

# NPC Sorority Belonging, Diversity, Wellbeing, & Joining Survey

Spring 2023

Dr. J. Patrick Biddix

# About the Sample

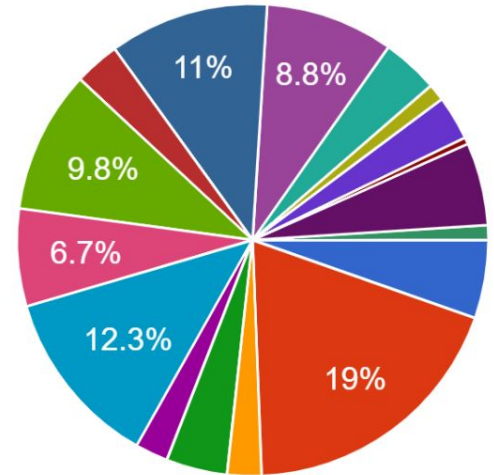
Please select your school.

1,288 responses



Please select your sorority.

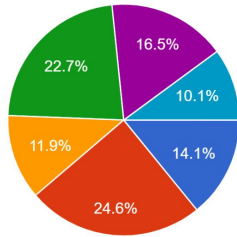
1,287 responses



# About the Sample

How long have you been a member of your sorority?

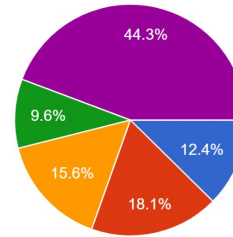
1,288 responses



- I joined this term
- Less than one year
- One year
- Two years
- Three years
- More than three years

What is the size of your sorority chapter?

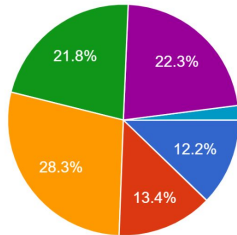
1,285 responses



- 0-60
- 61-90
- 91-120
- 121-160
- 161 or more

Which best describes where you are living now while attending college?

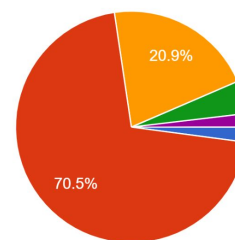
1,286 responses



- Sorority house
- Campus residence hall with sorority members
- Campus residence hall without sorority members
- Off-campus house or apartment with sorority members
- Off-campus house or apartment without sorority members
- Other

How many hours per week do you spend on activities for your sorority?

1,283 responses



- 0 hours per week
- 1 - 5 hours per week
- 6 - 10 hours per week
- 11 - 20 hours per week
- Over 20 hours per week

# Key Takeaways

Sorority Satisfaction is rising (DEI, post-COVID might be correlates), Belonging is more consistent.

Diversity, Equity and Inclusion (DEI) is getting a lot of discussion in the chapters, in terms of personal issues, supportive environment, and changes members are both seeking and notice.

In terms of wellbeing, members feel extremely joyful and positive about their sorority experience, feel very supported and cared about, and find the experience meaningful (which was the highest metric).

Regarding their overall experience, members overwhelmingly (more so than ever in the past two years) described having a great experience, they are appreciative of DEI efforts but note areas for growth. In general, new college students are attuned to these issues, so this was affirming for NPC efforts.

# Key Takeaways

Not much change in how they learned about sororities (still mostly media and personal connections), but influences on joining are more often family and friends.

A major change in the qualitative comments this year is the positive experience many shared with recruitment, the emphasis on a supportive and developmental environment for women.

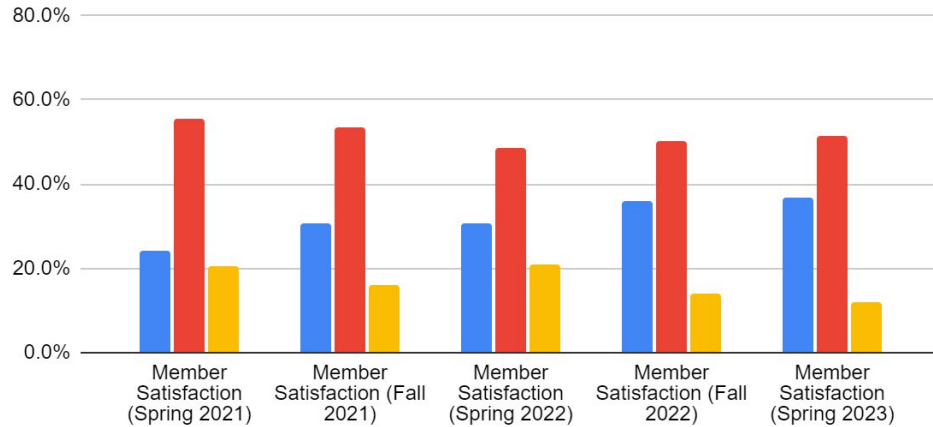
Women are almost evenly divided on when they decided to join a sorority (before college or during), but during recruitment rose considerably (which may be a post-COVID effect)

More prospective members are relying on relationships - parents and friends - when making their decision.

# Sorority & School Satisfaction Trends

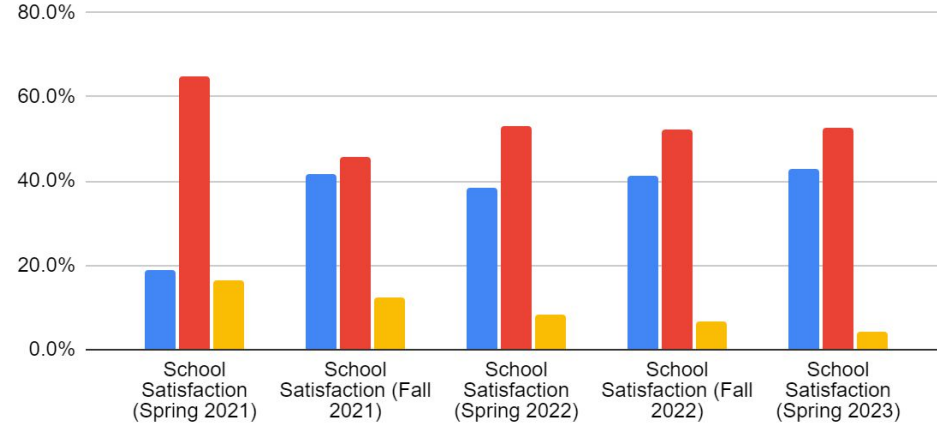
## Sorority Satisfaction Comparison

Strongly agree Agree Disagree (all)



