
**THE NATIONAL UMBRELLA ORGANIZATIONS
OF CULTURALLY-BASED GREEK ORGANIZATIONS**

A CAMPUS PROFESSIONAL'S RESOURCE GUIDE

Charting a Course for the Success of Culturally-based Greek Organizations
2008 NASPA National Conference
Boston, Massachusetts

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ACKNOWLEDGEMENTS

We would like to thank the leadership of the National Asian Pacific Islander American Panhellenic Association (NAPA), the National Association of Latino Fraternal Organizations (NALFO), the National Multicultural Greek Council (NMGC), and the National Pan-Hellenic Council (NPHC) for sharing their expertise with us.

FROM THE PRESENTERS

This Resource Guide is a compilation of information gathered from websites and individual interviews. This Guide is a snapshot of the current state of these National Umbrella Organizations and not meant to be all encompassing.

We hope you will use this guide as a starting place for learning about these organizations and that it will help you serve, guide, and support the perpetuation of the fraternal movement.

In Unity,

Victoria Lopez-Herrera
Assistant Director for Fraternity & Sorority Life
Columbia University
VL2165@columbia.edu

Keri Shiplet
Coordinator of Campus Activities
Colorado College
Keri.Shiplet@coloradocollege.edu

NAPA

National Asian Pacific Islander American Panhellenic Association

Included:

Background & History
Current Issues
Structure of Recruitment/Intake Practices
Organization / Institutional Expectations
Contacts & Resources



BACKGROUND & HISTORY

In 2004 12 APIA fraternities and sororities volunteered with the Asian and Pacific Islander American Vote project. The 12 APIA Vote participating fraternities and sororities formed the APIA Greek Alliance (AGA). This successful campaign leads to the realization for the need for an umbrella organization to address the needs and capabilities of APIA Greeks.

In July of 2005 the Organization of Chinese Americans (OCA) provided space for APIA Greeks to meet at their Convention Las Vegas. This was the first in-person meeting to discuss the future of AGA. At this time the name change to National Asian Greek Council (NAGC) and 9 member organizations were solidified.

In March of 2006 the first regional APIA unity mixer in Athens, Georgia was hosted. During the spring the NAGC became the National Asian Pacific Islander American Panhellenic Association (NAPA). In August of 2006 at the OCA Convention in Philadelphia, Pennsylvania NAPA penned the first draft of its constitution. Later that year NAPA members attend Association of Fraternity Advisors Annual Meeting. Mary Peterson was recruited as an advisor.

In 2007 NAPA began to solidify itself by holding elections, becoming an incorporated entity and developing its finances. In addition, the board held retreats where they were able to solidify goals for the future of NAPA.

NAPA Membership

alpha Kappa Delta Phi Sorority
Alpha Phi Gamma Sorority
Delta Kappa Delta Sorority
Delta Phi Lambda Sorority
Kappa Phi Lambda Sorority
Pi Alpha Phi Fraternity
Pi Delta Psi Fraternity
Sigma Beta Rho Fraternity
Sigma Omicron Pi Sorority
Sigma Psi Zeta Sorority

CURRENT ISSUES

I. Visibility and Understanding

- The Asian American Greek community, which includes NAPA organizations and dozens of other local and regional organizations, is not widely known or understood. There is currently a lack of knowledge regarding history and reasons for the existence of APIA Greeks.
- Campus professionals and the larger Greek community are encouraged to gain a better understanding of the Asian American culture.

II. Limited Resources

- Many chapters are smaller and younger, which means they have a harder time finding and competing for limited resources on campus (such as funding and administrators' attention).
- Most advisors for councils that have NAPA organizations are not affiliated with a culturally-based organization or never have worked or experienced working with cultural groups therefore there is an initial disconnect from the student. Several culturally-based Greeks are served by either part-time graduate students or overseen by the "campus cultural support center" rather than Greek Affairs.
- Most NAPA groups started in the 1990s, meaning their oldest alumni are under 40 years old. These groups oftentimes have little alumni support/involvement and very young and inexperienced volunteer national boards. It is not uncommon for undergraduates to serve on an organization's national board. No NAPA member organization has a dedicated support staff nor do they have a physical national headquarters, field representatives, etc. All of this contributes to having undergraduates with very little structured support.

III. Hazing

- NAPA and other APIA Greeks do not receive much media attention, but it seems that when they do, it is because of hazing, which is something that we would like to curtail in our organizations. We need to educate students to practice values-congruence during their new member education.

