EXPECTATIONS of Excellence

Academic Achievement • Chapter Operations • Community Impact
Diversity & Inclusion • External Relations • Leadership
Member Development • Recruitment & Retention
Ritual & Values • Wellness & Safety

SPRING 2016
Overview

Purpose

Fraternities and sororities are an integral part of the UConn student experience through educational and social enrichment. We strive to develop the individual members of every fraternity and sorority to become values-driven contributors to a larger society. While many of UConn’s fraternities and sororities are providing a quality membership experience, it is essential to set expectations that challenge these organizations to continuously pursue excellence. Our goal is for chapters to spread excellence to each of their members in order for every student to grow intellectually and become a contributing member of the local, national, and world communities.

The expectations encompass 10 categories:

- Academic Achievement
- Chapter Operations
- Community Impact
- Diversity & Inclusion
- External Relations
- Leadership
- Member Development
- Recruitment & Retention
- Ritual & Values
- Wellness & Safety

These expectations reflect the values of inter/national fraternities and sororities, the UConn fraternity and sorority community, and UConn as a whole. Fraternities and sororities will be encouraged to develop in each of these areas throughout the semester. With the support of the Office of Fraternity and Sorority Life, chapters will set goals that push their chapter to new standards. Then, throughout the semester, chapters will work to execute these goals.

By joining a fraternity or sorority, our members have committed themselves to higher standards. Our vision is to have a UConn community of values-driven individuals committed to lifelong social responsibility and through these Expectations of Excellence we hope to get one step closer to this goal. Our diverse chapters are on a spectrum of achievements and foci. We hope to support chapters’ individual endeavors while maintaining one standard for the entire fraternity/sorority community, which is excellence.

Snapshot Meeting

Snapshot meetings occur with the chapter president and their respective OFSL council advisor(s) within the first five weeks of every semester. The purpose of this meeting is to focus chapter functions for the semester. Prior to the snapshot meeting, chapter leadership will make goals in each of the 10 categories using the “Action Plan” worksheet. In this packet, there are descriptions of different ways that an organization can excel in the 10 categories. You can use those descriptions to guide you when making your goals. Your goals should be specific to your chapter and they should also be challenging, yet attainable. Also included in the description of each category are requirements that your chapter must meet every semester – those requirements are not optional and should be kept in mind while you’re creating your goals. There are also “suggested” events for your chapter to attend. This can help you to create a goal including the activities that are already happening in the community. You will submit your completed worksheet onto your DropBox in
time for your snapshot meeting. After your meeting, you will likely need to update your goals on the “Action Plan” worksheet. That will be done via DropBox no more than one week following your snapshot meeting. You should revisit this plan throughout the semester in order to ensure that goals are being accomplished.

**Semester Reflection**

At the end of the semester, the chapter will submit a Reflection that provides an overview of how the chapter achieved the goals and followed the action steps as set in the Action Plan. The reflection for goal and should answer the following questions:

- Did the chapter follow the steps outlined in the Action Plan?
- Did the chapter achieve the overall goal(s)?
- What were the strengths of the chapter in that particular category?
- What are areas of further improvement?

The chapter must also provide a self-assessment rating for each category (See: “Rating” on next page) based on the chapter’s perception of its performance over the course of the semester. This will be used to provide clarification for the Council Advisor and will not be used to determine the official rating.

Additionally, the chapter must also provide an “Overall Reflection” to explain the overall performance of the chapter, including any extenuating circumstances that may have affected performance. The following questions should be addressed: What has the chapter done to benefit individual members? How have individual members given back to a greater society? Where is there opportunity for improvement?

Lastly, please include any materials (flyers, photos, agendas, presentations, etc.) that support your reflection.

**Submissions**

All submissions will be made online via DropBox.com. Each chapter president will receive an invitation to manage their chapter’s folder at the start of the. In that folder, each expectation and the final evaluation will be separate documents so that different officers may submit information. Action Plans will also be submitted via DropBox and chapter presidents should also bring a hard copy or upload copy to the DropBox prior to the Snapshot Meeting for review with your Council Advisor.

