FSL FORWARD
A COMPREHENSIVE SUCCESS PLAN FOR FRATERNITY AND SORORITY LIFE
2023-2028

STEPHEN F. AUSTIN STATE UNIVERSITY
Fraternities and sororities at Stephen F. Austin State University have been and continue to be an important part of the undergraduate experience for many students. Community members acknowledge the philanthropic and community service activities undertaken by members. Alumni/ae recall their lifelong friendships and leadership development opportunities. For the many personal and educational benefits available to students through membership in fraternities and sororities, the University has made a commitment to their success and to strengthening their role in the University and the Nacogdoches community.

The FSL community has promoted, encouraged, and supported the ideals of brotherhood and sisterhood. The FSL community has made important contributions to the historical landscape of national and international fraternities and sororities, including being home to many Greek-lettered organizations that were founded on Latin-x-based ideals.

Membership in a fraternity or sorority is predicated on a lifelong commitment to leadership, scholarship, service, and community. As higher education has changed and shifted so has the experience of fraternity and sorority members. Stephen F. Austin State University is guided by a bold, strategic initiative designed to facilitate positive change, innovation, and growth. The FSL community must be guided by an equally bold and strategic initiative in order to drive the community forward in a positive, productive, and innovative manner.

It is my goal as the Assistant Director of Student Engagement - Fraternity and Sorority Life, to help our fraternities and sororities continue to thrive and move in a positive direction.

Morgan Pulliam
Assistant Director of Student Engagement - Fraternity and Sorority Life
Fraternity and Sorority Life strives to create transformative leadership opportunities in a learner-centered environment that promotes academic excellence, service to others, cultural awareness, inclusion, lasting relationships with the university, other fraternal organizations, alumni, and the surrounding community.

Fraternity and Sorority Life strives to support student success and amplify the Lumberjack experience. Through values-driven and inclusive practices, we aim to create a sorority and fraternity legacy that challenges societal norms and fosters a collaborative community where students matter and belong. We strive to always live the SFA Way.
INTERFRATERNITY COUNCIL

IFC interacts with its members and the campus through meetings, social outlets, and philanthropic events. Our member fraternities have many different offerings and values to instill in these men. It is a testament to our fraternities and their impact on these young men that IFC has enjoyed revitalization in the last few years.

MULTICULTURAL GREEK COUNCIL

Though membership in this council is not restricted to students of multicultural heritage, MGC serves as a multifaceted organization whose purposes include representing multicultural interests to the university and community, managing and assisting in the expansion of future multicultural Greek organizations, promoting the concept of self-governance among fraternities and sororities, unifying the multicultural Greek groups, sponsoring large-scale community service projects, and planning various activities throughout the year with the other Greek umbrella organizations.

NATIONAL PAN-HELLENIC COUNCIL

The university’s National Pan-Hellenic Council strives to uphold the principles of its individual organizations and works as a whole through brotherhood and sisterhood to excel in academics, service, and campus involvement. NPHC promotes interaction through forums, meetings, and other mediums for the exchange of information and engages in cooperative programming and initiatives through various activities and functions.

PANHELLENIC COUNCIL

The Panhellenic Council at SFA is the coordinating body of the five NPC sororities. The Council coordinates recruitment, provides programming and activities for sorority women, promotes Lumberjack spirit, and works as a self-governing support system for our chapters.
PURPOSE STATEMENT

This document was created to provide a direction for the Fraternity and Sorority Life (FSL) community at SFA for the next 3 - 6 years. Specific measures are listed within this plan to keep our community growing and evolving, positioning us to meet members' needs and the expectations placed on our FSL community. The plan is also informed by trends and best practices in higher education.

The proposed plan, known as "FSL Forward", is holistic and detailed. Once approved, this strategic plan will be supported by the governing councils of our FSL community, members of the FSL Forward Task Force and the Division of Student Affairs.