How can campus professionals assist in addressing these issues?

The creation of positive relationships with campus administration is a two way street. Campus professionals can encourage monthly meetings with NAPA organizations in order to improve relationships and troubleshoot problems outside of the times when chapters need basic services. NAPA members can be proactive in raising awareness of their presence on campus and what they need from campus professionals.

Encourage NAPA organizations to participate in regional, local and national leadership programs. Since most NAPA organizations are in their early development stages and need guidance, having them attend UIFI, IMPACT retreats, LeaderShape, etc. would be beneficial.

STRUCTURE OF RECRUITMENT/INTAKE PRACTICES

There is no unified structure for the recruitment and educations of new members for NAPA organizations. Various terms and processes are used. Campus professionals are encouraged to educate themselves on the practices of the chapters represented on their campus.

Presenting New Members

Upon completion of the New Member Education process, some NAPA organizations may have probate shows or "coming out shows" similar to those seen in NPHC or NALFO organizations. Probate Shows are typically an East Coast phenomenon although it is spreading west. West Coast-based organizations typically have "Presents" and "Installation Ceremonies" to introduce their new members to the public.

Common Terminology

There are various terms used for both recruiting and educating new members. The most common terms for attracting new members into the organization are Recruitment or Rush. Regarding education of new members, common terms are new member education, pledge, intake and initiation used interchangeably.

Recruitment/Rush Periods

NAPA Recruitment/Rush periods can last up to 3 or 4 weeks. This is in addition to the new member education process.

ORGANIZATION / INSTITUTIONAL EXPECTATIONS

Member Organization Expectations

NAPA has refrained from adopting any kind of governing policy for our members. However, member organizations must submit documentation of or proof of being in the process of obtaining all of the following:

1. Must have undergraduate chapters recognized as a Greek lettered fraternity or sorority by and be in good standing with four-year colleges or universities accredited by the American Council of Education
2. Must have been in existence for at least ten years
3. Must have at least five chapters
4. Must be present in at least two states
5. Must have a central governing body which governs the organization
6. Must be incorporated in the United States of America
7. Must possess an insurance policy for their organization

Expectations of Campus Professionals

NAPA organizations want be treated the same way other fraternal organizations on

campus are. There is a strong desire for campus professionals to understand the uniqueness of NAPA organizations and be available when needed.

Culturally-based organizations have a common interest in advancing a specific culture that the organization has stated in their mission/purpose. Campus professionals who advise cultural groups are encouraged to be pro-active in educating themselves about these cultures. By doing so, they will better understand the traditions or customs that these organizations might display in their rush/recruitment, new member education/intake, daily practice, etc.

NAPA also encourages campuses to share information regarding national and regional conferences where their presence would offer opportunities to engage with the campus professionals.

WHAT CAMPUS PROFESSIONALS SHOULD KNOW

- I. Many issues that affect Asian American fraternities and sororities are covered by Dr. Walter Kimbrough's Black Greek 101. With the popularization of Black Greek and Hip Hop culture, many of the NAPA members emulate outward aspects of BGLO culture (such as signs, calls, terminology, line jackets) without the cultural understanding.
- II. Emasculation of the Asian American male-- Similar to the African American male, there is a need to "prove one's manhood". As a result, hazing is a significant problem for Asian American fraternities.
- III. Advisors are often surprised at the large amount of programming NAPA chapters participate in. Many NAPA chapter members feel a stronger communal relationship with the regional Asian Greek community rather than the Greek community on campus. As a result, chapter members will drive hundreds of miles to support each other. It is not uncommon for chapters to have 3-5 scheduled events per week.
- IV. Although NAPA members have similar missions and goals, the organizations are diverse and unique. It's important for campus professionals to recognize there are differences between organizations and each attracts a different type member. The "We already have an Asian-Interest sorority on campus" response to expansion can be perceived as exclusionary and unsupportive.
- V. Most NAPA members are smaller and younger compared to other fraternal organizations. As such, they need help developing the organizations.

