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PROGRAM EVALUATION OF GREEK SHOWCASE EVENTS AT ROWAN  
UNIVERSITY

by

Xochil R. Ramirez

A Thesis

Submitted to the  
Department of Educational Services & Leadership  
College of Education  
In partial fulfillment of the requirement  
For the degree of  
Master of Arts in Higher Education  
at  
Rowan University  
May 1st, 2019

Thesis Chair: Andrew Tinnin, Ed.D

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## **Abstract**

Xochil R. Ramirez  
PROGRAM EVALUATION OF GREEK SHOWCASE EVENTS AT ROWAN  
UNIVERSITY  
2018-2019  
Andrew Tinnin, Ed. D.  
Master of Arts in Higher Education Administration

The primary focus of this study was to investigate the current practices used to meet the needs of the National Pan Hellenic Council (NPHC) and Greek Cultural Organizations Council (GCOC) within the Office of Greek Affairs (OGA) at Rowan University. The study further explored the autonomy (if any) within these councils when it comes to the planning and coordination of their significant showcase events and programming. The data analysis suggested that the organizations operate independently from one another and have a sense of autonomy which could be nourished by the practices of the Office of Greek Affairs.

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## **Chapter I**

### **Introduction**

Rowan University, formerly known as Glassboro State College, situated in Glassboro, New Jersey enrolled nearly 18,500 students with over 15,400 undergraduate students as of 2017 (Rowan University, 2018). With Henry M. Rowan's 100 million-dollar donation in 1992, the institution's roots would be forever changed moving the direction of the college from a teacher's college to a research-based institution (Rowan University, 2018). Following Henry M. Rowan's donation, the institution quickly expanded its degree awarding programs as well as its property to include the opening of the Cooper Medical School of Rowan University (CMSRU), the School of Osteopathic Medicine (SOM), and the purchase of the Jean & Ric Edelman Fossil Park at Rowan University (Rowan University, 2018).

According to the Rowan University's Enrollment and Demographics of 2015, there are approximately 11,000 White students, 1,700 Black students, 1,500 Hispanic students, and 1,000 Asian students. The majority of the students at Rowan University are in-state students with slightly more male students enrolled at the institution. There are about 13,000 students attending full-time and 3,000 attending part-time (Rowan University Enrollment & Demographics, 2015). Rowan University's Division of Student Affairs is committed to encouraging and engaging students to make healthy life choices, becoming involved within the campus and the community, and develop leadership skills. The core responsibility of student affairs is to cultivate an environment in which students are able to achieve whole-person concept.

## **Purpose of the Program Evaluation**

The purpose of this program evaluation is to determine the degree to which the current needs of NPHC and GCOC organizations in regard to showcases (Meet the Greeks, Yard Shows, and New Member Presentations) are being met through current policies and practices. This study will show how the Office of Greek Affairs can support each council's independent and unique needs. Important considerations will include what policies, procedures, and associated costs may arise.

## **Significance of the Program Evaluation**

The significance of this program evaluation is to uncover the needs of the NPHC and GCOC organizations when it comes to events like Meet the Greeks, Yard Shows, New Member Presentations, and similar events hosted by both councils independently when in previous years, these events encompassed both councils. Discovering what new challenges may arise from the separation of these events and how the students can be empowered to trouble shoot and solve their own issues as two separate councils.

## **Review of Site**

As of fall 2018, Rowan University's fraternity and sorority life is home to 38 organizations. All 38 organizations fall under one unifying council called Inter-Greek Council (IGC) but are also representative of 4 umbrella councils as well. The Interfraternity Council (IFC) at Rowan University is composed of 14 fraternities with one of those organizations offering co-ed membership. The National Panhellenic Conference (NPC) at Rowan University is composed of 6 sororities. The National Pan-Hellenic Council (NPHC), often referred to as the "Divine 9", or Historically Black Greek Letter Organizations (HBGLO) at Rowan University is composed of 9 organizations

representing both fraternities and sororities. The Greek Cultural Organizations Council (GCOC) is composed of 9 organizations that represent fraternities and sororities of a different cultures to include Latin, multicultural, and faith-based organizations (Raparelli, 2018).

In the 2017-2018 academic year, Rowan University's fraternity and sorority membership amounted to 1,844 students which accounts for 12% of the undergraduate student population (Baker, 2018). The collective Grade Point Average (GPA) of all 38 organizations was 3.00 (Baker, 2018).

The Office of Greek Affairs is overseen by an Assistant Director as well as two Graduate Coordinators and interns when available. The Assistant Director as well as the staff of the Office of Greek Affairs, are responsible for ensuring all organizations follow the policies and procedures set by the institution as well as the Office of Greek Affairs. Staff ensure that organizations are aware of all deadlines related to New Member Education, New Member Presentations, and semesterly accreditation and incentive standards that have been newly introduced Fall 2018 that encourage members to become bronze, silver, or gold by completing Program Reports, Philanthropic Reports, and Community Service Reports (Raparelli, 2018).

### **Needs to be Met**

Rowan University's NPHC and GCOC organizations traditionally co-host showcase events such as Meet the Greeks and Yard Shows. These showcases are an opportunity for the student population to meet and learn about the programming, service, and philanthropies of NPHC and GCOC organizations whilst the organizations perform

traditional stepping, strolling, and saluting. The showcase event is typically used as a tool for publicity of events and programming as well as recruitment.

In the fall of 2018, the NPHC organizations decided to separate themselves from the showcase events with GCOC. The information given by the Office of Greeks Affairs regarding the split between both councils stems from the lack of time for each organization to perform at the showcase. GCOC organizations believed that the divide would make the Greek organizations look even more divided than they appear. Other possible reasons for the separation stem from other councils taking the attention away from the audience. The goal of the split was to be able to shine the spotlight on each council separately.

### **Assumptions and Limitations**

This study assumes that subjects answered the survey truthfully. I will also use a representative sample to collect information. As a graduate coordinator interning in the office, and as a member of an organization within GCOC, I assume there may be a slight bias in my findings because students may view me as someone who holds a position of power. I also interact with some of the students through my graduate coordinator position. It is possible that these relationships may also impact how NPHC and GCOC choose to respond to my interview questions. I may hold some biases due to my affiliation to GCOC organizations.

### **Operational Definition of Important Terms**

1. Greek Cultural Organizations Council (GCOC): umbrella organization consisting of cultural Greek organizations.

2. Meet the Greeks/Yard show: a collaborative showcase indoors/outdoors of organizations stepping, strolling, and saluting as well as an opportunity to provide the audience with a brief history of organizations.
3. National Pan-Hellenic Council (NPHC): historically Black Greek letter organizations also referred to as the “Divine Nine.”
4. New Member Presentation: a public showcasing of an organizations newest member(s) (neophyte(s)) to the campus community.

### **Evaluation Questions**

How do members in NPHC and GCOC organizations organize large events such as Meet the Greeks at Rowan University?

What practices are currently used to meet the needs of the NPHC and GCOC organizations?

What do these practices currently tell us about the level of autonomy and capacity building within the both councils?

### **Organization of the Evaluation**

Chapter II provides a brief review of scholarly literature relevant to this study. This section provides a brief history of fraternity and sorority life in the collegiate setting, as well as the significance of showcases, meet the Greeks, and stepping and strolling.

Chapter III represents the procedures and methodologies deployed in this study. The context of the study, population, sample selection, demographics, data collection instruments, data gathering procedures, and analysis of the data collected comprise this chapter.

Chapter IV represents the findings of this study to include the population sample, and any tables and figures used.

Chapter V provides a brief summary of the study. It also pinpoints major findings in the study and offers suggestions and recommendations for researchers who wish to study this topic in the future.

## **Chapter II**

### **Background**

#### **Brief Fraternity & Sorority History**

The origins of fraternities and sororities in American culture begins in 1776. This is the same year of the inception of the Declaration of Independence, a time of celebration and change. The first fraternity, Phi Beta Kappa, was founded by a small group of masonic men at the College of William and Mary located in the heart of Williamsburg, Virginia (Williams, 2013). Fraternities at the time were viewed as communal space for secret societies to gather and convene.

