



YEAR IN *Review*

From the **Leadership**

The Association of Fraternity Advisors has enjoyed yet another productive year and made significant strides in the advancement of the fraternal movement. With the transition and addition of new faces to the staff in the Central Office, a more than 15% increase in membership, record attendance at the Annual Meeting, and

the production of new resources, the Association has a lot to be proud of this year. As a volunteer-driven association, it was quite remarkable to see the fruits of our labor in the published articles in *Oracle*, *Essentials*, and *Perspectives*; the virtual and electronic resources, including the Be. R.E.A.D.Y. program and the NPHC Intake and Media Readiness Guides; and the development of Consultant GPS: Guidance/Partnerships/Support, AFA's first resource exclusively for fraternity/sorority staff members.

The Association has continued to support the Capitol Fraternal Caucus lobbying activities taking place in Washington, D.C. in an effort to gain additional support for the Collegiate Housing and Infrastructure Act and the College Fire Prevention Act. AFA continues to be a partner in the Fraternity/Sorority Coalition Assessment Project with NALFO, NIC, NPC, and NPHC, participating in the 11 campus assessments that took place during the 2007-08 academic year.

As we continued to move through the second half of our 2005-2010 Strategic Plan, we added new initiatives to our goals and have now begun to focus on completing the work outlined in all of our enterprises.

Collaboration remains a high priority, and we accomplished great things with our higher education and interfraternal partners. Budding relationships with the National Multicultural Greek Council (NMGC) and the National Asian Pacific Islander American Panhellenic Association (NAPA) have been a welcomed addition to unifying the fraternal movement. Our partnerships with NASPA and ACPA, through our active involvement in the Fraternity and Sorority Knowledge Community and our support of the Commission on Student Involvement, have strengthened over the past year.

We have truly made our mark in higher education and are constantly challenging the status quo in all of our endeavors. There are more great things in store for the Association in the coming year, and we owe our dedicated volunteers, our diversity of members, and our strong supporters gratitude for our accomplishments thus far. We look forward to continued success in the future.

Kyle A. Pendleton
2007 President

Jay Anhorn
2008 President

2007-2008 Highlights

It is through the efforts of the Association's dedicated volunteer base that we have made progress this year on a multitude of strategic initiatives. Below we offer a recap of the year's activities.

Advocacy and Influence

- AFA was represented at the NASPA Greek Summit; the NASPA, ACPA, FEA, NPC, and NIC conventions; as well as the regional student conferences (MGCA, NGLA, SEIFC, SEPC, WRGA). In all cases our participation was active and entailed presentations by AFA representatives or sponsorship of convention events, including the NASPA Interfraternal Luncheon for senior student affairs officers and inter/national fraternity and sorority leaders and the ACPA Commission on Student Involvement reception.
- AFA continues to be a partner, along with NALFO, NIC, NPC, and NPHC, in the Fraternity/Sorority Coalition Assessment Project (CAP), a self-organized, self-sustaining entity that oversees the implementation of a fraternity/sorority community assessment — an initiative emanating from the Call for Values Congruence. Eleven campus visits were completed during the 2007-2008 academic year. The January 2008 virtual seminar focused on the CAP, specifically the process of planning for and implementing a campus visit.
- Current and past Executive Board members participated in the interfraternal lobbying efforts that took place in Washington, D.C. in April 2008.
- An executive summary of information taken from the AFA/CSCF Fraternity/Sorority Advising Profession and Community Status Survey, primarily focused on staffing and funding for the fraternity/sorority advising department/office, was distributed in February 2008 to senior student affairs officers at over 600 institutions to help them benchmark their programs with similar institutions.
- The President, President-Elect, Past President, and Executive Director completed training with —a communications consultant, during which they discussed strategies for crisis communications and general media requests as well as effective internal communication with members.

