



Fraternity and Sorority Standards and Expectations

Phase3 – 2012-2013

Introduction

The 2007 Presidential Task Force on Alcohol, Personal Responsibility and Student Life established several recommendations for immediate implementation within the Rider Community. Among these recommendations is the following:

“Establish a rigorous set of expectations of Greek chapters and individual members that support chapters’ missions and values. Annually assess chapters and members according to this set of standards and implement and enforce appropriate action plans when annual expectations are not met. Establish a Greek life advisory committee, comprised of faculty and staff, to provide oversight for this annual assessment process and to serve as a resource to the Office of Greek Life.”

To this end, the Office of Greek Life Staff, in consultation with students, staff, alumni, advisors, and examples from other Universities, has established the following based on these beliefs:

- that all chapters and individuals therein are interested in being acknowledged for their achievements and that they understand the positive relationship required for continued recognition at Rider University
- that an annual assessment process should be an evaluative tool which provides an opportunity to all chapters to express the ways in which they live up to their core principles and values
- that this tool should provide chapters with a clear set of expectations that are easy to understand and non-subjective when reviewed by an external panel of judges
- that the process should be conducted over the full course of a year and celebrate small wins rather than utilizing final project that is cumbersome and easily falsified
- that throughout the process, regular feedback is provided to chapters and that the process culminates in providing a personalized response to chapters regarding their accomplishments and improvements needed
- that the process establishes the fundamental requirements for a chapter to succeed and also recognizes and rewards chapters that achieve a higher level of performance
- that those chapters falling short of the fundamentals be given a clear and attainable action plan to assist in their future success
- that the assessment process should not be the responsibility of one person but that the entire chapter should understand the expectations and play an active role in ensuring they are upheld

The process began in 2008 with a focus on the chapters recognized through the North-American Interfraternity Conference (NIC) and the National Panhellenic Conference (NPC). In 2010 we began including the Intercultural Greek Council (IGC) in the process. The standards have been kept as simple as possible in order to allow all chapters and students to become accustomed to the process. In 2010 small changes were made in the wording of the standards process to encompass all chapters recognized at Rider University.

The changes that were done in 2012 include changing the final standards score to a range which will allow the standards to be more achievable. Through the Phase II process, it was discovered that in order for chapters to get credit in some areas, achievements had to be sustained for the entire year. The matrix was revised to allow chapters to get partial credit in areas that gauged individual members achievements (which changes from semester to semester) for individual semesters instead of requiring a standard to be met for a full year. Additionally, two new assessment items were added that will examine active member retention (new member retention was already included) and the individual members' involvement in community standards violations (organizational violations were already included).

Additionally in 2012, the rubric was altered slightly to reflect minimum expectations for each chapter before they may even accomplish the fundamental standard. The following items were removed from having "point values" to becoming the minimum standard for chapters to be active organizations at Rider University:

- Chapter president (or their designee) attend all chapter president's round tables or schedules an individual meeting following the round table
- Chapter is in good standing with their Inter/National Organization and has a letter each year supporting their recognition
- Chapter has at least one elected or designated delegate or one alternate delegate to in attendance at 100% of governing council general board meetings.
- Chapter submits 100% of reports and requirements in full by the end of each semester
- Chapter follows FIPG\
- Chapter provides proof of liability insurance coverage
- Chapter submits New Member Education/ Membership Intake timeline by the second week of each semester and is not documented for hazing related activities
- The Hazing Prevention Agreement is signed by 100% of members and submitted to the Office of Greek Life by the second week of each semester
- Chapter adheres to Rider's six week new member education process deadline
- Chapter has at least one advisor (faculty/staff/alumni) on file with the Office of Greek Life

Assessment Process

The standards have been developed in conjunction with the long range plan and seven focus areas of Greek Life at Rider: Potential Members, New Members, Collegiate Members, Alumni Members, Organization Management, Values Integration, and Housing. To make the standards document somewhat digestible, we have organized the standards into the following six sections to be evaluated:

1. Academic Achievement
2. Leadership Development
3. Programming
4. Chapter Operations
5. Risk Reduction
6. Housing (only relevant for chapters with designated residential space)

Each section has a specific rubric to utilize when evaluating a chapter so that there is little room for subjectivity. Chapters will know exactly what is expected and what is needed to go above and beyond the fundamental standard.

Timeline

All activity occurring between January 1st and the last day of the fall semester will be included in the annual assessment. The Advisory Board will meet to review printed materials in the first few weeks of January the following year. Chapters will conduct presentations the week before the start of the spring semester. Feedback will be provided to chapters within the first four weeks of the semester.

Greek Life Advisory Team

The advisory team is a group that will meet on a regular basis to review the status of the Greek Community and make recommendations for continuous improvement. This team will be comprised of the following members:

- Director of Greek Life (chair)
- Director of Community Standards (ex-officio member)
- 1 representative from the Dean of Students Leadership Team
- 1 representative from the Student Affairs Division
- 2 representatives from the Faculty on the Lawrenceville Campus
- 3 representatives from the Greek Alumni Board (candidates must be an alumnus on an active chapter advising roster, candidates do not need to be Rider graduates, the ideal group makeup will be 1 IFC chapter advisor, 1 PHC chapter advisor, and 1 IGC chapter advisor)
- 3 representatives from the Greek student body (candidates must hold a position on an active chapter or council executive board, candidates may not be a chapter or council president, the ideal group makeup will be 1 IFC chapter member, 1 PHC chapter member, and 1 IGC chapter member)

This group will meet as needed to conduct business. Each member is asked to make a commitment to the team for at least two consecutive years except for the students who may be appointed annually. During the assessment process, the team will review all documents submitted by each chapter, bear witness to all chapter presentations, determine the accreditation of each chapter and submit recommendations for each chapter's action plans. It is also recommended that team members are replaced on a rotating basis in order to keep continuity and consistency.