NAPA INITIATIVES

- I. NAPA's top priority is to cultivate a team approach to developing and enhancing the member organizations. Utilizing each other as resources, NAPA conducts regular "educational phone teleconference calls" regarding specific topics. NAPA will be exploring the use of external facilitators to lead calls and offer guidance and advice.
- II. NAPA is cultivating a positive relationship with AFA to develop strategies regarding providing support to member organizations on campus. The NAPA Executive Board is planning to attend the AFA Annual Meeting in November 2008. The board hopes to retreats and business meetings at the Annual Meeting in the same way NALFO and NPHC have done.
- III. NAPA Board Retreats will be held on yearly basis.

CONTACTS & RESOURCES

The Executive Board is working on a document that will provide basic information about NAPA, its goals, and its mission. This document will hopefully be prepared within the next few of months and distribute it to organizations such as NASPA, AFA, and other national umbrella organizations.

NAPA is working with AFA to publish a recruitment/intake resource guide for advisors. It will be published via AFA.

NAPA website: www.napa-online.org

NAPA Executive Board: eboard@napa-online.org

National Executive Chair

Melissa Montenegro
Delta Phi Lambda Sorority, Inc.
Email: execchair@napa-online.org

National Vice Chair of Finance

Delia Chung
alpha Kappa Delta Phi Sorority, Inc.
Email: finance@napa-online.org

National Vice Chair

Nate Hayward
Pi Delta Psi Fraternity, Inc.
Email: vicechair@napa-online.org

National Vice Chair of Operations

Arthi Kodur
Delta Kappa Delta Sorority, Inc.
Email: operations@napa-online.org

NALFO

National Association of Latino Fraternal Organizations

Included:

Background & History
Current Issues
Structure of Recruitment/Intake Practices
Organization / Institutional Expectations
Contacts & Resources



BACKGROUND & HISTORY

The purpose of NALFO is to promote and foster positive interfraternal relations, communication, and development of all Latino Fraternal organizations through mutual respect, leadership, honesty, professionalism and education.

NALFO Membership

Alpha Pi Sigma Sorority, Inc.
Chi Upsilon Sigma National Latin Sorority, Inc.
Gamma Alpha Omega Sorority, Inc.
Gamma Phi Omega International Sorority, Inc.
Kappa Delta Chi Sorority, Inc.
Lambda Theta Alpha Latin Sorority, Inc.
Lambda Theta Nu Sorority, Inc.
Lambda Pi Upsilon Sorority, Inc.
Lambda Pi Chi Sorority, Inc.
Sigma Iota Alpha, Inc.
Omega Phi Beta Sorority, Inc.
Sigma Lambda Gamma National Sorority, Inc.
Sigma Lambda Upsilon Sorority, Inc.

Alpha Psi Lambda Nacional, Inc. (Co-Ed)
Gamma Zeta Alpha Fraternity, Inc.
Lambda Alpha Upsilon Fraternity, Inc.
Lambda Sigma Upsilon Latino Fraternity, Inc.
Lambda Theta Phi Latin Fraternity, Inc.
Lambda Upsilon Lambda Fraternity, Inc.
Nu Alpha Kappa Fraternity, Inc.
Omega Delta Phi Fraternity, Inc.
Phi Iota Alpha Fraternity, Inc.
Sigma Lambda Beta International Fraternity, Inc.

Established in March 1998, the National Association of Latino Fraternal Organizations, Inc. traces its roots back to several movements to empower Latino fraternities and sororities. As organizations expanded into different states and the Internet made information more readily available, Latino fraternity and sorority leaders worked to form a coalition. Starting in 1997, these leaders organized a series of meetings around the country to set the groundwork for what would become NALFO. At the 1998 Boston Conference NALFO took a major step forward by ratifying its constitution and bylaws. In 1999, the Board of Directors incorporated NALFO in Connecticut. In January 2001, NALFO again made history when it merged with a national Latino Greek council, Concilio Nacional de Hermandades Latinas (CNHL), to form the only national umbrella organization for historically Latino fraternities and sororities. As a result, the NALFO family currently includes 23 organizations from around the United States. *(Taken from NALFO Shared Standards Statement of Purpose)*

CURRENT ISSUES

- I. Growth
 - The NALFO community on some campuses is growing so rapidly that they are outgrowing Multicultural Greek Councils. There is a need for NALFO councils to be created in order to meet the needs of the organizations.
- II. Development
 - As NALFO grows and develops a difference between “Old School” and “New School” members is emerging.
- III. Changing Governance
 - The historical approach of NALFO was that of being *familia* (family) and working in an advisory capacity. NALFO has now transitioned into a regulatory body.

