

Center for Fraternity & Sorority Life

Program Questionnaire



FY 2022

- 1. Please provide a one-page executive summary of your questionnaire responses. This summary should include, in brief terms: your unit's mission, how you accomplish your unit's mission, and a justification of your unit's student fee allocation in terms of benefits for students.**

Center for Fraternity and Sorority Life Mission:

The mission of the Center for Fraternity & Sorority Life (CFSL) is to enhance the fraternity/sorority member experience in order to elevate our Greek community. CFSL accomplishes this mission through intentional effort applied in the following areas:

- ***Center and Community Operations*** – CFSL will maximize effectiveness and efficiency in regards to Center and Community-specific practices, policies, and procedures.
- ***Planning and Assessment*** – CFSL will make a case for the value of fraternities and sororities through data-driven measures for success.
- ***Advising and Coaching*** – CFSL will identify and implement strategies that best support the advising needs of chapter leaders, council leaders, and general members.
- ***Educational Programming*** – CFSL will develop and provide access to original and innovative educational programming that meets the changing needs of fraternity/sorority leaders.
- ***Stakeholder Development*** – CFSL will establish relationships and build influence with advisors, faculty/staff, and university alumni to build both human and financial support for fraternities and sororities.
- ***Fraternity & Sorority Housing*** – CFSL will partner with Student Housing and Residential Life to create a positive residential environment for fraternities and sororities.

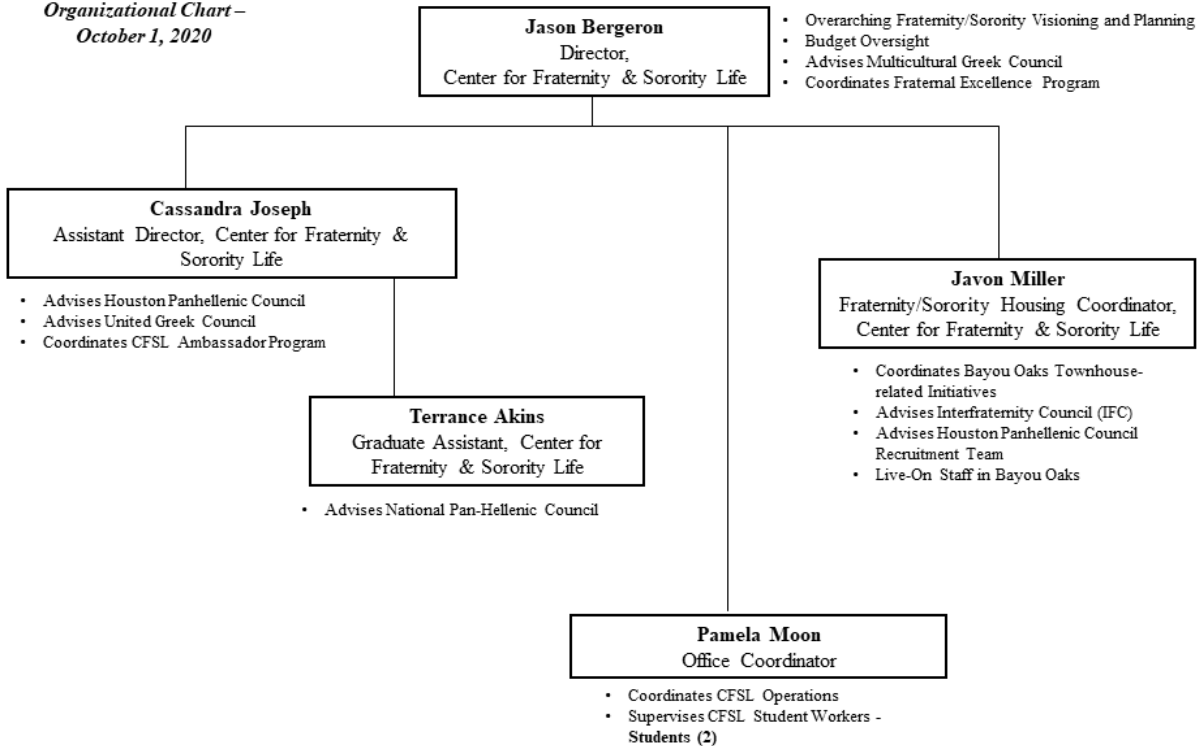
FY2020 in Overview:

The Center for Fraternity and Sorority Life (CFSL) focuses primarily on the diverse needs of the fraternity and sorority community at the University of Houston. In FY2020, the center had three full-time exempt staff, one non-exempt staff member, and one graduate assistant who focus on advancing both student learning and operational effectiveness within Greek Life. Future goals and action items are tied directly to the six overarching areas for which the Center is directly responsible, as reflected in CFSL's mission statement. The center is working hard to strategically grow our fraternity and sorority community, while also providing increased support and accountability to fraternity and sorority members and advising and coaching for chapters and councils.