Convener, Facilitator, and Partner

- The AFA President-Elect continued regular communication with the National Asian Pacific Islander American Panhellenic Association (NAPA) and the National Multicultural Greek Council (NMGC). AFA is committed to assisting these groups by providing resources needed, as they continue to define their place in the interfraternal landscape. A workgroup has been identified to create a new resource for campus professionals giving the history and structure of Asian and Pacific Islander-interest fraternities and sororities. Workgroups are also in place to produce similar resources related to NALFO and NMGC organizations.
- NALFO and NPHC held board meetings in conjunction with the AFA Annual Meeting in November 2007. Representatives of member groups from each of these organizations, as well as NAPA and NMGC, who were first-time AFA members were welcomed with a discounted membership and registration rate.
- The NIC Board of Directors also held a meeting at the Annual Meeting.
- AFA hosted the Interfraternal Breakfast at the Annual Meeting in November 2007, bringing together the leadership of AFA, FEA, NALFO, NAPA, NIC, NMGC, NPC, and NPHC.
- AFA continued its sponsorship of the National Hazing Symposium, National Hazing Prevention Week, and the University of Maine's Hazing Research Initiative.
- AFA partnered with the Fraternity Executives Association (FEA) to provide educational programs tailored to the needs of fraternity and sorority staff and volunteers at the 2007 Annual Meeting. Representatives of FEA-member organizations had the opportunity to register at the AFA-member rate. The President and Executive Director represented the Association at the FEA Annual Meeting in July 2007, presenting an educational program focused on the partnership between the campus fraternity/sorority advising professional and the inter/national organization.

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2005-2010 Strategic Framework

Mission the business of the Association; its reason for existence

AFA enhances its members' ability to create fraternity and sorority experiences that positively affect students, host institutions, and communities.

Vision the future we hope to create

A unified fraternal movement and an increased recognition of the value of the fraternity and sorority experience.

Strategic Goal Areas

Advocacy and Influence
Convener, Facilitator, and Partner
Governance and Infrastructure
Inclusiveness and Community
Information, Knowledge, and Learning

continued from previous page

- AFA was one of several higher education associations to co-sponsor a webinar entitled, "Lawsuits and Liability: Should I Be Losing Sleep?," which focused on legal questions and issues arising from the fall 2007 indictment of two student affairs administrators in relation to a hazing incident. As a result of the co-sponsorship, AFA members received a discounted registration rate. AFA had the highest number of participants of any of the co-sponsors, which included ACPA, ACUHO-I, ACUI, NACA, NACUA, and NASPA.

Governance and Infrastructure

- AFA welcomed its first Director of Programs to the Central Office staff. The Director of Programs' responsibilities include Annual Meeting planning, support and marketing of other educational programs, and resource development.
- A thorough review of all volunteer position descriptions was conducted. The reporting structure for several committees was changed to allow members of the Executive Board to focus on governance, strategic planning, and bigger picture thinking.
- The Finance Committee authorized the establishment of a brokerage account to maximize interest income on short term reserve funds.
- The President-Elect and Executive Director attended educational programs offered by the American Society of Association Executives, including the Annual Meeting and the Symposium for Chief Elected and Chief Executive Officers, to keep apprised of trends in association governance and management.
- The Executive Board charged the Vice President of Membership and the team of Regional Directors to examine the Association's current regional structure and summarize strengths and challenges related to recruitment, community-building, member services, and the volunteer experience. The information gathered will inform discussion as to whether the current structure is optimal for the Association moving forward. In addition, the Executive Board approved the establishment of a new work group to study the possible formation of affinity groups to assist members in networking around similarities other than the geographical location of their institutions or organizations.

Inclusiveness and Community

- Gamma Sigma Alpha, HazingPrevention.Org, NALFO, NAPA, NIC, and NPHC held board meetings at the AFA Annual Meeting in November 2007.
- Representatives of NALFO, NAPA, NMGC, and NPHC who were first-time AFA members were welcomed with a discounted membership and Annual Meeting registration rate.
- The Executive Board approved the establishment of a work group to develop a plan for the formation of affinity groups to facilitate connections among AFA members based on similarities other than the geographical location of their institutions or organizations.

Information, Knowledge, and Learning

- *Oracle: The Research Journal of the Association of Fraternity Advisors* continues to be a resource enabling the Association to highlight research in the fraternity and sorority advising profession. Volume 3, Issue 1 was published in February 2008.
- The inaugural year for Be. R.E.A.D.Y.: The First 90 Days Program was highly successful, with 54 new professionals taking part during July-November 2007.
- New resources were produced and distributed, including the NPHC Intake Resource Guide, Assessment Tools for Daily Practice, and the Media Readiness Guide, all of which were featured in virtual seminars and the latter of which was the subject of a pre-conference program at the Annual Meeting.
- The newly revised *Core Competencies for Excellence in the Profession* was integrated into various aspects of Association programming and resources, including *Perspectives*, the Annual Meeting, the volunteer evaluation process, and miscellaneous resources.
- A record number of 1,037 campus professionals, inter/national fraternity & sorority professionals and volunteers, and vendors/service providers came together at the 2007 Annual Meeting in Cincinnati, OH to create Our Envisioned Future. Through dynamic and engaging learning experiences, the 2007 Conference Committee emphasized the importance of creating connections with colleagues and provided exceptional educational programming. A partnership with MediaSauce resulted in a thought-provoking video presentation to kick-off the opening session.
- The Technology Committee created a website tutorial to assist new members in navigating and getting the most out of the AFA website.
- Eight installments of the Virtual Seminar Series were held on topics including assessment, values congruence, leadership retreats, under-represented populations, media readiness, membership intake, student development theory, and the Fraternity/Sorority Coalition Assessment Project.
- Association members were introduced to AFA's newly appointed Research Mentors, seasoned professionals with experience in conducting and publishing research, who volunteered to assist other members with their research efforts.