STRUCTURE OF RECRUITMENT/INTAKE PRACTICES

- I. NALFO Resolutions effective January 1, 2008
 - a. NALFO member organizations shall not induct any first term/quarter/semester freshmen.
 - b. NALFO member organizations will require its undergraduate applicants to have a 2.5 cumulative grade point average in order to be eligible to apply for membership in that specific NALFO organization.
- II. Intake Policies & Procedures for NPHC & NALFO Organizations (Virtual Seminar Recording) by AFA for purchase. www.fraternityadvisors.org

ORGANIZATION / INSTITUTIONAL EXPECTATIONS

In an effort to assist institutions of higher learning across the nation and abroad in understanding the beginnings and function of historically Latino fraternities and sororities, and the standards governing these organizations, and in a further effort to continue to address issues of mutual concern, focusing on five essential and shared areas, to the NALFO and member organizations, these standards have been drafted.

I. Expectations for NALFO Undergraduate Councils

1. Continued promotion of academic excellence
 - A. Maintain grade point averages (GPAs) above the minimum GPA requirement to be an Active member of the chapter and organization as defined by the college or university, if standards are higher than said affiliate organization.
 - B. Maintain graduation rates equal to or which exceed the all men’s or women’s rates, respectively, on a given campus.
 - C. Develop scholarship programs that challenge members and potential members to achieve academically, provide scholastic support, and recognize both improvement and excellence in academic performance.

2. Demonstration of the values of NALFO, affiliate organizations, and host institutions.
 - A. Integrate the stated values and mission of NALFO, affiliate organizations, and the institution into all aspects of the organization and membership.
 - B. Develop and implement a local Judicial Council Committee to hold members accountable to the entire Greek-lettered community, as well as to the student code of conduct at the institution.
 - C. Sponsor monthly leadership programs which promote personal development and encourage implementation of best business practices.
 - D. Develop standards which discourage both the misuse of alcohol and the use of illegal drugs and which exact penalties.
3. Development of leadership skills.
 - A. Provide members with opportunities for leadership development workshops and programs, through NALFO, affiliate organizations, and other programs sponsored by outside organizations.
 - B. Encourage affiliate chapter members to seek leadership roles in other campus organizations.
4. Development of positive supportive relationships.
 - A. Comply with all hazing and mandated policies of the state, college/university, NALFO, and affiliate organizations.
 - B. Create programs that enhance the Greek-letter community and student body and thereby contribute to a positive relationship with the community at large.
 - C. Demonstrate a genuine concern for all mankind.
 - D. Seek an appropriately credentialed Graduate chapter and/or Faculty/Staff advisor(s) to serve as advisors to affiliate chapters and the local NALFO.
5. Develop citizenship through community service and outreach.
 - A. Develop effective service projects and community outreach programs on an on-going basis.
 - B. Establish and maintain community service initiatives, while encouraging the participation of all members.
 - C. Participate in campus Greek-lettered and non-Greek governing councils, as well as non-Greek organizations and events.
 - D. Establish a positive and productive campus presence.

II. Expectations for Host Institutions

As the National Association of Latino Fraternal Organizations strives to collaborate with host institutions of our councils and affiliate chapters, the NALFO expects the following from those respective institutions:

1. Proper Advisement for Councils and Affiliate Chapters
 - A. Encourage and provide incentives for faculty and staff to become involved as faculty advisors to the NALFO council and affiliate chapters.
 - B. Provide a full-time staff member as the advisor to the NALFO council. If not a member of one of the NALFO affiliate organizations, that individual must be educated and credentialed on the operations and procedures of NALFO to be an effective advisor.

