

Valparaiso University Fraternity and Sorority Life

Strategic Initiatives for Future Growth

Prepared by the leaders of the 2020 Panhellenic and Interfraternity Councils and the 2019 Chapter Presidents

Approved: February 26, 2020

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:** 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 2020

1. Education and Learning:

- a. Provide annual Mental Health First Aid training for chapter leaders and advisors.
- b. Partner with the Career Center on programming for members on how to list your membership on a resume and talk about it in an interview.
- c. Support the expansion of the Order of Omega “Life After College” program offerings for senior members of the fraternity and sorority community.

2. Welcoming and Inclusive:

- a. Community recommitment to the #OneValpo Promise for 2020.
- b. Engage with non-fraternity/sorority organization with more intention.
- c. Develop a “family first” approach to all community wide initiatives to ensure that all chapters and members feel included and supported.

3. Community:

- a. Develop opportunities for the community to be together outside of competition-based activities and events.
- b. Create a consistent social media presence highlighting cross-chapter friendships and initiatives.

4. Service

- a. Establish monthly FSL Service Saturdays starting in the Fall 2020 semester.
- b. Revise the manner in which chapters are placed for Day of Caring in the Fall 2020 semester to allow members to choose a project with other FSL members rather than go just by chapter.

5. Public Representation:

- a. Create a social media strategy to highlight the values of fraternity and sorority life on an ongoing basis.
- b. Re-integrate “Wear It Wednesday” into the community culture for on-campus promotion.

6. Leadership:

- a. Host the sophomore leadership retreat in the Fall 2020 semester
- b. Create a social media campaign focused on highlighting campus leaders from the community

7. Academic Achievement:

- a. Establish a fraternity and sorority life academic mentor program.
- b. Research the possibility of increasing the eligibility to join a fraternity or sorority.

8. Accountability:

- a. Encourage all chapters to have a membership agreement signed each semester

Valparaiso University Panhellenic Council Goals for 2020

1. Complete a comprehensive review of the primary recruitment period to better align with the values of each sorority and the Panhellenic experience at Valparaiso University
2. Execute an enhanced Women's Empowerment Week program
3. Expand the leadership development programming within Junior Panhellenic
4. Prepare for the establishment of a historically African-American sorority within the sorority community in the year ahead

Valparaiso University Panhellenic Officers Goals for 2020

Panhellenic President: Ashley Winiewicz

- Work with the women's empowerment week committee to create a week of programming that is intentional, impactful, and educational for the sorority community.
- Educate our fraternity and sorority community on the importance of understanding the history of multicultural groups on campus. Be a welcoming and inclusive community that knows our own identities, while learning about the diversity on campus.
- Listen to the feedback non-members and members are giving us to proactively improve and enhance the sorority experience.

Vice President of Standards and Conduct: Ally Rekitzke

- Educate the community in an engaging way about the IFC and Panhellenic policies and why they are in place.
- Create engaging hazing prevention events and programs for National Hazing Prevention Week.
- Host a program with all risk managers, social chairs, and presidents regarding major risks at events and think of solutions together.

Vice President of Operations: Lizzie Heisler

- Provide recognition for academic and personal development excellence.
- Review the GPA requirement for membership in a sorority.
- Complete monthly newsletters to share with the community relating to various academic and career development topics.
- Meet with finance and academic chairs to develop chapter goals and provide support twice a semester.

Vice President of Recruitment: Rose Sanchez

- Maximize the opportunities for values-based recruitment for all events before and during primary recruitment.
- Develop messaging to encourage potential new members to join the Panhellenic community rather than individual organizations.
- Have at least 130 women sign up for primary recruitment.

Vice President of Programming: Natalie Kasberger

- Host one Service Saturday per month with one kickoff event per semester, promoting unity through celebration of service.
- Increase involvement and meaning in Day of Caring by members providing opportunities for members to come together around projects for which they are passionate.
- Educate the community around the use of hand signs and celebrate culture in our community.
- Increase unity through community-wide educational events utilizing campus and community resources.

Vice President of Public Relations: Sarah Engels

- Work to increase community excitement about unity among sorority women in campus.
- Re-establish Wear it Wednesdays.
- Expand the telling of the FSL story – especially academics, philanthropy, and activities.
- Educate members about multicultural fraternity and sorority organizations, especially hand signs and terminology.
- Highlight authenticity in the sorority experience centered around recruitment specifically.
- Meet individually with PR chairs after website audits and discuss goals and plans.

Head Recruitment Counselor: Maggie Schaller

- Strengthen the bonds for the recruitment counselor team through intentional programming through the fall semester.
- Expand the content and increase the frequency of training sessions for the recruitment counselor team.
- Work to improve the recruitment retention rate through a stronger recruitment counselor program.