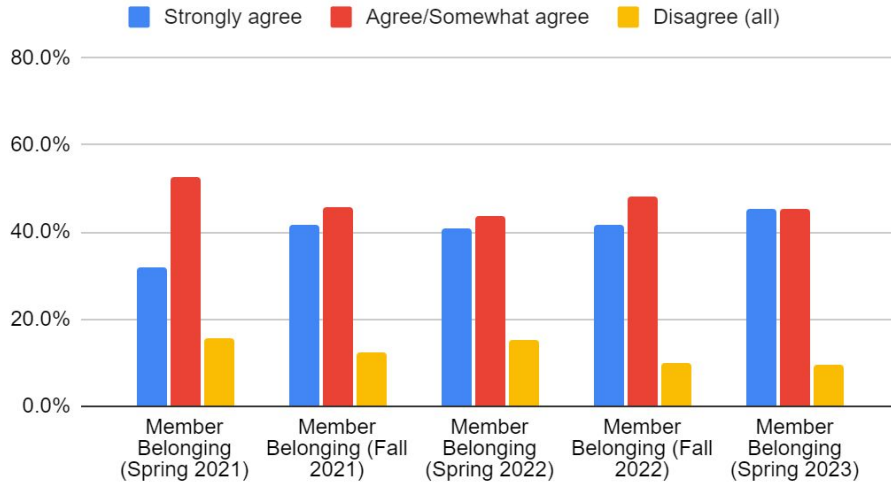
## School Satisfaction Comparison

Strongly agree Agree Disagree (all)

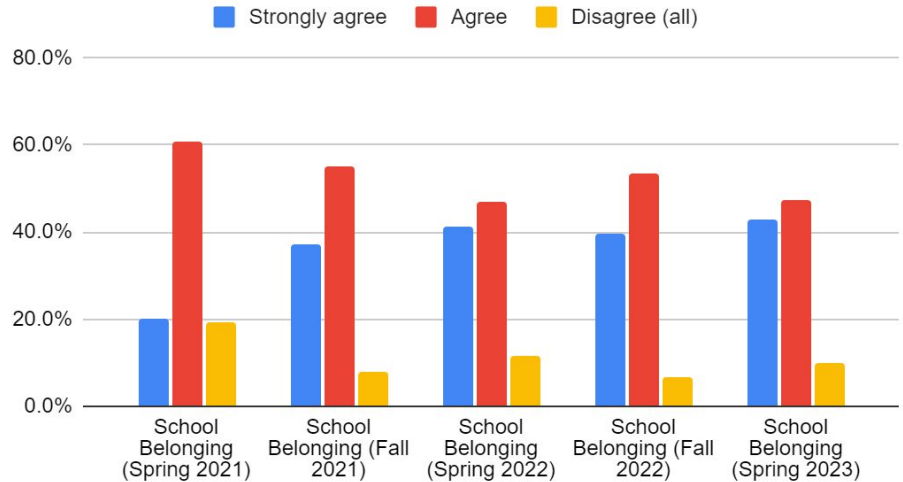


# Sorority & School Belonging Trends

## Sorority Belonging Comparison

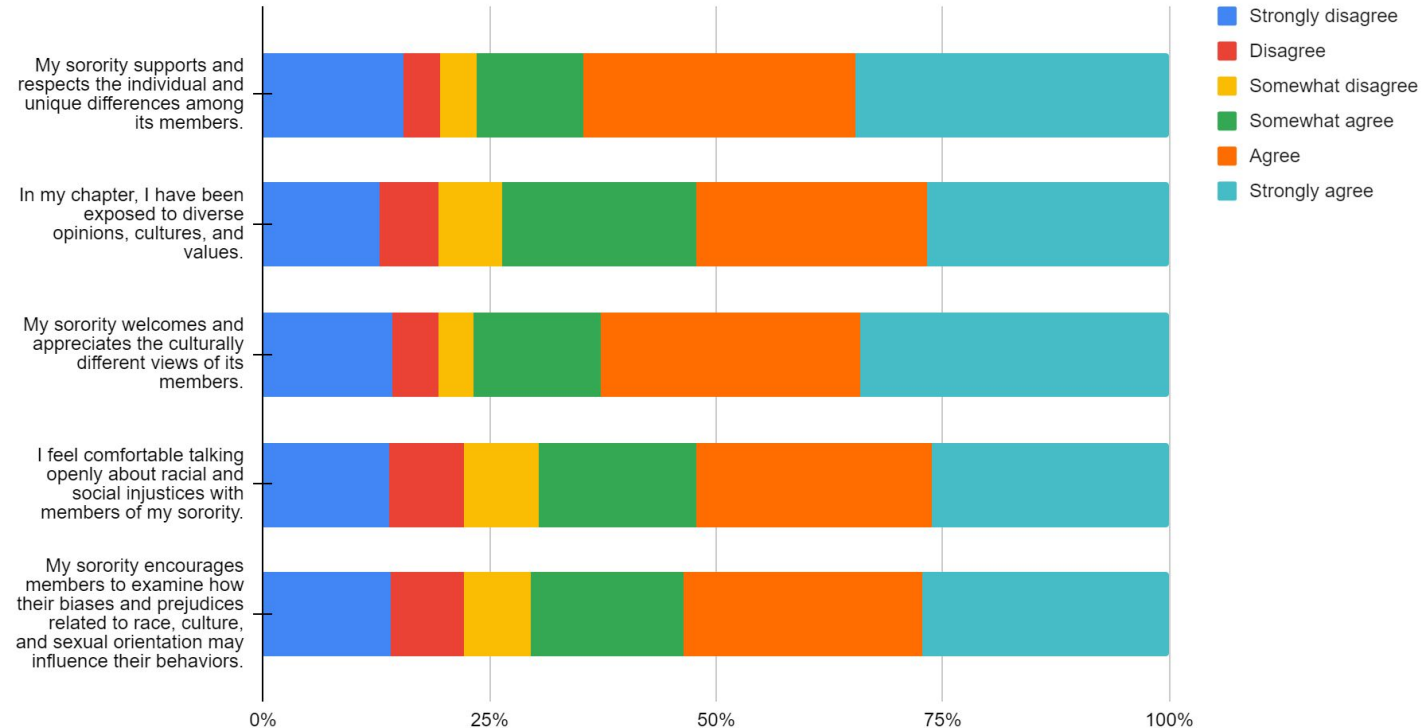


## School Belonging Comparison



# Diversity Engagement

Please indicate your level of agreement with the following statements:





# Wellbeing

PERMA (Seligman, 2012)



- Wellbeing
  - Positive emotions and moods
  - Satisfaction with life
  - Fulfillment and positive functioning.
- Examples
  - You like what you do every day
  - You have meaningful relationships
  - You have the energy to get things done
  - You feel accomplished and have purpose.
- Outcomes
  - Increased Retention and Student Success
  - Enhanced Self Awareness and Career Development
  - Meaningful Interactions with Peers, Staff, and Faculty
  - Pell, Students of Color, and International Student Gains



positive emotion

relationships

accomplishments

SP 2023

engagement

meaning

7.48 (=)	Positive Emotion	Creating environments and interactions that elicit the full range of positive human responses, from joy and compassion, to interest and gratitude, opens individuals to think creatively and respond to challenges in healthy ways.
6.70 (=)	Engagement	Helping scholars develop their strengths – those things that they are innately good at and enjoy doing – met with a healthy level of challenge.
7.47 (=)	Relationships	Developing authentic, energizing, and supportive relationships.
7.74 (+)	Meaning	Helping scholars find a sense of being connected to something bigger than themselves and purpose in what they do.
7.25 (=)	Accomplishment	Recognizing all individuals' basic need to feel they are growing and making progress in life and finding opportunities to help students celebrate their mastery of content and successes pursuant to their goals.

