A REVIEW OF THE GREEK COMMUNITY AT ECU

EAST CAROLINA UNIVERSITY
DIVISION OF STUDENT AFFAIRS

2015 - 2016
Introduction

This annual report was developed to provide the East Carolina University community with a comprehensive review of the Greek community including: a national overview; the current composition of ECU’s Greek community; data connected to the Department of Greek Life’s core values of friendship, leadership, philanthropy/service, and scholarship; and our measures of success informed by Skyfactor survey results. This report concludes with a summary of data trends along with data informed goals established for the 2016-2017 academic year. ECU’s Department of Greek Life is committed to building a culture of transparency while strengthening our fraternities and sororities and positioning the Greek community as a benchmark system within North Carolina and the nation.

National Overview of Fraternity and Sorority Life

Nationally there are 74 men’s fraternities with 350,000 undergraduate members in 5,500 chapters on 800 college campuses that comprise the North American Interfraternity Conference (NIC, 2015). There are 26 women’s sororities with over 380,565 undergraduate members in 3,234 chapters on 665 campuses that comprise the National Panhellenic Conference (NPC, 2015). Nine historically black fraternities and sororities in 6,460 chapters comprise the National Pan-Hellenic Council (NPHC, 2015). Eighteen Latino/a fraternities and sororities comprise the National Association of Latino Fraternal Organizations (NALFO, 2015) Thirteen fraternities and sororities comprise the National Multicultural Greek Council (NMGC, 2015) and 14 Asian American fraternities and sororities comprise the National APIA Panhellenic Association (NAPA, 2015). Chapter and member data for NALFO, NAPA, and NMGC are not currently available. It is estimated there are 10 million alumni members of Greek-letter fraternities and sororities.

During December 2015, the North American Interfraternity Conference (NIC) restructured to form the NIC 2.0 Commission. Since its founding, the NIC has served as a trade organization for like-minded fraternities. The NIC 2.0 Commission has been enacted to ensure the fraternal movement thrives in the future. As part of NIC 2.0, the Commission is focusing on three clear priorities: accountability, business plan, and governance. Each of these areas is operationalized through committee leadership, whose membership consists of NIC Executive Directors and elected board members, who are also eligible to serve on the NIC governing council. The NIC has adhered to trade association traditions but with the new structure, it may evolve to utilizing more of a governing principles model of leadership.

The perception among many incoming freshmen, their parents, and unaffiliated students is that fraternities and sororities are elite organizations who are likely to engage in hazing related activity, seen as purveyors of sexual assault, and are heavy abusers of alcohol. Isolated national incidents involving hazing related deaths and racist behavior have called into question the value of today’s college fraternity and sorority. The challenge for (inter)national headquarters, college administrators, and undergraduate or alumni members of fraternities and sororities is to strengthen their relevance as values based organizations that complement a student’s college experience.
ECU Greek Life Overview

Student Involvement & Leadership fosters an innovative and collaborative environment, connecting knowledge, ideas, and experiences. Our programs and services engage the community and develop passionate leaders.

Learning Outcomes Domains:
- Learning priorities
- Connecting knowledge to other knowledge, ideas, and experiences
- Identity development
- Effective leadership
- Understanding and appreciation of cultural and human differences

The department operates under the leadership of the Division of Student Affairs and works together with three additional areas within Student Involvement and Leadership; student engagement (Student Activities & Organizations, Greek Life, Center for Leadership & Civic Engagement, and Intercultural Affairs), facilities (Mendendhall Student Center and Wright Auditorium), and the ECU Student Government Association.

MISSION AND VALUES

The mission of the Department of Greek Life at East Carolina University is to enhance student development through membership in Greek organizations. The community strives for excellence in all aspects of fraternity and sorority life. The privileges and obligations of membership, taken under oath through rituals, binds students to their respective national organizations and chapters through a set of shared values. These community values serve to establish and maintain mutually beneficial relationships with students, administration, faculty, alumni, advisors, local community members, and (inter)national Greek-letter organizations.