FSL FORWARD TASK FORCE MEMBERS

- Morgan Pulliam - Assistant Director of Student Engagement, Alpha Sigma Alpha Sorority Member, and SFA Alumna
- Dr. Jeremy Higgins - Director of Environmental Health, Safety and Risk Management, Theta Chi Fraternity Member, and SFA Alumnus
- Craig Turnage - Executive Director of the SFA Alumni Association, Tau Kappa Epsilon Fraternity Member, and SFA Alumnus
- Dr. Pietro Sasso - Assistant Professor in Human Services and Educational Leadership and Fraternity and Sorority Life Researcher through the Piazza Center, Tau Delta Phi Fraternity Member
- Brittany Beck - Director of Orientation and Transition Programs, Delta Zeta Sorority Member, and SFA Alumna
- Kassondra Perry-Weaver - Senior Secretary for SFA's Lucille DeWitt School of Nursing, Sigma Gamma Rho Sorority, Inc. Member, and SFA Alumna
STRATEGIC INITIATIVES

1. SCHOLARSHIP

2. COLLABORATION

3. RECRUITMENT

4. PHILANTHROPY & SERVICE

5. GROWTH
We support the academic vision and mission of the university and fully engage in the relationships between academic and co-curricular activities. We enforce scholastic standards and policies to support our members in their academic success. We also make efforts to ensure new members understand and are in compliance with the chapters' academic standards. We value academic achievement so that our members can contribute to their profession.

**Goal 1:** Promote chapter academic initiatives by requiring chapters to set academic goals.

**Objective A:** Implement chapter-specific academic success plans for members experiencing academic challenges. Academic plans should include but are not limited to: study and tutoring-related requirements, GPA reviews and grade accountability.

**Objective B:** Require chapters to update the FSL Office on the progress of academic achievement plans each semester.

**Goal 2:** Develop and implement academic programming that celebrates high academic achievement within the community, promotes general members' academic success and supports members experiencing academic challenges.

**Objective A:** Add academic recognition(s) to the Order of Omega Awards.

**Objective B:** Create and sustain a new FSL-wide study hour program hosted regularly throughout the academic year. This will be facilitated by council leaders and offered to all members. In addition, chapters are required to report 50 overall chapter study hours to FSL each fall and spring semester.
**Goal 3:** Ensure organizations maintain a minimum semester organization grade-point average of 2.5 on a 4.0 scale. FSL will articulate a long-term commitment to ensuring the community is recruiting students who have a solid academic foundation prior to joining.

**Objective A:** Complete grade reports prepared by FSL every semester in an effort to track growth, opportunities for improvement, and potential risk factors.

**Objective B:** Make grade reports available on the university website, providing insight on academic standing of each chapter.

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**Goal 1:** Collaborate with faculty, academic services, alumni, The Center for Career and Professional Development, and other departments to enhance existing relationships and develop new ones.

**Objective A:** Provide opportunities for chapter leaders to gain a better understanding of campus resources and increase interaction with key university stakeholders. These activities will be hosted by FSL.

**Objective B:** Help chapters demonstrate their commitment to diversity by maintaining a space/environment open to marginalized populations, and hosting and/or attending diversity programs sponsored by the university.

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Fraternity and Sorority Life strives to establish long-term strategic partnerships with university offices to promote the academic and career development of all members.
Goal 2: Enhance Connections among chapters through efforts that promote FSL unity.

Objective A: Advance self-governance through continued leadership by the FSL Presidents Council and Council President Leadership team, Greek Week Committee, and Order of Omega. These groups will be partners in programming, accountability, advocacy, and goal-setting and achievement for the FSL community.

Objective B: Promote cross-council collaboration in programming and service. Chapters are required to maintain membership attendance with an 80% participation requirement per semester.

Goal 3: Engage in efforts that promote diversity and inclusion and position FSL to be known as a welcoming community that is committed to these values.

Objective A: Expand recruitment efforts to a broader student population by partnering with other organizations, educating all of campus on the mission and vision of FSL and its chapters, and marketing opportunities for involvement in new ways.

Objective B: Partner with campus departments to increase involvement in programs like Tunnel of Oppression, Unity Week, Men's and Women's Empowerment Summits, Anti-Hazing Week, Walk a Mile in Her Shoes, and other inclusive programming.
Chapters and councils will participate in civic engagement opportunities that increase awareness of FSL contributions to the campus and community.

**Goal 1:** Establish an FSL-wide philanthropic cause and a dedicated charitable organization.

**Objective A:** Build on the inherent philanthropic strengths of the FSL community to strengthen the impact of the Greek Week Dance Marathon program.