# Positive Emotion

## PERMA

General tendencies  
toward feeling  
contentment and joy.

SP2023 = 7.34  
FL2022 = 7.39  
SP2022 = 6.85  
FL2021 = 7.10

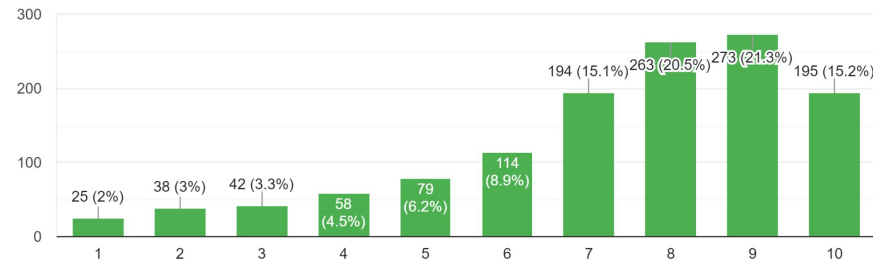
SP2023 = 7.45  
FL2022 = 7.46  
SP2022 = 6.94  
FL2021 = 7.25

9-10 Very high  
7-8 High  
6 Slightly above average  
5 Average  
4 Slightly below average  
2-3 Low  
0-1 Very low

SP2023 = 7.63  
FL2022 = 7.63  
SP2022 = 7.05  
FL2021 = 7.33

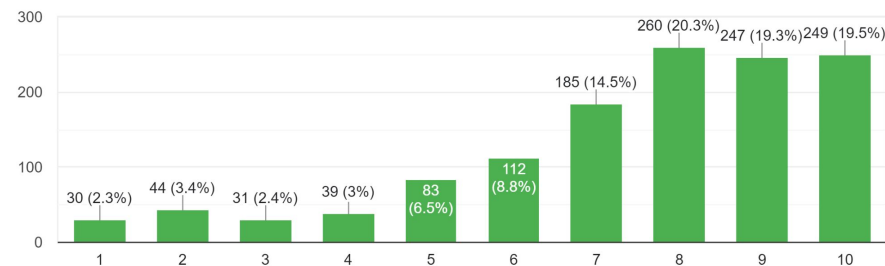
In general, how often do you feel joyful in your sorority?

1,281 responses



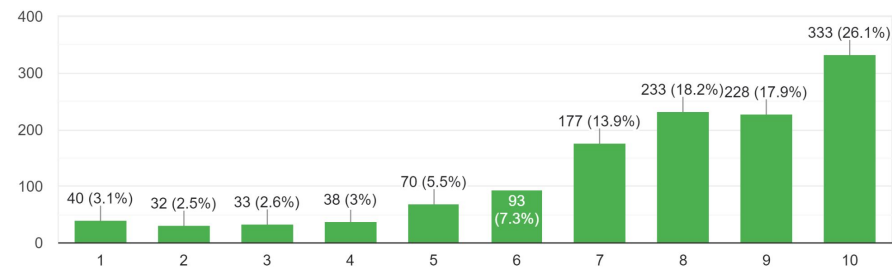
In general, how often do you feel positive about your sorority experience?

1,280 responses



In general, to what extent do you feel satisfied with your sorority experience?

1,277 responses



What else would you like us to know about  
your sorority experience?

General Themes from 226 comments

# Great Experience (Major, Positive)

**It's truly so unique and beautiful, I can easily say I found my home** and created relationships I will have for life. The entire recruiting process for my sorority went above every standard and I felt so comfortable and valued every time I walked through that door.

My sorority experience has exceeded my expectations. **I have been able to meet and form relationships with so many different people, built skills that will help me after graduation, and grown so much as a person.** I will truly miss [my chapter] being a part of my life on a daily basis. I can't wait to see what the future holds and how I can be involved in the chapter as an alumna.

This sorority is one of the most rewarding decisions I made when coming to this university. It is an experience I will never take for granted and **my chapter has been an instrumental part in shaping me into the woman I am today.**

**I just was not expecting to fall this much in love with my sorority.**

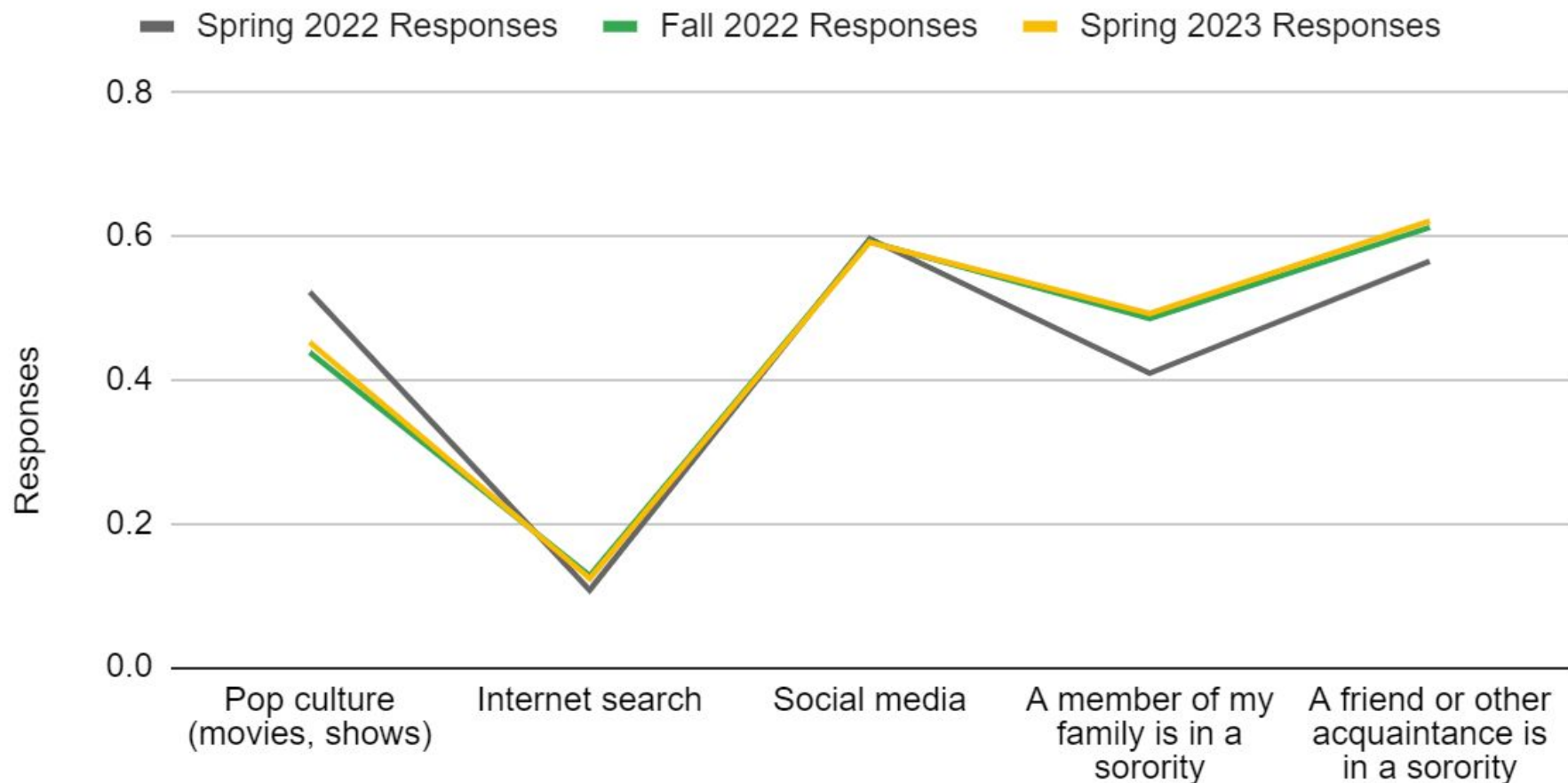
# DEI - Chapter Efforts (Major, Mostly Positive)

