

CHANGING COMMUNITY CULTURE

FRATERNITY & SORORITY EXPECTATION OF EXCELLENCE

UConn

AGENDA/GOALS

- Why is UConn asking for enhanced expectations?
- Overview of the Expectations of Excellence
 - Minimum Standards
 - Tracking Performance
 - Unmet Expectations
 - Benefits + Privileges
 - Fall 2020
- Questions

*“Changing culture is like shifting the direction of a river.
It requires patience and moving one pebble at a time.”*

DR. CHRISTINE M. WILSON

GAMMA PHI BETA SORORITY

CENTER FOR FRATERNITY & SORORITY DEVELOPMENT

VISION

UConn is a community of values-driven individuals committed to lifelong social responsibility

MISSION

We provide quality support services and educational experiences that enhance the holistic development of students as global citizens.

Furthermore, we set an *expectation of excellence* that challenges our diverse fraternity and sorority community to exemplify the highest scholastic, social, and ethical standards.

CORE VALUES

Scholarship, Citizenship, Leadership, Fellowship

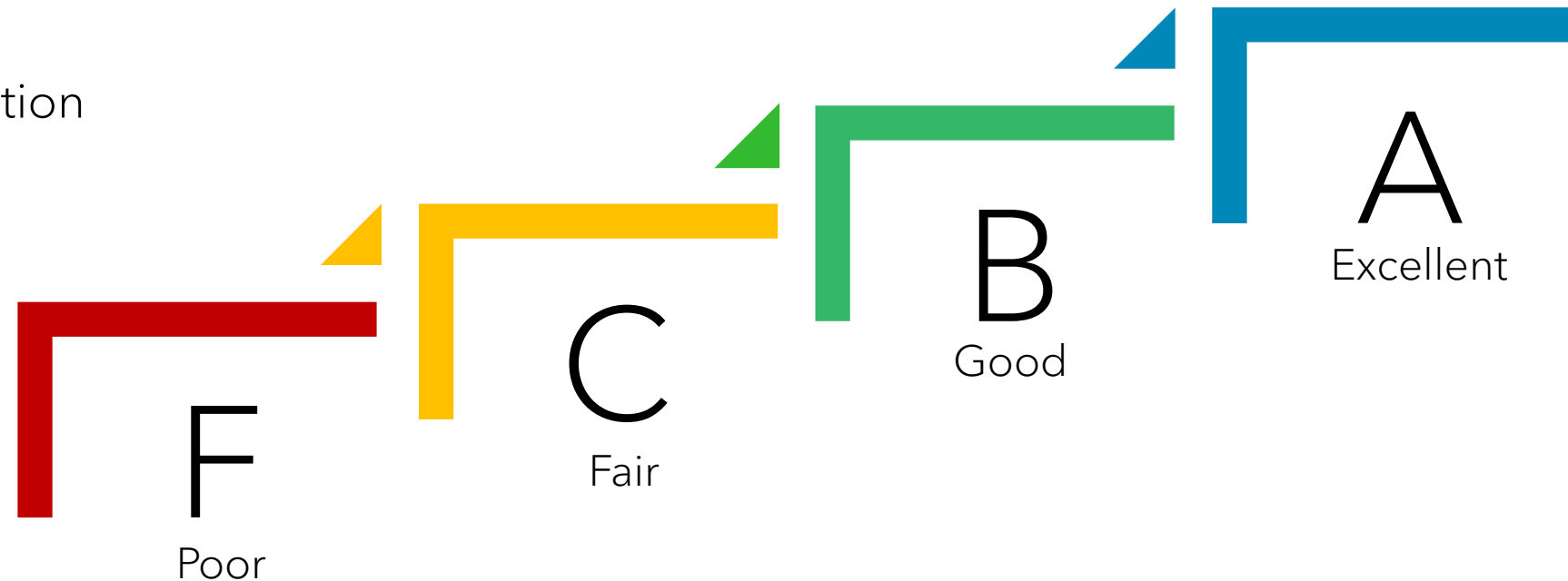
WHY ENHANCED EXPECTATIONS?

