

Assessment Plan for Administrative and Educational Support Units (within Division of Student Affairs)

For: **Office of Greek Affairs**

Departmental Contact:

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Mission Statement: The Office of Greek Affairs provides advice, services, and programs that ensure that all members of fraternities and sororities have a high-quality, safe undergraduate fraternal experience that reinforces our founding principles: Scholarship, Community Service, Campus Involvement, and Sisterhood/Brotherhood (<http://greeks.unc.edu/office/index.html>). Complementing the University and Division of Student affairs missions of “teach[ing] students at all levels in an environment of free inquiry, and personal responsibility” and fostering a “center for scholarship”, Greek Affairs seeks to instill responsibility and accountability as well as provide an environment conducive to academic success and public engagement for all fraternity and sorority members and leaders.

Intended Outcomes	Assessment Procedures/Methods	Data Collection Schedule (year, semester, etc.)	Actual Results	Improvements Based On Results
<p>1. Students will learn how to understand and interact with people of different cultural backgrounds.</p> <p><i>Academic Plan: #A.3., A.4., D.2.</i></p>	<p>Greek Leadership Retreats – Learning Outcome/Satisfaction Surveys</p> <p>New Member Seminars - Learning Outcome/Satisfaction Surveys</p> <p>Cross-Cultural Liaison Program – Interviews/Weekly Reports</p> <p>Chapter/Council President Meetings – Informal focus-type groups</p>	<p>Annually in January</p> <p>Once per semester</p> <p>Weekly</p> <p>Monthly</p>	<p>Retreat evaluations indicated the most valuable portion of the retreat was the discussion on goal setting and getting to understand each other's differences.</p> <p>Evaluations for Fall 2004 indicated that the variety of programming and inclusion of multiple University and Town departments gave a broad understanding of the issues facing Greek life.</p> <p>Follow-up conversations with outgoing liaisons showed that they and their organizations learned a lot about each others cultures through their co-programming efforts (cultural step shows, dinners, committee meetings, etc.)</p> <p>Through active discussions in the meetings, students appreciated this time to share their chapter events and highlights with other student leaders.</p>	<p>Incorporate more goal setting and action planning into future retreats.</p> <p>Provide more variety of workshops and quality/diversity of presenters.</p> <p>Formalize the role of council liaisons; provide more inter-council programming on diversity.</p> <p>Provide diversity education component to meeting structure.</p>
<p>2. Students will learn to be accountable for their own actions.</p> <p><i>Academic Plan: #A.3., A.5.</i></p>	<p>Greek Judicial Board hearings – Training Evaluations & Hearing Results</p> <p>New Member Educator & Social Chair Training – Learning Outcome/Satisfaction Surveys</p> <p>Fire Marshall Training – Inspection Reports; Self-evaluation reports</p> <p>New Member Seminars - Learning Outcome/Satisfaction Surveys</p> <p>Chapter/Council President Meetings - Informal focus-type groups</p> <p>Greek Leadership Retreats - Learning Outcome/Satisfaction Surveys</p>	<p>Annually; As hearings are held, results are posted</p> <p>Once per semester</p> <p>Once per semester; once per semester</p> <p>Once per semester</p> <p>Monthly</p> <p>Annually in January</p>	<p>Organizations found guilty completed sanctions that included seminars, letters of apology, social probation, fine payment, and community service hours.</p> <p>Contracts are signed by all presidents, new member educators and social chairs acknowledging all applicable laws and their responsibilities.</p> <p>Data from organizations' self-inspection forms, unannounced fire drill score sheets and CHFD fire inspections indicate that fire code violations average 3-4 violations per house.</p> <p>Evaluations for Fall 2004 indicated that students learned more about their personal responsibility as members and wrote that they were going to follow-up with their chapters about insurance policies and social policies.</p> <p>One-on-one meetings with presidents showed that chapter presidents understand their responsibilities and agree with almost all policies, but have a fear of confrontation with their members.</p> <p>Evaluations show student leaders want more entertaining and "fun" ways of learning skills to manage their organizations. They want interactive and to the point" sessions that help them "learn without learning."</p>	<p>Be more intentional on advertising the results of cases; Create improved system of evaluation of training. Future goals include student leaders taking personal responsibility (i.e. increasing number of guilty pleas by the accused parties).</p> <p>Follow-up with contracts signing in judicial cases; hold individual student leaders responsible for the officer roles.</p> <p>Be more intentional on advertising the results of inspections; Compile self-reports to compare to actual results.</p> <p>Emphasize risk management training in future New Member Seminars.</p> <p>Provide confrontation/mediation skills workshops in future monthly presidents meetings.</p> <p>Provide a comprehensive resource manual and Best Practices Manual for leaders to learn from each other.</p>

