

Valparaiso University Fraternity and Sorority Life

Strategic Initiatives for Future Growth

Prepared by the leaders of the 2021 Panhellenic and Interfraternity Councils and the 2021 Chapter Presidents

Mission: The fraternity and sorority community at Valparaiso University, led by the Panhellenic and Interfraternity Councils, will provide members an experience that is rooted in academic achievement, brotherhood and sisterhood, community, continued growth, leadership, service, and shared purpose.

- **Education and Learning:** Fraternity and sorority members will be provided opportunity to grow as a person and a student at Valparaiso University. This growth can be in multiple areas utilizing campus resources and opportunities in the greater Valparaiso community.
- **Welcoming and Inclusive Environment:** Inclusivity promotes open-mindedness because it allows leadership from all backgrounds to be a part of the conversation. The Valparaiso University fraternity and sorority experience will be welcoming to all individuals who express interest in membership.
- **Community:** Actively develop a community that strives to learn about the other chapters on campus, makes an effort to involve themselves with other chapters, commit to improve community relations, and to promote and support the fraternity and sorority life experience.
- **Service:** Fraternity and Sorority members will use our presence on campus to benefit others through multiple avenues of service. This service will be used to build a relationship not only on campus, but also with the greater Valparaiso community.
- **Public Representation:** Members of fraternities and sororities will be viewed as campus leaders who give back, perform well academically, and contribute to the positive student environment at Valparaiso University.
- **Leadership:** Leadership is integral to the personal and professional development of our community and individual members. Fraternity men and sorority women will strive to develop and foster life-long leadership skills. Leadership in the fraternity and sorority community will focus on emerging leaders, motivation, change management, and continuous success.
- **Academic Achievement:** Fraternity men and sorority women will strive for high academic achievement in our pursuit of excellence and in alignment with the expectations of the Valparaiso University mission statement. We will hold ourselves to a higher standard through recognition of hard work at both the individual and chapter level.
- **Accountability:** Accountability helps fraternities and sororities maintain our standards and helps other organization hold the same expectations. Living up to the values the organization espouses and asks all members to fulfill on a daily basis.

Valparaiso University Fraternity and Sorority Life Goals for 2021

1. Welcoming and Inclusive Environment:

- a. The Panhellenic and Interfraternity Councils will create a monthly newsletter with resources and information for members in issues related to diversity, equity and inclusion.
- b. The Panhellenic and Interfraternity Councils will host an officer roundtable for those chapters that have added a Diversity, Equity and Inclusion Chair.
- c. The Panhellenic and Interfraternity Councils will host an educational program for all fraternity and sorority members on a topic related to diversity, equity and inclusion.

2. Friendship:

- a. Fraternities and sororities will explore hosting joint chapter recruitment events in an effort to demonstrate to potential new members that friendships exist both inside and between chapters.
- b. Chapter leaders will work to ensure that there is a balance of chapter events and activities that focus on more than the business of fraternity and sorority life.
- c. The Panhellenic and Interfraternity Councils will expand the programming for fraternity and sorority members where chapters can send a few members to participate and meet members from other organizations.

3. Academic Achievement:

- a. The Panhellenic and Interfraternity Councils will explore the establishment of community-wide study groups.
- b. The Panhellenic and Interfraternity Councils will seek ways to spotlight individual academic excellence of fraternity and sorority members.

4. Service:

- a. Explore mentorship opportunities among fraternity and sorority members within the community.
- b. Integrate service events into the recruitment process for fraternities and sororities.
- c. Encourage chapters to host service events as unity activities.

5. Accountability:

- a. The Panhellenic and Interfraternity Councils will develop a program for chapters to review the community code of ethics and discuss why it is important to our community.
- b. The Panhellenic and Interfraternity Councils will host a new member program regarding mental health.
- c. Establish a *Standards and Expectations* requirement for stereotype training with 90% of chapter members needing to attend.

Valparaiso University Panhellenic Council Goals for 2021

1. Reduce stereotypes and stigmas of individual chapters and fraternity and sorority life community as a whole.
2. Ensure that our Panhellenic Council Code of Ethics and fraternity and sorority life policies more transparent to the community.
3. Create a more inclusive, welcoming, and safe space in the fraternity and sorority community, and provide chapters the resources to do the same within their organizations

Valparaiso University Panhellenic Officers Goals for 2020

Panhellenic President: Bella Limouris

- Create an engaging Junior Panhellenic experience with mentoring and leadership less plans at every meeting.
- Establish regular officer roundtables for chapter Diversity, Equity and Inclusion officers.
- Expand the network of the Panhellenic Council across campus and seek new partnerships.

Vice President of Standards and Conduct: Emily Dagys

- Educate community members about the role, purpose and function of the accountability processes and policies.
- Enhance the support provided to GUARDS programming and initiatives.
- Promote National Hazing Prevention Week to ensure a meaningful experience for members.