I am very proud of the efforts [my chapter] has taken in creating a more inclusive space. There is a long way to go, but **I am so proud of the individuals who have pioneered the DEI committee and made genuine efforts to make [my chapter] a better place.** [my chapter] stands for so much more than just a college organization; it is a place that is making real change that makes waves in its community and members.

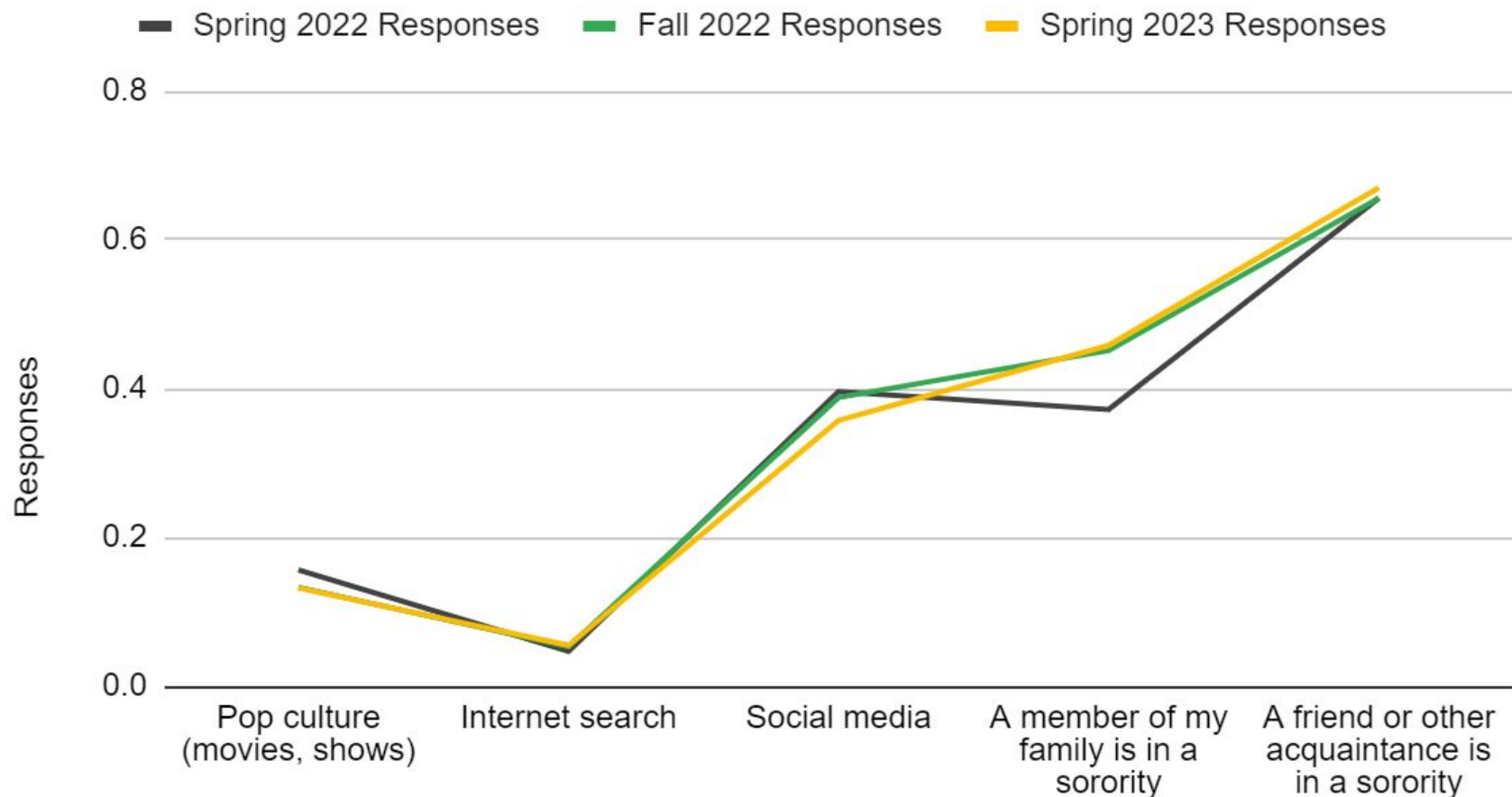
**It is not the case that those topics are not encouraged to be talked about in our chapter, it is the fact that I am uncomfortable talking about them.**

Make each chapter have a designated and respected DEI position on either EXEC or Alfa Board !!!!!