Chapter presidents will be able to add additional members as collaborators to share documentation and responsibilities.
Rating

For each of the 10 categories, chapters will be rated on the following scale: Meets Goal, Partially Meets Goal, or Does Not Meet Goal. A chapter that goes above and beyond in any particular category can receive Exceeds Goal. Chapters will receive an overall rating of Accredited or Non-Accredited. In order to be Accredited, chapters need to receive a Meets Goal rating in at least 7 of the 10 categories and earn at least 15 points overall. If one or more of any of the requirements are not met for a particular goal, the chapter cannot receive “Meets Goal”. The chapter must complete all requirements on time in order to receive full credit for any of the categories. Points will be awarded as follows:

<table>
<thead>
<tr>
<th>Grade per Category</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exceeds Goal</td>
<td>3</td>
</tr>
<tr>
<td>Meets Goal</td>
<td>2</td>
</tr>
<tr>
<td>Partially Goal</td>
<td>1</td>
</tr>
<tr>
<td>Does Not Meet Goal</td>
<td>0</td>
</tr>
</tbody>
</table>

Chapter Accreditation

Accredited

Chapters who meet expectations will be considered “accredited” by the Office of Fraternity and Sorority Life. Accredited chapters will maintain recognition, are eligible to be considered for Arête Awards, and can participate in OFSL sponsored “Go Greek” activities.

Non-Accredited

Non-Accredited chapters must attend an E of E information session and bring an advisor to their next Snapshot meeting. If a chapter is Non-Accredited for any two semesters in a three consecutive semester period, the chapter will lose recognition from the Office of Fraternity and Sorority Life. One year after the loss of recognition, the inter/national organization may pursue re-recognition (See Recognition Policy).

Appeals

Any organization wishing to appeal any grading decisions must do so in writing within 14 days of the receipt of grades to the Director of Fraternity and Sorority Life. The Director of Fraternity and Sorority Life will review the appeal and any associated documentation and render a final decision. The Director of Fraternity and Sorority Life may, in their sole discretion, require representatives and/or advisors from the fraternity or sorority to appear.
Chapter Expectations

Academic Achievement
We support the academic vision and mission of the university and fully engage in the relationship between academic and co-curricular activities. We enforce scholastic standards and policies to support our members in their academic success. We also make efforts to ensure that new members understand and are in compliance with the chapter’s academic standards. We value academic achievement so that our members can contribute to their profession.

Requirement(s):
- Be in accordance with the Scholastic Standard.

Suggestion(s):
- Utilize UConn resources (Academic Achievement Center, Career Services) for chapter programming

Chapter Operations
We effectively and productively run all chapter meetings, programs, and events. We maintain productive relationships with our on-campus advisor, OFSL advisor, and alumni advisor that help chapter operations to run more smoothly. We have policies in place to ensure a thorough transition of officers, and maintain an updated constitution and/or bylaws. We create a budget and calendar that is aligned with our values. We improve chapter operations to provide a positive experience for our members.

Requirement(s):
- Update the ICS roster by the first Friday of each semester and within two weeks of the start of a new member/intake program if applicable. If you had new members that were not initiated, please remove them from your roster by the last day of classes.
- Submit the Chapter Officer Update by the first Friday of the semester.
- Administer Member Experience Survey by the first or second chapter meeting of the semester and review with chapter officer team.
- Meet with your Greek Council’s OFSL advisor for a Snapshot Meeting within the first 5 weeks of the start of the semester. Upload your Action Plan draft to DropBox prior to this meeting.
- Submit Expectations of Excellence semester reflection by the last Friday of classes each semester at 11:59pm via DropBox.
- Chapter maintains good standing with their respective Greek Council.

Suggestion(s):
- Submit nomination application for Arête Awards

Community Impact
We support and provide opportunities for our members to be global citizens who excel in addressing the challenges of the local, national, and international communities through philanthropic and service initiatives. We encourage our members’ involvement in Husky Haulers, Greek Alternative Breaks, Community Outreach, HuskyTHON, and other university-sponsored programs.

From the UConn Academic Vision: “Through outreach and partnerships, we promote sustainable development and a happy, healthy, and inclusive society. This engagement is local and global, based on intercultural understanding and recognition of the transnational nature of the challenges and opportunities we face.”
Requirement(s):
- Upload community service and philanthropy report to OFSL via Dropbox. This must be submitted by the last day of classes each semester.

Suggestion(s):
- Greeks Go Green with GCAB (April 22)

Diversity & Inclusion
Our chapter shows a strong commitment to diversity and inclusion throughout all chapter operations. We create a space where our members can feel comfortable expressing their own identity while exploring others. We encourage a culture of civility and respect. We show the importance of diversity to our members through offering and requiring attendance at diverse programs, including the appreciation for global cultures and customs. We value diversity and inclusiveness so that our members are culturally competent and have a better understanding of the various dimensions of diversity.