The staff currently advises approximately 40 fraternities and sororities housed under five governing councils, the fraternity/sorority residential experience in Bayou Oaks, and participates in a variety of Student Life and University initiatives. This report will discuss the specific action steps we will take in order best align the fraternity/sorority experience with University goals and Student Affairs and Enrollment Services values. Additionally, we will discuss new and evolving programs and initiatives in all areas. The CFSL is 100% funded by student fees, and we seek to be careful stewards of this funding and to provide the University of Houston with experiences that are proven to meet the educational mission of the university. Throughout the report, you will see data that supports learning within many of our programs that required significant financial support.

2. Provide an organization chart of your unit. Large units may need to have an overview chart and then more specific charts for each program. Where you have multiple staff in the same position (e.g. counselor, advisor, etc.), note this on your chart. Student employees should be cited on the chart and identified as students.

*Center for Fraternity & Sorority Life
Organizational Chart –
October 1, 2020*



UNIVERSITY of **HOUSTON**
CENTER for FRATERNITY & SORORITY LIFE

Additionally, CFSL advising staff rotate direct coordination of our flagship programs listed below on a yearly basis:

- Fraternity & Sorority Presidents' Leadership Summit
- ELEVATE Fraternal Leadership Conference
- Fraternity/Sorority Night of Celebration
- Future Greek Leaders Academy

3. List your unit's strategic initiatives and action steps identified for the 2019-2020 academic year and cite the specific Division of Student Affairs and Enrollment Services (DSAES) Strategic Initiatives and University of Houston Strategic Goals to which they relate (links below). Please comment on your success in achieving these strategic initiatives/action steps. If a strategic initiative/action step changed during the year, please note this and explain. Also, list any new strategic initiatives/action steps, the rationale for the addition, and comment on your success in achieving these items.

DSAES Plan: (http://www.uh.edu/dsaes/about/strategic_plan.html)

UH Goals: (<http://www.uh.edu/mission/>)

Strategic Initiative #1 – Center and Community Operations - CFSL will maximize effectiveness and efficiency in regards to Center and Community-specific practices, policies, and procedures.

- a. Action Step #1 – CFSL will implement strategies designed to increase foot traffic into the Center for Fraternity & Sorority Life, specifically by non-council and non-chapter officers. [DSAES Strategic Initiatives – 1a; UH Strategic Goals – Student Success].

Status: Changed.

This goal was transitioned to 2020-2021. It was the intent of CFSL to collect baseline data starting in the Spring of 2020. However, as students departed campus in early March due to the COVID-19 pandemic and failed to return, this goal has been delayed until the campus can resume normal operations.

- b. Action Step #2 - CFSL will review and, if needed, revise membership intake procedures and education to increase accurate and timely intake reporting. [DSAES Strategic Initiatives – 3a; UH Strategic Goals – Student Success].

Status: Completed.

CFSL reviewed and made small revisions to the Membership Intake Reporting Process. Changes included:

- Further defining and shortening the time period between initiation and presentation to 10 business days.
- Including language regarding chapter responsibility for managing entry into the event.

Strategic Initiative #2 – Educational Programming – CFSL will develop and provide access to original and innovative educational programming that meets the changing needs of fraternity/sorority leaders.

- a. Action Step #1 – CFSL will actively work with council leadership, CFSL ambassadors, and appropriate departments to expand campus and community-wide programming for both National Hazing Prevention Week (September 2019) and Sexual Assault Awareness Month (April 2020). [DSAES Strategic Initiatives – 1a, 1c; UH Strategic Goals – Student Success].

Status: Continued into 2020-2021.