# How did you learn about sororities?

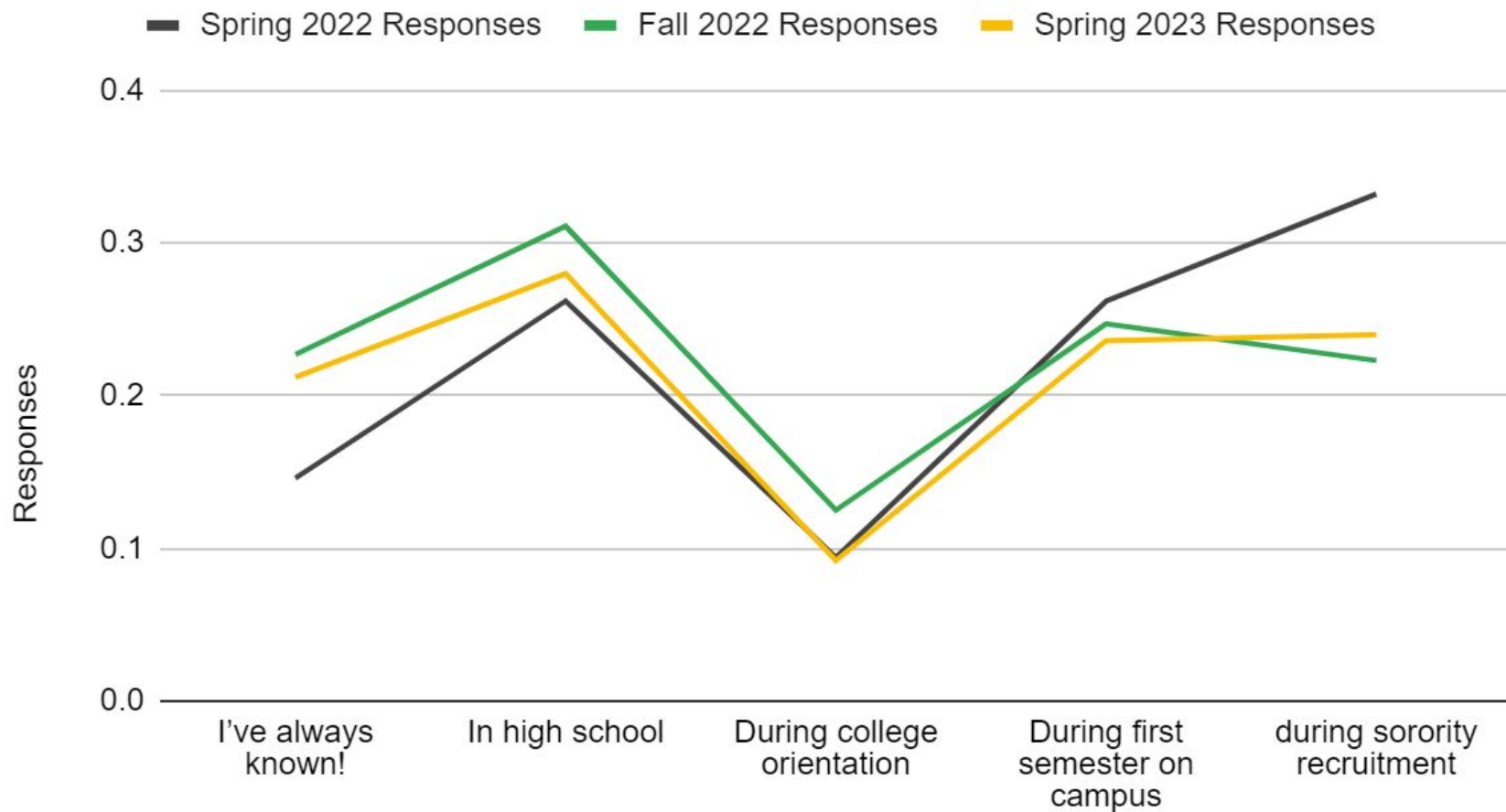


# What or who influenced you to join a sorority?





# How early/when did you make your decision to join?



What else would you like us to know about  
your decision to join a sorority?

Theme from 282 comments

# Campus Recruitment (Major, Positive)

Coming from out of state and as someone who was more introverted at the time, I really wanted to be able to make a solid group of friends that would be there for me all through college and beyond. I am not your stereotypically SEC sorority girl and **when I went through recruitment, I knew after visiting my chapter that I would find my place and be celebrated for being completely myself.**

I was not completely set on being in a sorority **until I experienced what it was like to be in a sisterhood during recruitment.**

**I distinctly remember going into recruitment and seeing the confidence of the current sisters.** That is something I wanted to see in myself.

# Support and Growth (Major, Positive)

I joined a sorority **to surround myself with strong powerful women.**

I wanted to be apart of **a sisterhood, where women supported each other.**

I wanted to be a part of a group of women that **lifts each other up.**

I wanted to join for the sisterhood and **opportunities to grow as a woman.**

It really came down to whether I thought **I could grow as a person in the chapter and have a community to support me through the process and assist in my growth.**

# Minor Themes and Rarely Mentioned

## School Environment

I wanted to be apart of a social environment with people who have similar interests as myself...I wanted to be a part of a smaller community and felt like joining a sorority was the best decision for me.

At my university it is very important for your social life to be a part of greek life.

## COVID-19 Effect

I think COVID had a big impact on my decision to join.

Mainly influenced by COVID-19 and trying to find a group of girlfriends in that time of isolation.

## (Rarely Mentioned)

Other Peers/Influences, Social Media, Pop Culture, Internet Influence

Next Steps

# Publications & Presentations

## “The Story”

- Sororities promote positive wellbeing throughout college, fostering joy and meaning for members.
- Sororities are grappling with DEI but offer important (good) implications for supportive environments
- Members join for multiple reasons, and the recruitment process is increasingly viewed as positive

## Potential Research Questions

1. To what extent do sororities foster wellbeing, sense of belonging, and satisfaction?
2. How is DEI discussed and experienced in NPC sororities?
3. What and who influences NPC sorority members' timing and decision to join?

## Possible Publications and Outlets

- NASPA 2024
- *Journal of Positive Psychology, JWGHE, JCSD, ORACLE/JSFLRP*

Thank you!

Questions?

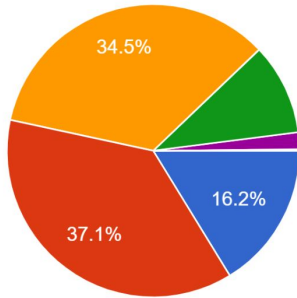


# Reference Slides

# General Health & Stress

How would you describe your general health?

