A. Unit Mission:

Greek Life shall parallel The University of Southern Mississippi’s values by seeking to uplift the community, enrich the lives of our members, promote collegiality among and between our peers, and bring favor and distinction to our alma mater.

B.1 Essential Functions/Reasons for Being/Bread and Butter

GREEK LIFE responsibilities: (with relevant Noel-Levitz SSI items)

a. Inspire awareness of individual, organizational, community, and campus values among our students.
b. Promote positive intellectual development and academic success among our students. (SSI #3, 41, 58, 65, 68)
c. Support healthy and diverse interactions across campus environments between and among our students. (SSI #53, 59, 62)
d. Foster personal and professional relationships to support future success and connectedness between and among our students. (SSI #2, 3, 10, 45)
e. Develop leadership skills between and among our students.
f. Encourage loyalty and commitment to alma mater among our students. (SSI #29, 37, 51)
g. Stimulate a sense of continued responsibility to campus and its Greek community post-graduation between and among our students.

B.2 How do you know whether you are effectively accomplishing your essential functions?

Include a target that represents an acceptable level of accomplishment.

a. INSPIRE AWARENESS OF INDIVIDUAL, ORGANIZATIONAL, COMMUNITY, AND CAMPUS VALUES AMONG OUR STUDENTS.
   a.1. Greek leadership retreat (January)
      a.1.1. Target: Attendees rate a mean level agreement of 3.0 (Likert, 5-point scale)
   a.2. Community service and philanthropy
      a.2.1. Target: Community performs 10,000 community service hours.
      a.2.2. Target: Community donates $50,000 to non-profits/charities.
a.2.3. Target: Community achieves $200,000 economic impact.

a.3. Academic success

a.3.1. Target: All fraternity average (AFA) average is .1 above the all male average for Hattiesburg-campus undergraduate students in fall term
a.3.2. Target: All fraternity average (AFA) average is .1 above the all male average for Hattiesburg-campus undergraduate students in spring term
a.3.3. Target: All sorority average (ASA) average is .2 above the all female average for Hattiesburg-campus undergraduate students in fall term.

a.3.4. Target: All sorority average (ASA) average is .2 above the all female average for Hattiesburg-campus undergraduate students in spring term.

a.3.5.

a.4. Growth

a.4.1. Target: Individual membership numbers +2% from previous year. (fall-fall, spring-spring)

b. Promote positive intellectual development and academic success among our students.

b.1. Academic success

b.1.1. Target: All fraternity average (AFA) average is .1 above the all male average for Hattiesburg-campus undergraduate students in fall term.

b.1.2. Target: All fraternity average (AFA) average is .1 above the all male average for Hattiesburg-campus undergraduate students in spring term.

b.1.3. Target: AFA/all male differential for last year and current year (fall-fall, spring-spring) is at least +0.01

b.1.4. Target: All sorority average (ASA) average is .2 above the all female average for Hattiesburg-campus undergraduate students in fall term.

b.1.5. Target: All sorority average (ASA) average is .2 above the all female average for Hattiesburg-campus undergraduate students in fall term.

b.1.6. Target: ASA/all female differential for last year and current year (fall-fall, spring-spring) is at least +0.01

b.2. Greek leadership course

b.2.1. Target: Statistical significance (α = .05) when exploring term GPA of students prior to UNV 312 H003 vs. the term they enroll UNV 312 H003.

b.2.2. Target: Students will demonstrate meaningful learning (qualitatively) through insightful comments on The Hungry Student Leader Blog

c. Support healthy and diverse interactions across campus environments between and among our students.

c.1. Greek leadership retreat (January)

c.1.1. Target: Attendees rate a mean level agreement of 3.0 (Likert, 5-point scale)

c.2. Greek Member Summit/Student Leadership Conference
c.2.1. Target: Attendees rate a mean level agreement of 3.0 (Likert, 5-point scale)

c.3. Organizational discipline

c.3.1. Target: Fewer than five (5) organizational disciplinary actions for each council annually calculated as either administrative disciplinary or student adjudicated action.

c.4. Healthy and Safe socialization

c.4.1. Target: Fewer than five (5) hospital transports/medical attention actions occurring within the campus-owned facilities resulting from or during registered social events.

c.4.2. Target: No substantive allegations of hazing or inappropriate behavior within the new member education processes of fraternities or sororities.

c.5. Communication and marketing

c.5.1. Target: USM Greek Life Facebook page in excess of 500 fans.