CFSL was working with the Interfraternity Council and in partnership with other councils to execute some Sexual Assault Awareness month programming, but those efforts were halted when students vacated campus and are now picking back up. Currently, both Interfraternity Council and the Multicultural Greek Council are working on sexual misconduct programming strategies.

Strategic Initiative #3 – Planning and Assessment – CFSL will make a case for the value of fraternities and sororities through data-driven measures for success.

- a. Action Step #1- CFSL will deliver a fully completed fraternity/sorority community strategic plan focusing on CFSL and council-based action items. [DSAES Strategic Initiatives – 1d, 3c; UH Strategic Goals – Student Success].

Status: Partially accomplished and in progress.

CFSL continues to work with councils to refine their 2021-2024 goals and intends to be fully completed by the end of this academic year. There are pieces and parts that have been completed and condensed, but the final review and feedback will be moved to Spring 2021 when an anticipated return to in-person learning occurs.

- b. Action Step #2 – CFSL will develop a ‘making the case’ document to share with university faculty, staff, students, and alumni communicating the empirical impact of fraternities and sororities on campus. [DSAES Strategic Initiatives – 1d; UH Strategic Goals – Student Success, National Competitiveness]

Status: Transitioned to 2020-2021.

No significant progress has been made on this goal at this time. This goal was transitioned to the FY2021 fiscal year.

Strategic Initiative #4 – Stakeholder Development - CFSL will establish relationships and build influence with advisors, faculty/staff, and university alumni to build both human and financial support for fraternities and sororities.

- a. CFSL will work with DSAES Advancement, DSAES Communications, and Alumni Affairs to generate alumni affinity and interest for fraternity/sorority specific development events during Homecoming 2019 and Frontier Fiesta 2020. [DSAES Strategic Initiatives – 3b, 4e; UH Strategic Goals – Student Success, National Competitiveness].

Status: In progress.

CFSL continues to work with our development officer to identify fundraising opportunities for chapters and for the fraternity & sorority life (FSL) community at large. The CFSL community is still working with Alumni Affairs to build a system that codes FSL affiliation in the alumni database, but this has been challenging due to instability and inconsistency in alumni affairs priorities.

Strategic Initiative #5 – Fraternity & Sorority Housing – CFSL will partner with Student Housing and Residential Life to create a positive residential environment for fraternities and sororities.

- a. Action Step #1 – CFSL will work to align Bayou Oaks social and alcohol policies with upcoming national health and safety standards surrounding alcohol consumption and distribution, specifically in the removal of hard alcohol from fraternity/sorority homes. [DSAES Strategic Initiatives – 1c; UH Strategic Goals – Student Success, National Competitiveness].

Status: Accomplished.

While policies levied by the NIC have been put into practice, those policies have also been reflected in an update to the registration process that references the transition to beer, wine, alcohol below 15% ABV. This has also been reflected in Interfraternity Council health and safety policies.

- b. Action Step #2 – CFSL will increase opportunities for non-CFSL and non-Housing university faculty & staff to visit and engage with fraternity/sorority townhomes at Bayou Oaks. [DSAES Strategic Initiatives – 4a, 4b, 4e; UH Strategic Goals – Student Success].

Status: Transitioned to 2021-2022.

CFSL has yet to make significant progress with this goal as of the close of FY2020 and, due to COVID-19, has transitioned this goal to a time where it is safe to infuse more visitors and guests into fraternity/sorority housing.

Additional Objectives

The following initiatives were not part of our original goals as a functional area but became important during the academic year.

1. COVID-19 Remote Transition

- a. In March, the entire CFSL team moved to a remote operation in response to the COVID-19 pandemic. This included transitioning all staff operations, advising operations, recruitment programs, and educational programs to a virtual format.

2. Chapter Growth

The Center for Fraternity & Sorority Life officially chartered, created, and/or welcomed back the following organizations on campus during FY2020:

- Sigma Chi Fraternity

4. Please discuss the means that you are utilizing to evaluate both your success in achieving the aforementioned strategic initiatives and/or action steps and their importance as compared to others that you might pursue. Where data exist, discuss the number of persons served by each of your programs and any assessment measures and/or learning outcomes used to evaluate program success. Please provide the method for collecting these data.

