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Tuesday, June 24, 2008

Dr. Kathryn Cavins, Vice President for Student Affairs
Ms. Danielle Kuglin, Director of Fraternity and Sorority Life
Illinois Wesleyan University
Holmes Hall, Room 212
Bloomington, IL 61702

Dear Kathy and Danielle,

Thank you for the opportunity to be involved in your overall assessment of your Fraternity and Sorority community at Illinois Wesleyan University. You should be commended for initiating a very purposeful process by with both an internal and external evaluation of all levels of the community. By willingly and enthusiastically volunteering to be an integral part of the assessment process, the administration puts students and alumni in the forefront of progressive fraternal campus culture changes.

We offer our gratitude to the following individuals and groups who assisted in making our visit to your campus a success:

> President Wilson for sharing your valuable time and perspective of the fraternity and sorority community. Your commitment to a strong and purposeful fraternity and sorority community is clear and without question.
>
> Dr. Kathy Cavins and Danielle Kuglin for all you do to assist in the growth of the women and men in the fraternity and sorority community and for sharing the valuable historical and current perspective of the fraternity and sorority community.
>
> Danielle Kuglin and the students for their tour of the Greek housing area which provided insight into how the Greek housing area fits on the campus and what amenities are provided by the University.
>
> The CAS Assessment Team for your willingness to be ready to take your fraternity and sorority community to the next level.

All the faculty, administrators, staff, fraternity/sorority members, and independent students who met with the Fraternity and Sorority Auditors. Thank you for sharing your time and perspective of the current fraternity/sorority community and your visions for the future.

We learned a great deal about Illinois Wesleyan, the caliber of your community, the commitment of your alumni and faculty, and the pride and energy of your students. We want to acknowledge and thank all the individuals and groups for their time, interest, and commitment to this assessment process.

The members of the Fraternity and Sorority community at IWU are truly engaged. The student leaders we met are ready to move forward and be collaborative in their efforts to make meaning choices to enhance their community. They are also seeking to do so in partnership with their alumni, their advisors and the administration.

Our report identifies the strengths, limitations, threats, opportunities and recommendations based on our observations from the meetings we participated in with the various constituents of the fraternity and sorority community. It should be noted that the written material, documents and policies provided were very helpful in our overall review. We have provided observations and recommendations in each of the categories outlined above in the areas of the Illinois Wesleyan University and fraternity and sorority communities we believe are the root of the issue and or have the initial responsibility of addressing the issue.

In conclusion, we want to emphasize that the purpose of the assessment is to bring about positive change within the community and restate our commitment to enhancing the fraternity and sorority experience at Illinois Wesleyan University.

Respectfully submitted,

William T. Foran, Western Illinois University
Jennifer Jones-Hall, Valparaiso University
Daniel M. Maxwell, Indiana University Purdue University Indianapolis

Section 1 Basic Summaries

- It was reported that 30% of the student population belongs to the fraternity and/sorority community.

- Those interviewed felt strongly that the fraternity and sorority community belongs at IWU.

- Although it was reported that every student organization has an assigned faculty advisor, very few have an established relationship with the fraternity or sorority assigned.

- Many of those interviewed indicate those with fraternity and sorority membership have a community that is insular.

- Campus and member group documents appear to need updated to be in-line with what campus and member groups are currently doing.

- It is clear that the administration and the fraternity chapter leadership are equally concerned about chapter housing.

- The overall environment of the University is very welcoming. The campus is clean and well manicured.

- While the majority of the individuals who participated in the interviews spoke positively about the fraternity and sorority experience, an equally number of individuals were challenged with providing specific achievements/successes of the fraternity and sorority community. For example, broad examples of philanthropy, leadership development and a strong brother/sisterhood rather than an event, program or achievement.

- There is a great deal of pride in the overall fraternity and sorority community.