The Office of Greek Life is committed to the fulfillment of the following core values:
- **Friendship:** Friendship is a foundation of Greek Life and a major reason students join a Greek organization. Students involved in Greek organizations tend to form strong friendships throughout their college experience with many lasting for a lifetime.
- **Scholarship:** Academic excellence is a tradition and priority of the East Carolina Greek Community. All organizations have a minimum GPA requirement to be an active member. Most organizations recognize its members for outstanding scholarship inclusive of national and local scholarships, banquets and awards.
- **Leadership:** Involvement in a Greek organization provides a valuable opportunity to develop leadership skills within a chapter through elected, appointed, and volunteer positions; in the greater Greek council community and general ECU student organizations.
- **Philanthropy/Service:** Each chapter on campus has a national philanthropy or non-profit/local organization that they support through fund raising activities and many hours of service engagement.
COUNCILS AND CHAPTERS AT ECU

43 (inter)national Greek Letter fraternities and sororities

4 Councils

19 Chapters

Interfraternity

Alpha Sigma Phi
Chi Phi
Kappa Alpha
Phi Kappa Psi
Sigma Alpha Epsilon
Sigma Pi
Theta Chi
Alpha Tau Omega
Delta Chi
Pi Kappa Phi
Sigma Phi Epsilon
Sigma Tau Gamma
Beta Theta Pi
Delta Sigma Phi
Phi Gamma Delta
Pi Kappa Alpha
Sigma Nu
Tau Kappa Epsilon

Panhellenic

Alpha Delta Pi
Alpha Xi Delta
Kappa Delta
Zeta Tau Alpha
Alpha Omega Pi
Chi Omega
Phi Mu
Alpha Phi
Delta Zeta
Sigma Sigma Sigma

National Pan-Hellenic

Alpha Phi Alpha Fraternity Inc.
Phi Beta Sigma Fraternity Inc.
Kappa Alpha Psi Fraternity Inc.
Zeta Phi Beta Sorority Inc.
Alpha Kappa Alpha Sorority Inc.
Omega Psi Phi Fraternity Inc.
Sigma Gamma Rho Sorority Inc.

Multicultural Greek

Delta Phi Omega Sorority
Iota Nu Delta Fraternity
Lambda Theta Phi Fraternity
Sigma Sigma Rho Sorority
Epsilon Chi Nu Fraternity
Lambda Theta Alpha Sorority
Sigma Omicron Epsilon Sorority

3,000+ STUDENTS
ELIGIBILITY CRITERIA FOR NEW MEMBERS

GPA

Interfraternity

Panhellenic

National Pan-Hellenic

Multicultural Greek

2.5 - 2.8

2.5 - 2.6

2.5

2.3 - 2.75

*Eligibility requirements are set by each organization, either through their national office or by the local chapter leadership

GREEK HOUSING

17 zoned fraternity and sorority houses

259 ECU student residents

14 owned by local house corporations, composed of local alumni volunteers

3 owned by the national organization’s housing corporation

Greek housing is zoned by the City of Greenville with chapters issued a special use permit.
GROWTH

SPRING 2013 TO SPRING 2016

Greek Membership

Female Membership

Male Membership

Increase in Membership from SP 2013 to SP 2016

59%

85% Increase in Female Membership from SP 2013 to SP 2016

52% Increase in Male Membership from SP 2013 to SP 2016
FALL 2012 TO SPRING 2016
All Greek Membership by Race/Ethnicity

- American Indian or Alaskan Native
  - 2012-2013: 18
  - 2013-2014: 16
  - 2014-2015: 16
  - 2015-2016: 18

- Asian
  - 2012-2013: 27
  - 2013-2014: 34
  - 2014-2015: 41
  - 2015-2016: 41

- Black or African American
  - 2012-2013: 114
  - 2013-2014: 132
  - 2014-2015: 151
  - 2015-2016: 159

- Hispanic of Any Race
  - 2012-2013: 83
  - 2013-2014: 112
  - 2014-2015: 140
  - 2015-2016: 164

- Native Hawaiian or Other Pacific Islander
  - 2012-2013: 1
  - 2013-2014: 2
  - 2014-2015: 3
  - 2015-2016: 4

- Nonresident Alien
  - 2012-2013: 10
  - 2013-2014: 11
  - 2014-2015: 15
  - 2015-2016: 15

- Two or More Races
  - 2012-2013: 40
  - 2013-2014: 54
  - 2014-2015: 54
  - 2015-2016: 63

- Unknown
  - 2012-2013: 27
  - 2013-2014: 20
  - 2014-2015: 26
  - 2015-2016: 31

