

# YEAR IN *Review* :: Fiscal Year 2009 :: July 1, 2008 – June 30, 2009

## From the Leadership

It is a pleasure to report on another successful year for the Association of Fraternity/Sorority Advisors. This past year has brought continued growth, expansion of services, networking with both interfraternal and higher education partners, and continued provision of professional development opportunities to our members. The 2009 fiscal year continued the trend of growth in both membership and Annual Meeting attendance. Even in a down economy, the Association is in an excellent financial position and celebrates the fact that our members value their experience on an annual basis.

One of the major developments of the year was a vote by the members to change the name of the Association to Association of Fraternity/Sorority Advisors in order to be more inclusive of the communities, people, and organizations we serve. We began officially using the new name as of July 1, 2009; thus, references in this report are to the old name.

The Association continued its evolution as a hybrid Association. AFA is both an interfraternal and a higher education association. This past year has seen tremendous growth in both areas. AFA has become a member of the Council of Higher Education Management Associations (CHEMA), and the President and Executive Director attended the spring 2009 CHEMA meeting. AFA also exhibited for the first time at the NASPA Annual Conference in March. Even in light of our ongoing high level of involvement in the NASPA Fraternity and Sorority Knowledge Community, the Executive Board felt that we were missing a critical opportunity to advocate on behalf of the profession and our members. Therefore we took the opportunity to be an exhibitor at the conference and connect with Vice Presidents, Deans, faculty members, and others on behalf of campus- and organization-based fraternity/sorority professionals.

During the last twelve months the Association has provided three new, free resources to the membership. The *NALFO*, *NAPA*, and *NMGC Resource Guides* are now all available online. These guides were added to our new library of resources on how to work with and advise specific types of fraternities and sororities based on their inter/national umbrella affiliation. The Association is now in the process of developing resources for working with Interfraternity Councils and Panhellenic Councils, with plans to launch those in the near future.

The 2009 Leadership Elections resulted in the first organization-based staff member to be elected to the Executive Board of the Association. As all campus-based and organization-based members are classified as Professional members, the 2009 Executive Board is more representative of our entire membership in this way than ever before. The Association has benefited from the presence of an organization-based staff member on the Board, which helps provide perspective and give voice to that segment of the Association membership.

The Association has continued its partnerships with the Fraternity and Sorority Coalition Assessment Project, the Capital Fraternal Caucus, the Council for the Advancement of Standards, HazingPrevention.Org, the Inter-Association Task Force on Alcohol and Other Substance Abuse Issues, Lambda 10/Campus Pride, and many others. New partnerships or sponsorships in 2009 were forged with MJ Insurance, the Pennington & Co FRMT Risk Management College, and Zeta Tau Alpha, all of which helped AFA members access excellent programming to supplement the Association's offerings. Collaboration is a key to success as we continue to strive to meet our members' professional development and advocacy needs. As the Association continues to grow and expand, we will maintain our commitment to those programs and projects for which we have been a partner for several years.

The Association of Fraternity/Sorority Advisors continues to be a value-added experience for our members, higher education partners, interfraternal partners, and many others. As we look to the year ahead, the possibilities are endless. The new strategic framework will be developed and the vision and direction for the next five years will be determined. We look forward to working with you as we continue our journey together.



*Jay Anhorn*  
Jay Anhorn  
2008 President



*Carolyn E. Whittier*  
Carolyn E. Whittier, Ph.D.  
2009 President



*Linda A. Wardhammar*  
Linda A. Wardhammar  
Executive Director

## 2008-2009 Highlights

It is through the efforts of the Association's dedicated volunteer base and collaborative efforts with interfraternal, higher education, and Associate member partners that we have made progress this year on a variety of strategic initiatives. Below we offer a recap of the year's activities.

### Advocacy and Influence

- AFA became a member of the Council of Higher Education Management Associations (CHEMA) and, within CHEMA, the Student Affairs in Higher Education Consortium, with the goal of building or continuing to build our partnerships with other higher education associations in order to better represent the fraternity/sorority profession within the larger higher education community.
- AFA was an exhibitor for the first time at the NASPA conference. The experience provided increased opportunities for interaction with a variety of constituents.
- AFA was represented at the NASPA Fraternity & Sorority Knowledge Community's Greek Summit; the NASPA, ACPA, FEA, and NIC conventions; as well as the regional student conferences (MGCA, NGLA, SEIFC, SEPC, WRGA). In all cases our participation was active and, in most, entailed