Section 2 Strengths of the Community Based

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

Administration/IWU Community

- The Office of the President, the Office of the Vice President of Students Affairs/Dean of Students and the Office of Fraternity and Sorority Life has made an effort towards building relationships with the student leaders.

- Fraternity and sorority members have a great deal of opportunities to participate in leadership activities on campus such as Student Government, etc.

- The campus does have a formal GPA requirement for fraternity and sorority new members.

- All staff and faculty we met with during our visit, were interested in wanting to take part in the fraternity/sorority community. There was a recognition by these individuals that the fraternity/sorority community had something to offer the campus and that it was important to foster the development and improvement of the community.

- The Office of Fraternity and Sorority Life is a place for students to seek advice and guidance for the students that are in a fraternity/sorority.

- The Office of Fraternity and Sorority Life has a mission statement that is shared with students affiliated with fraternities/sororities and councils.

- The Office of Fraternity and Sorority Life is supported with professional development funds.

- The Office of Fraternity and Sorority Life has a professional with a terminal degree in the area of fraternity and sorority Life.

- The Office of Fraternity and Sorority Life has a budget that is effective for the fraternity/sorority community.

- The Office of Fraternity and Sorority Life is located in a excellent location and it has the technology and equipment necessary. The facilities, equipment and technology is evaluated annually.

- Confidentiality and privacy issues are handled with respect and in accordance to law and institutional policy.

- Services and Recourses offered by Office of Fraternity and Sorority Life. A strong foundation has been built over the past few years that will allow the community

- Support of fraternity and sorority community by senior level administration

- There is a recognition of the potential value added that the fraternity / sorority experience can provide by all levels of administration. There is support for the fraternity and sorority community and a desire for it to prosper. President Wilson: "campus is better because of Greek Life".

- Strong model of educational programming within community and OFSL

Alumni/Advisor Community

- The sorority chapter advisors were present and quite active in their role of working with their sororities

- Involvement of alumni in Panhellenic chapters and house corporations

Chapters/Fraternity and Sorority Community

- There seems to be a general interest within the Governing Councils (CPH/IFC) to want to interact with each other and faculty/staff/administration on a more frequent basis.

- There seems to be a strong sense of brother/sisterhood within the individual fraternity and sorority organizations themselves, which allows a strong individual presence on campus.

- The sorority housing facilities were beautiful, well kept, and the women obviously respect their property.

- The Fraternity and Sorority Awards program is present and awards many areas within the fraternity and sorority community.

- A large majority of fraternity and sorority members take some sort of leadership role in their own organization or a campus organization.

- The fraternity and sorority community is actively involved in the greater IWU community and Bloomington/Normal. It was mentioned in several meetings that Greeks complete a considerable amount of community service hours.

- The fraternity and sorority community plays a role in creating positive school spirit in regards to athletics on campus.

- The students talked a great deal about the College Panhellenic Council and all the programming that is offered to the community.

- The Greek Peer Counselor program seems to be a very positive, influential program within the sorority community.

- Students displayed good awareness of community strengths and opportunities

- Effective chapter programming and philanthropic programming

Section 3 Limitations of the Community

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

Administration/IWU Community

- It is difficult for the faculty and administration to interact with the members of the fraternity and sorority community due to a lack of understanding of their needs.

- There is no program in place which specifically targets the leadership development of fraternity/sorority members

- The current programs offered do not bring together the best practices related to educating students for personal and social responsibility. In addition, the programs do not offer follow up that may be helpful to deepen student understanding of these issues.

- Faculty, staff and students referred to alcohol being a problem within the fraternity/sorority community.

- Faculty advisors receive little direction in what they role is and as such there is little to no involvement with their groups. They are much more a name on a piece of paper rather than an advisor to the group.

- Recognition process for fraternities and sororities is not in place for an annual review.

- In documentation reviewed there is mixed expectations or no expectations.

- University-owned fraternity houses are not respected, nor does there seem to be a consistent policy on occupancy and condition of houses.