c.5.2. Target: USM Greek Life twitter page in excess of 100 followers.

d. Foster personal and professional relationships to support future success and connectedness between and among our students.

d.1. Greek leadership retreat (January)

d.1.1. Target: Attendees rate a mean level agreement of 3.0 (Likert, 5-point scale)

d.2. Leadership consultant interaction

d.2.1. Target: Three students will apply to travel professionally as a leadership development consultant (LDC) for their national fraternity/sorority.

d.2.2. Target: One graduate will be selected for an LDC position.

d.3. Letters of Recommendation

d.3.1. Target: Greek Life staff will submit letters of recommendation for 50 students.

e. Develop leadership skills between and among our students.

e.1. Greek leadership retreat (January)

e.1.1. Target: Attendees rate a mean level agreement of 3.0 (Likert, 5-point scale)

e.2. Greek Member Summit/Student Leadership Conference

e.2.1. Target: Attendees rate a mean level agreement of 3.0 (Likert, 5-point scale)

e.3. Greek leadership course

e.3.1. Target: Students will demonstrate meaningful learning (qualitatively) through insightful comments on The Hungry Student Leader Blog

f. Encourage loyalty and commitment to alma mater among our students.

f.1. Legacy organization membership
f.1.1. Target: 25% of our students will be members of The Legacy

f.2. Student Eagle Club membership

f.2.1. Target: 25% of our students will be members of the Student Eagle Club

f.3. Major campus student organizations

f.3.1. Target: Average 50% composition of leadership in major student organizations.

Stimulate a sense of continued responsibility to campus and its Greek community post-graduation between and among our students.

g.1. Advisory boards/House corporations

g.1.1. Target: 100% of fraternities and sororities will have an advisory board consisting of at least two advisors.

g.1.2. Target: 50% of fraternities and sororities will have an advisory board consisting of at least five advisors.

g.2. Communication and marketing

g.2.1. Target: USM Greek Alumni Facebook group in excess of 400 members by end of fiscal year.

g.2.2. Target: USM Greek Life twitter page in excess of 100 followers.

g.2.3. Target: USM Greek Life Facebook page in excess of 500 fans.

C.1 Where does your unit want to be by 2015? What does your unit want to accomplish by 2015?

a. Financial reserves for student governing councils in excess of $20,000.

b. IFC to win overall excellence at their regional conference (e.g. SEIFC) and win at least one award every year.

c. CPC to win at least one award every year at their regional conference (e.g. SEPC).

d. NPHC to win at least one award every year at their regional conference (e.g. SGLC).

e. Foundation reserves (accessible) in excess of $20,000.

f. Foundation endowments and other gifts of $100,000.

g. New fraternity houses built on/near current fraternity row.

h. Campus overall percentage of undergraduates who are Greek is 18%.

C.2 What will your unit do this year to get to where you want to be in 2015? How will you know whether you accomplished what you want to do this year? Include a target that represents an acceptable level of achievement.

a. Target: Each council will create a budget and report their reserves.
b. Target: SEIFC awards packet to be completed in full by November.
c. Target: SEPC awards packet to be completed in full by November.
d. Target: SGLC awards packet to be completed in full by November.
e. Target: Apply for TFI (Top Funding Initiative); Design giving plan with levels.
f. Target: Apply for TFI (Top Funding Initiative); Design giving plan with levels.
g. Target: Create task force containing university, alumni and student representatives to explore options.
h. Target: Growth of 1% annually within the undergraduate student population

D.1 What are you doing this year related to the University’s Strategic Plan?

a. Climate for academic success:
   1. Awareness of values; Promote intellectual development and academic success; Support healthy interactions; Foster personal & professional relationships; Develop leadership skills. (See B.1 a-e above; for a detailed breakdown see B.2 a-e).

b. Image development:
   1. Foster personal & professional relationships; Develop leadership skills; Encourage loyalty, commitment to alma mater; Stimulate involvement post-graduation. (see B.1. d-g above; for a detailed breakdown see B.2 d-g).

c. Connections with community:
   1. Awareness of values; Forster personal & professional relationships; Develop leadership skills; Stimulate involvement post-graduation (See B.1. a, d, e, g above; for a detailed breakdown see B.2 a, d, e, g).

d. Healthy minds, bodies and campuses:
   1. Support healthy interactions (see B.1. c above; for a detailed breakdown see B.2 c).