2. Leadership Development
 - A. Provide a leadership class for all new members each term.
 - B. Provide and/or help identify and acquire funding to ensure Council attendance at NALFO national and regional conventions and conferences and other NALFO sponsored leadership training programs.
3. Council Support
 - A. Support and assist NALFO in establishing councils where there are two or more affiliate organizations at the institution.
 - B. Encourage expansion logical to the campus' population.
 - C. Provide individual chapter, Greek system, and campus demographic information to council/chapters as requested.
 - D. Assist Council in meeting national and regional mandates, guidelines, and other requirements, including the payment of annual dues, submission of year-end report, attendance at national and regional meetings, and adherence to all national, regional, and local governing documents.
 - E. Provide an impartial judicial process with the opportunity for appeal.
4. Accountability
 - A. Provide the following data to NALFO Headquarters (at least once per year):
 1. Campus, all men's/women's Greek system, and chapter GPAs by semester/quarter
 2. Total number of men/women who began the Membership Intake Process in all chapters in an academic year
 3. Total number of men/women initiated into all chapters in an academic year
 4. Percentage of fraternity/sorority men/women compared to total number of all men/women on campus
 5. Total number and name of chapters closed/opened in an academic year
 6. Status of the NALFO Council (e.g., inactive or active)
 7. Total number of full-time Greek Life professionals on campus.
 8. Graduation rates of undergraduates on campus
 - B. Communicate with national and regional offices of the NALFO or affiliate organization upon receiving a reason of concern. When the issue or concern is a council issue, contact the NALFO Regional Vice-Chair. If the issue involves (a) chapter(s) and warrants some type of action, please contact that/those respective affiliate equivalent (graduate chapter advisor, regional office, or Inter/national Headquarters).

CONTACTS & RESOURCES

National Contacts

Chair: Yvonne Hernandez
Kappa Delta Chi Sorority, Inc.
Yvonneh_29@yahoo.com

Vice Chair: Alejandro Pineda
Gamma Zeta Alpha Fraternity, Inc.
Pineda.alejandro@yahoo.com

Public Relations: Juan Guardia
Phi Iota Alpha Fraternity, Inc.
JuanGuardia@yahoo.com

Regional Contacts

Western Regional Vice Chair: Vacant

Great Plains Regional Vice Chair: Eliva Rodriguez
Lambda Theta Alpha Sorority, Inc.
Elvia_rdgz@yahoo.com

Southeast Regional Vice Chair: Vacant

Midwest Regional Vice Chair: Veronica Rodriguez
vrangel@uic.edu

Mid-Atlantic Regional Vice Chair: Lisetta Garcia
Sigma Lambda Upsilon Sorority, Inc.
Claridad2k1@yahoo.com

Northeast Regional Vice Chair: June Jimenez
Omega Phi Beta Sorority, Inc.
June_Jimenez@yahoo.com

Resources on NALFO Website

NALFO Press Releases
Newsletters
Organization Press Releases
NALFO in the News

Documents on NALFO Website

Constitution & Bylaws
Brochure
NALFO Shared Standards
NALFO Standards of Ethical Conduct
Minutes & Agendas

NMGC

National Multicultural Greek Council

Included:

Background & History
Current Issues
Structure of Recruitment/Intake Practices
Organization / Institutional Expectations
Contacts & Resources



BACKGROUND & HISTORY

The 1980s and 1990s saw the emergence of a multicultural fraternity/sorority movement. It seemed like new fraternities and sororities were popping up everywhere. But, not the typical fraternity and sorority. The end of the twentieth century gave birth to a colorful movement - that of multiculturalism.

Newly formed fraternities and sororities were looking to write a new page in the Greek-letter society history books. The message that they announced was the inclusiveness of all cultures, races, religions, and creeds.

Realizing the importance of uniting the new faces of Greek Life 13 GLOs came together to create a national multicultural council. The NMGC was conceptualized in 1998 with intentions to unite Greek-letter Fraternities and Sororities under one national entity.

The NMGC serves in an advisory capacity to its member organizations. Each member organization is autonomous as a Greek-letter society.

The goals of the NMGC are as follows:

- To provide a forum that allows for the free exchange of ideas, programs, and services between its constituent fraternities and sororities;
- To promote the awareness of multicultural diversity within collegiate institutions, their surrounding communities, and the greater community-at-large; and
- To support and promote the works of its member organizations.

(NMGC website: www.nationalmgc.org)

NMGC Membership

Delphic of Gamma Sigma Tau Fraternity

Delta Xi Phi Sorority

Delta Sigma Chi Sorority

Gamma Eta Sorority

Gamma Omega Delta Fraternity

Lambda Psi Delta Sorority

Lambda Tau Omega Sorority

Mu Sigma Upsilon Sorority

Phi Sigma Chi Fraternity

Chi Sigma Upsilon Sorority

Psi Sigma Phi Fraternity

Omega Phi Chi Sorority

Currently, the NMGC is considering a proposal to move from an advisory council to a governing council for member organizations. This new structure will be voted on by the membership at the upcoming NMGC Conference in April 2008.

CURRENT ISSUES

I. Membership Review

- The Executive Board is working on a Membership Review Process. This internal membership review process holds member organizations accountable to the national standards.