- White
  - 2012-2013: 1444
  - 2013-2014: 1843
  - 2014-2015: 2204
  - 2015-2016: 2648
Scholarship

CUMULATIVE MEMBER GPA BY GENDER

Average Greek Male GPA: 2.69
Average All Greek GPA: 2.94
Average Greek Female GPA: 3.10

CUMULATIVE MEMBER GPA BY COUNCIL

Interfraternity Council:
Average Greek Member CGPA: 2.69

Panhellenic Council:
Average Greek Member CGPA: 3.11

National Pan-Hellenic Council:
Average Greek Member CGPA: 2.86

Multicultural Greek Council:
Average Greek Member CGPA: 2.82

CUMULATIVE NEW MEMBER GPA BY GENDER

Average Male New Member CGPA: 2.73
Average New Member CGPA: 2.83
Average Female New Member CGPA: 3.10

*No new members in MGC
Leadership

ONE COMMUNITY PROGRAMS

Local Business Awareness
Greek Life partnered with Uptown Greenville and Student Activities and Organizations for this inaugural event. The goal was to help bring awareness to local businesses adjacent to campus. Since many students only visit uptown Greenville for the late night experience, this event helped welcome families to campus and showed them what Greenville has to offer.

National Hazing Prevention Week
Greek Life partnered with Student Rights and Responsibilities again this year for National Hazing Prevention Week. As part of the programming, Greek students along with students from ECU’s Honor Board tabled at Wright Place. Throughout the week Greek Life participated in the ongoing national hazing conversation using #NHPW2015 and asked chapters to support them in putting an end to hazing at ECU.

Hazing Keynote Speaker
Greek Life welcomed Dr. Gregory Parks as the keynote speaker for the fall. Dr. Parks is one of the foremost hazing experts in the country. Dr. Parks discussed the history of hazing on college campuses and gave real life examples of what will happen if Greek members continue to haze. Unlike previous Greek Life hazing speakers, Dr. Parks looked at hazing through a legal lens. More than 1,200 students participated in the event.

Greek Life Summit
As part of the Greek Life Summit, the Office of Equity and Diversity presented to over 300 Greek students on the protected classes and provided real life examples of offensive themes. The program continues to build on previous Greek Life programming that works to inform Greek organizations about hosting a property themed party that does not align with a culture. The program highlighted events across the country hosted by Greeks that have led to chapter sanctioning and allows for ECU Greek students to learn through these examples.

Career Networking Reception
For the second consecutive year, Greek Life hosted a networking event with the Greek Alumni Alliance. Named the “Career Networking Reception,” Greek students interacted with more than 20 employers to help hone their Greek experience to their job search. Greek students often times do not know how to relate their fraternity/sorority experience to their future job, this type of event allows them to network and meet future employers.

Intercultural Event
Greek Life partnered with Voyages of Discovery and Intercultural Affairs to help bring Zonnie Gorman to campus. Along with helping promote the full list of scheduled events, Greek Life and Intercultural Affairs sponsored a luncheon for students and faculty to interact with Ms. Gorman. Ms. Gorman, the foremost expert on Navajo windtalkers, led an in-depth discussion about the Native American culture in the United States and how important it is for college campuses and Native American students to continue educating others about history. In addition, Native American ECU students had the opportunity to discuss issues important to them and this region. The event was extremely successful and will lead to future discussions about this topic.
Greek Life leaders participated in Plaid's Self Awareness Workshop in February 2016. The workshop utilizes the Birkman Method®, a personality assessment tool, to help students understand their personality as related to four personality dimensions. The dimensions included: interests, usual behaviors, needs behaviors and stress behaviors. The information below is a personality profile of Greek Life leaders who participated in the workshop.

**Greek Student Leaders**

**INTERESTS**
Defined as passions, desires, activities that give energy and make an individual happy.

51% of Greek leaders have a strong interest in detail-oriented tasks, organizing and tracking.

**USUAL BEHAVIOR**
Defined as good day behavior, strengths, most proactive self, and adaptive in nature.

80% of Greek leaders enjoy spending time in thought, being social with people around them, and exhibiting competitiveness in their actions.

**NEEDS BEHAVIOR**
Defined as our perceptual filter, deepest motivations, how we see the world and how we expect the world to treat us.

57% of Greek leaders perform best when they feel their efforts are being supported by others around them.