Fraternities were created in large part because male students believed this to be a way of resistance to the overbearing and restrictive influence of the faculty (Syrett, 2005). Syrett explains in, *The Company He Keeps: White College Fraternities, Masculinity, and Power, 1825-1975*, that male students were not seen as boys nor men and used these secret societies which would later be referred to as fraternities as a means to break free from the monotony of the prescribed college life; recitation, prayer, and study (Syrett, 2005). Though the origins of fraternities are layered with seeking companionship and independence, the cloak of secrecy and exclusivity of these organizations were divisive in that era of higher education.

Rituals and initiations can be traced back to the competitiveness of these societies. The need to recruit the best candidate was selected by a series of tasks to be completed of freshmen. Some of these rituals, which is called hazing today, included; teasing, being kidnapped and stripped naked, bound and gagged, their heads were shaven, and some were tarred and feathered (Syrett, 2005). The egregious actions of sophomore rituals left an infectious mark on freshman as they too, would later perform the same

heinous acts on incoming freshman and this cycle would continue to spread onto each initiation class.

Even once initiated into the society, lower classmen were expected to adhere to a hierarchy within the group which meant they were at times, submissive to upperclassman. Deference would become the standard on how fraternities governed each other's power, though shifting as one would progress from lower to upperclassmen (Syrett,2005).

It is important to discuss the who in regards to fraternal societies. Early students were mostly Anglo-Saxon, White, Protestants in which those societies were trying to preserve their middle to upper class prestige by denying membership to those Non-Protestant, lower class students (Syrett, 2005). Although race is a major component in the twentieth century and today's society, class was more coveted than race. Acknowledging the access to higher education was very restrictive in the past is also important to mention as Blacks and women were not permitted to attend college.

Fraternity affiliated students and non-fraternity affiliated students were essentially divided on campuses. Fraternity members would refer to non-members as "barbs" which was short for barbarians. The distinction between the groups caused conflict because these societies painted non-members as uncivilized which was often the term used to describe Black people (Syrett, 2005). These societies often segregated themselves on college campuses and those who were Greek often viewed themselves as superior to non-Greeks and did not attempt to build relationships outside of their societies. This exclusivity, which could be described as discrimination, led other groups to create their own Greek lettered organizations and continue the pattern of self-segregation.



In 1851 at the Wesleyan Female college, female students created their first secret society, which many were initially referred to as fraternities as no other word existed yet for women (Torbenson, 2005). "Sorority" would later be coined in 1882 when a professor of Latin suggested the use of "soror" as it translates to sister in Latin (Bonzo, 2014). However, some female organizations opted to keep fraternity as a part of their Greek-lettered organization's history.

Weschler (2007) stated that the increased value of academics within the Jewish community was a direct response to the social exclusion from fraternal organizations. The first Jewish fraternity, Zeta Beta Tau, was established in 1898 at Columbia University in New York City. Weschler describes the climate of institutions at that time were apprehensive in admitting Jewish students for it threatened the good name of their institution. This led to decreased enrollments of Jewish students male or female at institutions. The creation of Jewish social groups was met with great isolation by other Greek-lettered organizations, though by the 1920's it would later be recognized as mainstream and the uniqueness it once held would be indiscernible.

It was in 1906 that the first African American fraternity would be formed in Ithaca, New York at Cornell University. Alpha Phi Alpha fraternity would begin the creation of the Divine 9 followed by the first women's organization. Alpha Kappa Alpha was founded in 1908 at Howard University. At this moment in history, Blacks faced, "segregation, prejudice, and discrimination in the advancement of the members of their people" (Torbenson, 2005). These organizations, just as other marginalized groups, were met with hostility, thought to be incompetent, and threatened their livelihoods for imitating White culture. With Phi Beta Kappa, the first fraternity created, having 130

years of influence on society, it is important to understand why Whites were apprehensive to Black students creating organizations of their own as these organizations would continue the cycle of becoming influencers within their society.

The oldest Latino/Spanish based fraternity had a very interesting history. Phi Iota Alpha Fraternity, Incorporated as it is known today, is referenced by other names such as; Sigma Iota, Phi Lambda Alpha, and Union Latino Americano. The origin of the fraternity starts with Phi Lambda Alpha under its club name of Union Latino Americano in 1898 at Rensselaer Polytechnic Institute in New York. In 1904 at Louisiana State University, Sigma Iota was established and known as Sociedad Hispano-Americana. It was in 1931 that Sigma Iota and Phi Lambda Alpha would combine to create Phi Iota Alpha (Phi Iota Alpha, 2018). Though Lambda Theta Phi Latin Fraternity, Incorporated and Lambda Theta Alpha Latin Sorority, Incorporated both founded in 1975, claim the title of the first Latin-based organizations in the nation (Lambda Theta Alpha, 2018; Lambda Theta Phi, 2018).

In 1981, Mu Sigma Upsilon Sorority, Incorporated was founded at Rutgers University as the nations first multicultural Greek-lettered organization (Mu Sigma Upsilon, 2019). Today, there are also Asian and South Asian Greek Organizations that are rapidly growing in popularity such as; Alpha Kappa Delta Phi one of the largest Asian sororities in the nation, and Sigma Beta Rho a South Asian fraternity. Umbrella organizations for Latin and multicultural organizations were created such as National Association of Latino Fraternal Organizations (NALFO), National Multicultural Greek Council (NMGC), and National Asian Pacific Islander American Panhellenic Association (NAPA-APIDA).

The purpose of these organizations, like their predecessors were to create a forum in which students alike, whether it be class, race, religious views, or values could convene in an informal atmosphere to discuss matters of social and academic concerns (Torbenson, 2005). Many of these organizations were facing some form of societal discrimination which cultivated a strong sense of familial ties and loyalty.

The purpose of fraternities and sororities were to set unified goals which included the development of leadership qualities, the pursuance of academic excellence, while engaging in community service to build and strengthen their brotherhood or sisterhood (Torbenson, 2005). These organizations would spread to other college campuses to inspire and motivate students to join their society. The growth of membership created a network of like-minded professionals.

Members seeking membership from other organization's not like themselves was met with debate. The National Interfraternity Conference held a yearlong debate amongst its many chapters on the acceptance of minority membership within their organization (Bonzo, 2014). Many decided it would be up to the discretion of their respective chapter to decide on who is admitted into their organization. As seen today, many organizations are still self-segregated but the inclusivity and acceptance of others are growing within the culture. However, the increase of Greek lettered organizations has increased dramatically and they serve a broad scope of the differences in students' individuality.

### **NPHC at Rowan University**

Rowan University is home to all nine Historically Black Greek Letter Organizations (HBGLO). These organizations fall under the National Pan-Hellenic Council (NPHC). NPHC, Inc. was founded as an organization on May 10th, 1930 on the

campus of Howard University. The purpose of the council is to serve as a means for the organizations to host meetings and engage in the exchanging of information when it comes to programming, events, and initiatives through various activities and functions (Rowan, 2018).

There are five fraternities with 18 members and 4 sororities with 18 members as of Fall 2018 (Baker, 2018). NPHC has an executive board for the council as well as within their respective organizations.

### **GCOC at Rowan University**

There are nine fraternities and sororities under the Greek Cultural Organizations Council (GCOC) at Rowan University as of Fall 2018. There is one co-ed faith-based organization with two members, four fraternities with twelve members, and four sororities with thirteen members (Baker, 2018). GCOC serves as a governing body to the organizations that fall under this umbrella. The purpose of GCOC is to uphold the values and traditions of their respective organizations by promoting leadership, service, and education as a unified entity. GCOC is committed to showcasing and encompassing diversity as the council openly welcomes and invites other Greek organizations to join and become an asset to the campus (Rowan, 2018). Unlike NPHC, the GCOC organizations can accept other organizations into their council, whereas NPHC is strictly the nine organizations. GCOC leadership is composed of a President and four Executive Officers (Raparelli, 2018).