Valparaiso University Interfraternity Council Goals for 2020

1. Complete a comprehensive review of the effectiveness of the fraternity recruitment processes, structures, and policies.
2. Develop a strong sense of unity among fraternities at Valparaiso University.
3. Develop additional resources and support for chapters hosting third-party

Valparaiso University Interfraternity Board Goals for 2020

Interfraternity Council President: Nathan Woltmann

- Establish a new expectation in *Standards and Expectations* for hosting third-party vendor events.
- Reform recruitment to emphasize fall recruitment for first year students.
- Reform Junior IFC, allowing members more leadership opportunities and the chance to build their own program.
- Make more fun IFC events to promote unity in the community.

Vice President of Standards and Conduct: Patrick Librandi

- Establish resources for third-party events as a way to encourage all chapters to host at least one.
- Research transportation options for third-party events.
- Make registration forms more accessible to officers planning events.

Vice President of Operations: Anthony Luciano

- Review the GPA requirement for membership in fraternities.
- Meet with academic chairs and treasurers two times per semester.
- Establish a monthly newsletter highlighting academic resources on campus.
- Engage the fraternities in Month of the Scholar.

Vice President of Recruitment: David-Paul Schulze

- Revamp the Fraternity and Sorority Meet and Greet during Welcome Week.
- Develop a fraternity branding plan to better tell the Valpo fraternity member story.
- Work in partnership with the fraternity recruitment chairs to completely revise the fraternity recruitment structure to include a comprehensive fall recruitment plan for freshman.

Vice President of Programming: Gabe Martinez

- Organize a #OneValpo committee to plan and host a large event.
- Host an event(s) for specifically minority students to gauge how they feel in the community.
- Help chapters focus on how to effectively program and move away from just lecturing.

Vice President of Public Relations: Owen Misiunas

- Plan, coordinate and implement an effective Junior IFC program.
- Improve chapter websites by meeting individually with PR chairs.
- Have weekly chapter shout-outs to highlight the great work of our fraternities.

Fraternity and Sorority Chapter Goals for 2020

The following are the stated goals for 2020 per the Chapter President at the Fraternity and Sorority Leadership Retreat in January 2020

Alpha Gamma Delta

- Increase sisterhood and connectivity within the chapter.
- Become more interactive with the FSL community.
- Create lasting philanthropic partnerships to focus on for the future.

Chi Omega

- FLS Unity: Have more unity with chapters we are not currently working with. This will be measured by following through with events, having unity events and third-party vendors. Will have at least 2 events by end of the semester.
- Overall participation: Increase participation by end of the semester by motivating others to go to more events, not just required or chapter events. Will take attendance and track philanthropy hours.
- Wear it Wednesday: Plan to have an overall increase, especially this semester. Will encourage this by creating social media posts and posting social media pics with other FLS orgs as well.

Gamma Phi Beta

- Off Campus Party: Have an off-campus party with a few other chapters (possibly ΠΦ)
- Earn a Pillar of Excellence: Will accomplish this by April 2020 by making it known to the chapter-inform and inspire (SO CLOSE).
- Have genuine love for who we are as ΓΦΒ AND Panhellenic: Will not be afraid to always love ourselves but also show our support. This will be measured by the overall chapter morale/vibe.

Kappa Alpha Psi

- Academic: Everyone achieve a 2.8 GPA or higher this semester. We will keep track of grades and assignments on an Excel spreadsheet and encourage grades with library study tables.
- Social/Unity: Attend other chapter events and cooperate to do events together all year. Will achieve this by having PR reach out by email to confirm dates and events and will measure this by having guys take photos/videos while participating in events.
- Recruitment: Achieve the minimum 8 members and more by Spring 2020. Will stay in touch with interests and be more interactive with PHM's.

Kappa Delta

- Make a real impact on women's empowerment week before 2nd week of April. Will implement an empowering sisterhood event social media campaign with content days, #, and competition. This will be measured by the involvement and excitement of the chapter.
- Integrate more diversity and programs: Will collaborate more with SLG, etc. to expand our horizons on new ideas by November.
- Be more organized with paperwork and in general: By November, will have all paperwork done on time and will do this by keeping deadlines in mind, informing people of their duties.

Kappa Kappa Gamma

- Unity – Break away from family focus: Key sisters, KORE groups, chapter seating-will get the process started so it will stick, will take time. Incentive with group activities.
- Cohosting events: try to get out more with other groups. Will talk with Nat-focus on planning and risk compliance and try for 1 before the semester ends with Fall 2020 completion. Incentive with group activities.
- Encourage presence on campus: KORE groups, time management-encourage the middle. Completion goal-Fall 2020. Incentive with group activities.