NATIONAL TRENDS AND LOCAL CONCERNS

- UConn fraternities and sororities have been involved in a number of harmful incidents:
 - Under-aged drinking
 - Disruptive behaviors on and off-campus and at tailgates
 - Racism and bias
 - Sexual Misconduct
 - Hazing
 - Harassment
- The majority of student organization conduct cases at the UConn are fraternity and sorority related.
- Division of Student Affairs and CFSD are under a lot of pressure from the President and others across the University to curtail dangerous behavior and shift the culture of the community.

EXPECTATIONS OF EXCELLENCE

- Values-based Themes: Citizenship, Leadership, and Scholarship
- Categories of Evaluation:
 - Scholarship
 - Service & Philanthropy
 - Community Relations
 - Advising & Administration
 - Education & Learning
 - Conduct



MINIMUM STANDARD

SCHOLARSHIP

- Maintain 2.5 Chapter and New Member GPAs each semester
- Submit Scholastic Success Plan

SERVICE & PHILANTHROPY

- One (1) philanthropy event annually
- Completion of an average of five (5) service volunteer hours per member

CAMPUS RELATIONS

- Host one (1) event with a UConn fraternity/sorority that is not in the same council.

ADVISING & ADMINISTRATION

- Snapshot Meeting + Monthly Meetings with CFSD Advisor
- Attend Monthly Risk Management Roundtables
- Submit all documents and reports



MINIMUM STANDARD

EDUCATION & LEARNING

- Officers
 - SOLID & CFSD Requirements (By August 31)
- Members (By September 30)
 - First Year: Hazing Prevention 101 and Brave & Bold Dialogues
 - Second Year: National Hazing Prevention Week Speaker (or substitute assignment)
 - Third Year: Hazing, Harming, and Harassment Training
 - Fourth Year: A Lasting Impact: Leaving a Legacy
- Chapter
 - One program annually on each of the following:
 - Diversity and inclusion
 - Alcohol and other drugs
 - Sexual Misconduct & Healthy Relationships



MINIMUM STANDARD

CONDUCT

- Be free from any findings of responsibility of University conduct violations with for the preceding 6 months.
- Be free from any off campus/neighborhood citations for the preceding 6 months.
- Fall 2020: No activities that violate state and/or university social distancing guidelines amid COVID-19 pandemic. Per University guidelines, there are to be no in-person events through at least September 20.



TRACKING PERFORMANCE

- **Expectations of Excellence Webpage** – greeklife.uconn.edu/excellence
 - General overview of expectations as well as dates and deadlines
- **Blackboard (HuskyCT)**
 - Group (chapter) Assignments
 - Individual Assignments
- **Monthly Meetings** to discuss goals and to create a plan for achieving success.
- **Annual Score Report** to share organization status with the public
 - Will also include other data like GPA, membership size, service hours, philanthropy dollars, and conduct infractions.

FAILURE TO MEET EXPECTATIONS

CONDUCT

- University conduct violations will result in the organization being LOCKED, organizational suspension, for six (6) months and could be as severe as expulsion/loss of university recognition.
- Community citations will result in a group being LOCKED for six (6) months after the second infraction. The first is a warning that is in effect for six months from the date of the infraction.
- Privileges/Recognition can be restored after the locked/suspension period expires AND group satisfies any assigned outcomes/sanctions.

SCHOLARSHIP

- Chapter GPA below: Groups will be FROZEN until they satisfy the expectation.
- New Member GPA below: Groups will have recruitment privileges revoked.

ALL OTHER CATEGORIES

- Groups will be FROZEN until they satisfy the expectation.
- Privileges can be restored as soon as the expectation is met.