II. Visibility & Understanding

- Many campus professionals do not know the member organizations on NMGC. The NMGC is a new national umbrella organization seeking recognition from colleges and universities.

III. Expansion and local NMGC councils

- The NMGC would like to expand to more campuses. On campuses where multiple NMGC organizations present the development of an local NMGC council would be ideal. The name and how to identify local NMGC councils is still being debated.

How can campus professionals assist in addressing these issues?

- Campus professionals are encouraged to be patient as the NMGC undergoes reorganization. Continued support of local chapters is much appreciated.
- The NMGC will soon begin disbursing a quarterly newsletter addressing changes and issues with the NMGC. Local chapters and campus professionals will be able to subscribe to a list serve in the near future!
- The NMGC organizations would like the same attention and services other culturally-based Greek organizations receive on campus.

RECRUITMENT/INTAKE PRACTICES

The NMGC is in a transition period and does not have any standards in place at this time. Campus professionals can expect to see NMGC recruitment and new member education processes similar to NALF and NPHC organizations.

ORGANIZATION/INSTITUTIONAL EXPECTATIONS

Informally, the NMGC has expectations similar to that of NALFO and NPHC. As the NMGC moves from an advisory council to a governing council a more formalized set of expectations will be created.

CONTACTS AND RESOURCES

National MGC website: www.nationalmgc.org

Executive Board: ebboard@nationalmgc.org

President: Denise J. Pipersburgh, Esq.
Lambda Psi Delta Sorority, Inc.
pres@nationalmgc.org

Vice President: Justin Paige
Psi Sigma Phi Fraternity, Inc.
vp@nationalmgc.org

Treasurer: Erika Soto
Mu Sigma Upsilon Sorority, Inc.
treasurer@nationalmgc.org

Secretary: Chris Medrano
Gamma Eta Sorority, Inc.
secretary@nationalmgc.org

Public Relations Coordinator: Lester Martell
Psi Sigma Phi Fraternity, Inc.
pr@nationalmgc.org

University Liaison: Mariel Pagan
Lambda Tau Omega Sorority, Inc
liaison@nationalmgc.org

NPHC

National Pan-Hellenic Council

Included:
Background & History
Current Issues
Structure of Intake Practices
Organization / Institutional Expectations
Contacts & Resources



BACKGROUND & HISTORY

The **National Pan-Hellenic Council (NPHC)** is an umbrella organization for nine historically black, international Greek lettered fraternities and sororities. Each of the nine NPHC organizations evolved during a period when African-Americans were being denied essential rights and privileges afforded other college students. The groups are referred to collectively as the "Divine Nine".

NPHC Membership

Alpha Kappa Alpha Sorority, Inc.
Alpha Phi Alpha Fraternity, Inc.
Delta Sigma Theta Sorority, Inc.
Iota Phi Theta Fraternity, Inc.
Kappa Alpha Psi Fraternity, Inc.
Omega Psi Phi Fraternity, Inc.
Phi Beta Sigma Fraternity, Inc.
Sigma Gamma Rho Sorority, Inc.
Zeta Phi Beta Sorority, Inc.

On May 10, 1930, on the campus of Howard University, in Washington DC, the National Pan-Hellenic Council was formed as a permanent organization with the following charter members: Omega Psi Phi and Kappa Alpha Psi Fraternities, and Alpha Kappa Alpha, Delta Sigma Theta and Zeta Phi Beta Sororities. In 1931, Alpha Phi Alpha and Phi Beta Sigma Fraternities joined the Council. Sigma Gamma Rho Sorority joined in 1937 and Iota Phi Theta Fraternity completed the list of member organizations in 1997. The stated purpose and mission of the organization in 1930 was "Unanimity of thought and action as far as possible in the conduct of Greek letter collegiate fraternities and sororities, and to consider problems of mutual interest to its member organizations." Early in 1937, the organization was incorporated under the laws of the State of Illinois and became known as "The National Pan-Hellenic Council, Incorporated."

- The growth of NPHC fraternities and sororities, on both historically white and historically black campuses, can be viewed in three distinct phases:
 - **Post World War I**
Undergraduate chapters of NPHC affiliate organizations began to spread to major research universities admitting Blacks and to major historically Black colleges in the South. Graduate chapters were birthed in cities across the US as civic and service organizations, due to blatant racism prohibiting African Americans from participating in general civic organizations within their communities after college graduation.
 - **Post World War II**
NPHC affiliate chapters proliferated on southern historically Black college campuses. Many cultural traditions which differed markedly from historically white college traditions became refined and embedded within the African American tradition and culture (e.g., "lining" and public skits on campus as a part of "pledging").