	FY14	FY15	FY16	FY17	FY18	FY19	FY20
Operations							
Total Chapters	44	43	47	48	48	44	38
Total Members	1210	1393	1514	1568	1532	1468	1297

Academic Performance							
Average Undergraduate Student GPA	2.880	2.880	2.890	2.920	2.956	2.99	2.99*
Average Undergraduate Greek GPA	2.741	2.820	2.786	2.880	2.878	2.869	2.872*
Difference	(0.139)	(0.060)	(0.104)	(0.040)	(0.078)	(0.121)	(0.118)
% of Chapters Above All-Men's/Women's/Student GPA	27%	33%	30%	29%	38%	31%	32%

Flagship Program Attendance							
Fraternity & Sorority Presidents' Leadership Summit	35	46	60	50	49	48	37**
ELEVATE Fraternal Leadership Conference	-	-	-	-	97	41	57
'--NetPromoter Score	-	-	-	-	72	78	-
Future Greek Leaders Academy	-	44	50	55	49	56	47
Fraternity/Sorority Night of Celebration	242	215	275	254	235	250	225
Greek-a-Palooza	-	-	220	-	355	386	157

Fraternal Excellence Program							
Total Excellence Awards Given	<u>21</u>	<u>19</u>	<u>40</u>	<u>46</u>	<u>44</u>	<u>38</u>	<u>44</u>
--Intellectual Development	3	3	8	6	6	9	4
--Leadership Development	3	1	3	9	5	5	7
--Service & Citizenship	4	6	7	8	9	6	9
--Meaningful Relationships [Bro/Sis/Siblinghood]	6	3	5	7	9	4	7
--Ritual and Values	5	6	17	16	15	14	17

EBI/SkyFactor Benchmarking Survey							
Overall Satisfaction	-	6.10	-	5.83	-	5.99	-
Overall Learning	-	5.97	-	5.72	-	5.94	-
Overall Effectiveness	-	6.02	-	5.77	-	5.97	-

Social Media/Communications Influence							
Instagram Followers	-	-	-	-	1023	944	985
Twitter Followers	-	-	-	-	1309	1297	1296
MailChimp 'Monthly Update' Unique Subscribers	-	-	2039	2270	2808	3734	3772
MailChimp 'Monthly Update' Max Open Rate	-	-	50.70%	39.90%	24.60%	16.17%	26.00%

Retention/Persistence Data							
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First-to-Second Year Persistence (FTIC)	86.92%	86.80%	84.27%	91.63%	NYA	NYA	NYA
First-to-Second Year Persistence (FTIC) *All-Students	86.30%	84.60%	84.87%	84.90%	NYA	NYA	NYA
Difference	0.62%	2.20%	-0.60%	6.73%	NYA	NYA	NYA

NYA = Not Yet Available

*Only Fall 2019 data included due to altered grading policy

**Includes only first session of multi-session program

CFSL uses the following effectiveness measures on an annual and/or semester basis.

General Membership Data

The Center for Fraternity & Sorority Life tracks general membership data and, during any semester, communicates how many men and women on campus identify as members of fraternities and sororities. The campus has seen slow, steady increases in fraternity/sorority membership since Fall 2009, but has seen decreases since Fall 2015 that have been amplified by COVID-19. While dipping slightly from Fall 2017 to Fall 2018, fraternity/sorority membership continued to decline due to the loss of multiple chapters to approximately 1,300 active and new members.

Academic Performance Data

The Center for Fraternity & Sorority Life tracks academic performance data for all fraternities and sororities through self-reported membership rosters. Academic performance has continued to be an area of opportunity for the Greek community, as historically approximately 25-30% achieve a GPA at or above their all/men's/women's/student average. Complete reports can be found on the CFSL website at <http://www.uh.edu/cfsl/resources/reports/>. Including up to Fall 2019 data, the percentage of chapters achieving a term GPA above their respective all-men's/women's/student average rests on average in the low to mid 30's.