presentations by AFA representatives or sponsorship of convention events, including the NASPA Fraternity & Sorority Knowledge Community Interfraternal Luncheon for senior student affairs officers and inter/national fraternity and sorority leaders, the NASPA Interfraternal Reception, 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). Thirteen campus visits were completed during the 2008-2009 academic year. AFA members continue to play a vital role in the work of the Coalition, volunteering many hours as campus visit team members or leaders. In total, since the beginning of the initiative in March 2007, 35 campuses have hosted visits.
- AFA again participated in the Capital Fraternal Caucus lobbying activities taking place in Washington, DC this past April in an effort to gain additional support for the Collegiate Housing and Infrastructure and Shelly Brown Dobek, Vice President for Administration and Finance, represented the Association during the Hill visits and also for the NIC Centennial Celebration Dinner. The Association also assisted in gathering information regarding fraternity/sorority housing across the United States to support the Collegiate Infrastructure and Housing Act initiative.

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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

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### Convener, Facilitator, and Partner

- NALFO, NAPA, NIC, NMGC, and NPC all held board meetings in conjunction with the AFA Annual Meeting in December 2008, as did HazingPrevention.Org, Gamma Sigma Alpha, and the AFA Foundation.
- Representatives of NALFO, NAPA, NMGC, and NPHC who were first-time AFA members were welcomed to the Association with a discounted Affiliate membership and Annual Meeting registration rate.
- HazingPrevention.Org's 2008 National Hazing Symposium was held in conjunction with the Annual Meeting. Almost 100 attendees came together to participate in a mock trial of a campus administrator related to a hazing incident and to review the findings from the National Hazing Study.
- The Annual Meeting was once again the venue for the annual Interfraternal Breakfast. This year's event was hosted by NPC and brought together the leadership of AFA, FEA, NALFO, NAPA, NIC, NMGC, NPC, and NPHC, as well as Native American fraternities and sororities.
- AFA continued its sponsorship of the National Hazing Symposium, National Hazing Prevention Week, and the University of Maine's Hazing Research Initiative.
- New sponsorships in 2008/2009 included MJ Insurance's Risk Management on the Road seminar in July, the advisor program track at Campus Pride's Out & Greek Conference in October, and the Pennington & Co. FRMT Risk Management College in June.
- 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 2008 Annual Meeting. Staff members from 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 2008, where AFA sponsored a breakfast program for the Chapter Services Track.
- In recognition of the 25th anniversary of the Inter-Association Task Force on Alcohol and Other Substance Abuse Issues, the Association created a new award to recognize broad-base alcohol or other drug prevention efforts on the campus or inter/national fraternity/sorority level. The first award will be presented at the 2009 Annual Meeting.

### Governance and Infrastructure

- In February 2009, voting members approved a new name for the Association. AFA is now the Association of Fraternity/Sorority Advisors, Inc. The new name more fully represents the broad spectrum of AFA membership.
- Also in February 2009, voting members approved changes to the bylaws giving Graduate members the opportunity to run for elected office, be appointed to leadership positions, and be nominated for several awards for which they were previously ineligible.
- The Personnel Committee approved a new performance evaluation structure and process for the Central Office staff.
- The Annual Meeting Onsite Volunteer program was established, allowing 50 members the opportunity to contribute to the work of implementing various aspects of the meeting.
- 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, as well as the Council for Higher Education Management Associations, to keep apprised of trends in association governance and management.
- The Vice President for Membership and the team of Regional Directors completed a review of the Association's regional structure, summarizing strengths and challenges related to recruitment, community-building, member services, and the volunteer experience. After considering the information gathered, the Executive Board decided to maintain the current structure with a commitment to continue to review the needs of our members in this area.
- The AFA Facebook group debuted in the fall of 2008 and was used successfully to promote Association events and services.

### Inclusiveness and Community

- Affinity Networks became the new vehicle through which AFA members are able to connect and share ideas. The initial twelve networks focus on a variety of "connections" from small campus, to advisors playing multiple roles on campus, to advisors juggling career and family, and much more. Communication is facilitated through forums on the Online Community. More networks will continue to be added at the request of members.
- AFA President Carrie Whittier held focus group calls with the Past Presidents and Associate members to gather feedback on member needs, Association services, and ideas for future endeavors.

# Financial Statements

July 1, 2008 - June 30, 2009

The following information represents the Statement of Activities for the Association. This information can be obtained by contacting the AFA Central Office.