## **Mission Statement, Pillars, & Policies**

The Office of Greek Affairs mission statement at Rowan University is:

The mission of the Greek Community at Rowan University is to encourage and promote intellectual curiosity through academic achievement and to develop the personal and social skills of students by providing leadership opportunities through self-governance. In addition, the Greek Community strives to promote service through the University's co-curricular programs and through community involvement. The co-curriculum, established by Rowan University's Mission Statement on student development, promotes growth toward attitudinal and ethical development; and, responsibility to self and others through active participation in the betterment of the campus and larger community. The Greek Community is expected to plan its activities with academic and co-curricular mission of the University in mind. (Baker, 2018)

The Pillars of Excellence include; Leadership, Scholarship, Community, and Tradition. These pillars act as a means to connect all of the organizations recognized at Rowan University. The Office of Greek Affairs at Rowan University provides the Greek community with a virtual handbook with several policies and standards that can be accessed publicly through the Rowan website. Its mission statement, pillars, chapter accreditation policy, Greek code of conduct, hazing policy, sexual assault policy, new member policy, new member presentation policy, academic policy, event instructions, and many other resources can be found within the handbook.

## **CAS Standards & Guidelines for Fraternity & Sorority life**

The Council for the Advancement of Standards in Higher Education (CAS) is an association which houses 43 member organizations (CAS, 2018). Its purpose is to provide achievable standards and assessment guides for professional staff in higher education in any area of practice and at any institution. The CAS Standards and Guidelines for Fraternity and Sorority Advising Programs (FSAP) are meant to assist professionals with the development of students within Greek-lettered organizations by promoting the growth of the whole-student concept, the development of cross-cultural concepts, and ensuring students collaborate with stakeholders of the Greek Affairs community (Fraternity & Sorority Advising Programs, 2014).

### **Significance of Stepping, Strolling, & Saluting**

The cultural significance of Greek performances and showcases are attributed to the NPHC organizations. The roots of stepping, marching, strolling, hand signs, calls, chants, and even branding, all allude to the influence of African and Black slave culture. The call of an organization is sometimes started by one member and echoed by several members of the organization as was the way Africans communicated over vast distances (Degregory, 2015). The use of synchronized movements that emitted a rhythmic sound is known as stepping. It was in the early 1950's when stepping began to spread amongst NPHC organizations. Strolling was another performance art that derived from symbolic African culture. The "circle" was not meant to be broken, so performances or dances performed within the circle could not be disturbed by outsiders (Degregory, 2015). Each organization has its own signature moves, steps, strolls, and calls.

Members of NPHC and GCOC organizations on Rowan University's campus participate in many of the various traditions of stepping, strolling, and saluting. The organizations have events and competitions where they showcase their fraternity or sorority's signature steps, calls, chants, and strolls. In the beginning of each semester, the NPHC and GCOC organizations would host a Meet the Greeks or Yard Show where all students and alumni could attend and watch the members perform. As of Fall 2018, the two councils have decided to separate their showcases to two different days. This study will determine the autonomy of the two councils and the current practices used for the councils.

## **Chapter III**

### **Methodology**

#### **Context of Study**

This program evaluation was conducted at Rowan University located in Glassboro, NJ. The Office of Greek Affairs is located within the student center on Rowan's main campus and falls under the division of student affairs. The office oversees 38 organizations in total and each organization falls under one of the 4 councils within Greek life with all organizations under the umbrella council of Inter Greek Council (IGC). There are over 1,200 members involved in fraternity and sorority life on Rowan's campus with over 600 members belonging to IFC organizations, over 500 members belonging to NPC organizations, 36 members belonging to NPHC organizations, and 25 members belonging to GCOC organizations (Baker, 2018).

#### **Population and Sample Selection**

The target population for this program evaluation will consist of current and active members of the NPHC and GCOC councils during the 2018-2019 academic year. There are 36 members who belong to NPHC organizations and there are 25 members that belong to GCOC organizations as of Fall 2018 (Baker, 2018). The intent was to use purposive sampling for the survey and interviews by using qualitative data collection methods.

#### **Data Collection Instruments**

The instrumentation used for this program evaluation consists of the use of interviews and a survey created to address students' thoughts and concerns over how the separation of NPHC and GCOC organizations and events and programs like the Yard Show and Meet the Greeks, meet the needs of these particular fraternity and sorority



members. The survey includes a demographic component and a satisfaction questionnaire that will be distributed to members of GCOC and NPHC organizations as well as students who attend these events. The interview questions will contain a challenges component and a needs component and will last no longer than fifteen minutes.

### **Data Gathering Procedures**

Prior to the collection of any data for this research project, the Institutional Research Board application was approved. No personally identifiable information was used for students that chose to participate in the interview, survey, or both. Students identity will remain anonymous and their fraternity and sorority organization or any identifiable characteristics of a particular fraternity or sorority will also be excluded from the data to ensure anonymity.

Permission was obtained by the Assistant Director of the Office of Greek Affairs to collect data using interviews and surveys.

### **Data Analysis**

The validity of the program evaluation can be determined by the use of the mixed survey and interview instruments used. A modification of the Greek LEAD survey of Vanderbilt University was adapted to serve as way to assess students and students learning outcomes (Vanderbilt University, 2019). Data provided by subjects were recorded electronically through Qualtrics and then downloaded into SPSS (Statistical Package for the Social Sciences) computer software to calculate frequencies, percentages, means, and standard deviations for notable data.

Since interviews were audio-recorded, all audio was transcribed to ensure responses were accurately depicted the responses from the subjects. The data collected

from the interviews were organized into categories and coded for possible themes.

Credibility is difficult to prove in qualitative research and to ensure trustworthiness of this program evaluation, Patton's (2015), 12 steps for "Ethical Issues Checklist" were followed.

## **Chapter IV**

### **Findings**

#### **Profile of the Sample**

The subjects for this study were selected from the 2018-2019 academic year of active fraternity and sorority members from organizations in the Office of Greek Affairs of Rowan University. Though the Office of Greek Affairs houses NPC and IFC organizations in addition to NPHC and GCOC organizations, this study focused on NPHC and GCOC organization members exclusively. Only members belonging to NPHC and GCOC organizations were notified of the study. Permission and access to email addresses and rosters were granted by the Assistant Director of Greek Affairs, Gary Baker at Rowan University. Of the 90 surveys distributed, 43 were distributed to NPHC organizational members and 47 were distributed to GCOC organizational members. The Qualtrics survey collected twenty responses which included complete, incomplete, and partial responses which yields a 22% response rate for this survey. According to Table 4.1, there were 11 (55%) female respondents and 8 (40%) male respondents, as well as one respondent that preferred not to identify. The ethnic and racial identities of subjects varied as follows; 8 (40%) Black, 7 (35%) Latino/a/x, 1 (5%) Asian/Pacific Islander, 1 (5%) Mixed with 2 or more races, and 3 (15%) Other.

Table 4.1

*Survey Sample Demographics (N=20)*

Variable		<i>f</i>	%
Gender	Male	8	40
	Female	11	55
	Prefer Not to Say	1	5
	Other	-	-
Racial/Ethnic Identity	Black	8	40
	White/European	-	-
	Latino/a/x	7	35
	Middle Eastern	-	-
	Asian/Pacific Islander	1	5
	Native American	-	-
	Mixed 2 or more	1	5
	Other	3	15
Council	NPHC	9	45
	GCOG	11	55
Total		20	100

The subjects for the interview portion of the research were undergraduate members of NPHC and GCOG organizations and were recruited by email and selected based on availability of the subject's time and were completely voluntary. Subjects were given audio and consent forms in which all subjects agreed to participate in this study. To keep the confidentiality of the subjects interviewed, all names, specific organizations, or any identifiable information was removed in the transcription process to ensure the confidentiality of the subjects for this program evaluation. Subjects were asked if they could provide their demographic information. Interview transcriptions were separated based on the council subjects were affiliated with; NPHC or GCOG. As shown in Table

4.2, the subjects of the interview portion of the research were made up of the following demographics: 9 (42.9%) Male, 12 (57.1%) Female, 10 (43.5%) Black, 9 (39.1%) Latino/a/x, 1 (4.4%) Middle Eastern, 1 (4.4%) Mixed with 2 or more races, and 3 (13%) Other. Of the 21 subjects, 7 (33.3%) were from NPHC and 14 (66.7%) were from GCOC organizations.