- Office of Fraternity and Sorority Life is not adequately staffed to accomplish its mission.

- No student Fraternity and Sorority Judicial process for either the fraternities or sororities.

- No learning outcomes have been developed for the fraternity/sorority community and all the programming that takes place.

- The Deans and Directors do not seem to be involved in any fraternity/sorority programming.

- Current fraternity housing model
  - Little or no "ownership" or sense of responsibility in regards to housing
  - Failure of will to enforce occupancy requirements
  - Accountability to organizational / institutional / community expectations
  - Students not wanting to live in fraternity housing due to poor living / learning environment

- Absence of a clear message about role and purpose of fraternity and sorority community / lack of awareness among campus community

- Connection between the institution and the organizations and the role that some staff members may play in this. Are different staff members and offices working at cross purposes?

- Purposeful advising and mentoring of fraternities and sororities on a consistent basis.

- Perceived negative effect of new member education programs on academic performance

- Lack of adequate support system relative to other large segments of student population (i.e. athletics, music)

Alumni/Advisor Community

- Very few fraternity advisors were present at any of our meetings. This leads us to believe that there is a deficiency of fraternity alumni who make themselves available to work with the undergraduate leadership of the fraternity chapters.

- Faculty, staff and students referred to alcohol being a problem within the fraternity and sorority community.

- Faculty advisors receive little direction in what they role is and as such there is little to no involvement with their groups. They are much more a name on a piece of paper rather than an advisor to the group.

- University-owned fraternity houses are not respected, nor does there seem to be a consistent policy on occupancy and condition of houses.

- Current fraternity housing model
  - Little or no "ownership" or sense of responsibility in regards to housing
  - Failure of will to enforce occupancy requirements
  - Accountability to organizational / institutional / community expectations
  - Students not wanting to live in fraternity housing due to poor living / learning environment

- Alumni involvement in fraternity community in a manner that supports the mission of the institution

- Purposeful advising and mentoring of fraternities and sororities on a consistent basis.

- Complicity of women's organizations in the social challenges that are faced by the fraternity community.

- Perceived negative effect of new member education programs on academic performance

Chapters/Fraternity and Sorority Community

- While some fraternity and sorority members understand the broader concept of a Greek community, this understanding is not common. We often heard about their individual fraternity and sorority but never heard about the fraternity and sorority community.

- Fraternity and sorority members seem more concerned about improving their own organization, even if it is at the expense of another group.

- The Interfraternity Council does not seem to impact the campus or the fraternity/sorority community in programs, etc.

- There is no program in place which specifically targets the leadership development of fraternity/sorority members.

- The current programs offered do not bring together the best practices related to educating students for personal and social responsibility. In addition, the programs do not offer follow up that may be helpful to deepen student understanding of these issues.

- University owned fraternity houses are not respected, nor does there seem to be a consistent policy on occupancy and condition of houses.

- The Greek Peer Counselors and House Managers for each fraternity is not being utilized or enforced effectively.

- Current fraternity housing model
    - Little or no "ownership" or sense of responsibility in regards to housing
    - Failure of will to enforce occupancy requirements
    - Accountability to organizational / institutional / community expectations
    - Students not wanting to live in fraternity housing due to poor living / learning environment

- Absence of a clear message about role and purpose of fraternity and sorority community / lack of awareness among campus community

- Self identification of students through EBI assessment that improvement is needed in how fraternity/sorority experience contributes to personal growth.

- Connection between the institution and the organizations and the role that some staff members may play in this. Are different staff members and offices working at cross purposes?

- Institutional commitment to diversity not reflected in the fraternity / sorority membership or the overall experience

- Complicity of women's organizations in the social challenges that are faced by the fraternity community.

- Perceived negative effect of new member education programs on academic performance

Section 4 Items threatening the Community

It is the goal of the assessment project to help campuses identify the threats to the fraternity and sorority community. These threats if go unaddressed will hurt the very essence of a community which desires to move to the next level of its evolution. These threats were developed based on the data shared by the campus and from interviews conducted with various community stakeholders. This list is not intended to be comprehensive.