BASIC PRIVILEGES

Groups that meet minimum expectations will be eligible to:

- Become a registered student organization
- Access meeting space
- Reserve campus spaces for events
- Apply to participate in recruitment/new ember education
- Participate in the Fraternity & Sorority Expo
- Participate in the Student Activities Involvement Fair
- Request funding from Undergraduate Student Government
- Register a team in HuskyTHON
- Participate in Homecoming as a team
- Participate in "Greek Week"
- Have members serve as officers in respective governing Council

ADVANCED BENEFITS

By meeting higher expectations, A/B level, groups will receive all basic privileges and be able to:

- Apply for housing in Husky Village (as vacancies arise)
- Receive financial support from CFSD
- Register a New Member/Neophyte Presentation
- Receive University awards and recognition
- Serve as University students leaders
- Register buses for Tailgate
- Get priority access to CFSD reservation and rental services
- Apply to get support for leadership development experiences (NGLA, UIFI, etc.)
- Social Spotlights and Shoutouts
- Flexibility in advising appointments
- Ability to request more off-campus new member education activities

WHAT YOU CAN EXPECT

- Timely communication from CFSD
 - We will share information and relevant dates well in advance.
- Fair practices and reasonable expectations
 - If you are having difficulty with something, let us know so that we can support you. We cannot help you the day of.
- CFSD will continue to develop educational experiences – we are open to hearing your suggestions about what is wanted and needed to help create change in our community
- UConn will increase opportunities to incentivize performance and recognize fraternities and sororities that model the right things
- Things may be a bit rough from the beginning but it will get easier and better over time

WHAT YOU CAN DO TO ACHIEVE SUCCESS

- Be patient.
- Get and stay acquainted with the Expectations of Excellence
 - Be sure to share information with the members of your organization
 - Stay on top of all deadlines – don't procrastinate
- Communicate early and often
 - Lean of CFSD and Advisors for support in meeting expectations
 - Achieving A-status is possible
- Be creative!
 - Plan events and activities that your members want to participate in. Think about what is important to your organization and what will be fun. Stop planning boring activities.
- Adhere to all University policies

MOVING FORWARD

- All organizations will start with C level privileges for 2020-2021 academic year
- Organizations must meet all expectations to maintain privileges
- The first deadline (for students) is August 31 – **groups that wish to have intake/recruitment are highly encouraged to complete requirements and submit documentation well before that deadline to allow CFSD enough time to review materials.**
- Expectations will evolve with needs of community

What else is new?

- Intake/New Member Education must be approved in advance by CFSD + HQ
 - 6 Weeks maximum
 - Initiation must be completed by November 22
 - All activities must take place on campus or virtually (virtual only for Fall 2020)
- Insurance requirements are changing effective Fall 2021 academic semester
 - \$1 Million General Liability / UConn named as an Additional Insured
 - Must provide copies of the actual policy endorsements and provisions (i.e. what does the policy include/exclude)

GETTING STARTED - FALL 2020

- Expectations of Excellence Page - greeklife.uconn.edu/excellence (available August 5)
- Complete **SOLID** requirements (by August 31)

- President
- Vice President
- Secretary
- Treasurer
- New Member Educator
- Social Chair
- Risk Management Chair
- House Manager (Husky Village)

See SOLID website for requirements:

solid.uconn.edu

Must complete the following:

- Hazing, Harming, and Harassment
- Inclusion & Belonging
- Organizational Values & Culture

- Submit **Chapter Information Update Report** (by August 31)
- **Request Intake/Recruitment** (by August 31 - August 24 for Panhellenic chapters)

QUESTIONS

- Will the chapter lose University recognition if they do not meet expectations?
 - Possibly. Loss of recognition can occur if an organization fails to meet expectations within the designated grace period or if an organization is found responsible for a serious violation of *The Student Code* through the Student Organization Conduct Process.
- Will the chapter lose the ability to recruit/intake new members?
 - Loss of new member intake/recruitment privileges can occur in one of the following ways:
 - Chapter found responsible for hazing through the Student Organization Conduct Process
 - Chapter is found to have conducted activities that have not been pre-approved by CFSD
 - New Member GPA is below a 2.5