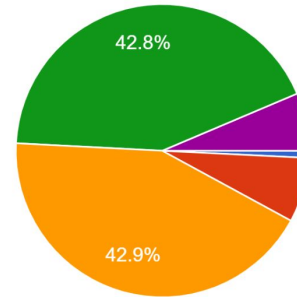
1,287 responses



- Excellent
- Very good
- Good
- Fair
- Poor
- Don't know

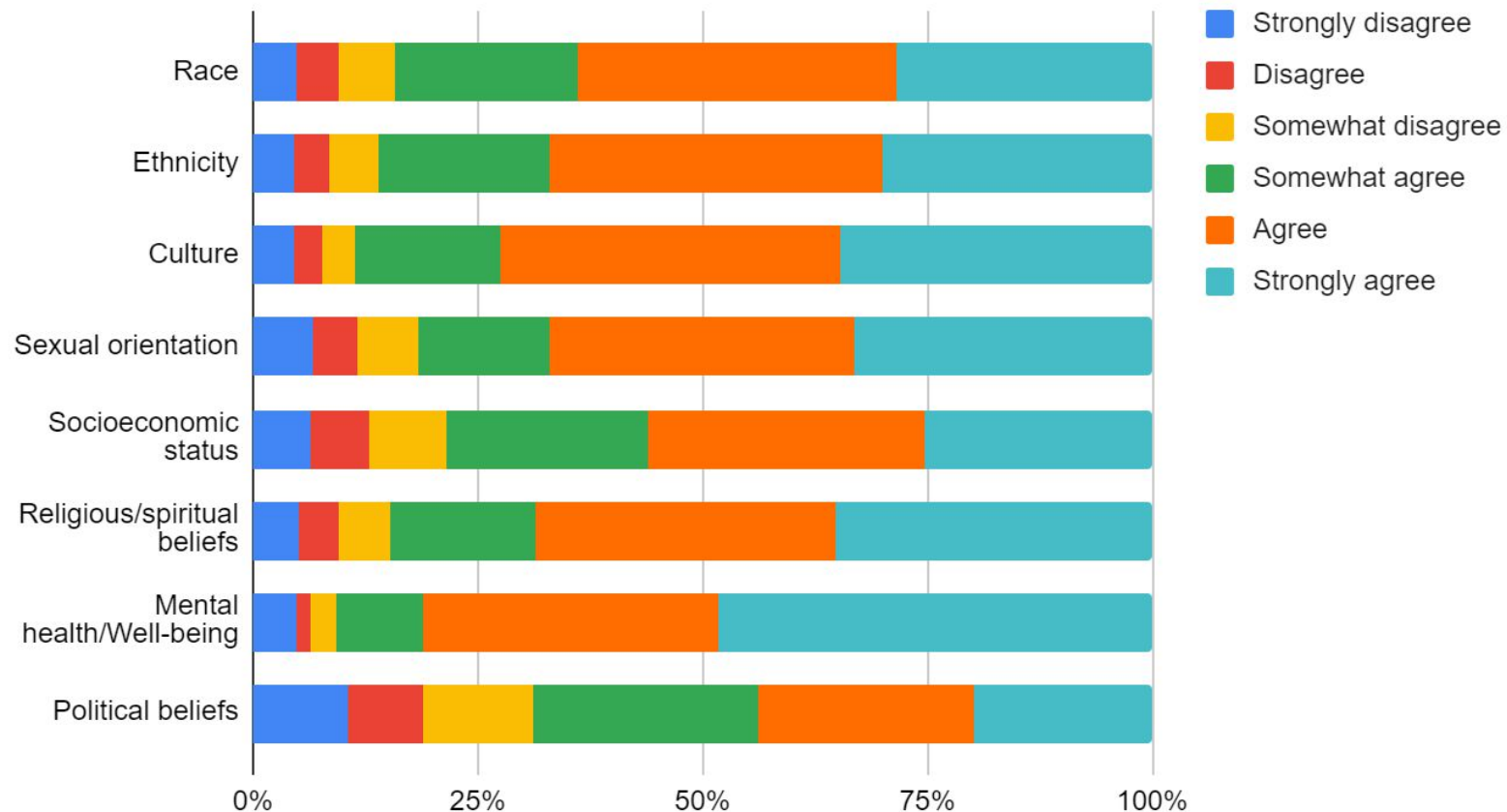
Please rate your overall stress level since the start of this term?

1,287 responses



- No stress
- Less than average stress
- Average stress
- More than average stress
- Tremendous stress

## I am comfortable having open discussions in my sorority about...



# NPC Sorority Wellbeing Summary & 2 Year Trends

Wellbeing Measure	Spring 2023 Average
Positive Emotion	7.48 (=)
Engagement	6.70 (=)
Relationships	7.47 (=)
Meaning	7.74 (+)
Accomplishment	7.25 (=)
Overall	7.33

# Leadership and Support (Major, Mixed)

Joining a sorority and **holding an officer position has been one of the most valuable experiences I've had.** I feel it has helped me to learn and develop into a stronger and more confident person.

My experience has been great so far until this semester with our new president, she makes decisions without consulting the chapter and giving us a poor reputation on campus.

I used to love [my chapter]. I used to love going to the house. I was happy. Ever since I have held leadership positions (homecoming chair and honor aka standards) my health has decreased dramatically. Granted these are difficult jobs, but I am constantly disrespected by my sisters. I have been verbally harassed due to my role as honor chairwoman. I have been called names and hated simply for holding others accountable. There is an immaturity in the leadership of this chapter that will only improve with time and life. I hate that this has happened to my experience but it makes me want to tell others not to pursue leadership because it comes at the cost of health.

# DEI - Personal (Major, Mixed)

I love all my sisters, however being one of about a handful of POC racial issues and politics make me uncomfortable as usually the woman holding a DE&I position and doesn't talk about race, ethnicity, or culture.

**I am neurodivergent and struggle with anxiety, and I feel like this makes me stand out and I don't get the support or understanding that I need.**

We've gotten kinder and more diverse both physically and personality wise since i've joined which has improved the experience.

The lack of attention and support that has been given to the Jewish community in this chapter is disheartening. The conversations that have happened about inclusion and consideration feel like a performance when no attention is given to the dates selected for important philanthropies and other mandatory events/meetings. There are 365 days in a year and the lack of attention to major Jewish holidays has perpetually been an issue, with the only excuse being "we couldn't find any other date that worked." It doesn't matter if the absence is excused, the issue of picking between religion and sorority alienates members who pick the former.

# Positive Emotion

## PERMA

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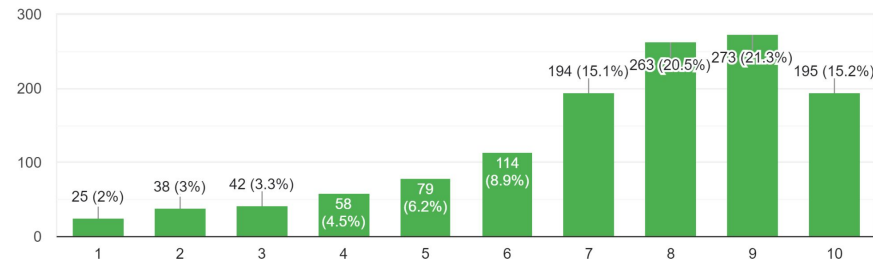
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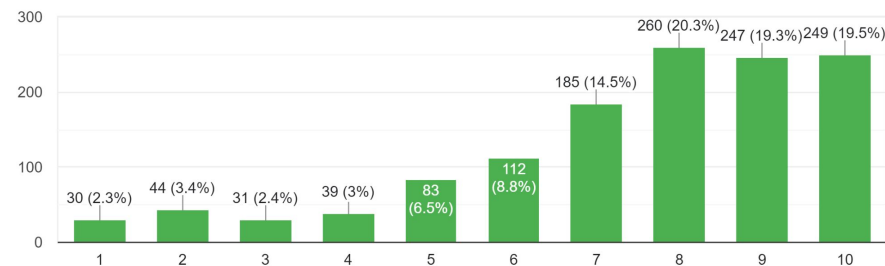
In general, how often do you feel joyful in your sorority?

1,281 responses



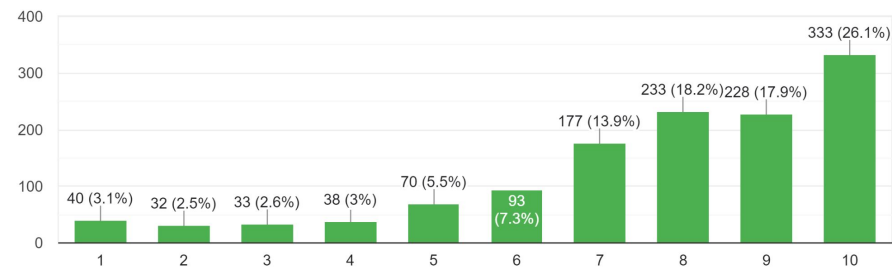
In general, how often do you feel positive about your sorority experience?