Flagship Program Attendance

CFSL measures program attendance in part by increases in attendance at CFSL-sponsored meetings, programs, and events. Specifically, CFSL tracks and strives to increase attendance at the following flagship CFSL programs. Also, important metrics that CFSL uses for program success are included beyond participation numbers:

- ELEVATE Fraternal Leadership Conference – October 2019
 - NetPromoter Score: Net Promoter is defined as the extent to which someone would recommend to a friend or colleague on a 10-pt scale (% 9-10's - % 6-1's). 70+ is considered 'world class'.
 - NetPromoter Score could not be calculated this year because of the poor response rate for the post-program evaluation.
- Fraternity/Sorority Night of Celebration – February 2020
- Future Greek Leaders Academy – March 2020

- Fraternity & Sorority Presidents' Leadership Summit – August – December 2020
 - This program was transitioned to a virtual format due to COVID-19. Additionally, it was restructured as multiple, separate sessions delivered at separate times in lieu of the normal two-day, in-person program.

Fraternal Excellence Program

The Fraternal Excellence program is the University of Houston's assessment and awards programs designed specifically for fraternities and sororities and has been in existence since 2011. Throughout this program, fraternities and sororities discuss chapter accomplishments in each of five areas and receive awards, recognition, and feedback based upon their achievements in each area. Excellence awards are given to chapters considered to be excelling in any and/or all of the specific evaluation areas. This data assists the CFSL staff in identifying which areas the Greek community is excelling and which areas require additional attention.

SkyFactor Fraternity & Sorority Educational Benchmarking Survey

Every other year, CFSL administers an educational benchmarking survey to identify areas of strength and areas of opportunity as they are related to national standards and peer institutions. Measures are communicated on a scale from 1 to 7, with scores above 5.50 considered to be operating at a strong level. This instrument provides CFSL with meaningful data about our effectiveness as a fraternity/sorority community and focused areas in which we can target efforts to increase overall effectiveness. While CFSL did not conduct the benchmarking survey in FY2020, it did conduct it in FY2019. For FY2019, CFSL saw increases in all major factors (learning, satisfaction, and effectiveness. CFSL also exceeded their Carnegie classification peers and all participating institutions in all major factors (learning, satisfaction, and effectiveness). Additionally, through additional data analyses, the following emerged:

- Members who have participated in the Future Greek Leaders Academy reported statistically significant levels of learning above those who had not attended FGLA.
- Students of color in Interfraternity Council and Houston Panhellenic Council groups reported statistically significant levels of satisfaction with their experience above students who identified as White.

Social Media/Communications Influence

CFSL regularly tracks and measures its communication impact through both social and digital media:

- Instagram Followers
- Twitter Followers
- MailChimp 'Monthly Update' Newsletter Subscriber Count
- MailChimp 'Monthly Update' Newsletter Maximum Open Rate for Fiscal Year

Persistence/Retention Data

Through its divisional progress card, CFSL tracks the retention and graduation rates of fraternity/sorority members, specifically the first-to-second year return rate and 6-year graduation rate. While 6-year graduation rates are not yet available for the data years included, fraternity/sorority members most recently demonstrated a 6.73% difference in first-to-second year retention rate, meaning those who join fraternities/sororities in their first semester are more likely to return for their second year at the university.

5. Please discuss any budget or organizational changes experienced since your last (FY2021) SFAC request, their impact on your programs, and your reason for implementing them. SFAC recognizes that some programs did not receive the funds that they requested, that some programs were impacted by additional expenses after the conclusion of the budget cycle, and that some programs may be ahead of or behind their self-generated income projections.

CFSL has continued to expand its educational programming efforts based upon growing need. ELEVATE Fraternal Leadership Conference has provided approximately 200 (2017 - 2019) fraternity/sorority members with on-campus leadership development, while additional speakers brought in intentionally and in partnership with other departments have assisted the FSL community in addressing specific educational needs. While these initiatives have been identified as a need by DSAES leadership, they have not been base-funded through SFAC, causing CFSL to further restrict spending on multiple flagship programs. CFSL has not operated with even a marginal surplus of maintenance and operations funds for the three fiscal years prior to this most recent one impacted by COVID-19.

6. If your unit concluded FY2020 with a Fund 3 addition to Fund Equity in excess of \$5,000, please describe the conditions which caused the addition and provide a line-item identification of the budgetary source(s) of the addition (i.e. lapsed salary, conference travel, etc.).