<p>3. Students will increase their academic potential.</p> <p><i>Academic Plan: #A.3., A.4., E.3.</i></p>	<p>Scholarship Programs, Academic Incentives – Annual Chapter Reports</p> <p>Honor Societies’ Enrollment – Data Collection</p> <p>Greek Grade Reports – Data Collection</p> <p>Graduation and Retention rates – Office of Institutional Research & Assessment</p>	<p>Annually</p> <p>Once per semester</p> <p>Once per semester</p> <p>Annually</p>	<p>95% of all Greek organizations have some type of scholarship plan with academic incentives,</p> <p>18% of Phi Beta Kappa inductees are Greek; 25% of Morehead Scholars choose to join Greek organizations. Honor Society applications were at an all time high, with over 130 members inducted in Fall 2004 alone.</p> <p>All-Greek GPA consistently exceeds all-nonGreek GPA (all-fraternity>all-men; all-sorority>all-women).</p> <p>Students who join fraternities and sororities graduate faster than those who do not join. Students who join in their first semester at UNC are more likely to progress to their second year than those who do not join.</p>	<p>Highlight top scholarship plans in Annual Reports to help 100% of chapters to incorporate into their mission.</p> <p>Continue to advertise Greek members and their accomplishments publicly.</p> <p>Further develop an active Faculty advisor program to help bring together academic and student life.</p> <p>Utilize these results annually in parent and student publications, and all marketing campaigns for Fraternity and Sorority Life. Assess the Greek experience through online surveys and focus groups in 2005-06.</p>
<p>4. Students will become involved in public service.</p> <p><i>Academic Plan: #A.3., A.4., E.3.</i></p>	<p>Service Hours reported per member – Data Collection</p> <p>Dollars raised for local and national philanthropies – Data Collection</p>	<p>Once per semester</p> <p>Annually</p>	<p>Community service hours average 17 hours per member per semester.</p> <p>Fraternities and Sororities raise an average of \$150,000 annually for local and national charities, including the UNC Dance Marathon</p>	<p>Build partnership with local community centers and the Center for Public Service to best capture the service Greek members provide.</p> <p>Highlight the types of charities and populations that benefit from Greek fundraising efforts.</p>
<p>5. Students will become effective leaders.</p> <p><i>Academic Plan: #A.3., A.4., E.3.</i></p>	<p>Greek Leadership Retreats - Learning Outcome/Satisfaction Surveys</p> <p>Attendance at regional conferences – Self Reports and informal focus groups</p> <p>Involvement in the Campus and Local Community – Data Collection</p>	<p>Annually in January</p> <p>Annually in February</p> <p>Once per semester</p>	<p>Participants in the retreats state that one of the best experiences they have is the small group work and informal conversations which help them understand each other and their missions.</p> <p>Evaluations and focus group results indicate students were more productive when working in small groups and were given a more global perspective which helped them lead their organizations.</p> <p>Close to 50% of Greek members reported being active leaders in other campus and community organizations in Fall 2004.</p>	<p>Provide more team-building opportunities at the retreat and throughout the year.</p> <p>Build funds to send more participants (even chapter leaders) each year to regional conferences.</p> <p>Partner with the organizations to which many Greek belong.</p>