- **Post Civil Rights Act 1964**
Many colleges and universities which had previously denied admittance to African Americans or which had small enrollments grew in their enrollment of African Americans and established chapters on their campuses. Such actions caused the numbers of NPHC affiliate organizations to swell to over 400 undergraduate chapters and just as many graduate chapters on the average for each organization. Presently, there are approximately 1.5 million members of undergraduate and graduate affiliate chapters served by NPHC.
(NPHC Website: www.nphchq.org)

CURRENT ISSUES

- I. Small chapter size at Predominantly White Institutions (PWI)
- II. Individuals representing organizations and they do not have the authority to do so
- III. Apathy

STRUCTURE OF INTAKE PRACTICES

Educate yourself! Ask questions!

Campus based professionals may struggle to gain an understanding of Intake practices of NPHC organizations because of the desire to keep details private. As a campus professional you are entitled to know the structure of Intake. Contacting the appropriate NPHC Regional Director will help you establish what information you should collect.

The resources listed below can be found on the Association of Fraternity Advisors website (www.fraternityadvisors.org) :

- NPHC Membership Intake Guide published by AFA (Members only)
- Intake Policies & Procedures for NPHC & NALFO Organizations (Virtual Seminar Recording) by AFA for purchase

ORGANIZATION / INSTITUTIONAL EXPECTATIONS

Expectations for NPHC Undergraduate Councils and Affiliate Chapters

1. Continued promotion of academic excellence
 - A. Maintain grade point averages (GPAs) above the minimum GPA requirement to be an Active member of the chapter and organization as defined by the college or university, if standards are higher than said affiliate organization.
 - B. Maintain graduation rates equal to or which exceed the all men's or women's rates, respectively, on a given campus.

- C. Develop scholarship programs that challenge members and potential members to achieve academically, provide scholastic support, and recognize both improvement and excellence in academic performance.
- 2. Demonstration of the values of NPHC, affiliate organizations, and host institutions.
 - A. Integrate the stated values and mission of NPHC, affiliate organizations, and the institution into all aspects of the organization and membership.
 - B. Develop and implement a Standards Board to hold members accountable to the entire Greek-lettered community, as well as to the student code of conduct at the institution.
 - C. Sponsor monthly leadership programs which promote personal development and encourage implementation of best business practices.
 - D. Develop standards which discourage both the misuse of alcohol and the use of illegal drugs and which exact penalties.
- 3. Development of leadership skills.
 - A. Provide members with opportunities for leadership development workshops and programs, through NPHC, affiliate organizations, and other programs sponsored by outside organizations.
 - B. Encourage affiliate chapter members to seek leadership roles in other campus organizations.
- 4. Development of positive supportive relationships.
 - A. Comply with all hazing and mandated policies of the state, college/university, NPHC, and affiliate organizations.
 - B. Create programs that enhance the Greek-letter community and student body and thereby contribute to a positive relationship with the community at large.
 - C. Demonstrate a genuine concern for all mankind.
 - D. Seek an appropriately credentialed Graduate chapter and Faculty/Staff advisor(s) to serve as advisories to affiliate chapters and the local NPHC
- 5. Develop citizenship through community service and outreach.
 - A. Develop effective service projects and community outreach programs on an on-going basis.
 - B. Establish and maintain community service initiatives, while encouraging the participation of all members.
 - C. Participate in campus Greek-lettered and non-Greek governing councils, as well as non-Greek organizations and events.
 - D. Establish a positive and productive campus presence.