**STRESS BEHAVIOR**
Defined as bad day behavior, when an individual’s needs are not met, unproductive, reactive or reflective behavior because we do not have control of those feelings.

57% of Greek leaders need positive feedback to gauge their progress and self-worth.

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**Plaid’s Recommendations for working with Greek Student Leaders**

- Repeat same sessions from Fall 2015 with any Greek student and new leaders in Fall 2016
- Plaid assists ECU with marketing efforts
  - No Additional Charge
- Offer Values and Decision Making workshop for new student leaders and February 2016 participants
  - No Additional Charge
Greek Chapter Advisors

INTERESTS
Defined as passions, desires, activities that give energy and make an individual happy.

All Personality Dimensions Represented
Greek Advisors enjoy motivating, helping others, solving problems and scheduling activities.

USUAL BEHAVIOR
Defined as good day behavior, strengths, most productive self, and adaptive in nature.

All Personality Dimensions Represented
Greek Advisors enjoy being social with people around them, and exhibiting competitiveness in their actions.

NEEDS BEHAVIOR
Defined as our perceptual filter, deepest motivations, how we see the world and how we expect the world to treat us.

50% of Greek Advisors perform best when they feel their efforts are being supported by others around them.

STRESS BEHAVIOR
Defined as bad day behavior, when an individual’s needs are not met, unproductive, reactive or reflexive behavior because we do not have control of those feelings.

50% of Greek Advisors need positive feedback to gauge their progress and self-worth.

Plaid’s Recommendations for working with Greek Chapter Advisors

Greek advisors may need support when required to focus on strategic thinking and implementation of tasks

Great opportunity to partner with Greek professional staff based on their personality profile
Greek Life Professional Staff

**INTERESTS**
Defined as passions, desires, activities that give energy and make an individual happy.
56% of Greek staff have a strong interest in creating a plan, dealing with abstractions, and looking into the future to affect the present.

**USUAL BEHAVIOR**
Defined as good day behavior, strengths, most productive self, and adaptive in nature.
100% of Greek staff enjoy spending time in thought, being social with people around them, and exhibiting competitiveness in their actions.

**NEEDS BEHAVIOR**
Defined as our perceptual filter, deepest motivations, how we see the world and how we expect the world to treat us.
56% of Greek staff perform best when they have had time to explore and think about the world around them.

**STRESS BEHAVIOR**
Defined as bad day behavior, when an individual's needs are not met, unproductive, reactive or reflective behavior because we do not have control of those feelings.
56% of Greek staff need time to process information to make important decisions.

**THOUGHT**
Greek staff tend to be thoughtful and reflective, and draw on past experiences when making a decision.
Greek staff need ample time to think carefully before making big decisions and need the opportunity to talk about their concerns.

**EMPATHY**
Greek staff are warm, sympathetic, and emphasizes values. They are emotional and genuine in their relationships with one another.
Greek staff need activities that challenge their imagination, along with opportunities to share their feelings.

**STRUCTURE**
Greek staff easily adapt to organizational structure and will insist on order and details.
Greek staff need organizational support, along with defined rules, systems, and procedures.

**CHANGE**
Greek staff are responsive, attentive, and easy to excite. They are ready to start new things and can easily multitask.
Greek staff need novelty and variety in their work responsibilities.

**AUTHORITY**
Greek staff are comfortable being assertive and expressing their opinions freely.
Greek staff need the opportunity to debate and appreciate strong, direct line supervision.

**FREEDOM**
Greek staff come across as individualistic and independent.
Greek staff need independence in their goals, schedules, and work demands, and enjoy working on independent assignments.

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**Plaid's Recommendations for Working with Greek Life Professional Staff**

- Greek staff may need support when required to focus on implementation and monitoring the progress of completed tasks.
- Great opportunity to partner with Greek Advisors based on their personality profile.
Philanthropy
FUNDRAISING DOLLARS & COMMUNITY PARTNERS

$148,856
Raised in 2015-2016

Alpha Phi Foundation
Amazing Day Suicide Awareness
American Brain Tumor Association
American Cancer Society
Autism Speaks
Children's Miracle Network
Homes for our Troops
Jimmy V Foundation
Make-A-Wish ENC
Muscular Dystrophy Association
Prevent Child Abuse America
Robbie Page Memorial Fund
Ronald McDonald House
Serious Funds
Special Olympics
St. Jude's and Special Operations Warrior Foundation
The Ability Experience
The Chris Murphy Memorial Scholarship Fund
USO
Wood Lawn House fire
Zeta Tau Alpha Foundation
ASSOCIATION OF FRATERNITY/SORORITY ADVISORS SKYFACTOR SURVEY

