

May 6, 2020

Fraternity & Sorority Community,

As you may know, in spring 2019, we planned and conducted an [External Review](#) of Fraternity & Sorority Life (FSL). This process was proactive and intended to better understand our current state and strengthen the relationship between UW - Madison and the fraternity and sorority community. Through a series of in-person discussions, a variety of input processes, and review of documents, policies, and procedures, the Review Team submitted a report and list of 49 recommendations. These recommendations were prioritized and themed to create five initial priority areas for the 2019 - 2020 academic year. The priority areas include health and safety initiatives, elevating MGC & NPHC, communication, resources and staffing, and accountability.

We are excited to share our progress across all these priority areas while highlighting some exciting staffing developments. After considerable research and outreach with council leadership, we are excited to announce the formation of a new Office of Fraternity and Sorority Life and inaugural Director, Maggie Hayes. Maggie began her new responsibilities on May 1st, 2020 and will oversee the hiring process for an additional two full-time staff advisors in this new department.

Maggie comes to the position with nearly 10 years of professional experience in higher education, specifically in the support of fraternity and sorority communities. Her experience has spanned three institutions, most recently at UW-Madison, where she has served for the last four years as Assistant Director for FSL, supervising and leading a committed staff of professional and graduate staff. Her efforts this last year in leading the external review of FSL and the development of a strategic plan for moving forward have positioned us well for the future. I look forward to working closely with Maggie in the years to come.

This development underscores the increased commitment from campus for supporting our fraternity and sorority community.

For more updates and details on the "Resources and Staffing" priority area and the other critical progress from this year, please see the information below.

Thanks again for your continued support of our community.

Sincerely,
Mark C. Guthier



Charlie Quinn
IFC President

Gloria Wide
MGC President

Austin Gladden
NPHC President

Nelly Santiago
PHA President

1. Health & Safety Initiatives

Education & Intervention Audit - Fraternity & Sorority Life staff are compiling information gathered from campus partners that audits on-campus educational opportunities and requirements. A survey was designed and sent to all national organizations that gathers similar information for the educational opportunities provided at an organizational level. These two audits will be merged to provide a more full and clear picture of current offerings, which will allow for overlaps and gaps to be identified. Based on these findings, additional next steps will be announced.

Langdon Area Community Coalition - A group of stakeholders, including, but not limited to students, staff, advisors, and community partners are meeting bi-weekly to generate a vision for the Langdon Area and specific recommendations that provide a roadmap to achieving that vision. Together, the Coalition is reviewing existing data and engaging in conversations focused on inclusion, safety, and creating community. Specifically, safety includes alcohol and other drugs, hazing, sexual violence, and overall wellbeing. By early June, the group will finalize the specific recommendations and submit those to Associate Vice Chancellor Mark Guthier.

2. Elevate MGC & NPHC

A working group of students, staff, and alumni are meeting bi-weekly to generate a vision for the ideal experience for MGC & NPHC members and specific recommendations and requests that move toward the ideal experience. The working group is engaging in dialogue focused on access, institutional support, recognition, representation, and resources. By early June, the group will finalize the specific recommendations and requests and submit those to Associate Vice Chancellor Mark Guthier.

3. Implement FSL Community Communication Plan

An intentional and thorough communication plan is close to being finalized. The plan focuses both on proactive and responsive communication efforts that best meet the needs of a variety of FSL stakeholders. It includes broadening current communication, initiating new opportunities, and marketing strategies.

4. Resources & Staffing

Fraternity & Sorority Life staff explored staffing levels and models from peer institutions and created a proposal that was submitted to Associate Vice Chancellor Mark Guthier. As part of these outreach efforts, staff solicited feedback from Council Leaders, Big 10 colleagues, and the broader FSL community during an early March reception. The final staffing model, impacted in part by challenges presented by COVID-19, includes 3 full time staff members, which significantly increases the existing staffing levels and elevates Fraternity & Sorority Life to be a campus department, falling within the Leadership & Engagement theme area of Student Affairs. In order to fund this department, the university and community will share the cost. Each fraternity and sorority member will be charged a \$30 fee/semester. There will be a thoughtful waiver process that will be finalized and shared with you by no later May 31st and available at <https://fsl.cfli.wisc.edu/>. As the Advisor position hiring process unfolds, we will seek broad (student and non-student) FSL community input.

5. Clarify and Communicate Committee on Student Organizations (CSO) Process

In order to better understand the current Committee on Student Organizations (CSO) process, CSO representatives attended the Chapter President Institute in February and a reception hosted in March for council officers, chapter presidents, chapter advisors, and house corporation officers. At each of these events, they presented an overview of the process, statistics related to outcomes of CSO, and answered questions. Additional efforts include conversations with council leadership regarding overlapping policies and exploring opportunities for improved collaboration.