Administration/IWU Community

- Current fraternity housing situation must be addressed. It seems to a crux of many challenges facing the community and the institution

- Fraternity and sorority life seen solely as a social vehicle by some and leads to members who are only seeking very narrowly defined social opportunities

- Poorly trained / developed advisors

- Development of the Greek Alumni Network without the development of intentional partnerships between Alumni Office and OFSL.

- History of consultant reports and task force recommendations that have not resulted in community change.

Alumni/Advisor Community

- Current fraternity housing situation must be addressed. It seems to a crux of many challenges facing the community and the institution

- Fraternity and sorority life seen solely as a social vehicle by some and leads to members who are only seeking very narrowly defined social opportunities

- Risk Management conversations seem to be stuck on "what used to be" and "what should be" . There seems to be little to no willingness to change with the times and follow policies that have been in place for several years, because of the perceived impact that implementation will have on the community.

- Poorly trained / developed advisors

- Development of the Greek Alumni Network without the development of intentional partnerships between Alumni Office and OFSL.

- History of consultant reports and task force recommendations that have not resulted in community change.

Chapters/Fraternity and Sorority Community

- Current fraternity housing situation must be addressed. It seems to a crux of many challenges facing the community and the institution

- Fraternity and sorority life seen solely as a social vehicle by some and leads to members who are only seeking very narrowly defined social opportunities

- Community and chapters have little knowledge on their own existing risk management policies and how to implement the current expectations of their own organization

- Risk Management conversations seem to be stuck on "what used to be" and "what should be" . There seems to be little to no willingness to change with the times and follow policies that have been in place for several years, because of the perceived impact that implementation will have on the community.

- Seeking out direction and modeling from improper sources. The University of Illinois should not be the model for the fraternity and sorority experience and community at IWU. Students should refocus comparative and benchmarking efforts on peer institutions and aspirant institutions that are similar to IWU.

- Role of alcohol in recruitment activities?

- Diversity of community

- Ability of students to articulate the purpose of their experience

- Perception that fraternity and sorority life is essential to the social scene at IWU. Social = alcohol = Greeks. Similar to the perception that fraternities and sororities are "obligated" to provide parties for the benefit of the campus

- History of consultant reports and task force recommendations that have not resulted in community change.

Section 5 Opportunities for the Community

It is the intention of the coalition to recognize possible opportunities not currently occurring to assist in the positive development and enhancement of the fraternity and sorority community.

Administration/IWU Community

- Purposeful partnerships with other departments that share students with the fraternity / sorority community (academic departments, athletics, etc)

- Increased role of community based standards and expectations; first step towards the creation of additional self governance models.

- Better defined role of GPCs creates programming and development opportunities for all housed chapters. - increased campus based programming

- The Office of Fraternity and Sorority Life should keep documentation of all programs completed by the fraternity/sorority community, diversity of membership, etc.

- The Office of Fraternity and Sorority Life should work with IWU Alumni Office to create an all-Greek event with chapter members and alumni to locate alumni/ae members willing to serve on chapter alumni/house corporation boards.

- Fraternities need to have an established house corporation board to operate a chapter facility.

- The University needs to work with alumni to return the fraternity houses or establish better accountability of facilities.

- Develop an annual training and officer transition program for new chapter officers, not just the chapter presidents.

- The establishment of a formalized student organization registration process would allow for accurate information to be maintained.

- Develop new and innovative ways to increase service efforts by the fraternity and sorority chapters.

- The Office of Fraternity and Sorority Life should establish a chapter of Gamma Sigma Alpha or Order of Omega to recognize academic achievement by fraternity and sorority members.

- The University needs to provide real opportunities for student input such as a round table discussion open to all and any student hosted by different departments as a team. The meeting needs to be at the same time and place to establish consistency. By allowing students these opportunities to be heard the University may begin to develop real relationships based on trust and student needs.