Financial Statements

July 1, 2007 - June 30, 2008

The following information represents the Statements of Activities for the Association of Fraternity Advisors fiscal year 2007-2008. Copies of the full audit, including the auditor's report and notes to the financial statements, can be obtained by contacting the AFA Central Office.

Association of Fraternity Advisors, Inc.

Statement of Activities for the Year Ended June 30, 2008

REVENUES	
Membership dues	\$140,853
Grants	11,063
Resource sales	6,122
Advertising	17,345
Sponsorships	30,976
Conference revenues	314,361
On-line seminars	16,992
Unrealized gain/loss	(7,168)
Dividend/interest income	14,109
In-kind contributions	6,550
Other income	6,016
Total Revenue	<u>557,219</u>
EXPENSES	
Program Services:	
Conference	225,464
Publications	42,360
Professional development	27,792
Member services	104,502
Total Program Services	<u>400,118</u>
Management and general	<u>88,231</u>
Total Expenses	<u>488,349</u>
Change in net assets	<u>68,870</u>
Net Assets - beginning of year	<u>336,242</u>
Net Assets - end of year	<u>\$405,112</u>

Association of Fraternity Advisors, Inc.

Statement of Functional Expenses for the Year Ended June 30, 2008

EXPENSES	CONFERENCE	PUBLICATIONS	PROFESSIONAL DEVELOPMENT	MEMBER SERVICES	TOTAL PROGRAM SERVICES	MANAGEMENT & GENERAL	TOTAL
Salaries	\$42,802	\$3,603	\$17,870	\$54,763	\$119,038	\$25,075	\$144,113
Payroll taxes	3,499	295	1,460	4,476	9,730	2,050	11,780
Conference expenses	161,825	-	-	-	161,825	-	161,825
Perspectives expenses	-	27,606	-	-	27,606	-	27,606
Employee benefits	2,525	213	1,054	3,230	7,022	1,478	8,500
Rent	4,844	-	-	8,612	13,456	2,854	16,310
Telephone	-	-	-	4,190	4,190	889	5,079
Postage and shipping	460	927	-	3,745	5,132	1,089	6,221
Printing	1,506	-	249	2,429	4,184	888	5,072
Equipment repair and maintenance	1,632	-	-	2,901	4,533	961	5,494
Dues and subscriptions	-	-	-	-	-	1,551	1,551
Staff development	-	-	-	-	-	3,117	3,117
Office expense	3,614	-	1,651	4,675	9,940	2,109	12,049
Insurance	1,252	-	-	-	1,252	2,043	3,295
Consultants	-	-	-	2,290	2,290	9,158	11,448
Professional fees	-	-	-	1,307	1,307	5,573	6,880
Board and committee expenses	-	-	-	7,072	7,072	17,315	24,387
Resource expense	-	9,614	-	-	9,614	3,204	12,818
Sponsorship expense	-	-	5,000	-	5,000	-	5,000
Depreciation	289	-	-	288	577	5,196	5,773
Travel	1,216	102	508	1,556	3,382	712	4,094
Miscellaneous	-	-	-	2,968	2,968	2,969	5,937
Total Expenses	<u>\$225,464</u>	<u>\$42,360</u>	<u>\$27,792</u>	<u>\$104,502</u>	<u>\$400,118</u>	<u>\$88,231</u>	<u>\$488,349</u>

- AFA continued its partnership with Educational Benchmarking, Inc. to produce the AFA/EBI Fraternity/Sorority Assessment. Participation was at an all-time high of 41 institutions during the 2007-2008 academic year. Members of the EBI Committee worked with EBI staff members to implement major revisions to the instrument, which were designed to better measure learning outcomes associated with the undergraduate fraternity/sorority experience.
- The Executive Board approved the formation of a work group to develop the Association's first-ever resource designed specifically for inter/national fraternity/sorority staff members. The work group developed a program entitled Consultant GPS: Guidance/Partnerships/Support, which was scheduled for both live and virtual presentations during July 2008.
- The Association partnered with the National Mental Health Awareness Campaign to afford members the opportunity to purchase the book *Behind Happy Faces: Taking Charge of Your Mental Health*, by Ross Szabo, at a discounted rate.
- A partnership with the U.S. Commission on Civil Rights promoted the national Campaign to End Campus Anti-Semitism.
- Volunteer editorial boards continued to produce *Essentials*, the monthly electronic newsletter, and *Perspectives*, the quarterly magazine. These educational publications continue to be an excellent resource for AFA members.