1,280 responses



In general, to what extent do you feel satisfied with your sorority experience?

1,277 responses



# Engagement

## PERMA

Being absorbed,  
interested, and involved  
in an activity or the world  
itself.

9-10 Very high  
7-8 High  
6 Slightly above average  
5 Average  
4 Slightly below average  
2-3 Low  
0-1 Very low

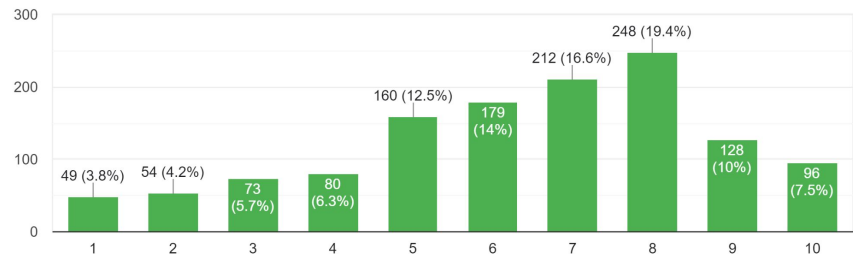
SP2023 = 6.37  
FL2022 = 6.47  
SP2022 = 6.67  
FL2021 = 6.53

SP2023 = 7.59  
FL2022 = 7.64  
SP2022 = 7.18  
FL2021 = 7.41

SP2023 = 6.12  
FL2022 = 6.15  
SP2022 = 6.09  
FL2021 = 6.11

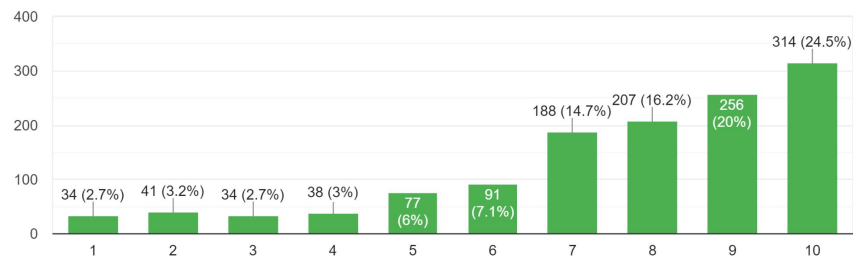
How often do you become absorbed in what you are doing in your sorority?

1,279 responses



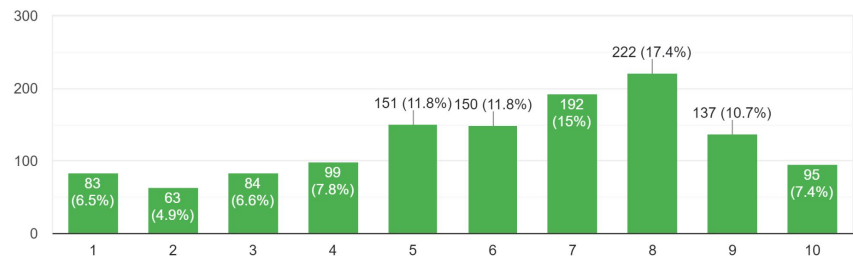
In general, to what extent do you feel excited and interested in your sorority?

1,280 responses



How often do you lose track of time while doing something with your sorority?

1,276 responses





# Relationships

## PERMA

Feeling loved, supported,  
and valued by others.

SP2023 = 7.54  
FL2022 = 7.54  
SP2022 = 7.07  
FL2021 = 7.42

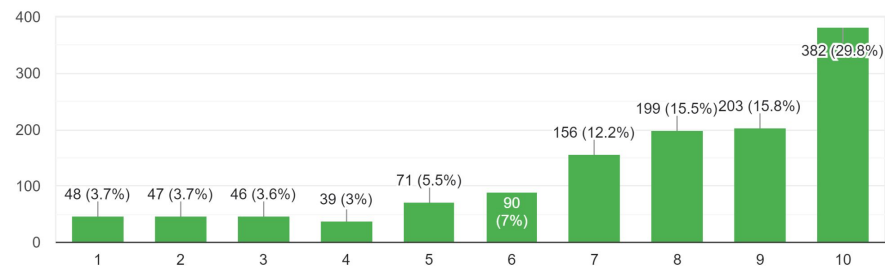
SP2023 = 7.39  
FL2022 = 7.43  
SP2022 = 6.90  
FL2021 = 7.17

9-10 Very high  
7-8 High  
6 Slightly above average  
5 Average  
4 Slightly below average  
2-3 Low  
0-1 Very low

SP2023 = 7.47  
FL2022 = 7.42  
SP2022 = 6.99  
FL2021 = 7.27

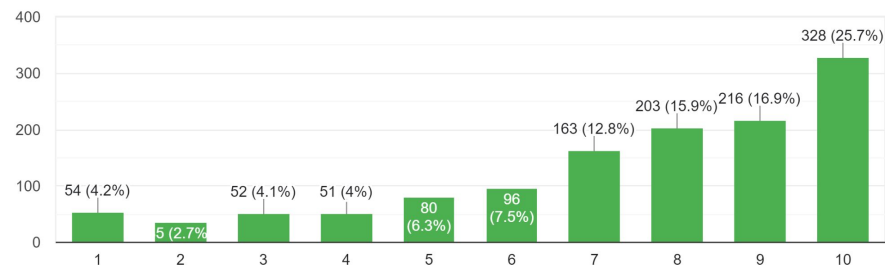
To what extent do you receive help and support from others when you need it in your sorority?

1,281 responses



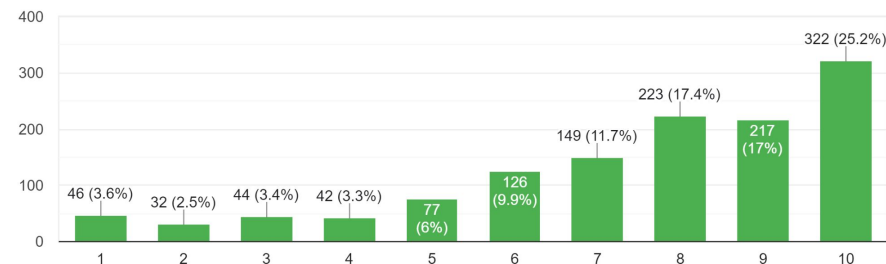
To what extent do you feel cared about in your sorority?

1,278 responses



How satisfied are you with your relationships in your sorority?

1,278 responses



# Meaning

## PERMA

Having a sense of purpose in life, a direction where life is going, or connecting to something greater than ourselves.

