Bowling Green State University

Greek Community
Standards of Excellence

Setting the Standard...
Defining Excellence

BG SU. Fraternity & Sorority Life
BOWLING GREEN STATE UNIVERSITY
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Introduction

Past
In July 2011, a group of BGSU fraternity/sorority leaders came together to reexamine and redefine their fraternal experience. From there, a committee comprised of student representatives from each of the four governing councils was formed and tasked with defining a set of shared standards for the community. During the course of nine months, committee members engaged in a series of meetings and in-depth conversations about community values and standards, seeking continuous feedback from their constituents.

As a result of these conversations and researching other institutions’ standards documents, the committee created “standards of excellence” from the core purpose and values of fraternal organizations; thus defining what it means to be a member of the BGSU Greek community. This document serves as a tangible guide for chapters and their members to act in ways that are consistent with the standards defined and to fulfill their fraternal purpose. Recognition for chapters that achieve the standards and accountability for those who do not will serve as a driving force to create a values-congruent community.

Present
In October 2012, fraternity/sorority leaders reconvened to review the feedback provided by constituency groups, primarily headquarters staff. These student leaders also solidified the final product, referred to as the Standards of Excellence, for distribution to the BGSU Greek community. The remainder of the fall 2012 semester will focus on helping chapters prepare their submissions via help sessions to support chapter leaders/members.

Future
Beginning in February 2013, the Standards of Excellence process will help members showcase their successes and critically analyze their performance as a chapter and as representatives of the BGSU Greek community. Chapter interviews will result in supportive recommendations for the goals and directions of a chapter. Greater detail regarding the specifics of the upcoming year will be covered in the following sections.

Statement of Purpose

To foster the positive growth and success of the fraternal community at BGSU, chapters are expected to provide enrichment to the collegiate experience and campus community. Thus, the purpose of Bowling Green State University’s Greek Community Standards of Excellence is to help chapters uphold the values for which they were founded by defining shared community standards in the areas of:

- Academic Excellence;
- Civic Engagement;
- Leadership; and
- Positive Relationships.

These standards define both expectations and foundations of success for fraternities and sororities within our community. Additionally, these standards will further the efforts of headquarters staff related to chapter support initiatives. Ultimately, it is the hope that with these standards in place, the BGSU Greek community will be one of values congruence and will foster the pursuit of excellence that is in line with the University’s mission:

The mission of Bowling Green State University’s fraternity/sorority community is to develop responsible citizens who are dedicated to lifelong membership and community involvement through our commitment to academic excellence, positive relationships, civic engagement, and leadership.
Evaluation Process

All chapters are expected to adhere to the baseline requirements outlined in this document. For each of the four additional standards, chapters are evaluated in two different ways:

**PART I - Standards of Excellence Submission:** The evaluation committee will determine whether the chapter has met the outlined criteria within each standard based on members’ ability to demonstrate how they have met the criteria in their submission packet.

**PART II – Standards of Excellence Interview:** Each chapter’s respective evaluation team will also consider the leaders’/members’ ability to articulate and answer the developmental questions within each category. This component will ensure that students are making connections between what they are doing and the impact it has on their learning and overall fraternal experience.

Based on individuals’ ability to do the above, the evaluation team will determine the chapter’s score by using levels zero, one, two, or three (three being the highest). Evaluations will occur in February and will require a formal interview between an evaluation team and representatives from each chapter. Each team will evaluate a minimum of 8 chapters, including at least 3 IFC chapters, 3 Panhellenic chapters, 1 NPHC chapter, and 1 MGC chapter. Results from the submissions and interviews will determine the need for any necessary action or assistance from Fraternity & Sorority Life in addition to determining any recognition during the annual Greek Awards program.

Chapter Interview Overview

**Why:**
- Members will be able to make explicit connections between what they’ve experienced and how it has impacted their experience and/or learning;
- Members will be able to honestly evaluate their chapter’s performance;
- Chapters will receive unbiased, valuable feedback on areas for improvement, and
- Chapters will be able to utilize evaluation team feedback in goal-setting for chapter operations.

**How:**
- This interview will require:
  - Honesty
  - Transparency
  - Creative problem solving
  - Effective communication
  - Strong analytical skills related to one’s experience and chapter performance
  - Examination of values congruence
  - Examination of personal and social responsibility in connection to membership in a standards-based organization

**What:**
- Imagine an environmental scan meets job interview
  - In other words, chapters will provide evaluation teams with a clear understanding of what’s going on inside the organization
Who:
- Cross representation from each chapter that can speak to one’s experience from every year of progression (i.e., first year, sophomore, junior, senior, Neophyte, Prophyte, etc.)