Membership Update As of June 30, 2008

	2007-2008	2006-2007	2005-2006
Region I	330	300	314
Region II	460	413	397
Region III	412	327	328
Region IV	295	271	271
Region V	221	190	190
Professional	1,038	947	936
Affiliate	265	224	188
Graduate	234	178	216
Retired	7	6	4
Honorary	19	18	14
Associate	155	128	142
Total Members	1,718	1,501	1,500

Note: The Association implemented a new database in May 2006, which may cause minor discrepancies in this report.

Association *Leadership*

2007 Executive Board

President

Kyle Pendleton
Purdue University

President-Elect

Jay Anhorn
Elon University

Past President

Dr. Ron Binder
Bowling Green State University

Executive Vice President

Kelly Jo Karnes
Old Dominion University

Vice President for Administration and Finance

Shelly Brown Dobek
North Carolina State University

Vice President for Membership

Jennifer Jones
Southern Methodist University

Vice President for Resource Development

Monica Miranda Smalls
University of Rochester

2008 Executive Board

President

Jay Anhorn
Elon University

President-Elect

Carolyn Whittier, Ph.D.
Virginia Commonwealth University

Past President

Kyle Pendleton
Purdue University

Executive Vice President

Kelly Jo Karnes
University of Iowa

Vice President for Administration and Finance

Shelly Brown Dobek
North Carolina State University

Vice President for Membership

Jennifer Jones
Southern Methodist University

Vice President for Resource Development

Jeremiah Shinn
Indiana University

2007 Regional Directors

Region I

Wendi Kinney
SUNY, Geneseo

Region II

Sara Mayer
Florida Institute of Technology

Region III

Thad Doyle
University of Akron

Region IV

Parice Bowser
University of Arkansas

Region V

Jayne Little (January – April)
Loyola Marymount University

Caitlin Roberts (May – December)

California State University, Long Beach

2008 Regional Directors

Region I

Stacy Kraus
University of Pennsylvania

Region II

Jennifer Levering
University of North Carolina, Chapel Hill

Region III

Bob Dudalski (January – April)
Eastern Illinois University

Laurence Bolotin (May – December)

Zeta Beta Tau Fraternity, Inc.

Region IV

Angel McAdams Prescott (January – April)
Northeast Missouri State University

Tricia Fechter

Rockhurst University (May – December)

Region V

Caitlin Roberts
California State University, Long Beach

2007 AFA Award *Recipients*

Robert H. Shaffer Award

Michael Hayes | University of Maryland, College Park

Jack L. Anson Award

Michael McRee | LeaderShape

Sue Kraft Fussell Distinguished Service Awards

Bethany Deines | Sigma Sigma Sigma

Tracy Maxwell | HazingPrevention.Org

Mindy Sopher | North Carolina State University

Allison Swick-Duttine | SUNY Plattsburgh

Amy Vojta | Rutgers University

Gayle Webb New Professional Award

Amy Rosen | Otterbein College

Perspectives Award

Michael McRee & Martin Cobb

“Why We Should Close More Chapters”

Dan Bureau

“Beyond Rhetoric and Into the Action of the Values Movement”

Outstanding Change Initiative Award

Lehigh University

Excellence in Educational Programming Award

Gamma Phi Beta International Sorority

Collegiate Advisor Development Program

HRH/Kirklin & Co., LLC

Personal Consequences: Understanding the Personal Liability of Your Greek Experience

Outstanding Volunteer Award

Anne Arseneau | Volunteer Coordinator

Thad Doyle | Region III Director

Chad Ellsworth | Research Advancement Committee

Will Foran | *Essentials* Editorial Board

Lea Hanson | *Essentials* Editor

Casey Stevens | First 90 Days Program Chair

Dates to *Remember*

AFA Annual Meeting

December 3 – 7, 2008 | Denver, CO

December 6 – 10, 2009 | Jacksonville, FL

November 28 – December 6, 2010 | Phoenix, AZ

November 30 – December 4, 2011 | St. Louis, MO

HazingPrevention.Org National Hazing Symposium

Wednesday, December 3, 2008 | Denver, CO

Be.R.E.A.D.Y. – AFA's First 90 Days Program

Spring, 2009 | Registration Begins