9-10 Very high  
7-8 High  
6 Slightly above average  
5 Average  
4 Slightly below average  
2-3 Low  
0-1 Very low

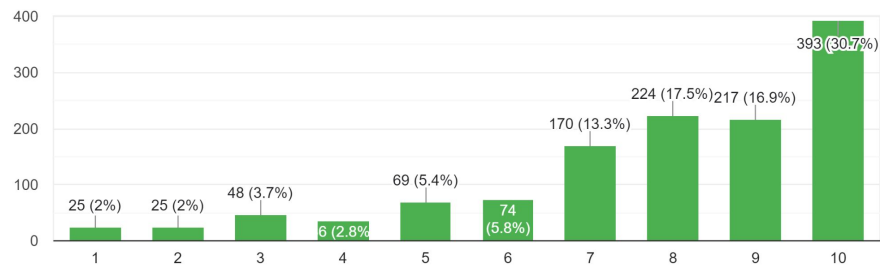
SP2023 = 7.82  
FL2022 = 6.86  
SP2022 = 7.44  
FL2021 = 7.58

SP2023 = 8.31  
FL2022 = 8.11  
SP2022 = 8.08  
FL2021 = 7.93

SP2023 = 7.08  
FL2022 = 7.21  
SP2022 = 6.74  
FL2021 = 6.99

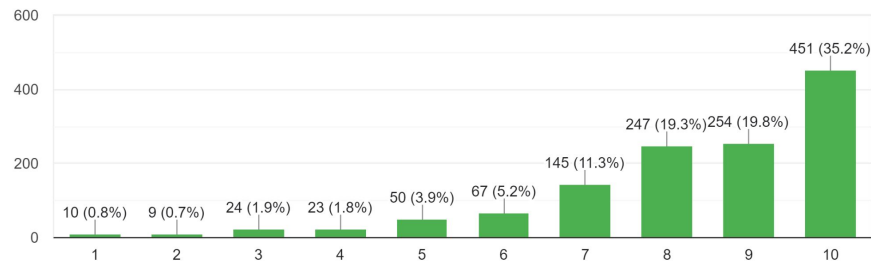
In general, to what extent do you find your sorority experience meaningful?

1,281 responses



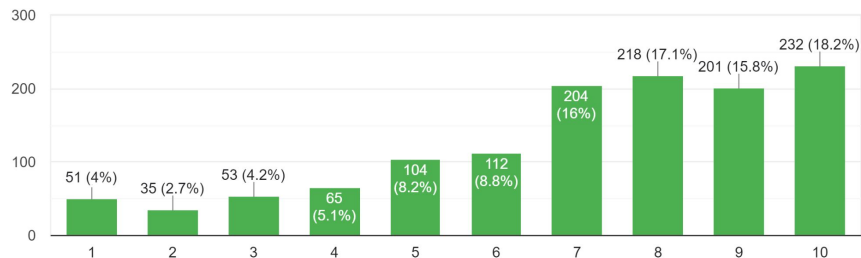
In general, to what extent do you feel that what you do in your life is valuable and worthwhile?

1,280 responses



To what extent do you generally feel you have a sense of direction in your sorority?

1,275 responses



# Accomplishment

## PERMA

Working toward and reaching goals, and feeling able to complete tasks and daily responsibilities.

9-10 Very high  
7-8 High  
6 Slightly above average  
5 Average  
4 Slightly below average  
2-3 Low  
0-1 Very low

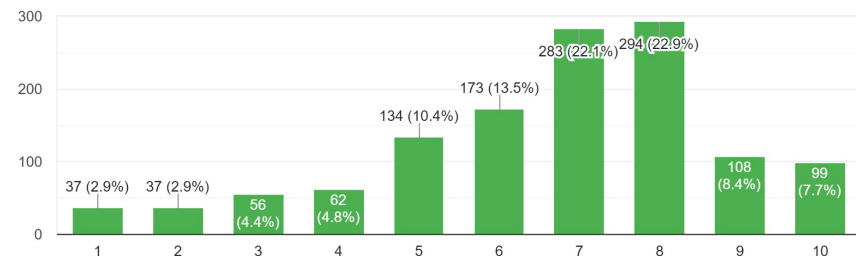
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FL2022 = 6.65  
SP2022 = 6.58  
FL2021 = 6.55

SP2023 = 6.96  
FL2022 = 6.91  
SP2022 = 6.92  
FL2021 = 6.90

SP2023 = 8.13  
FL2022 = 8.23  
SP2022 = 8.13  
FL2021 = 8.11

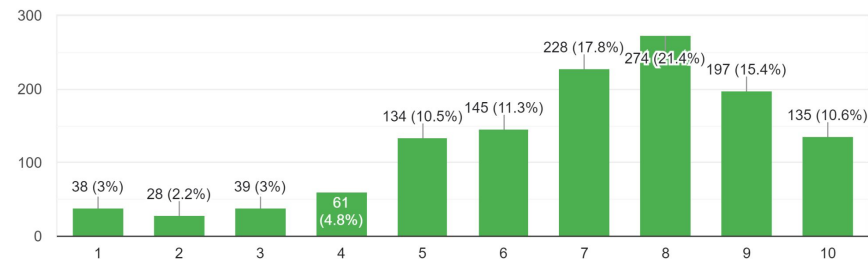
How much of the time do you feel you are making progress towards accomplishing your goals in your sorority?

1,283 responses



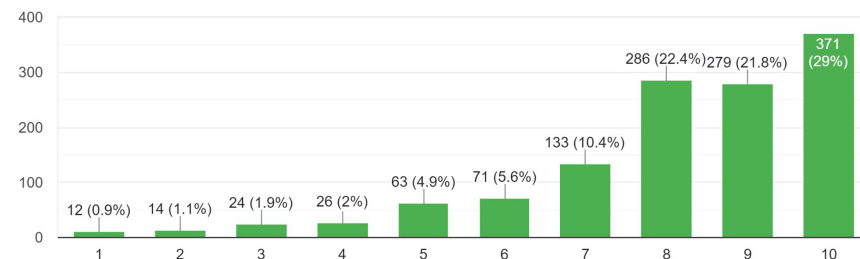
How often do you achieve the important goals you have set for yourself in your sorority?

1,279 responses



How often are you able to handle your responsibilities in your sorority?

1,279 responses



# Family, Legacy (Major, Positive)

Both my parents were in Greek life and I knew since I was little that I was going to join a sorority.

My grandmother, mother, aunt and cousins were all in sororities. I am proud to be a legacy with my grandmother.

My parents were the main reasons I went through recruitment. I was not interested, but they told me that I would have good, nice girl friends if I did it, which I did not have at the time.

My mom and other people I considered role models were all [members] so I wanted to be a part of something they valued.

# Other Minor (Negative)

## Chapter Environment

It started off really great, but a lot of issues have happened be that have really made me lose my passion and hope for how my sorority will turn out. I feel ostracized, uncared for, unsupported, and unrecognized. It feels like the amount of work and effort I put in goes unnoticed and that no one really cares how I'm doing. They just care about what I am able to accomplish. I know this is why so many people have left the chapter and I really hope it gets better

## Advisors "Nationals" Campus Staff

I feel that our advisors are trying to be completely in control of the sorority when it is a student led organization and they are just there to guide when needed. They also don't properly talk about expectations and also rule by double standards. Exec members should be held to as high of standards if not higher standards than general members.