Table 4.2

*Interview Sample Demographics (N=21)*

Variable		<i>f</i>	%
Gender	Male	9	42.9
	Female	12	57.1
	Prefer Not to Say	-	-
	Other	-	-
Racial/Ethnic Identity	Black	10	43.5
	White/European	-	-
	Latino/a/x	9	39.1
	Middle Eastern	1	4.4
	Asian/Pacific Islander	-	-
	Native American	-	-
	Mixed 2 or more	1	5
	Other	3	13
Council	NPHC	7	33.3
	GCOC	14	66.7
Total		21	100

## **Analysis of the Data**

**Evaluation question 1.** How do members in NPHC and GCOC organizations organize large events such as Meet the Greeks at Rowan University?

In previous years at Rowan University, Meet the Greeks was cohosted by NPHC and GCOC councils until the Fall of 2018 where councils each hosted their own Meet the Greeks/Yard Show. According to Table 4.3, the data collected shows that 31.3% strongly agree with the statement of Meet the Greeks and Yard Shows should be hosted by individual councils with 37.5% strongly disagreeing to the statement. When asked if Meet the Greeks should be co-hosted by NPHC and GCOC organizations, 25% strongly agreed with the statement and 18.8% strongly disagreed. Approximately 37.5% of members strongly agreed that hosting events by council allowed organizations more control over planning. Over 60% of respondents agreed that Meet the Greeks are coordinated with staff prior to the event with less than 20% that disagreed that the staff helps prior to events. According to the data, over 60% agree they are proactive in the planning process of large events.

Table 4.3

*Perceptions of Collaboration Amongst Councils (N=16)*

	Strongly Agree		Somewhat Agree		Neither agree nor disagree		Somewhat Disagree		Strongly Disagree	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Meet the Greeks & Yard Shows should be hosted by individual councils <i>N=16</i>	5	31.3	1	6.3	3	18.8	1	6.3	6	37.5
Meet the Greeks & Yard Shows should be co-hosted by NPHC & GCOC <i>N=16</i>	4	25	4	25	4	25	1	6.3	3	18.8
Hosting events by council allows organizations more control over planning <i>N=16</i>	6	37.5	4	25	3	18.8	1	6.3	2	12.5
Meet the Greeks & Yard Shows are coordinated with staff prior to the event <i>N=16</i>	4	25	6	37.5	3	18.8	-	-	3	18.8
My council is proactive in the planning process of large events <i>N=16</i>	6	37.5	4	25	2	12.5	1	6.3	3	18.8

When subjects were asked to select the way(s) in which they prepare for events like Meet the Greeks, according to Table 4.4, 28% indicated they reserved the space for their event, 26% indicated they made decisions for the event, 26% indicated they

assigned members responsibilities, 14% indicated they planned for inclement weather, and 2% indicated they planned ticket sales.

Table 4.4

*Council Autonomy in Event Planning (N=12)*

Variable	<i>f</i>	%	
When it comes to planning Meet the Greeks/Yard Show events, in what ways does your council plan for the event?	Reservation of space	12	28.6
	Making decisions	11	26.2
	Assigning member responsibilities such as: Hosts, Clean Up, DJ, Check in, Flyers, etc.	11	26.2
	Inclement Weather	6	14.3
	Date/Location	1	2.4
	Ticket Sales	1	2.4
Other	1	2.4	

According to Table 4.5, subjects were asked how far in advanced they planned for their showcase events like Meet the Greeks, Yard Shows, Triple S, Step Shows, and Pageants. Approximately, 43% said they started planning the semester prior to the event, 25% started planning 2 months prior and almost 20% said their planning was sporadic.



Table 4.5

*Time Spent Planning Events (N=16)*

Variable		<i>f</i>	%
How far in advance do you plan out events like Meet the Greeks, Yard Shows, Triple S, Step Shows, Pageants?	Previous Semester	7	43.8
	2 Months prior	4	25
	1 Month prior	-	-
	Planning is sporadic	3	18.8
	Other	2	12.5
Total		16	100

**Evaluation question 2.** What practices are currently used to meet the needs of the NPHC and GCOC organizations?

When subjects were asked about the support the Office of Greek Affairs currently provides to members in NPHC and GCOC organizations, the responses recorded trended to the positive with examples of office support in event planning for large events such as Greek week, step and stroll competitions, Meet the Greeks, booking rooms, service, philanthropy, programs geared for students involved in Greek life, and overall supportive. One subject responded by stating:

...The support from the office is there for big events but for small programs it is not much. But availability is there because I can just walk in the office and have my one question answered in like ten minutes, rather than waiting a day for an email.

Subjects were asked to describe a time they asked the Office of Greek Affairs for assistance and to describe the outcome. Responses were mixed with some respondents stating the office staff were not only able to listen to the members but gave helpful feedback whereas some explained the office's feedback was not useful. One student said, "I asked them for help when someone was making me uncomfortable. They helped me reassure myself that my feelings were valid and handled the situation as it should have been." Another student stated, "One time my organization asked the Greek affairs office for assistance in coming up with strategies to promote our events/programs. They were very willing to listen. We were giving multiples ideas on how to promote for our programs." One student described their experience in asking the office for assistance in finding a new location for New Member Presentations and said, "...I requested help in searching for new places that we could utilize and they were very helpful in exchanging contacts I could use to find a more specific answer as well as expediting the request process."

Subjects were questioned if they would ask the Office of Greek Affairs for assistance. Over 57% of subjects said they have asked the office for help in the past and would ask again according to Table 4.6.

Table 4.6

*Perception of the Office of Greek Affairs (N=14)*

Variable		<i>f</i>	%
Would you ask the Office of Greek Affairs for assistance?	Yes	4	28.6
	Yes- I have asked for help in the past & would ask again in the future	8	57.1
	No	-	-
	No- I have asked for help in the past & would NOT ask again in the future	1	7.1
	Maybe	1	7.1
Total		14	100

**Evaluation question 3.** What do these practices currently tell us about the level of autonomy and capacity building within the both councils?

Subjects were asked how their needs differed from each other (NPHC vs. GCOC) and respondents gave mixed feedback. Few subjects from both NPHC and GCOC stated, “I do not feel our needs differ.” Whereas most subjects agreed that, “NPHC and GCOC are two different councils and serve two different minority groups. It’s unfair that we are constantly trying to be joined together and create unity when we should be focusing on unity between the councils.” Another student said:

“NPHC has been around longer (and) therefore there is more history and tradition rooted in these organization... Our needs are more standardized and less flexible.

The culture around GCOC has yet to fully bloom especially because this council is specific to Rowan so operational standards will vary from different chapters immensely.”

When asked what each council needs the most help with, subjects from both NPHC and GCOC responded with communication, planning, and commitment as the areas needing the most improvement. Some responses were, “The council is very (re)lax(ed) and I believe can do more events together. I believe a small nudge by the office can make that happen,” another student said, “We need most help with staying active as a council,” and “As a council I feel as though we need more structure.” Other responses were, “I believe that we need more attention and help with publicity with our events and programs. We are the minority at this school which means that we have limited exposure to the student body as a whole.”

When asked about NPHC and GCOC’s thoughts on separating events like Meet the Greeks, the responses were mixed. Students belonging to NPHC said, “I am torn, while I do think that it is necessary due to the duration of the show and how we operate. I don’t want a division between the two councils to occur.” Another NPHC member said, “It needs to be separated. It’s far too long when we are both together. It creates confusion for those in the crowd because we are not one council and it is unnecessary.” Members belonging to GCOC said, “It’s stupid. Period,” another said:

I don’t think we should separate events such as meet the Greeks because we would like to encourage Greek unity and not make it seem as if there is a divide between the two councils because there is not. We all support each other in everything we do, including programs and co-sponsoring and do not want the

student body to think one is better than the other, we are all equal, yet unique in our ways.

Another student said, “I think the community at Rowan University is segregated enough and Meet the Greeks is one of the few events that multiple groups come together as one. It should be kept together.” Only one GCOC member indicated wanting to separate the event and said, “I don’t mind having it together but I have a slight preference of doing it separately.”

Subjects were asked to rate how much they agreed or disagreed with the statement in Table 4.7: Council competition is a problem facing the Rowan Greek community. Almost 30% strongly agreed with the statement, 22% somewhat agreed with the statement, 22% neither agreed or disagreed with the statement, and 22% strongly disagreed with the statement. The next statement specifically focused on council competition between NPHC and GCOC organizations and 22% strongly agreed with the statement, 33% somewhat agreed with the statement and 22% strongly disagreed with the statement.