Lambda Chi Alpha

- Recruitment: 20 total new members in 2020/2021 academic year by Spring 2021. Will utilize new IFC recruitment plan.
- Unity: Host 3 social events with other chapters by end of Fall 2020 semester. Will reach out to new chapters we've never collaborated with.
- Academics: 2nd place or better in chapter average GPA by end of Fall 2020 semester. Will implement new sigma programs and recruit based on goal.

Phi Delta Theta

- Complete all S&E items by Jan 2021. Tracing completion of events on the S&E document with heavy focus on programming, higher focus on academics, philanthropy and social events.
- Recruit well enough to have a net positive of men (Indefinite goal): Will recruit year-round, be friend first and track each members' participation in recruitment, have sanctions on standby.
- Continue to host social/unity events with EVERY organization on campus (indefinite goal): Trace who we do events with, start traditions, display more outreach to other groups on campus.

Phi Kappa Psi

- Be eligible to receive a pillar of excellence: Reviewing standards and expectations sheet, meeting with committees to plan programming required to receive pillar.
- Co-Host a third-party vendor event with another chapter: Meet with social chairs of our chapter and other chapter, set schedule over next 2 weeks of when everything must be set by.
- Raise GPA to become 4th overall or higher: Midsemester grade check-ins, study hours, work with scholarship chair, make study sessions at the library.

Phi Mu Alpha Sinfonia

- Start placing members on academic probation if bylaws say to by end of presidential term: Will accomplish by reviewing grade checks with self-evaluation.
- Host a third-party event with a sorority, and a third-party event with a fraternity by end of semester 2020: Will reach out to other chapters and measure by whether events are held or not.
- Better transition by end of 2020, beginning of 2021: Will have meeting with e-board after election before they're installed. Measured by asking next e-board if they feel prepared.

Phi Sigma Kappa

- Better turn out for DM by April 4, 2020: Will use philanthropy budget to help some register.
- No brothers in poor academic standing by end of semester: More study tables offered, better communication on when people are in the library. Measured by GPA check-ins.
- All brothers complete 15 service hours by end of semester: Must have so many hours before being able to participate in events. Measured by comparing GPA's to our standards.

Pi Beta Phi

- Increasing academic programming to increase GPA during Spring 2020 semester: Will encourage study tables, pair up study partners /schedules. Measured by-academic director receives grade reports, maybe a survey.
- Unity-pair up with organizations on campus (especially new) by end of the 2020 year: Have third-party events with the FSL community. Measure by creating S&E, also discuss with social director.
- NPHC education multicultural education before the arrival of Zeta Phi Beta: Encourage conversation and understanding. Measure by: provide a speaker/present.

Pi Kappa Alpha

- Better turn out to DM by April 4, 2020: Offer incentives, as well as, make freshmen/e-board go. Measure by: more than last year.
- New communication/expectations structure by March 1, 2020/at our retreat: Alternate how the e-board communicates with the chapter president. Measure by: Actually have a structure made for it.
- More events with other fraternities by May 1, 2020: Reach out to other chapters. Measure by: more than last year.

Sigma Chi

- Have the motivation to help the community
- Tell our story, Better public representation
- Get people to go to DM

Sigma Lambda Gamma

- Raising chapter GPA by end of Spring semester (and so on): More study hour times, academic programming, utilizing faculty advisor. Measured by: Academic reports.
- Kickstart a fall philanthropy event by October: Planning, motivating sisters. Measured by: planning, make it happen.
- Host third-party event by end of Spring semester: Reaching out to other groups, asking for help, motivating sisters to want. Measured by: connections (emails), learning more about the rules.

Sigma Phi Epsilon

- Continue support of FSL-wide third-parties by end of Spring semester: Collaborate with IFC to make list and help inexperienced chapters get to a third-party party. Measure by: getting list out, unity parties, more third-party usage.
- Work on campus-wide involvement events like #OneValpo by #OneValpo weekend: Use chapter/officer resources to help planning this event. Measured by: Sig Ep support of events.

Sigma Pi

- Major Philanthropy Event: Set up a repeatable philanthropy event.
- Increased participation in the other fraternity and sorority philanthropy events.
- Improving Scholarship: We plan on achieving this by increasing study tables, and incentivizing good academic performance.

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%

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. 2019 - Phi Kappa Psi Housing Project Begins
 - c. TBD - Sigma Phi Epsilon Housing Project
 - d. TBD - Sigma Chi Housing Project

5. Establish a historically Hispanic/Latino fraternity on campus by 2020

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 2020

7. Research membership statistics of fraternity and sorority members using 2018 as the baseline:
 - a. Major
 - b. Athletics
 - c. Christ College
 - d. Fine Arts