## Association of Fraternity Advisors, Inc. Statement of Activities for the Year Ended June 30, 2009

### REVENUES

Membership dues	\$148,305
Grants	15,189
Resource sales	6,538
Advertising	15,590
Sponsorships	33,770
Conference revenues	334,832
On-line seminars	11,899
Unrealized gain/(loss) on investments	(16,135)
Dividend/interest income	13,441
In-kind contributions	1,020
Other income	2,828

Total Revenue 567,277

### EXPENSES

#### Program Services:

Conference	227,185
Publications	39,521
Professional development	36,704
Member services	113,846

Total Program Services 417,256

Management and general 100,253

Total Expenses 517,509

Change in net assets 49,768

Net Assets – beginning of year 405,112

Net Assets – end of year \$454,880

### Information, Knowledge, and Learning

- A new program, *Consultant GPS: Guidance/Partnerships/Support*, debuted in July 2008. Presented live at both the FEA Field Staff Training Program and MJ Insurance's Risk Management Road, and via virtual seminar, the program helped over 200 fraternity and sorority consultants prepare to build effective partnerships with campus-based fraternity/sorority professionals in their support of chapters across the country.
- Working with our NALFO, NAPA, and NMGC partners, the Association produced three new resources. The *NALFO Resource Guide*, the *NAPA Resource Guide*, and the *NMGC Resource Guide* provide AFA members the information needed to effectively work with the campus-based governing councils as well as the member organizations of these umbrella groups. Information from all three guides was featured in both virtual seminars and a pre-conference program at the Annual Meeting.
- Through the generous support of Zeta Tau Alpha, the MentalHealth.Edu™ resource was provided to Professional members of AFA in the spring 2009 semester.
- AFA entered into a partnership with the Southeastern Interfraternity Conference (SEIFC) to provide the programming for professionals at the 2010 SIEFC Leadership Academy.

## Association of Fraternity Advisors, Inc.

Statement of Functional Expenses for the Year Ended June 30, 2009

EXPENSES	CONFERENCE	PUBLICATIONS	PROFESSIONAL DEVELOPMENT	MEMBER SERVICES	TOTAL PROGRAM SERVICES	MANAGEMENT & GENERAL	TOTAL
Salaries	\$45,910	\$3,864	\$19,168	\$58,740	\$127,682	\$26,897	\$154,579
Payroll taxes	3,752	316	1,567	4,801	10,436	2,198	12,634
Annual meeting expenses	153,055	—	—	—	153,055	—	153,055
Perspectives expenses	—	25,123	—	—	25,123	—	25,123
Employee benefits	3,195	269	1,334	4,088	8,886	1,872	10,758
Rent	5,090	428	428	8,192	14,138	2,999	17,137
Telephone	327	164	229	4,676	5,396	1,145	6,541
Postage and shipping	462	930	—	3,757	5,149	1,092	6,241
Printing	2,208	—	364	3,561	6,133	1,301	7,434
Equipment repair and maintenance	1,551	—	—	2,757	4,308	914	5,222
Dues and subscriptions	—	—	—	—	—	3,071	3,071
Staff development	—	—	—	—	—	4,155	4,155
Office expense	4,039	—	1,845	5,224	11,108	2,356	13,464
Insurance	1,998	—	—	—	1,998	3,261	5,259
Consultants	—	—	—	3,724	3,724	14,894	18,618
Professional fees	—	—	—	2,409	2,409	10,269	12,678
Board and committee expenses	—	—	—	6,357	6,357	15,565	21,922
Resource expense	—	6,942	—	—	6,942	750	7,692
Sponsorship expense	—	—	11,350	—	11,350	—	11,350
Depreciation	250	—	—	250	500	4,495	4,995
Travel	1,004	85	419	1,285	2,793	589	3,382
Bad debt expense	4,344	1,400	—	1,595	7,339	—	7,339
Miscellaneous	—	—	—	2,430	2,430	2,430	4,860
Total Expenses	<u>\$227,185</u>	<u>\$39,521</u>	<u>\$36,704</u>	<u>\$113,846</u>	<u>\$417,256</u>	<u>\$100,253</u>	<u>\$517,509</u>

- A record number of 1,073 campus professionals, inter/national fraternity and sorority professionals and volunteers, and vendors/service providers registered for the 2008 Annual Meeting in Denver, CO to work toward achieving *Peak Performance*. Through dynamic and engaging learning experiences, the 2008 Annual Meeting Planning Team emphasized the importance of creating connections with colleagues and provided exceptional educational programming. Program highlights included the National Hazing Symposium, an interactive opening session featuring Don DiPaolo, a panel discussion focused on the Amethyst Initiative, and a record number of participants in Fireside Chats.
- Seven state, area, or regional meetings were held during the spring and early summer months, providing many members the opportunity to connect with fellow members and share ideas about critical issues and programming. Two of these meetings were held in conjunction with other associations.
- *Oracle: The Research Journal of the Association of Fraternity Advisors* continues to be a resource which enables the Association to highlight research in the fraternity/sorority advising profession. Volume 3, Issue 2 was published in August 2008, and Volume 4, Issue 1 was published in February 2009.