The Center for Fraternity & Sorority Life ended FY2020 with a Fund 3 contribution to Fund Equity of \$23,222. Approximately the entirety of this amount can be attributed to the following:

- Generally, staff were directed not to engage in any spending not focused on the transition to a remote operation. This included many office-related, program-related, and other promotional/printing/design costs that weren't expensed.
- Due to the remote learning environment brought on by COVID-19, CFSL did not host in-person one of its flagship programs, the Fraternity/Sorority President's Leadership Summit. This program is traditionally held off-site and includes lodging, meals, transportation, and other supplies for approximately 50 fraternity/sorority leaders that were not spent.
- As a hold was placed on any staff travel, costs often associated with conference attendance and/or professional development were not spent.
- As the office was in a fully remote operation for approximately 5 months, student worker salaries remained unspent.

7. Please list your 2021-2022 strategic initiatives and action steps in priority order and cite the specific Division of Student Affairs and Enrollment Services Values and University of Houston Strategic Goals to which they relate. Larger units may wish to group responses by subprogram. Under each strategic initiative, please state the specific action steps (programs, activities, services, policies/procedures, etc.) that you intend to implement to accomplish your stated initiative.

The staff in the Center for Fraternity & Sorority Life has identified the following strategic initiatives and action steps to be completed by the close of FY2022. Priority order for action steps is listed immediately after said action step. All strategic initiatives are grounded in the six core areas of the Center for Fraternity & Sorority Life and, if applicable, tied to the Division of Student Affairs and Enrollment Services' Strategic Plan.

Strategic Initiative #1 – Center and Community Operations - CFSL will maximize effectiveness and efficiency in regards to Center and Community-specific practices, policies, and procedures.

- a. Action Step #1 – CFSL will implement strategies designed to increase foot traffic into the Center for Fraternity & Sorority Life, specifically by non-council and non-chapter officers. [DSAES Values – Transparency; UH Strategic Goals – Student Success].
- b. Action Step #2 – CFSL will work to map and align all educational program offerings with the Scarlet Seals of Excellence. [DSAES Strategic Initiatives – SS1.2; DSAES Values – Innovation; UH Strategic Goals – Student Success].
- c. CFSL will work to grow the financial resources of culturally-based councils to support increased leadership program development. [DSAES Strategic Initiatives – SS1.3; DSAES Values – Innovation; UH Strategic Goals – Student Success]

Strategic Initiative #2 – Educational Programming – CFSL will develop and provide access to original and innovative educational programming that meets the changing needs of fraternity/sorority leaders.

- a. Action Step #1 – CFSL will actively work with council leadership, CFSL ambassadors, and appropriate departments to expand campus and community-wide virtual programming for both National Hazing Prevention Week (September 2021) and Sexual Assault Awareness Month (April 2022). [DSAES Strategic Initiatives – SS3.1; DSAES Values – Accountability; UH Strategic Goals – Student Success].
- b. Action Step #2 – CFSL will do a thorough review of all educational programming to include a robust portfolio of both in-person and remote/virtual educational programming. [DSAES Strategic Initiatives – SS5.2; DSAES Values – Innovation; UH Strategic Goals – Student Success].

Strategic Initiative #4 – Stakeholder Development - CFSL will establish relationships and build influence with advisors, faculty/staff, and university alumni to build both human and financial support for fraternities and sororities.

- a. CFSL will work with DSAES Advancement, DSAES Communications, and Alumni Affairs to generate alumni affinity and interest for fraternity/sorority specific development events during Homecoming 2021 and Frontier Fiesta 2022. [DSAES Strategic Initiatives – P5.1, P5.2, P5.3; DSAES Values – Collaboration; UH Strategic Goals – Student Success, National Competitiveness].

Strategic Initiative #5 – Fraternity & Sorority Housing – CFSL will partner with Student Housing and Residential Life to create a positive residential environment for fraternities and sororities.

- a. Action Step #2 – CFSL will increase opportunities for non-CFSL and non-Housing university faculty & staff to visit and engage with fraternity/sorority townhomes at Bayou Oaks. [DSAES Strategic Initiatives – P1.2; DSAES Values – Collaboration; UH Strategic Goals – Student Success].

- 8. Recognizing that the potential to generate additional Student Service Fee income for FY2022 base funding is extremely limited and recognizing that it is likely that some units will not be allocated the new base budget augmentations and/or one-time funds requested. Please provide a narrative of how your unit would accommodate a reduction of 5% in your total FY2022 base Student Service Fee budget request and provide a line-item explanation of where budgetary cuts would be made.**

CFSL is a fully fee-funded operation, including all salary and benefits and maintenance and operations. As CFSL is unable to reduce salary and benefits dollars, all reductions would come from maintenance and operations, including programming dollars. A 5% reduction for FY2022 would equal \$18,185. Listed below is a line-item explanation of where cuts would be made, in addition to the challenges presented in navigating those cuts.