Vice President of Operations: Storm Fleming

- Create and distribute an easily accessible document with available academic resources and programming incentives by April 1, 2021
- Achieve an all sorority average GPA that is higher than the all women's average GPA at the end of both semesters
- Work more hands on with chapters throughout the term and increase communication by holding two academic roundtables a semester and quarterly email follow-ups on their yearly academic goals
- Recognize chapter members and chapters who have made significant academic improvements at the end of each semester

Vice President of Recruitment: Sarah Engels

- Develop a more accessible and inviting recruitment process, including efforts to promote continuous open recruitment as well as primary recruitment.
- Have 120 women signed up for primary recruitment
- Work to reduce the competitive environment during primary recruitment with a change in focus on the potential new member experience.

Vice President of Community Development: Morgan Herron

- Increase fraternity and sorority member attendance at Diversity, Equity and Inclusion programs hosted by all campus entities.
- Host a community wide program specific to Diversity, Equity and Inclusion.
- Research additional virtual service opportunities for chapters.
- Ensure a welcoming environment on campus for Zeta Phi Beta Sorority, Inc.

Vice President of Public Relations: Madison Novack

- Engage with the Valpo FSL social media accounts in a manner that authentic to the full fraternity and sorority life experience
- Highlight the accomplishments and achievements of individual members of the sorority community.

Head Recruitment Counselor: Michaela DiCristifano

- Strengthen the bonds of the Recruitment Counselor team through intentional programming in the spring and fall semester.
- Concentrate on creating more content and personal contact for the Recruitment Counselor training program.
- Educate the Recruitment Counselor team to understand stereotypes and ways to combat them while disaffiliated.
- Strengthen the binds between Recruitment Counselors and their Potential New Member groups to help make recruitment the best experience for the women participating.

Valparaiso University Interfraternity Council Goals for 2021

1. Provide transparent communication between the IFC and chapter members through email or other notification
2. Meet with chapter throughout our term to nurture one-on-one relationships with each chapter
3. Demonstrate to chapters that the goal of recruitments should be focused on growing community membership, in addition to individual chapter size.
4. Understand the effects of COVID on the community and be flexible when necessary, in order to support each chapter.

Valparaiso University Interfraternity Board Goals for 2021

Interfraternity Council President: Anthony Luciano

- Expand the network of the Interfraternity Council across campus and seek new partnerships.
- Be more transparent with the fraternity community in an effort to lower the level of ambiguity among fraternity members.
- Provide support and guidance to each Council executive board officer.
- Manage efficient and effective meetings for the Interfraternity Council Executive Board, IFC General Body, or any other meeting executed by the Council.

Vice President of Standards and Conduct: Matt Freese

- Continue a smooth transition of the event registration process to the myValpo platform.
- Engage with the community through meaningful programs in a variety of risk management areas such as alcohol and hazing.

Vice President of Operations: Aaron Spaletto

- Highlight members within the fraternity and sorority community that achieve academic success.
- Create a centralized document with all available academic resources.
- Establish a stronger working relationship with each chapter Treasurer in an effort to provide more transparency.

Vice President of Recruitment: Jack Meyer

- Expand fraternity recruitment events for the fall and spring semesters.
- Establish a fraternity-wide recruitment service event.
- Plan and implement a mandatory fraternity recruitment information session for formal recruitment.

Vice President of Community Development: David-Paul Schulze

- Promote fraternity and sorority life unity through intentional learning opportunities
- Expand the community's commitment to Diversity, Equity and Inclusion efforts both within chapters and within the fraternity community.
- Provide two fraternity and sorority life service events each semester open to all chapters.

Vice President of Public Relations: Emmett Towmey

- Establish continuous line of communication with chapter public relations chairs
- Revamp social media presence on Twitter to make ValpoFSL more active.
- Establish weekly chapter shout outs to constantly advocate for the fraternity community at Valpo.

Fraternity and Sorority Chapter Goals for 2021

The following are the stated goals for 2021 per the Chapter President at the Fraternity and Sorority Leadership Retreat in February 2021

Alpha Gamma Delta

- Create a more unified officer board to lead the chapter.
- Establish a more effective communication process between officers and chapter members.
- Increase understanding of others through Diversity, Equity and Inclusion trainings

Chi Omega

- By the end of the semester, have assessed that a minimum of 85% of members attended all chapter events and activities, even those online.
- At the end of our spring philanthropy event and fundraising, have raised at least \$14,000 to sponsor a Wish Kid for 2021.
- Intentionally strengthen the bonds between all members in the chapter measured by observations and attendance/attention at events and evaluated at the end of the semester.

Gamma Phi Beta

- Address potential issues of exclusivity by creating a more cohesive organization that enjoys being with one another. We will address this by hosting one to two sisterhood events per month open to all members of the chapter by utilizing in-person and virtual options.
- Develop a positive living environment in the chapter facility and promote the benefits of in-house membership by working with PRVP to create a promotional video of the house and working with the house manager to create once a month events for the women that live in the house.
- Review the language in the chapter bylaws and standing rules in partnership with the Administrative Vice President and the BEDI Chairwoman. We will work to address exclusive or potentially hurtful language as well as implement a chapter specific Bias Incident Reporting system that will be outlined in these rules. This will be completed in the Spring 2021 semester.