- *Be. R.E.A.D.Y.: The First 90 Days Program* helped prepare almost 40 new professionals for their work as campus-based fraternity/sorority professionals.
- Eight installments of the Virtual Seminar Series were held on topics including fraternity/sorority housing, men's health issues, hazing prevention, chapter/council finances, working with students to balance their involvement, and restorative justice.
- AFA continued its partnership with Educational Benchmarking, Inc. to produce the AFA/EBI Fraternity/Sorority Assessment. Twenty-seven colleges and universities participated in the program during the 2008-2009 academic year.
- Volunteer editorial boards continued to produce *Essentials*, the monthly electronic newsletter, and *Perspectives*, the quarterly magazine. These educational publications continue to be excellent resources for AFA members.

# Association Leadership

## Executive Board 2008

### President

Jay Anhorn, Elon University

### President-Elect

Dr. Carolyn Whittier,  
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

## Executive Board 2009

### President

Dr. Carolyn Whittier,  
Virginia Commonwealth University

### President-Elect

Kelly Jo Karnes, University of Iowa

### Past President

Jay Anhorn, Elon University/Drexel University

### Executive Vice President

Beth Conder, Alpha Chi Omega Fraternity, Inc.

### Vice President for

#### Administration and Finance

Shelly Brown Dobek,  
North Carolina State University

### Vice President for Membership

Thad Doyle, University of Akron

### Vice President for Resource Development

Jeremiah Shinn, Indiana University

## Regional Directors 2008

### Region I

Stacy Kraus, University of Pennsylvania

### Region II

Jennifer Levering,  
University of North Carolina, Chapel Hill

### Region III

Bob Dudolski (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 (May – December),  
Rockhurst University

### Region V

Caitlin Roberts,  
California State University, Long Beach

## Regional Directors 2009

### Region I

Veronica Hunter, Lehigh University

### Region II

Cara Jenkins,  
Virginia Commonwealth University

### Region III

Laurence Bolotin (January-April),  
Zeta Beta Tau Fraternity, Inc.

Martia Brawner (May-December),  
Purdue University

### Region IV

Tricia Fechter (January-July),  
Rockhurst University

Stan Sweeney (August-December),  
University of Wisconsin, Oshkosh

### Region V

Cori Hammock, University of Washington

## Central Office Staff

### Executive Director

Linda Wardhammar

### Director of Member Service

Sarah McCracken

### Director of Programs

Jason Pierce

### Member Services Assistant

Christine Sheehan

# 2008 AFA Award Recipients

## Robert H. Shaffer Award

Dr. William "Bill" Nelson | University of Iowa

## Jack L. Anson Award

Sue Kraft Fussell | Beta Theta Pi Fraternity

## Sue Kraft Fussell Distinguished Service Awards

Monica Miranda Smalls | University of Rochester

Todd Sullivan | University of Connecticut

Jackie Isaacson | Phi Mu Fraternity

Rueben Perez | University of Kansas

Matt Supple | University of Maryland, College Park

## Gayle Webb New Professional Award

Lindsay Sell | University of Connecticut

## Perspectives Award

Lori Hart Ebert, Ph.D. | "Alcohol and Risk Management Education: Pi Kappa Phi's Approach"

## Outstanding Change Initiative Award

University of Delaware

## Excellence in Educational Programming Award

Cornell University | Positively Challenging

Beta Theta Pi Fraternity | Keystone Regional Leadership Conferences

CAMPUSPEAK, Inc. | The Intake Equation

## Outstanding Volunteer Award

Jason Bergeron | Assessment Committee

Veronica Hunter | Membership Intake Workgroup

Jackie Isaacson | *Essentials* Editorial Board

Helen Rotnem | Consultant Training Workgroup Chair

Lindsay Sell | *Essentials* Editorial Board

## Membership Report As of June 30, 2009

	2008-2009	2007-2008	2006-2007
Region I	332	330	300
Region II	476	460	413
Region III	396	412	327
Region IV	284	295	271
Region V	240	221	190
Professional	1,093	1,038	947
Affiliate	226	265	224
Graduate	226	234	178
Retired	8	7	6
Honorary	18	19	18
Associate	157	155	128
<b>Total Members</b>	<b>1,728</b>	<b>1,718</b>	<b>1,501</b>

### Note:

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