Cost Reduction	Description	Amount Reduction	Challenge
Travel [CFSL Staff Professional Development]	Decreasing budgeted funds for CFSL staff-related professional development	\$3000	CFSL staff are expected to have expertise in all aspects of fraternity/sorority operations including housing, risk management, membership recruitment, diversity and inclusion, and so forth. Professional development allows the staff to gain that expertise.
Travel [Fraternity/Sorority Presidents' Leadership Summit]	Conducting the 2-day retreat for chapter leaders on campus	\$7500	Leaving campus for this experience allows for increased relationship-building and increased focus and commitment by participants. Hosting the program on campus would make it difficult to achieve the necessary outcomes.
Advertising [Marketing and Promotions for Fraternity/Sorority Life]	Decreasing the amount of design, print materials, and digital materials designed to promote the fraternity/sorority experience.	\$4000	Decreasing printed and digital marketing materials would increase the difficulty of selling the fraternity/sorority experience and increasing the amount of students involved in Greek Life.
Programs/Events [Fraternity/Sorority Night of Celebration]	Decreasing costs for food and awards hardware for Fraternity/Sorority Night of Celebration	\$2000	The Fraternity/Sorority Night of Celebration has generated a reputation as a flagship, well-orchestrated event to showcase the accomplishments of the Greek community. Decreasing the budget for this event would increase the difficulty in

			recognizing high achievement and establishing a culture of excellence.
Programs/Events [Multiple Programs]	Decreasing of t-shirts and other promotional items for CFSL-sponsored programs	\$1500	CFSL has worked diligently to brand specific fraternity/sorority programs, in addition to branding the overall experience, and this would decrease the ability to continue to promote CFSL programs and the overall fraternity/sorority experience.
TOTAL		\$18,000	

- 9. What are the other possible sources of funding available to your unit and what efforts are being made to access them (e.g. grants, donations, etc.)? If you receive funds from other sources, please briefly describe the source, purpose, and duration of the funding and report the amounts received in the appropriate rows/columns on the SFAC Spreadsheet.**

The Center for Fraternity & Sorority Life partners with the DSAES Advancement Area to identify development and fundraising opportunities that can assist our center in meeting its needs. CFSL has a completed Case Statement to be shared with potential donors through the DSAES Advancement Area, and is in the process of collecting and coding alumni data to better target and reach fraternity/sorority alumni.

The Center for Fraternity and Sorority Life (CFSL) historically has and plans to continue to explore grants options from the following national organizations:

- Association of Fraternity/Sorority Advisors (AFA) for Conference Scholarships and Professional Development Funding

The Center for Fraternity & Sorority Life does collect funds from chapters registering social events within Bayou Oaks for the purposes of funding security officers, but CFSL serves as a pass-through and accountability mechanism for payment in that regard.

The Center for Fraternity & Sorority Life has generated a small amount of revenue through sponsorships for its Greek-a-Palooza Weeks of Welcome program. These dollars are expected to assist in funding additional programmatic efforts sponsored either by CFSL or the CFSL Ambassadors.

10. Please describe any services that are similar to yours and/or any overlap between your unit and any other unit(s) providing services to students and the rationale for the overlap.

The Center for Student Involvement (CSI) and The Center for Fraternity & Sorority Life (CFSL) both provide services for registered student organizations. This includes organization management, advisor education, and educational programming. However, CFSL serves the fraternity and sorority registered student organizations greater than other university departments, and provides organizational programs specifically tailored to the unique needs of fraternities and sororities. CSI and CFSL partner in many ways to best serve the needs of fraternities and sororities through a fraternity/sorority lens and a general student organization lens.

Additionally, multiple other campus departments offer programming designed to benefit members of fraternities and sororities that is also done in part by CFSL (Women and Gender Resource Center, UH Wellness, Center for Student Involvement). CFSL both engages these departments in ensuring Greeks are supporting their efforts while also providing educational programs that address the specific context of leading and managing risk within fraternities and sororities.