Accreditation Levels and Responsibilities

Distinguished Chapters

- Chapter has a range score of 145.5 points to 170 points on the overall assessment
- Chapter is functioning on a very high level of achievement
- Chapter will receive recognition and awards
- Chapter will be given a "sustainability plan" to assist them in maintaining their success and helping others to make the community stronger

Accomplished Chapters

- Chapter has a range score of 106.5 points to 145 points on the overall assessment
- Chapter is functioning on a high level of achievement
- Chapter will receive some recognition and awards
- Chapter will be given a "focused improvement plan" to assist them in maintaining their success and setting new goals for higher achievement

Fundamental Chapters

- Chapter has a range score of 53 points to 106 points on the overall assessment
- Chapter is meeting all basic expectations or recognition
- Chapter will be given a “quality improvement plan” to assist them in maintaining their success and setting new goals for higher achievement

Improving Chapters

- Chapter has a range score of 52 points or below on the overall assessment and;
- The Chapter is meeting basic expectations of recognition in at least 4 of the 5 sections (4 of 6 sections for housed chapters)
- Chapter is not meeting all basic expectations of recognition and is in need of greater assistance
- Chapter will be given a “corrective action plan” that focuses on the areas not achieved and will be reviewed quarterly throughout the next assessment cycle

Show Cause Chapters

- Chapter has a range score of 52 points or below on the overall assessment and;
- The Chapter is meeting basic expectations of recognition in 3 or fewer of the 5 sections (3 of 6 sections for housed chapters)
- Chapter is not meeting basic expectations of recognition and is required to participate in an immediate “show cause hearing”
- If chapter passes the “show cause hearing” it will be placed on a “corrective action plan” that focuses on the areas not achieved and will be reviewed monthly throughout the next assessment cycle
- If chapter does not pass the “show cause hearing” it will lose recognition immediately for at least 3 years
- Show Cause Hearing Timeline
 - o All Show Cause Hearings must be completed and outcomes determined before room selection
 - o If determined that the Show Cause Hearing should occur prior to the Formal Recruitment Period, it should be conducted during the 3rd week of the spring semester and results should be communicated by the 5th week of the spring semester. In this case, the chapter would not be permitted to distribute bids or conduct intake until after the hearing results are determined

Accreditation Rewards and Recognition

Distinguished Chapters (in addition to recognition for “Fundamental Chapters”)

- A plaque of the names and year of all distinguished chapters in a visible location on campus
- Article of recognition submitted to the Rider News
- Recognition on the RUNN at the beginning of each semester
- Recognition at the Greek Awards Banquet
- Letter to National Headquarters information of chapter achievements
- Letter to members parents information of the chapter achievements
- Mention on the Rider Website and Rider Newswire
- Mention in the Alumni Magazine
- Mailing to all chapter alumni

- In addition, we hope to secure the following:
 - o Financial incentive set aside in a University account to be used for leadership development, house beautification, or programming
 - o A joint dinner with Dean Campbell and accomplished chapters

Accomplished Chapters (in addition to recognition for “Fundamental Chapters”)

- Advertisement submitted to the Rider News
- Recognition on the RUNN at the beginning of each semester
- Recognition at the Greek Awards Banquet
- Letter to National Headquarters information of chapter achievements
- Mention on the Rider Website and Rider Newswire
- Mention in the Alumni Magazine
- Mailing to all chapter alumni
- A plaque recognizing chapter accomplishments
- In addition, we hope to secure the following:
 - o Financial incentive (1/2 of “Distinguished Chapters”) set aside in a University account to be used for leadership development, house beautification, or programming
 - o A joint dinner with Dean Campbell and distinguished chapters

Fundamental Chapters

- Full rights and privileges of a recognized student group at Rider
- Ability to reserve space on campus
- Ability to apply for spontaneous funds from the Student Activity Fee for campus-wide events
- Ability to access Greek Rebate funds for chapter house beautification
- Website space through Office of Information Technology
- Listing in the club directory and brochures
- Ability to apply for awards during the awards reception
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Improving Chapters

- Chapter will be given a “corrective action plan” that focuses on the two areas not achieved and will be reviewed quarterly throughout the next assessment cycle
- Chapter must focus on improvement and will lose some rights and privileges of recognition
- Listing on website as probationary chapter
- Letter to National Headquarters informing of chapter status and “corrective action plan”
- Prohibition from applying for awards
- Limited access to Greek Rebate funds where applicable
- Chapter may lose group specific housing

Show Cause Chapters

- If chapter passes the “show cause hearing” it will be placed on a “corrective action plan” that focuses on the areas not achieved and will be reviewed monthly throughout the next assessment cycle
- Chapter must focus on improvement and will lose some rights and privileges of recognition
- Listing on website as show cause chapter

- No access to Greek Rebate funds
- Letter to National Headquarters informing of chapter status and “corrective action plan”
- Request for chapter consultant visits from National Headquarters
- Prohibition from applying for awards
- Chapter may lose group specific housing