Table 4.7

*Perceptions of Council Competition (N=18)*

	Strongly Agree		Somewhat Agree		Neither agree nor disagree		Somewhat Disagree		Strongly Disagree	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Council competition is a problem facing the Rowan Greek community <i>N=18</i>	5	27.8	4	22.2	4	22.2	1	5.6	4	22.2
Council competition between NPHC & GCOC is a problem facing the Rowan Greek community <i>N=18</i>	4	22.2	6	33.3	3	16.7	1	5.6	4	22.2

According to Table 4.8, over 37% of subjects strongly agreed that building relationships with members of other councils was important. When asked about setting council goals and whether being a part of the decision making for policies from the Office of Greek Affairs, over 90% agreed that was important to them.

Table 4.8

*Council Goals (N=16)*

	Very Important		Important		Moderately Important		Somewhat Important		Not Important	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Building relationships with members of other councils <i>N=16</i>	6	37.5	5	31.3	4	25	-	-	1	6.3
Setting council goals <i>N=16</i>	9	56.3	6	37.5	1	6.3	-	-	-	-
Being a part of decision making for policies from the Office of Greek Affairs <i>N=16</i>	10	62.5	5	31.3	1	6.3	-	-	-	-

**Emerging Themes from the Data**

**Independence.** Both councils described wanting to be able to work independently from each other. Members from NPHC even stated they wanted, “To stop being forced to be with other councils.” One NPHC member said in regard to separating Meet the Greeks, “It needs to be separated. It’s far too long when we are both together. It creates confusion for those in the crowd because we are not one council and it is unnecessary.”

One student from GCOC said:

“Separating the Meet the Greeks at first was not good because for so many years it had been together. But after the outcome of it being separated, I did like it better because it had more structure and we worked as a team. When it was just GCOC we were able to plan it and have everything on time.”

NPHC wants to be treated as their own council which operates independently. Whilst the majority of GCOC members wish to continue to work collaboratively with NPHC with comments like, “I think the community at Rowan University is segregated enough and Meet the Greeks is one of the few events that multiple groups come together as one. It should be kept together.” Another student from GCOC said:

“I don’t like Meet the Greeks being separate; it takes away from the “Greek unity” aspect and doesn’t really benefit either council. Doing it together is long but shows we’re all there for each other.”

Although GCOC has expressed concerns for lack of unity between the two councils, the council must recognize their differences. Both councils agree Meet the Greeks showcase event is exceptionally long when both collaborate on the event together and recognize this as a need for growth.

**Visibility vs invisibility.** The theme of visibility and invisibility emerged from both NPHC and GCOC organizations in the Qualtrics survey as well as the interviews. Though my program evaluation focused on council needs (particularly in event planning of large showcase events), members felt their needs in comparison to not only each other but the NPC and IFC organizations needed specialized attention. One student said, “Greek affairs does not do far as much for NPHC as they do for the IFC. Greek affairs has allowed NPHC too much lee-way to make their own choices and it has caused a bad year and poor NPHC representation on campus...they also need to set rules for each council.” This student feels the visibility the NPHC organizations did receive this academic year were negative and could have been alleviated if rules for councils were outlined. Another student from NPHC said, “I believe that we need more attention and



help with publicity with our events and programs. We are the minority at this school which means that we have limited exposure to the student body as a whole.” NPHC and GCOC organizations at Rowan University have very small active members in their organizations in comparison to their IFC and NPC counterparts. With Rowan University as a Predominantly White Institution (PWI) and the historical invisibility of Black and Brown students at these institutions, suggest a need for individualized administrative attention.

**Campus resources.** One student from GCOC said when comparing their needs to NPHC: “Our needs differ because we are a small community and less common compared to Divine Nine organizations which are known nationally and have larger numbers. Therefore, we may need assistance with support and spreading the word about us and help (us) being more known on our campus specifically. We also need more help financially because unlike Divine Nine organization we are also less funded considering our low numbers. Less funding means it is hard to afford diversifying the type of programs we have or affording the supplies to have at these programs.”

This student acknowledges the gap between the councils by identifying the vast and large membership belonging to NPHC organizations due to their historical presence and founding. This student believes that NPHC organizations have access to more funding because of their long-standing presence and wants equity between the two councils.

Another student said:

NPHC believes they could do the bare minimum because of the history they have but GCOC, we MUST work together to continue to have great programs and

bringing in people of quality. They have these hopeful dreams and delusions that this is a HBCU when, in reality it's a PWI and all we have is one another.

Students in GCOC want to have access to more resources to improve their programming.

**Equity in policy & enforcement.** Both NPHC and GCOC subjects expressed a discrepancy between policing for their events as opposed to their IFC and NPC counterparts. One student from GCOC said, "I feel that there are times where there is such a large presence of law enforcement and makes it seem that we have to be watched." Another student echoed, "... I get the policies but why are there barely 2 cops during any other organizations events but when events are hosted by GCOC/NPHC we have the whole department showing up." NPHC member said: "...Whenever we want to hold something it's monitored by public safety when other councils don't have that problem." The students from these organizations felt targeted by Rowan University's Police Department. The increased police visibility at NPHC and GCOC events created confusion on whether policies are being applied to *all* organizations or if they are exclusive to NPHC and GCOC organizations.

**Professional development.** Members from both councils requested more funds to use for professional development with one student stating, "Possibly attaining more funds from the school for professional development conferences and events." Another student suggested the following when asked what areas their council would like assistance from the Office of Greek Affairs:

"Professional development and leadership skills. I believe that having a set list of required or events to possibly organize could help E-Board with what to do.

Possibly making it a requirement to come and help in the summer with Greek

retreat to learn leadership skills. What happens is that most people who have leadership skills are already super involved so they can't step up."

The councils recognized the need for more leadership opportunities for all members and not just those actively engaged and involved on campus. Another student said, "Organization and leadership retreats targeted for each council it's ridiculous that we are having retreats with mainstream organizations because we are way smaller in numbers and lack leadership in many areas." Members from these councils desire a leadership retreat that targets the specific needs of their core population as opposed to a generalized retreat.

## **Chapter V**

### **Summary, Discussion, Conclusion, and Recommendations**

#### **Summary of the Program Evaluation**

The program evaluation investigated how members in NPHC and GCOC organizations plan and execute their large events such as Meet the Greeks and Yard Shows. The study was conducted at Rowan University in Glassboro, NJ during the spring semester of 2019. The study was designed to understand the current practices used to meet the needs of these councils and their level of autonomy as an individual council.

A questionnaire was emailed to 90 students belonging to NPHC and GCOC councils within the Office of Greek Affairs. The first part of the questionnaire collected demographic data to include gender, ethnicity, and which council the student belonged to. The second part of the survey consisted of measuring their perception of autonomy in event planning. It was comprised of several Likert-type items regarding student perceptions towards council collaboration, council goals, and their proficiency of current policies and procedures. The fourth part of the survey allowed for students to input their own response in regard to areas the students would like to receive help from the Office of Greek Affairs.

The surveys were analyzed using descriptive statistics and frequency calculations. Patterns of involvement were explored using Statistical Package of Social Sciences (SPSS) software.

#### **Discussion of the Findings**

**Evaluation question 1.** How do members in NPHC and GCOC organizations organize large events such as Meet the Greeks at Rowan University?

The purpose of this question was to gather information on how NPHC and GCOC organize their events based on their self-reported current practices. According to the data in Table 4.4, both NPHC and GCOC reported they were responsible for making decisions regarding event planning to include the reservation of the physical space and assigning members individual responsibilities. As for planning for inclement weather dates and locations, almost 15% responded with that being something that was included in the planning process. Approximately 43% of the respondents indicated they planned their events the semester prior to the showcase event. However, almost 20% admitted their planning was sporadic.

**Evaluation question 2.** What practices are currently used to meet the needs of the NPHC and GCOC organizations?

This question was asked to determine what practices are currently working for the organizations from the organizational members. Both councils responded positively to the current practices offered by the Office of Greek Affairs and their staff. They overwhelmingly agreed the office supports the councils for big events and would like more support for their smaller events. Students also commented on how accommodating the office was in regard to their availability.

