter. To increase the opportunity for more men to join chapter, the FSL community will begin to solicit interest from North-American Interfraternity Conference (NIC) chapters to expand the fraternity community. While there is not a national average of men who don't receive bids, the goal is to return to the lowest recorded percentage of men not receiving bids; 18% of men did not receive bids in 2003, with five chapters on campus.	Involvement of more men in fraternity community; Creates additional options for PNMs	2019	2021	IFC	Year 2	Draft proposal on the impact of adding a fraternity chapter(s) to campus
							Year 4	Add new fraternity chapter to campus
							Year 5	Evaluate the need for additional chapter(s) added to community
							Year 6	Add new fraternity chapter to campus, if deemed necessary
Sharing Our Story	Better manage programmatic elements of the community	To address over-programming and inaccurate marketing efforts, the programmatic	Builds unity amongst the FSL community; Streamlines conflicting	2018	2020	IFC/PHC	Year 1	Proactively create a system for providing notifications on mandatory programs to bolster awareness.

		elements of the FSL community will be better managed moving forward. This will consist of more proactive notice about all community-wide mandatory programming, requirements of any community-sponsored programming, and enhanced incentives to participate in community programming.	messages around programming; Outlines clear expectations around program attendance				Year 2	Facilitate a collaborative scheduling process to address high-volume programming times.
							Year 3	Incentivize attendance at mandatory FSL community events via a connection to end-of-the-year chapter recognition.
Sharing Our Story	Enhance outreach efforts by IFC & PHC	IFC & PHC will educate the FSL community as to what their role is within the community. This messaging will include, at minimum: the roles and responsibilities of council, duties of each position on the executive team, information on individuals currently holding each position, role within judicial process, GSB, Order of Omega, etc. FSL community outreach will lead to better utilization of the councils and knowledge of the scope of the community	Ownership of the FSL message; Clarity around the role of IFC/PHC; Better utilization of councils and resources	2018	2020	IFC/PHC	Year 1	Educate members of the FSL community via monthly newsletter, social media, and website; Develop plan to further educate community on role of councils
							Year 2	Enact additional outreach methods within the FSL community; Identify outreach methods for campus
							Year 3	Create outreach materials for those outside of the FSL community, including PNMs, unaffiliated students, alumni, parents/families, faculty and staff
Cura Personalis	Form new campus partnerships	To provide the best FSL experience to members, the community will develop new campus partnerships to	Diversity support of FSL community; Collaboration across campus	2019	2020	IFC/PHC	Year 2	Identify current campus partners and value added with partnership
							Year 3	Identify potential new campus partnerships; Meet with potential

		both expose members to new aspects of campus and allow campus experts to educate members. Partnerships will be more than just financial; each partnership will add its own unique value to the FSL experience						partners to construct mutual value of relationship
							Year 3	Bring new partnerships to life within the FSL community.
Cura Personalis	Develop a global component of the FSL experience	As the FSL experience evolves with the implementation of the components of the strategic plan, it is important to keep the objectives of the FSL community in line with those of the University. Cultivating a global perspective amongst students is a University goal, leading the FSL community to create a global component for its students.	Cultivate a global perspective; Align FSL values with institutional objectives	2022	2022	IFC/PHC	Year 5	Assess the FSL community's global competency; Create a global experience to engage students with connecting aspects of their FSL experience with a developing global perspective.
Self-Governance	Establish a formalized structure of self-governance within the FSL community.	Acknowledging the previous work to cultivate self-governance within the FSL community, it is critical to create structures to ensure these improvements are sustainable over time. Formalized documentation of how the community will	Accountability and responsibility for the actions of the community; Ownership of new expectations	2018	2019	IFC/PHC	Year 1	Creation of various trainings designed to foster self-governance, including but not limited to behind closed doors, liability training, big brother/sister training, enhanced accountability training for chapter executives; Review and amend all FSL governing documents.