Expectations for Host Institutions

As the National Pan-Hellenic Council strives to collaborate with host institutions of our councils and affiliate chapters, the NPHC expects the following from those respective institutions:

1. Proper Advisement for Councils and Affiliate Chapters

- A. Encourage and provide incentives for faculty and staff to become involved as faculty advisors to the NPHC council and affiliate chapters.
 - B. Provide a full-time staff member as the advisor to the NPHC council. If not a member of one of the NPHC affiliate organizations, that individual must be educated and credentialed on the operations and procedures of NPHC to be an effective advisor.
2. Leadership Development
- A. Provide a leadership class for all new members each term.
 - B. Provide and/or help identify and acquire funding to ensure Council attendance at NPHC national and regional conventions and conferences and other NPHC sponsored leadership training programs.
3. Council Support
- A. Support and assist NPHC in establishing councils where there are two or more affiliate organizations at the institution.
 - B. Encourage expansion. No NPHC member organization is prohibited from selecting undergraduates for the purpose of establishing a chapter on the campus of the host institution. The host institution's NPHC Council may not deter expansion by withholding membership of NPHC organizations from the local Council.
 - C. Provide individual chapter, Greek system, and campus demographic information to council/chapters as requested.
 - D. Assist Council in meeting national and regional mandates, guidelines, and other requirements, including the payment of annual dues, submission of year-end report, attendance at national and regional meetings, and adherence to all national, regional, and local governing documents.
 - E. Provide an impartial judicial process with the opportunity for appeal.
4. Accountability
- A. Provide the following data to NPHC Headquarters (at least once per year):
 - 1. Campus, all men's/women's Greek system, and chapter GPAs by semester/quarter
 - 2. Total number of men/women who began the Membership Intake Process in all chapters in an academic year
 - 3. Total number of men/women initiated into all chapters in an academic year
 - 4. Percentage of fraternity/sorority men/women compared to total number of all men/women on campus
 - 5. Total number and name of chapters closed/opened in an academic year
 - 6. Status of the NPHC Council (e.g., inactive or active)
 - 7. Total number of full-time Greek Life professionals on campus
 - B. Communicate with national or regional offices of the NPHC or affiliate organization upon receiving a reason of concern. When the issue or concern is a council issue, contact the NPHC Regional Office. If the issue involves (a) chapter(s) and warrants some type of action, please contact that/those respective affiliate equivalent (graduate chapter advisor, regional office, or International Headquarters).

CONTACTS

National Contacts

- National President** – Jennifer M. Jones
President@nphcq.org
- National First Vice President** – Robert C. Smith
FirstVice@nphcq.org
- National Second Vice President** – Marquise L. Rose
SecondVice@nphcq.org
- National Third Vice President** – Sofiat Abdulrazaaq
ThirdVice@nphcq.org
- National Secretary** – W. Jeanine Daugherty
Secretary@nphcq.org

Regional Contacts

- Eastern Regional Director** – Vanetta Cheeks Reeder, EasternDir@nphcq.org
Serving: Bermuda, Connecticut, Delaware, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, Virginia, Washington DC.
- North Central Regional Director** – Garvenya Lockart, NCentralDir@nphcq.org
Serving: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, West Virginia, Wisconsin, South Dakota.
- Southern Regional Director** – Rufus Douglas Spears, SouthernDir@nphcq.org
Serving: Alabama, Bahamas, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee, Virgin Islands.
- Southwestern Regional Director** – Adell Brown, Jr., SWesternDir@nphcq.org
Serving: Arkansas, Louisiana, Oklahoma, Texas.
- Western Regional Director** – Jennifer Carter, WesternDir@nphcq.org
Serving: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming.

RESOURCES

Eastern Regional

- Newsletter
- Yahoo Group
Easternregion-nphc-subscribe@yahoogroups.com

North Central Regional

- Yahoo Group
Northcentral-nphc-subscribe@yahoogroups.com

Southern Regional

- Newsletter
- Yahoo Group
NPHC_Southern_Region-subscribe@yahoogroups.com

Southwestern Regional

- Yahoo Group
Swnphc-subscribe@yahoogroups.com

Western Regional

- Newsletter
- Yahoo Group
NPHCWR-subscribe@yahoogroups.com

Documents Available on NPHC Website

Request for Council Name Change
Charter-Reactivation Process
Charter- Reactivation Form
Constitution / Bylaws
Council Function Management
Council Officer Roster Outline Template
Council Year End Report 2007
Council Insurance Questionnaire
EIN-Employer Identification Number
Guidelines for Graduate & Campus Advisors
Guidelines to Proper Protocol
History & Purpose
NPHC Joint Position Hazing Statement 2003

Financial Councils
Notice of Dues 2008
NPHC Organization Chart
2008 Regional Remittance Forms
Regional Structure
Shared Standards
Start a Council
Step Show Conduct
Substance Abuse
Tax ID Information
Council Name
Council Management & Function
Non-Affiliated Organizations Sitting on local Councils