**Evaluation question 3.** What do these practices currently tell us about the level of autonomy and capacity building within both councils?

**NPHC autonomy.** The purpose of this question was to determine the perceived level of autonomy NPHC and GCOC organizations have and determine their current level of skills and competency. Students from NPHC were vocal about their needs and their independence from joint council collaboration with GCOC. One student was able to

articulate the differences between the two councils while another student was sympathizing with the infancy of GCOC attributing to its flexible protocols. NPHC has the historical context and support to continue to operate without the forced co-sponsorship of GCOC organizations.

**GCOC autonomy.** GCOC members had been able to acknowledge the differences in the councils but felt separating large showcase events from NPHC showed a lack of unity amongst the councils. However, subjects from the council were able to articulate their strengths (programming and supporting one another) and areas of improvement (incorporating more structure, better communication, and commitment) which speaks to their level of capacity building. Obtaining and utilizing the resources to operate independently.

## **Conclusions**

The results of the program evaluation focused on the NPHC and GCOC population at Rowan University reveal that the organizations wish to operate their showcase events with some level of autonomy. Particularly, both councils agreed the showcase events when both organizations cosponsor events operate for a long period of time and NPHC suggests that the target population for their events are different from GCOC and want to alleviate any confusion for students attending the events. With the recent separation, GCOC has expressed their ability to execute the event without the assistance of NPHC although this council wishes to continue hosting the events collaboratively.

## **Recommendations for Further Practice and Research**

This section offers recommendations for administrators and staff of the Office of Greek Affairs to foster the autonomous development of members belonging to NPHC and GCOC organizations.

1. Administrators and staff should continue to provide councils with support specific for council needs.
2. The Office of Greek Affairs should be intentional with current professional development opportunities and retreats offered to members from NPHC and GCOC.
3. NPHC and GCOC organizations should host showcase events independently to better serve their individual needs. The distinction between the councils should continue to be clearly communicated in any and all campus materials and presentations.

Based upon the findings and conclusions, my findings cannot be broadly applied unless subsequent researchers have similar situations, with similar research questions or questions of practice but, I recommend the following for research:

1. Further studies should be conducted with larger similar populations to confirm the findings of this study.
2. Design of questionnaire should be thoroughly tested to ensure questions and statements have clarity.
3. Conducting a pre-test could assess the autonomy of students belonging to NPHC and GCOC councils in the beginning of their fraternity and sorority involvement and a post-test to assess any changes or developments.

4. Frequent check-ins with members of the NPHC and GCOC to ensure their needs are being met.
5. An additional study on challenges members of NPHC and GCOC face could provide critical information on ways staff and administrators can improve their experience.



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## Appendix A

### Institutional Review Board Disposition Form



**Title of Project:** Program Evaluation of Greek Showcase Events at Rowan University  
**Principal Investigator:** Dr. Andrew Tunin  
**\*\*Funding Source(s):** Internally Funded

#### 1. Purpose/Specific Aims

##### 1.1 Objectives

The purpose of this program evaluation is to determine the degree to which the current needs of NPHC (National Pan Hellenic Council) and GCOC (Greek Cultural Organizations Council) organizations in regard to showcases (Meet the Greeks, Yard Shows, and New Member Presentations) are being met through current policies and practices. This study will show how the Office of Greek Affairs can support each council's independent and unique needs. Important considerations will include what policies, procedures, and associated costs may arise

##### 1.2 Hypotheses

*What practices are currently used to meet the needs of the NPHC and GCOC organizations? What do these practices currently tell us about the level of autonomy and capacity building within the both councils?*

*How do members in NPHC and GCOC organizations organize events at Rowan University compared to other schools?*

#### 2. Background and Significance

*The significance of this program evaluation is to uncover the needs of the NPHC and GCOC organizations when it comes to events like Meet the Greeks, Yard Shows, New Member Presentations, and similar events hosted by both councils independently when in previous years, these events were sponsored by both councils. Discovering what new challenges may arise from the separation of these events and how the students can be empowered to trouble shoot and solve their own issues (two separate councils).*

1

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### 3. Research Design and Methods

#### ***Program Evaluation:***

*In this study we plan to approach approximately 75 students involved in Fraternity & Sorority life associated with NPHC & GCOC organizations. The program evaluation will be a needs assessment to those students belonging to those specific councils within the Greek community. We will conduct focus groups and distribute electronic surveys to completed anonymously by those members invited to the survey. Participants can voluntarily choose to participate in the electronic survey I have designed through Qualtrics which will be disseminated via email. Due to my current internship in the Office of Greek Affairs, I have been granted access to the council rosters of active members and have been granted permission to perform this study and will retrieve email addresses through the internship site. The Focus Groups will be sent an invitation via email to participate in the study. Focus Groups will be split by council and there will be about 3-10 participants in each group. Participants may decline to participate. I will ask participants sign a waiver to be audio recorded and inform them they may ask questions prior to consenting. If all participants consent to audio recording then participants will be recorded. If one participant chooses to decline audio consent, I will choose not to audio record and record all information by hand/notes. Electronic surveys will take 5-10 minutes to complete and Focus Groups will last 30-45 minutes.*

#### **3.1. Duration of Study**

*We anticipate that this study will take approximately two months to complete. Both months will be used to facilitate focus groups with students belonging NPHC/GCOC organizations as well as gathering students to complete the electronic survey. Electronic surveys will take 10 minutes to complete and Focus Groups will last 30-45 minutes. The duration of this study will last no longer than the duration of the Spring 2019 academic semester. All collection gathering will approximately take 2-3 weeks to gather after receiving IRB approval. Information gathered for the study will be kept until the completion of the course on or about May 15<sup>th</sup>, 2019.*

#### **3.2 Study Sites**

*This study will be conducted in the Rowan University Office of Greek Affairs, Glassboro, NJ.*

#### **3.3 Sample Size Justification**

*There are approximately 60-75 students within NPHC & GCOC (Original numbers—61—accounted for students involved from September 2018. New members have not been added to the roster for Spring 2019 semester which is when the study will take place). This sample size is determined based on the current number of students involved in their council for the Fall 2018 semester. We are uncertain at this time what the exact sample size will be until the Spring 2019 semester. Ideally, all 75 students would participate, but would like to have 35 students participate, which would be approximately half of the total sample population.*

2

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### **3.4 Subject Selection and Enrollment Considerations**

#### **3.5.1 Inclusion Criteria**

*Our target population are students involved in fraternity and sorority life. Exclusively, students belonging to NPHC & GCOC organizations. We will include both male and female students. However, participation is voluntary. These students typically represent under-represented populations to include race and ethnicity.*

#### **3.5.2 Exclusion Criteria**

*Students participating in this study must belong to NPHC or GCOC organizations within the Office of Greek Affairs.*

#### **3.5.3 Subject Recruitment**

*We will be recruiting students using electronic e-mails. For those students participating in Focus Groups, they will be recruited by soliciting volunteers to participate at their council meetings.*

*Provide copies of all recruitment materials in an appendix to the protocol. Indicate the number of subjects to be approached for recruitment following fonscreen failures and/or dropouts.*

*Students will be solicited to volunteer by the researcher during the Spring 2019 academic semester.*

#### **3.5.4 Consent Procedures**

*This study requires consenting. The following are consent forms that will be used in this study: "Interview Consent," "online Consent," "Audio/Video/teape Consent."*

*Participants may decline to participate by choosing not to complete the survey or show at the focus groups. Participants electing to participate in the electronic survey (Qualtrics) will be consenting electronically. Participants may reach out to the Principal Investigator prior to starting the survey, during survey participation, or even after.*

*Those volunteering to participate in the focus Group will be given the opportunity to ask the principal investigator's question prior to the interview. Those participating in the Focus Group will be asked to sign a consent waiver for Audio & general participation waiver. If all participants in a session consent to audio recording, the participants in that session will be recorded. If one participant chooses to decline audio consent in session, I will choose not to audio record and record all information by hand/notes. Consent forms will be attached to the recruitment email and available at the session for reviewing and signing. All paper consent forms collected will be stored in an envelope and secured in the Office of Greek Affairs.*

3

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**3.5.5 Subject Costs and Compensation**  
*Not Applicable*