- **T**he Panhellenic Council should connect with the NPC Area Advisor to review new ideas in regards to recruitment and recruitment rules.

- Post an All Fraternity/Sorority Dean's list each semester.

- The faculty advisor program needs to be developed with both the faculty advisors and chapter understanding their roles and responsibilities to each other.

- Evaluate the possibility of rewarding students who do a considerable amount of service to the community or University by placing a designation on transcripts and diplomas.

- Continue President Meetings, however, work on educating other executive board members from each fraternity and sorority. Roundtables of each officer positions, etc.

- Incentives should be put in place to encourage fraternity and sorority chapters to achieve academic success both on the individual and chapter level.

Alumni/Advisor Community

- Sororities have provided a good model for alumni and advisory involvement

- There are alumni who care - need to exploit this and forge strong partnerships for the future

- There are young alums in the area who are capable of giving back to the community and providing positive service to the experience

- Fraternities need to have an established house corporation board to operate a chapter facility.

- The University needs to work with alumni to return the fraternity houses or establish better accountability of facilities.

- The Fraternity and Sorority Awards program should be evaluated regarding the timing and programming that is required to be achieve recognition.

Chapters/Fraternity and Sorority Community

- Absence of clear message about fraternity and sorority community and the impact this has on the institution. Creating a positive message is much easier than changing a negative message.

- Community events that do not center around alcohol.

- Chapter leadership is generally young and inexperienced.

- FC/CPH groups need to hold more combined events to better foster the concept of the whole fraternity/sorority community. This should include regular monthly meetings of the governing councils so as to create a more unified and collaborative working relationship.

- The IFC/CPH must find a way to better develop and market the fraternity/sorority experience, including the recruitment and outreach to unaffiliated students.

- The IFC/CPH should look at joint programming with the Activities Board on campus.

- The IFC/CPH and individual fraternities and sororities should find ways to involve the President, Vice President and Director of Fraternity and Sorority Life through dinners, speakers, and leadership workshops.

- Fraternities and sororities need to find ways for positive communications within the IWU community.

- IFC/CPH and the fraternities and sororities should reach out into the University community for broader involvement by faculty and staff, including utilizing faculty and staff to speak on issues of interest to its members.

- IFC/CPH should create an event inviting faculty and staff who are affiliated with fraternities and sororities so a database can be formed identifying these individuals and possibly seeking their participation as speakers or faculty advisors.

- Develop new and innovative ways to increase service efforts by the fraternity and sorority chapters.

- The Panhellenic Council connect with the NPC Area Advisor to review new ideas in regards to recruitment and recruitment rules.

- Continue to work on sending the IFC/CPH students to the Mid-American Greek Conference Association/National Black Greek Conference.

- The fraternity/sorority community should partner with the honor students in co-hosting an event each year, i.e., time management, etc.

Section 6 Recommendations for the Next Steps for the Community

Administration/IWU Community

- Develop a Greek Life Programs Advisory Council (proposal in Addendum A)

- Create and implement a Fraternity and Sorority Community Strategic Plan (a tentative timeline is in Addendum B)

- Recommend that the Office of Fraternity and Sorority Life establish a forum to get fraternity chapter advisors and NPHC advisors involved with their chapters. Do include the women chapter advisors as your core in helping the rest come along.

- A Leadership Development program targeted specifically for fraternity/sorority community should be created. This custom tailoring will ensure that there is a well-educated and trained fraternity/sorority community that can better run itself.

- The faculty and administration needs to provide the leadership necessary by educating themselves about the fraternity/sorority community and other student organizations.

- The University could consider offering incentives for the faculty members that become involved as advisors or that attend activities hosted by various organizations.

- Recommend that funds are made available to the Fraternity/Sorority Councils to send members to the NIC's Undergraduate Interfraternity Institute. Those students who attend UIFI should meet on a regular basis so that a support network can be created.