E.1 Target Attainment Report

ESSENTIAL FUNCTIONS

a. INSPIRE AWARENESS OF INDIVIDUAL, ORGANIZATIONAL, COMMUNITY, AND CAMPUS VALUES AMONG OUR STUDENTS.
   a.1. Greek leadership retreat (January)
       a.1.1. Target: 3.0. Attained: 4.45
   a.2. Community service and philanthropy
       a.2.1. Target: 10,000 hours. Attained: 18,201
       a.2.2. Target: $150,000. Attained: $214,009
a.2.3. Target: $400,000. **Attained: $492,112**

a.3. **Academic success**

a.3.1. Target: AFA +0.10 the all male average (fall term). **Attained: +0.19**

a.3.2. Target: AFA +0.10 all male average (spring term). **Attained: +0.26**

a.3.3. Target: ASA +0.20 above the all female (fall term). **Attained: +0.42**

a.3.4. Target: ASA +0.20 above the all female (fall term). **Attained: +0.41**

a.4. **Growth**

a.4.1. Target: Individual membership numbers +2% from previous year. (fall-fall, spring-spring). **Attained: (<.00%) fall; +25% spring**

b. **Promote positive intellectual development and academic success among our students.**

b.1. **Academic success**

b.1.1. Target: AFA +0.10 the all male average (fall term). **Attained: +0.19**

b.1.2. Target: AFA +0.10 all male average (spring term). **Attained: +0.26**

b.1.3. Target: AFA +0.01 differential (fall-fall, spring-spring). **Attained: (.01) fall; +0.01 spring**

b.1.4. Target: ASA +0.20 above the all female (fall term). **Attained: +0.42**

b.1.5. Target: ASA +0.20 above the all female (fall term). **Attained: +0.41**

b.1.6. Target: ASA +0.01 differential (fall-fall, spring-spring). **Attained: (.02) fall; +0.02 spring**

b.2. **Greek leadership course**

b.2.1. Target: Statistical significance ($\alpha = .05$) for term GPA prior to vs. current term. **Attained: Approaching significance [N = 30, p = .065]. Pre Term: 3.08; Post Term: 3.30**

b.2.2. Target: Students will demonstrate meaningful learning (qualitatively) through insightful comments on *The Hungry Student Leader* Blog. **Attained: See Appendix**

c. **Support healthy and diverse interactions across campus environments between and among our students.**

c.1. **Greek leadership retreat (January)**

c.1.1. Target: 3.0. **Attained: 4.45**

c.2. **Greek Member Summit/Student Leadership Conference**

c.2.1. Target: 3.0. **Attained: 4.00**

c.3. **Organizational discipline**

c.3.1. Target: Fewer than 5. **Attained: 6**

Tri Delta (1), Sigma Phi Epsilon (2); Omega Psi Phi (1); Delta Sigma Theta (1); Alpha Phi Alpha (1).

c.4. **Healthy and Safe socialization**

c.4.1. Target: Fewer than five (5). **Attained: 0**

Sigma Phi Epsilon (2); Sigma Chi (1); Alpha Phi Alpha (1);
c.5. Communication and marketing
   c.5.1. Target: 500 fans. **Attained: 686**
   c.5.2. Target: 100 followers. **Attained: 64**

d. **FOSTER PERSONAL AND PROFESSIONAL RELATIONSHIPS TO SUPPORT FUTURE SUCCESS AND CONNECTEDNESS BETWEEN AND AMONG OUR STUDENTS.**
   d.1. Greek leadership retreat (January)
      d.1.1. Target: 3.0. **Attained: 4.45**
   d.2. Leadership consultant interaction
      d.2.1. Target: 3 applicants. **Attained: 6**
      d.2.2. Target: 1 selection. **Attained: 5**
   d.3. Letters of Recommendation
      d.3.1. Target: 50 students. **Attained: 60**

e. **DEVELOP LEADERSHIP SKILLS BETWEEN AND AMONG OUR STUDENTS.**
   e.1. Greek leadership retreat (January)
      e.1.1. Target: 3.0. **Attained: 4.45**
   e.2. Greek Member Summit/Student Leadership Conference
      e.2.1. Target: 3.0. **Attained: 4.00**
   e.3. Greek leadership course
      e.3.1. **Attained: See Appendix**