**Objective B:** Identify a charitable organization within the campus and local communities to support each year.

**Goal 2:** Focus on servant leadership opportunities. FSL will require participation and attendance in campus and community acts of service.

**Objective A:** Require participation in campus annual day(s) of service, including MLK Day of Service, and The Big Event.

**Objective B:** Require chapters to report a minimum of 35 service hours to the FSL office each semester in conjunction with the national and international offices.
Prioritize recruitment practices that demonstrate FSL's values and the opportunities that FSL offers. Ensure the value of the FSL experience and values are the central focus during the recruitment/intake process in a way that consistently demonstrates both the kind of community FSL is and the types of individual benefits that membership offers.

**Goal 1:** Reduce potential risks associated with new member education by proactively modifying the process to support new member success in accordance with understood needs, best practices, and innovative approaches.

**Objective A:** Create new member programs that focus on the transition needs of newly affiliated members and the value of involvement among upper-class members.

**Objective B:** More regularly obtain new member feedback on the new member education process, including their perceptions, needs, and concerns related to potential risks, academic success, learning through the process, and social connections. Develop opportunities for more regular and earlier check-ins and relationship building among new members, chapter leadership and the FSL staff.

**Goal 2:** Provide an FSL experience that emphasizes the value added to each individual's personal development by participating in a fraternity or a sorority.

**Objective A:** Evaluate recruitment statistics before, during, and after each recruitment/intake cycle to understand the degree to which new member recruitment pools, new member classes, and the FSL community as a whole reflect the overall SFA population. Evaluation will be facilitated through a partnership with the Piazza Center at Penn State.
Objective A: Maximize existing methods and create new methods for identifying, and educating members about preventing, and responding to hazing behaviors within the community.

Objective B: Require chapters to complete various risk management training throughout the semester and submit them to the FSL in conjunction with national and international requirements.
The FSL community will focus on long-and short-term goals for the chapters and councils as a collective and individually. The FSL community at SFA is focused on increasing the number of chapters and increasing the opportunities FSL has to offer students.

**Goal 1:** Implement recruitment and retention strategies that promote the growth and stability of the FSL community.

**Objective A:** Expand the opportunities for recruitment of first-year and transfer students through improved collaborations with Orientation and Transition Programs.

**Objective B:** Establish a weekly Greek Letter Day, to generate participation across the FSL community.

**Goal 2:** Research potential growth of the FSL community through the expansion of current councils and the development of an independent council.

**Objective A:** Explore establishing an independent Greek Council that would allow local, religious, and special interest fraternities/sororities to benefit from membership in the FSL community.

**Objective B:** Establish a timeline and add potential new chapters for each of the current councils.

**Goal 3:** Increase the visibility of Fraternity and Sorority Life at SFA.

**Objective A:** Ensure Fraternity and Sorority Life is appropriately represented among student leadership groups on campus. This includes but is not limited to: Jack Walkers, Orientation Leaders, Jack Camp Counselors, Axcel and Peer Mentors.

**Objective B:** Increase the use of websites, and social media outlets to provide more consistent information and updates.
Marketing and Promotion of Strategic Plan

This plan will be published and communicated via the following methods beginning in Spring 2023:

- Send an email introducing the plan to the entire fraternity and sorority community
- Offer annual opportunities for dialogue open to the entire FSL community about the plan and progress updates
- Provide access to the plan and status updates via the official FSL website
- Create advertisements and promotional materials to simplify and capture the essence of the community’s goals
- Share the plan with headquarters of chapters represented on campus, alumni, advisors and advisory boards
- Expand communication with families

Measuring the Success of Strategic Plan

New and existing assessment methods listed below will be used to track progress and measure the success of the goals within the plan. FSL will maintain historical data for comparison to demonstrate progress made on goals.

- Community academic reports each semester
- Standards of Excellence Accreditation Program (STAR)
- Retention, graduation, and job-placement reporting each year
- Comprehensive assessments of new and existing programs and initiatives (including executive summaries)
- Tracking of community service and philanthropic impact each semester
- Tracking new chapters established and membership data
- Establishment of new programs, initiatives and partnerships