From the UConn Academic Vision: “We embrace diversity not as a keyword for token inclusion of the underrepresented, but as a commitment to fostering a welcoming environment in which all individuals can achieve their fullest potential and in which open and respectful communication is facilitated.”

Suggestion(s):
- Tony Porter, speaker on Gender issues (March 29)

External Relations
Our chapter actively seeks partnerships with other Greek and non-Greek organizations or offices. We support the fraternity/sorority community, including organizations in all four councils. We are participants in all events and initiatives hosted by the Greek Community Affairs Board. We create meaningful relationships with our members’ parents, our chapter alumni, and our graduate chapters. We host events that honor these relationships and show our appreciation. We create effective marketing items for our organization and the activities that we sponsor and we use campus resources and media to promote our activities. We strive to build a strong network of external constituents that could provide our members with beneficial opportunities for development and support.

Requirement(s):
- Chapter sends delegate(s) to GCAB meetings regularly

Suggestion(s):
- Arête Awards (March 23 – Invite only)
- Greek Week (April 3-8)

Leadership
We lend our organization as a method of growth in many leadership capacities. We encourage members to attend trainings and conferences to support their leadership development by promoting a multitude of opportunities including but not limited to: LeaderShape, Undergraduate Interfraternity Institute (UIFI), Greek Emerging Leaders Conference. We expect involvement in our respective council and membership in co-curricular activities outside of the fraternity/sorority. We develop our members’ leadership skills so that our members are viewed and recognized as campus and community leaders.
Requirement(s):
- Chapter sends appropriate officer or delegate to all roundtables (Service & Philanthropy, New Member Educators, Finance & Fundraising, Scholarship, Risk Management).
- Chapter President attends monthly Presidents Forum

Suggestion(s):
- Greek Emerging Leaders Conference (February 6) – advance registration required.

Member Development
We are committed to the growth and development of our members by ensuring that our programming efforts reflect individual needs throughout their entire membership in the chapter. Our new member education program prepares individuals for active membership in the chapter and in the fraternity/sorority community. We provide opportunities for our members to be positively contributing members of society.

Requirement(s):
- All new members must complete Greek 101 online and finish by completing their New Member Agreement within two weeks of the start of their new member/intake program.

Suggestion(s):
- Corey Ciocchetti, Greek Week Speaker (April 5)

Recruitment & Retention
We recruit with the intentions of building a sustainable chapter of members who share similar principles and reflect the values of our fraternity/sorority. We are conscious of our chapter size and our intake frequency in order to meet the requirements set by our inter/national organization, our local council, and the university. We also take measures to keep our members actively engaged in activities that encourage loyalty to the fraternity/sorority and to UConn.

Requirements:
- Submit Notice of Membership Recruitment/Intake/C.O.B. by the first Friday of each semester.
- Within two weeks of the start of the new member/intake program, the ICS roster should be updated to reflect the “associate” members.

Ritual & Values
We actively practice the values of our fraternity/sorority and exemplify the shared values of the 2015 UConn fraternity and sorority community: family, unity, loyalty, respect, dedication, and growth. We are committed to learning our Ritual, living it in our daily lives, teaching it properly to others, and expecting it of ourselves and each other. We stay connected to our Ritual by performing aspects of it throughout the semester. Our policies, programs, and initiatives support the highest level of ethical standards amongst our members.

Suggestion(s):
- International Badge Day with GCAB (March 7, 2016)

Wellness & Safety
In order to protect our members, our chapter, our organization, and guests, we educate our members on safe and responsible behavior. We host programs for our members to be able to reasonably identify personal health and safety risks and take appropriate action. These programs address physical, mental, and emotional
health as well as other risk factors such as hazing, sexual assault, alcohol, and other drugs. We follow risk management policies as set forth by UConn and our inter/national organization. We are participants in National Hazing Prevention Week.

**Requirement(s):**
- All new members complete *Hazing, Harming, and Harassment* SOLID training within the first two weeks of start of new member/intake program.

**Suggestion(s):**
- National Hazing Prevention Week Speaker (fall)

**Overall Reflection:**
Reflect on the semester as a whole for your organization. What were strengths/opportunities for your chapter this semester? What goals do you have for next semester? Specifically include a summary of your chapter’s pre or post survey results and how you addressed or plan to further address the responses.