		continue to practice self-governance moving beyond the scope of this plan will be required.					Year 2	Evaluate and update trainings initiatives; Infuse self-governance into the re-envisioning of BANG; Introduction of legislative process and expectations of councils around passing legislation. AD for FSL updates all digital communications to include new brand; IFC/PHC share message with chapters; Update community programs and events using the word "Greek"; SLIC staff ceases to use the term "Greek Life."
Sharing Our Story	Transition to Fraternity & Sorority Life completely	Best practice in higher education has institutions transitioning from Greek Life to Fraternity & Sorority Life. While simple at first glance, this goal includes both the rebranding of any print or digital materials to include "Fraternity & Sorority Life" and changing the campus culture around the usage of "Greek Life." This transition will help to lessen the stigma associated with "Greek Life" and unite the community	Consistent image for FSL community; Removal of "Greek Life" stigmas	2018	2019	IFC/PHC	Year 1	All print and display pieces are updated to remove "Greek Life," including but not limited to signage, awards, apparel and informational publications
Sharing Our Story	Launch a monthly newsletter	The AD for FSL will create a monthly newsletter. This newsletter will include—at minimum—a letter from the AD for FSL, a calendar of events for the month, and a chapter spotlight; the newsletter will expand to include new items based on student feedback. This newsletter will help keep the entire community informed and will	Positive, community-wide communications; Limits miscommunications from not appropriately sharing information with chapter at-large	2018	2020	IFC/PHC	Year 1	AD for FSL will create monthly newsletter and work with SLIC Admin to build it within Mailchimp
							Year 2	Transition development and creation of newsletter to IFC/PHC councils
							Year 3	Regular maintenance and oversight of the newsletter falls to IFC/PHC completely.

		relieve chapter president and delegates from being the only official forms of communication with their chapter membership.						
Self-Governance	Review all policies and guiding documents	With emphasis being given toward updating all aspects of the FSL experience that may or may not be out of date, it is crucial to include policies and governing documents in that process. All governing councils will be responsible for reviewing and updating policies to reflect both the current status of the community and the ongoing process of moving toward self-governance.	Update policies and procedures to reflect current status of community; Provide ownership for what policies are; Increase accountability amongst peers	2018	2020	IFC/PHC	Year 1	Begin policy review of risk management and new member education.
							Year 2	Begin policy review of chapter and community social programming and philanthropy efforts.
							Year 3	Begin policy review of financial documents and recruitment; Review any remaining policies.
Self-Governance	Develop a unified code of ethics for the FSL community	Establishing a shared, community-wide code of ethics statement for the entire FSL community will help to unite the group around consistent expectations. This document will be drafted by the governing councils, with the expectation that each new member to the community will sign the code of ethics, thus agreeing to uphold it. By proactively addressing the expected ethical	Accountability of self and others to uphold expectations; Footing to stand on when addressing issues.	2019	2019	IFC/PHC	Year 2	Develop and articulate a code of ethics; Introduce to community as a whole.

		behaviors of members of the FSL community, holding oneself and peers accountable should become common practice.						
Self-Governance	Proactively address current issues, best practices, and/or trends impacting the FSL community	In today's society, issues on one campus can quickly become national headlines. To ensure members of the FSL community are learning from the experiences of their peers across the country, current issues, best practices, and trends will be built into FSL experience. From engaged conversations at president's meetings to shared reads in the FSL newsletter, students will actively engage to learn from their peers across the country.	Education from national peers; Recognition of how to address issues when they arise	2018	2019	IFC/PHC	Year 1	Incorporate conversations around best practices/current issues/trends into president's meeting; Present multiple sources and perspectives on issues within the FSL newsletter.
							Year 2	Topics ideas solely generated by students.
Evolution	Evaluate and enhance traditional programming	To add value to the FSL experience, traditional programming put on by the community needs to be evaluated and enhanced. Traditional programming includes Greek Week, Common Unity Week, Greek Awards, and Dance Marathon. Program updates will provide additional	Increased interest and participation in programming; New community-building opportunities for FSL community	2018	2020	IFC/PHC	Year 1	Evaluate and restructure weeklong programming offered by IFC/PHC: Greek Week and Common Unity
							Year 2	Formation of programming committees to support councils in the facilitation of week-long programming; Re- envision Greek Awards
							Year 3	Evaluate and update Dance Marathon.
							Year 4	Address any remaining traditional

		opportunities for increased student participation, revised events to fit the current status of the community, and elevated levels of energy around the events. Over time, these programs will grow and responsibility for them will expand to include more student-led committees.						programming within the FSL community
Evolution	Extension of the sorority community	Sororities—after recruitment—currently have total near 170, creating a chapter size more comparable to that of large, state institutions than Creighton’s peer institutions. Current sorority women indicated their ideal sorority chapter size would be around 120, and the best avenue to reach this size is through the extension process. To get sorority total closer to 120, an aggressive strategy will be implemented to stack chapters during the extension process	Regulates chapter total; Creates additional options for PNMs	2019	2021	PHC	Year 2	Draft proposal on the impact of adding a sorority chapter(s) to campus
							Year 4	Add new sorority chapter to campus
							Year 5	Evaluate the need for additional chapter(s) added to community
							Year 6	Add new sorority chapter to campus, if deemed necessary
Evolution	Women’s recruitment structure revision	The recruitment process for women will be evaluated and updated to meet current National Panhellenic Council standards around values-based	Address serious obstacles with space and logistics for women’s recruitment; Adhere to the values-based policies and expectations of NPC	2018	2022	PHC	Year 1	Educate sorority community on NPC guidelines around values-based recruitment; Develop plan to phase into community
							Year 2	Evaluate recruitment space and logistics; Develop proposal for