**3.5 Chart Review Selection**  
*Not Applicable*

**4. Study Variables**

**4.1 Independent Variables or Interventions**

**4.1.1 Drug or Device Interventions**  
*Not applicable to social and behavioral studies*

**4.2 Dependent Variables or Outcome Measures**  
*Please see attached copy of the questionnaire and focus group questions.*

**4.3 Risk of Harm**  
*Questionnaire not invasive and all questionnaire participation optional. Students may skip questions or decide to leave the focus group early.*

**4.4 Potential for Benefit**  
*For study, there may not be direct benefit.*

**5. Data Handling and Statistical Analysis**

*I will be using Qualtrics for my surveys to students which secured by the Rowan Network. For the Focus Groups, I will be storing all information on the Rowan Network for Audio recordings, all audio will be recorded through a Rowan connected device (Phone or computer) and will then be saved to my personal "O" drive on the Rowan Network. Upon transfer of audio to Rowan Network, information will be deleted from personal devices. I will not be asking for participant names or other identifiable information besides which Greek council they belong to. All information/Audio provided will be deleted upon completion of program requirements (May 2019).*

**6. Data and Safety Monitoring**

*This section is not applicable to Social & Behavioral Studies*

**7. Reporting Results**

4

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**7.1 Individual Results**

*Not applicable for Social & Behavioral study.*

**7.2 Aggregate Results**

*I will take all data and report my findings through my capstone research project for my Masters Program where it may be shared or published through Rowan Works.*

**7.3 Professional Reporting**

*I will take all data and report my findings through my capstone research project for my Masters Program where it may be shared or published through Rowan Works. I may also present findings at conference or the staff of the Office of Greek Affairs. There will be no personal identifiers used in my presentation/capstone research project. The only identifiers that may/will be used are which councils the members belonged to (NPHC or GCOC). Names and individual organizational names (Alpha Phi Alpha Fraternity, Incorporated) will not be used in association to statements made by participants.*

**8. Bibliography**

N/A

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APPROVAL DATE: 2/28/2019

EXPIRATION DATE: 2/27/2020

## Appendix B

### Consent Form



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#### PROGRAM EVALUATION OF GREEK SHOWCASE EVENTS AT ROWAN UNIVERSITY

PI: Xochil Ramirez & Dr. Andrew Tinnin

#### KEY INFORMATION AND CONSENT TO TAKE PART IN A RESEARCH STUDY

##### ADULT CONSENT FORM FOR SOCIAL AND BEHAVIORAL RESEARCH

**TITLE OF STUDY:** PROGRAM EVALUATION OF GREEK SHOWCASE EVENTS AT ROWAN UNIVERSITY

**Principal Investigator:** Xochil Ramirez & Dr. Andrew Tinnin

You are being asked to take part in a research study. This consent form is part of an informed consent process for a research study and it will provide key information that will help you decide whether you wish to volunteer for this research study.

Please carefully read the key information provided in questions 1-9 and 16 below. The purpose behind those questions is to provide clear information about the purpose of the study, study specific information about what will happen in the course of the study, what are the anticipated risks and benefits, and what alternatives are available to you if you do not wish to participate in this research study.

The study team will explain the study to you and they will answer any question you might have before volunteering to take part in this study. It is important that you take your time to make your decision. You may take this consent form with you to ask a family member or anyone else before agreeing to participate in the study.

If you have questions at any time during the research study, you should feel free to ask the study team and should expect to be given answers that you completely understand.

After all of your questions have been answered, if you still wish to take part in the study, you will be asked to sign this informed consent form.

You are not giving up any of your legal rights by volunteering for this research study or by signing this consent form.

After all of your questions have been answered, if you still wish to take part in the study, you will be asked to sign this informed consent form.

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**PROGRAM EVALUATION OF GREEK SHOWCASE EVENTS AT ROWAN UNIVERSITY**

**PI: Kochil Ramirez & Dr. Andrew Timin**

The Principal Investigator, Kochil Ramirez & Dr. Andrew Timin or another member of the study team will also be asked to sign this informed consent.

**1. What is the purpose of the study?**

The purpose of this program evaluation is to determine the degree to which the current needs of NPHC (National Pan Hellenic Council) and GCOC (Greek Cultural Organizations Council) organizations in regard to showcases (Meet the Greeks, Yard Shows, and New Member Presentations) are being met through current policies and practices. This study will show how the Office of Greek Affairs can support each council's independent and unique needs. Important considerations will include what policies, procedures, and associated costs may arise

**2. Why have you been asked to take part in this study?**

Our target population are students involved in fraternity and sorority life. Exclusively, students belonging to NPHC & GCOC organizations. We will include both male and female students. However, participation is voluntary.

**3. What will you be asked to do if you take part in this research study?**

You will be asked to participate in an electronic questionnaire via Qualtrics and/or a Focus Group interview with participants belonging to the same council. If you choose to participate in the Focus Group, sessions will be conducted on campus in a reserved room/office space/library space (Office of Greek Affairs/Social Justice, Inclusion, and Conflict Resolution). You may participate in both the electronic survey and the Focus Group, you may only attend the Focus Group session for your council once. You will be asked to volunteer approximately 30-45 minutes of your time for the Focus Group and 5-10 minutes of your time for the survey. You will be asked a series of questions based on your personal experiences.

**4. Who may take part in this research study? And who may not?**

Our target population are students involved in fraternity and sorority life. Exclusively, students belonging to NPHC & GCOC organizations. We will include both male and female students. However, participation is voluntary. Non-Greeks or Potential New Members (those who are currently going through the New Member Education ) may NOT participate and members of fraternities and sororities from other councils/honor societies other than NPHC or GCOC.

**5. How long will the study take and where will the research study be conducted?**

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**PROGRAM EVALUATION OF GREEK SHOWCASE EVENTS AT ROWAN UNIVERSITY**

**PI: Kochil Ramirez & Dr. Andrew Tinnin**

The study will be conducted over the course of the Spring 2019 semester and end by May 2019 at Rowan University, specifically students from the Office of Greek Affairs.

- 6. How many visits may take to complete the study?**  
If participating electronically, you may also participate in the Focus Group. You may not participate in more than one Focus Group session.
- 7. What are the risks and/or discomforts you might experience if you take part in this study?**  
Questions are not invasive and all questions and participation are optional. Students may skip questions or decide to leave the focus group early. There will be no consequences if you choose not to participate or if you choose to participate.
- 8. Are there any benefits for you if you choose to take part in this research study?**  
The benefits of this study outweigh the risks. Your answers can cultivate change for other members in the NFHC and GCOC councils, respectively.
- 9. What are the alternatives if you do not wish to participate in the study?**  
Your alternative is not to participate in the study.
- 10. How many subjects will be enrolled in the study?**  
75
- 11. How will you know if new information is learned that may affect whether you are willing to stay in this research study?**  
During the course of the study, you will be updated about any new information that may affect whether you are willing to continue taking part in the study. If new information is learned that may affect you, you will be contacted.
- 12. Will there be any cost to you to take part in this study?**  
No.
- 13. Will you be paid to take part in this study?**  
You will not be paid for your participation in this research study.
- 14. How will information about you be kept private or confidential?**

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**PROGRAM EVALUATION OF GREEK SHOWCASE EVENTS AT ROWAN UNIVERSITY**

**PI: Kochil Ramirez & Dr. Andrew Timin**

All efforts will be made to keep your personal information in your research record confidential, but total confidentiality cannot be guaranteed. Your personal information may be given out, if required by law. Presentations and publications to the public and at scientific conferences and meetings will not use your name and other personal information.

**15. What will happen if you do not wish to take part in the study or if you later decide not to stay in the study?**

Participation in this study is voluntary. You may choose not to participate or you may change your mind at any time.

If you do not want to enter the study or decide to stop participating, your relationship with the study staff will not change, and you may do so without penalty and without loss of benefits to which you are otherwise entitled.

You may also withdraw your consent for the use of data already collected about you, but you must do this in writing to if you have any questions about this study, please contact Principal Investigators Kochil Ramirez at [ramirez0@rowan.edu](mailto:ramirez0@rowan.edu) and/or Dr. Andrew Timin at [timin@rowan.edu](mailto:timin@rowan.edu). If you have questions about your rights as a research participant, please contact the Rowan University SOM IRB Office at (856) 566-2712 or Rowan University Glassboro/CMSRU IRB at 856-256-4078.