f. **ENCOURAGE LOYALTY AND COMMITMENT TO ALMA MATER AMONG OUR STUDENTS.**
   f.1. Legacy organization membership
      f.1.1. Target: 20% of Greeks. **Attained: 20% (248), which is 22% of Legacy membership.**
   f.2. Student Eagle Club membership
      f.2.1. Target: 20% of Greeks. **Attained: 31% (388), which is 52% of Student Eagle Club membership.**
   f.3. Major campus student organizations
      f.3.1. Target: Average 50% composition in leadership in major student organizations. **Attained: 43% of Student Government; 65% of GEWW Crew; 58% of Southern Style; 84% of Eagle Connection; 49% of Leadership Scholars; 55% of the 2010 USM Hall of Fame; 60% of Lambda Sigma Honorary; 63% of Who’s Who at Southern Miss.**

g. **STIMULATE A SENSE OF CONTINUED RESPONSIBILITY TO CAMPUS AND ITS GREEK COMMUNITY POST-GRADUATION BETWEEN AND AMONG OUR STUDENTS.**
   g.1. Advisory boards/House corporations
      g.1.1. Target: 100% with 2 advisors. **Attained: 96% (24 of 25)**
      g.1.2. Target: 50% with at least 5 advisors. **Attained: 44% (11 of 25)**
g.2. Communication and marketing
  g.2.1. Target: 400 members. **Attained: 476**
  g.2.2. Target: 100 followers. **Attained: 64**
  g.2.3. Target: 500 fans. **Attained: 686**

2015 AIMS

a. Target: Each council will create a budget. **Attainment: 1 of 3 councils completed.**
b. Target: Completed by November. **Attainment: No application submitted.**
c. Target: Completed by November. **Attainment: Done; CPC won Outstanding Panhellenic Relations.**
d. Target: Completed by November. **Attainment: SGLC did not give awards this year.**
e. Target: Apply; Design giving plan with levels. **Attainment: Done and rejected; Done.**
f. Target: Apply; Design giving plan with levels. **Attainment: Done and rejected; Done.**
g. Target: Create. **Attainment: Done (Sid Gonsoulin, chair).**
h. Target: Growth of 1% annually within the undergraduate student population. **Attainment: 1%, currently sitting at 14% undergraduate student population.**

USM STRATEGIC PLAN

a. Climate for academic success: Targets & Attainments listed above in **ESSENTIAL FUNCTIONS a-e).**
b. Image development: Targets & Attainments listed above in **ESSENTIAL FUNCTIONS d-g).**
c. Connections with community: Targets & Attainments listed above in **ESSENTIAL FUNCTIONS a, d, e, g).**
d. Healthy minds, bodies and campuses: Targets & Attainments listed above in **ESSENTIAL FUNCTIONS c).**

**E.2** Additional information

1) **Unit Summary – to include answers to analysis questions:**

Overall, Greek Life accomplished many of its aims. We managed to grow our community while not compromising academic excellence. Our fraternity and sorority GPAs remained above the all student benchmarks. Furthermore, the implementation of a unit strategic plan, coupled with a document indicating membership outcomes, core values, and a vision help to ensure we are moving in a positive direction. Much of what we do directly parallels the University’s mission and strategic plan. This is evidenced in the documentation contained within this report. The areas we struggled with – report submitting with our men, budgeting, and advisory support
are all top priorities going into FY 2012. Furthermore, more groups were held accountable for their actions (or inactions) than in previous history. In total, seven chapters were closed in 2010-2011. On the positive, student self-governance is on the rise as council officers are taking on more responsibility and oversight into the action of their peers. The aforementioned loss of chapters may very well correlate with a growing pain associated to self-governance’s emergence.

2) Continuous Improvement Initiatives - Closing the Loop

- **Purposeful direction:** The unit has a strategic plan as a further guide for its improvement. Plan identifies core values of the community, vision, and strategic areas.
- **Marketing:** Social media outlets/web presence under examination and reformation. Elevator speech under development as a way to “tell our story.”
- **Budgeting:** Advisors to ensure fiscal responsibility with funds through review of council budgets.
- **Leadership course:** The curriculum for H003 section of UNV 312 (Leadership in the Fraternal World) is under review and modification for FY 2012. Less individual theory will be taught, while more emphasis will be placed on connecting seminal leadership concepts with simulation based problem solving.
- **Relationship Building:** The population in which we perform our work is easily classified as “volunteers.” In doing so, it is critical to demonstrate legislative leadership approaches through consensus and relationship building. Opportunity to engage students at their programs, and bring advisors and alumni together should be sought. Networking is a critical aspect of our experience. Fundamental to networking is the idea of relationship building and communication.
- **Research and Assessment:** The office should continue to look for ways to perform academic research of a quality nature within our community and/or the higher education. This serves to inform policy and practice while remaining relevant and current with literature and trends. All major program should have some base level assessment (e.g. survey, focus group, headcount).
- **Academic Plan:** Any chapter falling below their respective gender average is moved along an accountability continuum. There sanctions range from having an academic improvement plan to the complete loss of activities. These are based on the number of consecutive terms a chapter is below the average.
- **Individuals student meetings:** Staff meet with all Greek students who attain below at 2.3 term average. These meetings involve discussions about past challenges, present class load, and future career and educational considerations. This year, staff met with 203 students.
APPENDIX