Kappa Alpha Psi

- Increase the academic performance of the chapter.
- Plan more events in an effort to have a stronger campus presence.
- Increase the total number of service hours per member.

Kappa Delta

- Complete every item on the *Standards and Expectations* checklist to the best of our ability, completing at least five goals a month.
- Host at least one sisterhood event a month, attended by at least 60% of the chapter, where sisters can feel connected and get to know people who don't know each other as well
- Increase engagement with members who do not live in the chapter facility by ensuring that they all attend at least 50% of events each month.

Kappa Kappa Gamma

- Fully engage the newly established Diversity, Equity and Inclusion Chair and Committee into the chapter culture.
- Improve the chapter recruitment retention percentage.

Lambda Chi Alpha

- No goals submitted

Phi Delta Theta

- Increase the chapter members through the recruitment of academically and morally focused men
- Work to go above and beyond for chapter standards and expectations
- Establish increased expectations for member community service hours

Phi Kappa Psi

- Achieve the highest chapter grade point average two semester in a row
- Achieve the most community service hours completed among all fraternities
- Fully engage all spring 2021 new members into the chapter operations and activities

Phi Mu Alpha Sinfonia

- Increase accountability within the chapter
- Increase the morale of brothers within the chapter
- Use ritual in our everyday lives and discuss the teachings on a regular basis

Phi Sigma Kappa

- Increase chapter public relations
- Improve the expectations for our Brotherhood Chair

Pi Beta Phi

- Expand and strengthen the sincere friendship aspect in the chapter
- Be intentional regarding our chapters image within the Valpo community.
- Advocate and education for Literacy in our local community both on and off campus.

Pi Kappa Alpha

- Be leaders within the community and strive to be our best
- Achieve a Pillar of Excellence at Fraternity and Sorority Awards
- Increase overall chapter grade point average

Sigma Chi

- Improve chapter involvement and buy-in
- Create a continuing culture of excellence
- Improve recruitment efforts that results in both increase number and quality of members

Sigma Lambda Gamma

- Increase the chapter efforts for intake and increase chapter membership size
- Increase campus engagement and recognition
- Establish stronger bonds with chapters on campus

Sigma Phi Epsilon

- Inspire a shared vision and chapter unity by creating fun and safe brotherhood events that can happen year after year.
- Strengthen relationships with other organizations by hosting unity events and communicating involvement opportunities on campus to brothers.
- Engage in monthly meetings with chapter alumni to create networking opportunities for current members.
- Host monthly on campus events that are accessible and engaging for out of house members and interested students.
- Arrange multiple opportunities for interested students to turn in their bid's outside of formal recruitment.

Sigma Pi

- Educate new members effectively and encourage them to become officers in the chapter
- Host two unity events before the end of the school year
- Encourage alumni to donate through the Sigma Pi Capital Campaign

Fraternity and Sorority Community Long Term Goals

These long term goals for the growth and development of the Valparaiso University Fraternity and Sorority Community were established in 2015 and are revised annually at the Fraternity and Sorority Leadership Retreat

Progress toward these long range goals is noted in **red** below.

1. The fraternity and sorority membership will make up 35% of the total undergraduate enrollment by 2020
 - a. 2015: 24%
 - b. 2016: 25%
 - c. 2017: 27%
 - d. 2018: 27%
 - e. 2019: 29%
 - f. 2020: 29%
 - g. 2021:
2. The Panhellenic Council will add one new National Panhellenic Conference sorority by 2018.
 - a. Affirmative Vote completed – October 2018
 - b. Arrival of new sorority – August 2019
3. The community will initiate one alumni/ae member each academic year beginning in 2014.
 - a. John Ruff, English Department, Sigma Phi Epsilon - 2014
 - b. Ryan Bye, Residence Life, Sigma Phi Epsilon - 2015
 - c. Multiple initiates, Phi Mu Alpha Sinfonia - 2016
 - d. Aaron Hollis, Residence Life, Phi Delta Theta - 2017
 - e. Mark LaBarbara, Athletics, Pi Kappa Alpha - 2017
 - f. Mark Robison, Library, Sigma Phi Epsilon - 2018
 - g. Richard Severe, English Department, Phi Mu Alpha Sinfonia - 2019
 - h. President Mark Heckler, honorary initiate of Phi Mu Alpha Sinfonia - 2020
4. Implementation of the Fraternity and Sorority Housing Project
 - a. 2016 - Sorority Housing Project completed
 - b. 2021 - Phi Kappa Psi Housing Project completed
 - c. TBD - Sigma Phi Epsilon Housing Project
 - d. TBD - Sigma Chi Housing Project
 - e. TBD – Pi Kappa Alpha Housing Project
5. Establish a historically Hispanic/Latino fraternity on campus by 2025
6. Establish a historically African-American fraternity and a historically African-American sorority chapter on campus by 2022
 - a. Kappa Alpha Psi Fraternity, Inc. – 2018
 - b. Zeta Phi Beta Sorority, Inc. – in process for 2021