- Work with the North American Interfraternity Conference to conduct a session of Future's Quest on campus. This training should be open to all fraternity and sorority members. Develop a strategic planning body that includes the CAS team, a significant number of students, and other critical partners (alumni, senior level administration, advisors) to reinvest in the fraternity community and chart a course for the future of the Greek community. This body can help the institution forge new partnerships that will be critical for future accomplishments.

- A new model for fraternity housing must be developed. Options can include
    i. Retain ownership with clear expectations for organizations and consistently implemented accountability measures
        1. Director should participate in regular walkthroughs with Physical Plant staff and House Manager
        2. Clear process should be develop for verifying room condition at move in and check out
        3. Organizations must be responsible for common area damage. Individual residents must be responsible for damage to private rooms.
        4. Develop stronger relationship between chapters, including the chapter president and house manager and the physical plant staff
        5. Assist chapters in developing housing corporations and alumni associations with an appropriate role and will work in partnership with the institution to ensure a strong operating chapter and quality facility.
        6. Develop clear procedure for requesting maintenance work in a facility
        7. Develop stronger training and clearer expectations for house manager**s**
        8. Require house directors to live in chapter houses – ISU graduate students may be a good option.
        9. Have Greek Peer Counselors participate in all aspects of RA training
    ii. Retain ownership and charge flat lease to organization rather than individual member
        1. Enact all above recommendations
    iii. Retain ownership of land, return ownership of facility to organization, lease land to the organization for nominal cost
        1. Enact above recommendations
    iv. Sell land and facility to organization
        1. Assist chapters in the development of house corporations that will oversee the operations of chapter houses
        2. Require house directors

- Empower IFC and Panhellenic to develop community expectations related to behavior, risk management, and standards

- Develop an assessment / recognition program that partially measures positive impact on the campus and Greek community and relates to institutional expectations and community values.

- Through the support of the OFSL, the governing councils should work collaboratively to develop appropriate opportunities for the community to work together and celebrate together.

- Develop purposeful training and development opportunities for faculty and alumni advisors.

- Develop a purposeful alumni involvement opportunity or network for fraternity and sorority alums that allows for alumni networking, but also works with the OFSL and assists in ongoing community development and chapter initiatives. This may include the creation of two alumni opportunities, an alumni network to keep alums informed of the current happenings of the fraternity and sorority community paired with an alumni advisory board.

- Recommend that the Office of Fraternity and Sorority Life work with the graduate office or Illinois State University on garnering Graduate Assistants to help the fraternity/sorority community and the new fraternity/sorority professional.

- Reassess the current staffing model to include an increased focus on community accountability and facility management, regardless of what the future holds for the fraternity housing model. This can include the addition of a professional staff member or the addition of two graduate assistants. ISU can provide a great opportunity for this.

- Illinois Wesleyan University should work with inter/national organizations to address alcohol in the following ways:

- Work with or establish an alcohol education and or wellness office/position that focuses on educating the campus community about the risks of alcohol and other drugs.
- Work in-conjunction with the Counseling Center so that student organizations know where to go when the have a member in trouble with alcohol or other drugs.
- Participate in the CORE Alcohol Survey and share the findings with the community.

Alumni/Advisor Community

- Host advisor roundtables and workshops on a regular basis in order to get advisors together and working for the community as well as their chapters.

- Capitalize on the advisors and volunteers that have gotten involved

- Develop a purposeful alumni involvement opportunity or network for fraternity and sorority alums that allows for alumni networking, but also works with the OFSL and assists in ongoing community development and chapter initiatives. This may include the creation of two alumni opportunities, an alumni network to keep alums informed of the current happenings of the fraternity and sorority community paired with an alumni advisory board.

