

# **2018 Annual FSI Report**

## **University of Montana**

**Office for Fraternity & Sorority Involvement**

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## **Introduction**

At the University of Montana (UM), the fraternity and sorority community is a long-standing tradition, dating over 110 years. This community prides themselves on the foundations of camaraderie among members, scholarship, and service. In addition to these values, the men and women in these organizations benefit from additional programming that leads to increased campus leadership and risk reduction. The Office of Fraternity and Sorority Involvement (FSI) has compiled this report from information provided by annual chapter reports from the 2018 calendar year. It is our hope through this report we can demonstrate the value of these organizations to our campus and the broader Missoula community.

## **Community Demographics**

The fraternity and sorority community is 4.5% of the University of Montana student body. Our current community is home to ten social fraternity and sorority organizations, also known as chapters. These chapters are private organizations, and therefore, are represented on UM's campus through two ASUM student groups known as College Panhellenic Council and Interfraternity Council. These councils are the peer governing bodies of our community. The Office of Fraternity and Sorority Involvement serves as the advisor to these groups, but they ultimately fall under two greater organizations [National Panhellenic Conference](#) and [North American Interfraternity Conference](#).

Social fraternity and sorority organizations are single-gendered, therefore, giving them an exclusive [Title IX exemption \(membership practices exempt\)](#). The women's organizations at UM have 252 members, while the men's organizations have 176. This contributes to a total of 428 students overseen by Fraternity and Sorority Involvement. Below is the breakdown of individual chapter membership, organized by peer council.

### College Panhellenic Council:

- [Alpha Phi](#)- 62
- [Delta Gamma](#)- 67
- [Kappa Alpha Theta](#)- 64
- [Kappa Kappa Gamma](#)- 59

### Interfraternity Council:

- [Kappa Sigma](#)- 49
- [Phi Delta Theta](#)- 27
- [Sigma Alpha Epsilon](#)- 32
- [Sigma Chi](#)- 39
- [Sigma Nu](#)- 22
- [Sigma Phi Epsilon](#)- 7

## **Organizational Structure**

In order to better understand the hierarchy of both private organization and FSI's role within the University of Montana, we have created visual relationship charts in Appendix A and B.

## **Membership**

Membership in fraternities and sororities begins with the new member process ranging from one to ten weeks, depending on the organization. During this time, new member classes learn about the academic and societal expectations of being an affiliated member, in addition to, the rich history of FSI organizations. New members are welcomed into the sister/brotherhood through mentorship programs and ritual, another foundation of the fraternity and sorority experience. Active membership occurs after the completion of this new member period through graduation. Beyond the time spent at the University, members have the opportunity to continue their membership through the Alumni experience. These Alumni experiences offer ways for fraternity and sorority members to continue the tradition of giving back to their organizations, the University community, and the local community. The three most common ways the Alumni of fraternity and sorority organizations give back are:

1. Stepping into the hierarchy of organizational leadership as an Alumni advisor.
  - a. These Alumni advisors serve as mentors and liaisons between organizational headquarters and active members.
2. Joining an active Alumni chapter.
3. Contributing financially to both their respective organizations and/or the University of Montana. Below are contributions to the UM Foundation from the last six fiscal years:

<b>Fiscal Year</b>	<b>FSI Affiliated donors</b>	<b>All donors</b>
2013	\$1,613,165	\$38,148,017
2014	\$15,833,795	\$179,854,271
2015	\$4,555,599	\$167,691,708
2016	\$4,792,235	\$138,646,070
2017	\$8,229,197	\$266,211,223
2018	\$10,265,562	\$274,209,508

## **Scholarship**

Fraternity and sorority organizations are rooted in academic excellence, therefore, our men and women are expected to maintain certain scholastic standards. These standards include scholastic programming provided by individual organizations and their respective peer councils. Examples of these are:

- Scholarship dinners
- Required study hours
- Academic improvement plans
- Incentives programs
- Workshops for new members
- Academic chairs and committees, including alumni support

Additionally, there are GPA requirements to maintain active membership and leadership roles. Listed below are the GPA requirements of each chapter:

<b>Organizations</b>	<b>Membership GPA</b>	<b>Leadership GPA</b>	<b>Spring 2018 Chapter Average GPA</b>
Alpha Phi	2.75	2.75	3.12
Delta Gamma	2.5	2.7	3.38
Kappa Alpha Theta	2.75	2.75	3.38
Kappa Kappa Gamma	2.70	2.70	2.89
Kappa Sigma	2.0	2.0	2.54
Phi Delta Theta	2.75	2.75	2.91
Sigma Alpha Epsilon	2.5	2.5	2.87
Sigma Chi	2.0	2.5	2.79
Sigma Nu	2.75	3.0	2.82
Sigma Phi Epsilon	2.8	3.0	2.80

## **Service**

In 2018, the members of UM's fraternity and sorority community donated 9,535 volunteer hours and \$21,697 of philanthropic work to local and national organizations. This is a first-hand example of how the value of giving back for the good of others is instilled in members. The fraternities and sororities at UM are partnered with the following non-profit organizations:

<b>FSI Organizations</b>	<b>Non-profit Organizations</b>
Alpha Phi	American Heart Association
Delta Gamma	Service for Sight
Kappa Alpha Theta	CASA
Kappa Kappa Gamma	Reading is Fundamental
Kappa Sigma	The Military Heroes Foundation
Phi Delta Theta	Live Like Lou Foundation
Sigma Alpha Epsilon	Children's Miracle Network
Sigma Chi	Huntsman Cancer Institute
Sigma Nu	St. Jude's Children's Hospital
Sigma Phi Epsilon	Big Brothers Big Sisters

Additionally, you will find men and women affiliated with UM's fraternity and sorority community volunteering at:

- Animeals
- Best Buddies of Montana
- CASA of Missoula
- Clark Fork Cleanup
- Family Promise
- Flagship
- Girl Scouts of Missoula
- Go Red Go Women
- Griz Glow 5K Run
- Hillside Health and Rehab
- Missoula Humane Society
- Missoula Medical Aid
- Planned Parenthood
- The Poverello Center
- Riverbank Run
- Saint Patrick House
- The Springs Retirement Home
- St. Jude's Up 'Til Dawn
- Sunday Sweepers
- University United Food Friday

- Hospice Ball
- Missoula Food Bank & Community Center
- YMCA
- YWCA
- Watson's Children's Shelter

## **Programming**

### *Individual Chapter Programming*

All fraternity and sorority organizations require additional programming to enhance the membership experience. These programs are constantly being changed and updated as college campuses evolve. Below is a list of required programming from the 2018 calendar year:

- Online modules prior to Initiation: Three Cardinal Principles, Friendship, Sound Learning, Moral Rectitude
- Be Your Brothers Keeper Module
- Leadership Workshops hosted by peers and National Consultants
- Academic success workshops and improvement plans
- Campus Clarity: Chapter-wide virtual alcohol, sexual assault, and drug training
- Heart Health Meeting
- Stress Less from Curry Health Center
- Intergenerational Trauma Presentation
- Etiquette Dinner
- Health Nut: Mental Health and Stress Management
- DG Dialogues (Appendix C)
- Behind Happy Faces: Mental Health program
- Safety program with local firefighter
- Recycling program

### *The Office of Fraternity and Sorority Involvement Programming*

In addition to the above programming, the Office of Fraternity and Sorority Involvement requires programs, trainings, and meetings throughout the academic year. Below are the events that occurred in 2018:

- SARC: Resiliency & Bystander Training (Appendix D)
- College Panhellenic Meetings
- Interfraternity Council Meetings
- President Retreat & Meetings (Appendix E)
- UM Allies Training (Appendix F)
- New Member Orientation (Appendix G)
- Greek Leadership Day (Appendix H)
- Judicial Board Training (Appendix I)
- Advisor meetings (see Appendix J)

## **Campus Leadership & Involvement**

A cornerstone of Fraternity and Sorority Involvement is building leadership and networking skills that are demonstrated on a daily basis. While only 4.5% of UM's student body is a part of a fraternity or sorority, they participate in over 100 organizations on campus and in Missoula. Additionally, 65.8% of all fraternity and sorority members participate in student organizations outside of FSI. Of these students, 25.4% hold leadership positions. This involvement not only shows a commitment to the University of Montana but to the college experience.

Not only do fraternity men and sorority women have leadership roles within student groups at the University of Montana, but they also hold leadership within each individual chapter. In 2018, 49 students represented UM FSI at various national conventions and leadership conferences. While at these national conferences, UM chapters won 9 national awards that recognized them in various categories from best recruiters to academic excellence.

## **Risk Reduction**

Fraternities and sororities strive to mitigate risk throughout their private organizations. This can be seen through many avenues such as intentional programming previously listed, in addition to risk reduction plans.

At the University of Montana, FSI maintains our own protocol to mitigate risk within our community, in addition to, the standard University risk management. The Office of Fraternity and Sorority Involvement recognizes that these men and women are involved in *social* organizations, which allows for a diverse range of interaction between chapters. Examples of these social interactions include events such as Greek Week, Homecoming, functions, or Alumni gatherings.

In addition to the training required through the Office of Fraternity and Sorority Involvement, we maintain a Mutual Relationship Agreement (Appendix E), that aligns with private organization risk management policy. This allows FSI oversight on alcoholic and non-alcoholic social events. Protocols that you will find in this document include notifying the Office of Fraternity and Sorority Involvement of *any* social event. For events including alcohol, a chapter must provide a guest list, have a method for checking identification and use a GrizCard scanner to cross-reference guests in attendance, in addition to, the sober monitors which are a requirement for many private organizations.

The current Mutual Agreement, which identifies risk management policies, had not been updated since January 2013. Recognizing that many changes have occurred across our campus and within our society, we have taken it upon ourselves to propose a new draft of this agreement (Appendix K). This draft is currently being vetted by our College Panhellenic Council, Interfraternity Council, Chapter Advisors, Chapter Presidents, National Panhellenic Conference, and North American Interfraternity Conference. Upon the completion of this process, we will present a final draft to the Office the President for final approval. This is likely to occur in Spring of 2019.

Recognizing a lack of peer accountability, the Office of Fraternity and Sorority Involvement implemented a judicial review committee composed of fraternity and sorority members in the spring of 2018. The processes were updated leading to the creation of our current peer judicial board, which is lead by the Vice President's of College Panhellenic and Interfraternity Councils, in conjunction with the Director of Fraternity and Sorority Involvement. These three individuals meet upon receiving potential violations of the University of Montana's Mutual Relationship Agreement.

Upon receiving notification, via an online form which was added to the website during the summer of 2018 or email notification, the Vice President's of CPC and IFC and Director of FSI evaluate and address potential violations. Outcomes of these evaluations can range from a sit-down discussion with the chapter president and advisor to a full judiciary board investigation. This process was taught in a Judicial Board Training hosted at the beginning of the 2018-19 Academic Year (Appendix I). Judicial Board oversight and holding the chapter accountable, does not supersede Student Conduct Code nor the Campus Student Conduct Officer.

## **Conclusion**

Fraternities and sororities are a dynamic and integral component of UM's campus community. While only representing a small handful of University students, these men and women have a direct impact on our campus culture. It is our hope that this report reflects the improvements, achievements, and importance of Fraternity and Sorority Involvement at the University of Montana in 2018.