If you decide to withdraw from the study for any reason, you may be asked to participate in one meeting with the Principal Investigator.

**16. Who can you call if you have any questions?**

If you have any questions about taking part in this study or if you feel you may have suffered a research related injury, you can call the Principal Investigator:

Kochil Ramirez  
Educational Leadership/Division of Student Affairs  
856-256-5860

If you have any questions about your rights as a research subject, you can call:

Office of Research Compliance  
(856) 256-4078 – Glassboro/CMSRU

**17. What are your rights if you decide to take part in this research study?**

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**PROGRAM EVALUATION OF GREEK SHOWCASE EVENTS AT ROWAN UNIVERSITY**

PI: **Xochil Ramirez & Dr. Andrew Timin**

You have the right to ask questions about any part of the study at any time. You should not sign this form unless you have had a chance to ask questions and have been given answers to all of your questions.

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**AGREEMENT TO PARTICIPATE**

I have read the entire information about the research study, research risks, benefits and the alternatives, or it has been read to me, and I believe that I understand what has been discussed.

All of my questions about this form or this study have been answered and I agree to volunteer to participate in the study.

Subject Name: \_\_\_\_\_

Subject Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**Signature of Investigator/Individual Obtaining Consent:**

To the best of my ability, I have explained and discussed the full contents of the study including all of the information contained in this consent form. All questions of the research subject and those of his/her parent or legal guardian have been accurately answered.

Investigator/Person Obtaining Consent: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

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**ROWAN UNIVERSITY INSTITUTIONAL REVIEW BOARD  
AUDIO/VIDEOTAPE ADDENDUM TO CONSENT FORM**

You have already agreed to participate in a research study conducted by Dr. Andrew Timin & Xochil Ramirez. We are asking for your permission to allow us to [include optional procedure such as audiotape (sound), as part of that research study. You do not have to agree to be recorded in order to participate in the main part of the study.

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**PROGRAM EVALUATION OF GREEK SHOWCASE EVENTS AT ROWAN UNIVERSITY**

PI: **Xochil Ramirez & Dr. Andrew Tinnin**

The recording(s) will be used for:

- analysis by the research team; to include data coding

The recording(s) will include subjects who identify with belonging to NFHC or GCOC organizations. Individual organization names will be collected (ex: Alpha Alpha Alpha). However, participant names will NOT be collected to ensure the privacy and discretion of those participating in the survey.

The recording(s) will be stored on the Rowan Network with the date of the Focus Group and will be retained until the completion of the Capstone project for my Master's Program. There will be no physical copy of the recording available. Upon completion of the capstone Project, all soundbites and recordings will be destroyed to ensure the confidentiality of those participating in the Focus Groups. There will be no link to subjects identity as names will not be recorded.

Your signature on this form grants the investigator named above permission to record you as described above during participation in the above-referenced study. The investigator will not use the recording(s) for any other reason than that/those stated in the consent form without your written permission.

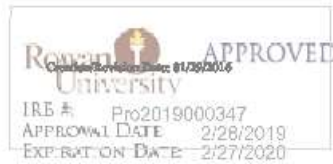
I have read the procedure described above. I voluntarily agree to participate in the procedure and I have received a copy of this description.

Subject Name (Printed) \_\_\_\_\_

Subject Signature: \_\_\_\_\_ Date: \_\_\_\_\_

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## Appendix D

### Survey Instrument

2/5/2019

Qualtrics Survey Software

#### Block 1

By participating in this survey of Rowan Fraternity & Sorority members belonging to NPHC & GCOC organizations, you are agreeing to provide the most honest answers you can. All participants will remain anonymous & any identifiable information revealed in the survey will be removed to ensure there is no link to your identity.

- I agree to participate
- I decline to participate

#### Block 2

Please indicate your gender

- Male
- Female
- Prefer Not to Say
- Other

Please indicate your ethnic/racial background

- Black
- White
- Hispanic/Latino/Latina/Latinx
- Middle Eastern
- Asian/Pacific Islander
- Native American
- Mixed 2 or more

<https://rowan.edu/qualtrics.com/WRCQualtricsControlPanel/ajsp.php?action=GetSurveyPrintPreview>

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Other

### Block 3

Which council are you a member of?

- NPHC  
 GCOC

Have you attended Council Meetings?

- Yes  
 No  
 Sometimes

Please indicate your level of agreement with the following:

I believe that...

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	NA
My council works well together on Programming & Events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My council works well together on Service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My council uses the Office of Greek Affairs to coordinate events & programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My council holds our members accountable for their actions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My Council understand the policies for events & programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Please indicate your level of agreement with the following:

I believe that...

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
Inter-Council competition is a problem facing the Rowan Greek Community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Council competition between NPHC & GCOC is a problem facing the Rowan Greek community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

#### Block 6

For each of the following, please indicate how proficient you are in each area

	Extremely Proficient	Very Proficient	Moderately Proficient	Slightly Proficient	Not at all Proficient
Understanding policies regarding events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understanding policies related to recruitment/intake	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understanding policies related to New Member Education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understanding policies related to New Member Presentations/Probates	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Solving conflicts between individuals within your council	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Solving conflicts with other councils/organizations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

#### Block 7

Please indicate your level of agreement with the following

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
Meet the Greeks & Yard Shows should be hosted by individual councils	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Meet the Greeks & Yard Shows should be CO-Hosted by NPHC & GCOG	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hosting events by Council allows organizations more control over planning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Meet the Greeks & Yard Shows are coordinated with staff prior to the event	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My council is proactive in the planning process of large events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

#### Block 8

For each of the following, please indicate how important each statement is to you.

	Extremely Important	Very Important	Moderately Important	Slightly Important	Not at all Important
Building relationships with members of other councils	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Setting council goals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Being apart of decision making for policies from the Office of Greek Affairs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

#### Block 9

When it comes to planning Meet the Greeks/Yard Show events, in what ways does your council plan for the event?

- Reservation of Space
- Making Decisions
- Assigning members responsibilities such as: Hosts, Clean Up, DJ, Check In, Flyers, etc
- Inclamation Weather Data/Location
- Ticket Sales
- Other

Are there areas your council needs to improve on when it comes to planning events? Please explain.

Are there areas your council would like assistance from the Office of Greek Affairs?

Are there policies/guidelines that you feel do not meet the needs of your council? If so, please state the policy and describe the needs to be met.

How far in advanced do you plan out events like Meet the Greeks, Yard Shows, Triple S, Step Shows, Pageants?

- Previous Semester
- 2 Months prior
- 1 Month Prior
- Planning is sporadic
- Other

**Block 10**

Is there anything else you would like add?

Powered by Qualtrics

## Appendix E

### Interview Guiding Questions



DIVISION OF STUDENT AFFAIRS

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#### PROGRAM EVALUATION OF GREEK SHOWCASE EVENTS AT ROWAN UNIVERSITY

##### Focus Group Guiding Questions

##### Appendix E

##### Focus Group Guiding Questions

- Question 1: How has the Office of Greek Affairs provided support and guidance in regard to planning Council events such as; Meet the Greeks/Yard Shows and independent organizational events such as; Step Shows, Stroll Competitions, etc?
- Question 2: How effective do you believe the recently separated Meet The Greek/ Yard shows was?
- Question 3: How effective do you find the policies and practices towards New Member Presentations and
- Question 4: Can you give an example of a time when the Office of Greek Affairs assisted you?
- Question 5: Can you tell me a little more about the support the Office of Greek Affairs currently provides?
- Question 6: What do you like about the Office of Greek Affairs?
- Question 7: How likely are you to ask the staff in the Office of Greek Affairs for assistance? (In programming, event planning, policies, etc).
- Question 8: What do you need the most help with as a council? As an individual organization?
- Question 9: How do your needs differ from NPHC? Or GCOC?
- Question 10: How do you handle conflict?
- Question 11: What are the current ways in which your council makes decisions? (Vote? Vote by E-board or all members?)
- Question 12: How far in advance do you plan large events like Meet the Greeks/ Yardshows?

This study has been approved by Rowan's IRB, #Pro2019000347

Version # 0.1

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