SUMMARY

This assessment of the overall effectiveness of fraternity and sorority life at East Carolina University utilizes a national student survey conducted by the Association of Fraternity Advisors (AFA) and Skyfactor (formerly Educational Benchmarking, Inc.). It was administered in 2014 to provide baseline data on Greek Life programming and overall effectiveness, and administered for a second time in 2016. Survey topics include the overall fraternity and sorority experience, housing, safety and security, fraternity/sorority programming, sense of belonging, diverse interactions, interpersonal relationship skills, interpersonal competence, leadership skills, personal development skills, healthy behaviors, self-worth, intrapersonal competence, principled dissent, collaboration, effective chapter leadership, overall satisfaction, overall learning, and overall program effectiveness. It was administered by to all students who were on Greek Life rosters in spring 2014 and spring 2016, in addition, the survey is also conducted by dozens of other Greek communities each year. The Department of Greek Life and coordinated the survey with assistance from Student Affairs Research and Assessment. In this executive summary, the survey findings are organized into four areas based on how East Carolina University Greek students compared to peer institutions and all institutions. The four areas are: areas of strength, areas to monitor, areas to maintain, and areas for improvement. In addition, a comparison was completed between the 2014 and 2016 results to show positive changes from 2014 to 2016 along with improvements that need to be made based on this comparison. Each item is weighted based on the impact has on the Overall Program.

DEMOGRAPHICS

<table>
<thead>
<tr>
<th>Gender</th>
<th>Race</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male (29.50%)</td>
<td>African American (6.05%)</td>
</tr>
<tr>
<td>Female (70.40%)</td>
<td>American Indian or Alaska (0.68%)</td>
</tr>
<tr>
<td>Transgender (0.10%)</td>
<td>Asian (2.28%)</td>
</tr>
<tr>
<td></td>
<td>Hispanic (3.37%)</td>
</tr>
<tr>
<td></td>
<td>Multi-Racial (3.17%)</td>
</tr>
<tr>
<td></td>
<td>White (84.94%)</td>
</tr>
</tbody>
</table>

Response Rate: 28.4%

Greek students responded: 895
**AREAS OF STRENGTH cont.**

**Fraternity/Sorority Programming**
The degree to which Greek Life students are satisfied with programming in the areas including, athletic activities, social activities, and quality of programs.

**Overall Learning**
The degree in which Greek Life students believe their fraternity/sorority assists them in developing their social skills, ability to work effectively with others, self-discipline, understanding personal values, setting academic goals, academic success, and commitment to community service.

**AREAS TO MONITOR**

**Housing**
The degree in which Greek Life students feel like they have the ability to study in their house, ability to sleep without interruption and ability to study in their room. They are also satisfied with the degree of privacy they have in their place of residence.
AREAS TO MONITOR cont.
Areas in which factors are lower performing but have little if any impact on Overall Program Effectiveness

**Principled Dissent**

When a disagreement occurs among the members of the fraternity/sorority, the degree in which Greek Life students believe members support final decisions that did not exactly correspond to their position and do not fear reprisal when members disagree.

![Principled Dissent Chart](chart.png)

**AREAS TO MAINTAIN**
Areas in which factors are high performing but have little if any impact on Overall Program Effectiveness

**Diverse Interactions**
The degree in which Greek Life students’ involvement with their fraternity/sorority enhance their ability to work with diverse populations (i.e., cultural, ethnic, political).

![Diverse Interactions Chart](chart.png)

**Interpersonal Competence**
The degree to which Greek Life students engage with faculty outside the classroom.

![Interpersonal Competence Chart](chart.png)
AREAS TO MAINTAIN cont.

Leadership Skills
The degree to which Greek Life students' believe they have gained the ability to run meetings and manage finances by participating in Greek Life.

Leadership Skills:
Degree to which your fraternity/sorority enhanced your ability to...
- Run Meetings
- Manage Finances

AREAS FOR IMPROVEMENT

HIGHEST PRIORITY

Fraternity/Sorority Programming
The degree to which Greek Life students' believe they have gained the ability to run meetings and manage finances by participating in Greek Life.