- Advisors and Alumni must engage their respective Inter/national fraternities and sororities to work in cooperation with IWU to address alcohol in the following ways:

  - Annual training of alumni/ae advisors on how to deal with alcohol issues within the chapter membership.
  - Training of advisors on behaviors to watch for among the membership.
  - Education of members and advisors on FIPG guidelines.
  - Consider the creation and enforcement of third-party vendor contracts.
  - Provision of resources and programs, that address alcohol, for chapters that may not have a national program that addresses alcohol and other drug use.

Chapters/Fraternity and Sorority Community

- Panhellenic Council should sponsor "Something of Value" program on campus. This should help address risk management issues in regards to exchanges/parties with fraternities.

- The fraternity and sorority community develop a risk management policy for the whole community. This will give each organization the opportunity to review their respective policies and procedures.

- The Panhellenic Council should host an NPC Consulting Team Visit to review all programs and policies.

- The IFC should host a visit from the North American Interfraternity Conference to review the NIC Standards.

- Host an IMPACT institute to create opportunities for the community to have a dialogue about their identity, mission, and purpose, as well as to begin the process of creating a community that reaches beyond the chapter. This will enable a community dialogues about purpose and direction of the community

- Develop methods to share the story of fraternity and sorority life at IWU and create a measure of community impact. A Positive PR campaign can be a good first step in this area. A successful PR campaign can focus on telling the story of individual students who represent the values of IWU and are also Greek.

- The community should also work together to develop community wide service and philanthropy efforts.

- Governing councils should work together on community education and programming initiatives including officer roundtables, risk management education, scholastic development, and new member education.

- Encourage students to support in regional and national leadership development opportunities such as UIFI, LeaderShape, national conventions, and MGCA.

- The community should work with senior administration to create regular opportunities for interaction and engagement such as semester dinners, roundtables, and town hall meetings.

Addendum A

Proposed Structure for a Fraternity and Sorority Advisory Council

Role and Charge of a Fraternity / Sorority Advisory Council

The stated and implicit values of each fraternity and sorority on this campus parallel the values of the institution. In order for the Greek Community to fully realize their collective potential, there is a need for a recommitment and reinvestment in the community by all relative stakeholders. While this responsibility most certainly extends beyond IWU and ultimately relies very heavily on the students in the community, no single unit is better poised to take the important first step to building this guiding coalition than the institution. For the Greek Community to begin to do more than simply survive in its current pattern, it is essential that the university reaffirm its commitment to working on behalf of the student experience and be a partner in identifying and producing positive and long lasting change in the Greek community.

The creation of an advisory council to assist with the long term enhancement of the fraternity and sorority community will be to serve as a permanent addition and resource to the Office of Fraternity and Sorority Life. The initial charge of the advisory council will be to prioritize the recommendations in the report and develop strategies for the implementation of the recommendations. The permanent purpose of the advisory council will be for the group to provide consistent advice and counsel to the Office of Fraternity and Sorority Life, the Office of the Vice President and Dean of Students, and the fraternity and sorority community. This will promote continuous assessment within the community and provide opportunities to make meaning of any assessment information that is obtained.

Proposed Structure of Fraternity / Sorority Advisory Council

Advisory Council Members

Students

- IFC President
- NPHC President
- PHC President
- SGA President or designee

Faculty / Staff

- IFC Chapter Advisor
- NPHC Chapter Advisor
- PHC Chapter Advisor
- Police Department
- Alumni/Development
- Residence Life
- Faculty Member
- President/s Cabinet

Other

- Community Representative

Ex Officio

- Director of Fraternity and Sorority Life

Addendum B

Timeline for creating and implementing a Fraternity / Sorority Strategic Plan

September 2008	Distribute report to the Offices of President, VPSS, and Chapter Presidents
	Gain endorsement of report from President, VPSS, and governing councils
October 2008	Solicit membership of Fraternity / Sorority Advisory Council
November 2008	Hold first Advisory Council Meeting Develop and finalize recommendations
January 2009	Gain endorsement of strategic plan from President, VPSS, and governing councils.