		recruitment. Space and logistics for women's recruitment will be addressed to best support the current size of the sorority community and potential future sizes of the sorority community. Updates to the recruitment process and structure will proactively address the space limitations faced during recruitment experienced with the addition of future chapters on campus.						new recruitment structure to support additional chapters on campus.
							Year 3	Implement new recruitment structure
							Year 4	Evaluate new policies and structures
							Year 5	Revise recruitment updates as needed
Cura Personalis	Update BANG	Becoming a New Greek (BANG) is an unstructured program designed to welcome new members in the FSL community. Structure and consistency need to be added to BANG to ensure all new members regularly receive a similar message. Topics to potentially include in BANG include, but are not limited to: hazing and risk management, information on each individual chapter, guiding policies and expectations, roles of governing councils, etc.	Consistent new member education; Research-supported programming for new members	2018	2021	Order of Omega	Year 1	Evaluate data on the current program model; Identify a consistent structure to use on an annual basis to educate new members
							Year 2	Launch new structure and name of all-FSL new member education
							Year 3	Assess learning from new structure; Revise training accordingly
							Year 4	Implement final version of all-FSL new member education training.
Evolverment	Facilitate and FSL-community	Significant change to the FSL	Leadership development for	2020	2020	Order of Omega	Year 3	Coordinate content for retreat;

	focused leadership retreat	community will be prompted by the launch of the strategic plan. To continue to involve students in the process of leading the community through this change, a leadership retreat will be hosted. Similar to the IMPACT retreat, it will acknowledge the current challenges and struggles of the community and allow students to create a direction for where the community will be headed.	FSL community members; Continued engagement with evolving FSL community					Collaborate with IFC/PHC for participant enrollment
Self-Governance	Proactively address current issues, best practices, and/or trends impacting the FSL community	In today's society, issues on one campus can quickly become national headlines. To ensure members of the FSL community are learning from the experiences of their peers across the country, current issues, best practices, and trends will be built into FSL experience. From engaged conversations at president's meetings to shared reads in the FSL newsletter, students will actively engage to learn from their peers across the country.	Education from national peers; Recognition of how to address issues when they arise	2018	2019	Order of Omega	Year 1	Incorporate conversations around best practices/current issues/trends into president's meeting; Present multiple sources and perspectives on issues within the FSL newsletter.
							Year 2	Topics ideas solely generated by students.

Sharing Our Story	Evaluate and update Fraternity & Sorority Life awards	Awards are designed to celebrate successes of the FSL community, and to ensure the awards are still reflective of the current values and needs of the community, they will be updated. This will include updated all components of the award process: award criteria, criteria dissemination, nomination timelines, evaluation criteria, selection process, award ceremony, and list of awards	Establish a recognition plan representative of the current needs of the FSL community; Correct currently distaste around awards; Develop unity within FSL community	2019	2020	Order of Omega	Year 2	Evaluate the current processes surrounding all components of FSL awards and establish a new structure for recognizing individual and chapter success; Launch new awards plan.
							Year 3	Assess successes and challenges of new recognition plan; Update award processes as necessary to finalize new recognition structure
Evolution	Identify resources and needs for the FSL community	Resources to support the FSL community have not been re-evaluated at this time, providing an opportunity for strategic plan objectives to be executed before making any recommendations on reallocating resources. Convening a task force to evaluate the current allocation of resources in the midst of the strategic plan's execution will provide a more realistic interpretation of need. Resources needs to be addressed include: funding, revenue generation,	Measurement of strategic plan successes and challenges; Reallocation of resources to support new initiatives	2020	2022	Strategic Plan Task Force	Year 3	Task force reconvenes to evaluate process and challenges of strategic plan.
							Year 4	Draft proposal to recommend reallocation of existing resources and benefit of additional resources.

		staffing, space, etc.						
Self-Governance	Establish a formalized structure of self-governance within the FSL community.	Acknowledging the previous work to cultivate self-governance within the FSL community, it is critical to create structures to ensure these improvements are sustainable over time. Formalized documentation of how the community will continue to practice self-governance moving beyond the scope of this plan will be required.	Accountability and responsibility for the actions of the community; Ownership of new expectations	2018	2019	Strategic Plan Task Force	Year 1	Creation of various trainings designed to foster self-governance, including but not limited to behind closed doors, liability training, big brother/sister training, enhanced accountability training for chapter executives; Review and amend all FSL governing documents.
							Year 2	Evaluate and update trainings initiatives; Infuse self-governance into the re-envisioning of BANG; Introduction of legislative process and expectations of councils around passing legislation.