Fraternity/Sorority Programming:
Degree to which you are satisfied with programs and activities attended or provided by your fraternity/sorority regarding...
- Variety of Programs
- Community Service
- Educational Experiences
- Alumni Activities

HIGH PRIORITY

Personal Development Skills
Improvements need to be made in Greek Life to assist Greek Life students in establishing an effective study schedule and written communication skills.

Personal Development Skills:
Degree to which your fraternity/sorority experience enhanced your ability to...
- Establish an Effective Study Schedule
- Written Communication Skills
RESILIENCE & CIVILITY

Summary

The 2015-2016 academic year has been a rewarding within the Department of Greek Life. The Greek community continued to grow from 39 to 43 total organizations growth by reinstating and adding chapters, thereby increasing the total membership to over 3151 students, which represents a 67% increase from the 2012-2013 academic year. The launch of the One Community initiative was successful through implementation of 15 varied programs focused on risk management, communication, and leadership development. Although One Community was met with concern by the Greek community – the initiative, through branded messaging and education, has proactively marketed ECU’s Greek community to the campus and North Carolina.

As the 2015 fall semester concluded, Greek leadership and the Greek Life staff began to build the initiative for the 2016 spring term. This grass-roots approach led to increased involvement. During the course of the 2015-2016 academic year, Greek Life achieved a 12% increase in philanthropic fundraising, generating $148,856 that supported 21 different local and national community organizations. For the first time the Greek President’s Council came together to establish a Greek community goal of $175,000 in philanthropic fundraising for the 2016-17 academic year.

The Greek community continued to advance data-driven decision making through administration of a national benchmarking survey, institutionally focused outcomes assessment, and engagement of external consultants. Information generated through these assessment processes resulted in identifying four major themes and corresponding recommendations on which the Department of Greek Life will be focus its efforts during the 2016-17 academic year.

ACADEMIC THEME

Female Greek members attained slightly higher grade point averages (GPA) than did their male counterparts. The chapter or council new member GPA aggregate score again fell below the 3.0 mark. While these aggregate GPA scores are consistent with the ECU averages for male and female GPAs, with slight increases over the last five years, the Department of Greek Life would like to see higher individual and hence, overall GPA scores elevated through stronger academic performance.

• Recommendation
  Implement a committee led by faculty and students to explore options around an academic plan with clear goals, rewards for success, and sanctions for failure.
PROGRAM THEME
Much of the subjective data presented through One Community and confidential membership responses collected via the Skyfactor national survey identified displeasure with the programming and the planning processes taking place during the course of the year. Concerns centered on the variety and quantity of programs relative to timing and overlap with national and chapter programs.

- **Recommendation**
  Review the program plan for the 2016-17 academic year, including Greek Week, and explore options to create a Greek specific program board and funding model.

ONE COMMUNITY THEME
Much of the subjective data collected from the One Community/Plaid initiative focused on Greek leader decision making and advisor support. Greek leaders scored high in socialization as a focus of their leadership behavior and low in decision making, values, or ethics scores. Chapter advisors and professional staff both identified low levels of satisfaction in support and partnerships with each other.

- **Recommendation**
  The creation of a new IFC advisor will allow the Greek Life director time to focus on the development of a program between the office and the advisors built on support.

SERVICE THEME
While it is known that each chapter has national requirements for service and philanthropy, there is a limited amount of data that is collected to accurately reflect the number of hours contributed. The recent focus on philanthropic fundraising and organizational impact, initiated by the One Community initiative, has assisted the Department of Greek Life in gathering more accurate information. In the spring there was an electronic sign installed to measure and monitor the target fundraising goal for the entire Greek community. This publicly visible sign located in Mendenhall Student Center also serves to market the success in reaching that goal to the greater East Carolina community.

- **Recommendation**
  Review how other Greek communities within higher education develop and track their service and philanthropic goals as one community and within their institution’s community.

This Greek Life Annual Report was generated by the Student Affairs Assessment, Research and Retention staff: Melissa Allay and Jeremy Tuchmayer; Erik Kneubuehl, Associate Vice Chancellor of Student Affairs, and Keith Tingley, Director of Greek Life with information support from departments in Greek Life, Institutional Planning, Assessment and Research, and Student Affairs Assessment, Research and Retention. (November, 2016)