UNV 312 Mentoring in the University

[Leadership and the Fraternal Movement]

Class comments on leadership

TJ Sullivan Blog: The Hungry Student Leader

Communication, People

“[Most] of the time I find it a lot easier to go to [a person] if they have made a point to go out of their way and make me feel comfortable with them. Once I step out of my comfort zone and ask a question or for advice, I find that it’s not as awkward as I expected! Many leaders have a hard time reaching out to their followers or their groups on a personal level, but if they could improve that, they would find people [are] more open to talk to them!”—RL

“It takes a lot of courage to talk to someone about something that you are dealing with in your life. It would be a good thing for leaders to go around and sit in someone’s room, get to know them and what’s going on in their life.”—CC

“Our leaders make us feel comfortable by saying: ‘...these are the ideas we have, but we really want more. Try to think of some and let us know.’ By making [chapter members] feel like [the leaders] are actually asking us for feedback, we feel more comfortable giving it.”—CB

“Everyone needs a person who is willing to listen to them...while the shy and quiet student usually needs it the most. Sometimes we choose not to pick that person out of a crowd. Being in a leadership role at Southern Miss, I sometimes have to remind myself to authentically listen and care about the concerns of others. It’s definitely a challenge, but at the same time a reward once they feel welcomed!”—KN

Meetings, Membership, Motivation, Values, People

“After giving it some thought and trying to figure out how to engage the 80% of the chapter who is not doing the work, I decided that it was their loss. It’s not something you can stress about. It’s usually not really a surprise. You know who/what you’re working with, so make sure you set attainable goals. If [members] feel great about what they are doing, they won’t be saying, ‘It’s not fair!’ They’ll be feeling pity for the women who don’t put more effort in.”—MM

Advising, Alcohol, Confrontation, Values

“I strongly believe that a leader’s actions -good or bad- influence the overall image of the organization. Even people who are considered leaders but don’t hold the title. [Everyone] should take their actions into consideration for the sake of the organization. Leaders lead by example. If you want your members to behave in a certain way, don’t be a walking double-standard.”—CP

“When someone is elected or selected to serve in a leadership position, they gain a responsibility of office that not all members in the organization have. In doing so, they also accept a responsibility to hold themselves to a certain moral code of conduct. For an average member, a night out at the bar seems like no big deal. When the organization’s president is going out and getting a little out of control, the situation gravitates itself into a whole new area of bad. Now, the casual mention of ‘so-and-so who got wasted last Friday’, becomes ‘so-and-so’s chapter president got wasted last Friday.’ The morals and values of the person who is the leader now represent the morals and values projected by the entire organization. That’s just the way it works. [The leader] is the one that new members look up to, and other members learn from. The leader determines whether the habits learned are good or bad.”—AE
“If you want your organization to uphold its values, it must start with you.” – MM

**Communication, Community, Goals, Motivation, People**

“I have been around a lot of leaders who have fallen short. Some tend to disappear and only reappear for an event that makes them look good in public. However, when it comes to just basic work and interaction such as pick up a hammer at the service projects, or lending support at their tables in the Student Union, they are no where to be seen. In my opinion in order to be a great student leader you must ‘get out there.’ Walk around, talk to people, and listen to people. It definitely shapes how one leads. Any effective student leader I have observed has gotten their hands dirty and pursued relentless involvement with those [who follow them].” –PS

**Goals, Mentoring, People**

“I feel that there are a lot of people who want to be the “rockstars” of their particular organizations and that’s totally great! The only problem is that sometimes they forget that newer members need a foundation built for them to aid in future success.” – CP

“If you do not set up a system for those that follow behind you, you have not been an effective leader. In my opinion in order to be a leader you have to be willing to give up control of everything and implement a system. No one person can run an organization.” – ER

“It’s very important to be all you can be on campus and represent you organizations well. One of the key things to never forget is to groom a successor to follow in your footsteps or to at least make his or her on footsteps and become greater than you. That shows a great sign of leadership and altruism.” - RG