When:
- Weeks of January 27-30, February 3-6, and February 10-12, 2014
- Inclement weather make-up interviews (if necessary) will be held on February 26th and 27th, 2014


**Learning Outcomes**

During the summer of 2013, Fraternity & Sorority Life developed the following learning outcomes for the *Greek Community Standards of Excellence* program. As a result of participating in a chapter interview, members will:
- Critically examine one’s experience as a member of a fraternity/sorority

- Analyze the operations of one’s chapter through the use of values/standards

- Synthesize how one’s individual growth and chapter experiences have influenced one’s development as a person (i.e., learning, experiences, and skills)

- Enhance chapter operations/experience based on feedback that is received

- Create a fraternal experience that is rooted in the standards of the community and the values of their respective organization

- Articulate how one’s personal priorities and values have evolved through reflection on one’s fraternal experience

These learning outcomes will be used to assess the long-term development of chapter members, as a result of participating in the *Greek Community Standards of Excellence* program.
Greek Community *Standards of Excellence* Timeline

**Fall 2013**

September 17, 2013: Presidents’ Meeting
- Presentation to chapter presidents on the *Standards of Excellence*
- Discuss baseline expectations

October 14 – November 8, 2013: Chapter conversations focused on the four standards and take-back activities by appointment with Haley Seeley or Jeff Kegolis

October 14 - November 8, 2013: Informational Outreach Sessions for educating membership by appointment with respective council officers

November 12, 2013: Presidents’ Meeting
- Final time for questions and clarification of *Standards of Excellence* submissions
- Description and identification of *Standards of Excellence* interview dates, times, and locations

December 2, 2013: *Standards of Excellence* submissions are due to Fraternity & Sorority Life (401 BTSU)

December 11, 2013: Evaluation Team Training Part 1 of 2

December 10, 2013: Presidents’ Meeting
- Standards document review between outgoing and incoming presidents as necessary
- Reiteration of description and identification of *Standards of Excellence* interview dates, time, and locations

**Spring 2014**

January 15, 2014: Evaluation Team Training Part 2 of 2

January 27 - February 20, 2014: *Standards of Excellence* Interviews, Greek Individual Awards interviews

(***February 26 and February 27, 2014: Inclement Weather Make-Ups, if necc.**)

March 7, 2013: Distribution of *Standards of Excellence* Feedback

March 23, 2014: Greek Awards Ceremony
- Recognition of *Standards of Excellence* Achievement

March 25, 2013: Presidents’ Meeting
- Process questions related to *Standards of Excellence* feedback
- Presentation of general themes related to the pilot program

March 31 – April 4, 2014: *Standards of Excellence* Follow-Up Meetings (as necessary)

May 12, 2014: Greek Report, with incorporation of *Standards of Excellence* results, is released
Individual Greek Awards Interviews

This year, we are also including the responsibility of conducting interviews for Individual Greek Award candidates to evaluation teams during each team’s allotted time. Members of the community will nominate candidates for these individual awards pertaining to leadership, academics, and community service. Following an application process, the top four nominees will meet with an evaluation team to be interviewed. Part of the evaluation team’s feedback this year will now include scoring and selecting winners for these awards.

Greek Individual Awards Process

November 1 – December 1, 2013: Nominations through Orgsync

December 2, 2013: Notify nominees and provide application through Orgsync

January 24, 2014: Application deadline

January 27, 2014: Final nominees are decided and interviews are scheduled

February 13 – February 20, 2014: Individual Award interviews

March 23, 2014: Individual Awards presentation at the Greek Awards Ceremony
Evaluation Team Composition and Schedule

Evaluation teams will review the *Standards of Excellence* submissions from chapters, as well as assess the formal interviews that chapters complete on how they have met the outlined criteria for each section. Four evaluation teams will be identified, each overseeing 9-10 chapters. Each team will be comprised of the following members:

- Two students (1 Greek, 1 non-Greek)
- One to two BGSU faculty members
- Two BGSU administrators
- One to two chapter advisors (or alumni if too few advisors can be identified)
- One graduate assistant in Fraternity & Sorority Life
- Dr. Jeff Kegolis, Assistant Dean of Students (Chair)

The combined evaluations teams will be comprised of 30-40 members

January - February at a Glance

<table>
<thead>
<tr>
<th>Week of Jan. 27</th>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
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<td>A-4 chapters</td>
<td>B-3 chapters</td>
<td>C-3 chapters</td>
<td>D-4 chapters</td>
<td></td>
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<tr>
<td>Week of Feb. 3</td>
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<td>B-3 chapters</td>
<td>C-3 chapters</td>
<td>D-4 chapters</td>
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<td>Week of Feb. 10</td>
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<td>B-4 chapters</td>
<td>C-3 chapters</td>
<td>D-4 Individual Award Interviews</td>
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<tr>
<td>Week of Feb. 17</td>
<td>A-4 Individual Award Interviews</td>
<td>B-4 Individual Award Interviews</td>
<td>C-4 Individual Award Interviews</td>
<td>D-4 Individual Award Interviews</td>
</tr>
</tbody>
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Committee A:
- 4 IFC
- 3 Panhellenic
- 1 NPHC
- 2 MGC

Committee B:
- 4 IFC
- 3 Panhellenic
- 2 NPHC
- 1 MGC

Committee C:
- 3 IFC
- 3 Panhellenic
- 2 NPHC
- 2 MGC

Committee D:
- 3 IFC
- 3 Panhellenic
- 2 NPHC
- 1 MGC

Interview Days for 3 Chapters

3:15pm: Evaluation Team meets
3:30pm – 4:15pm: Chapter 1 Interview
4:15pm – 4:30pm: Chapter 2 Discussion
4:30pm – 5:15pm: Chapter 2 Interview
5:15pm – 5:30pm: Chapter 2 Discussion
5:30pm – 6:30pm: Dinner
6:30pm – 7:15pm: Chapter 3 Interview
7:15pm – 7:30pm: Chapter 3 Discussion

Interview Days for 4 Chapters

3:15pm: Evaluation Team meets
3:30pm – 4:15pm: Chapter 1 Interview
4:15pm – 4:30pm: Chapter 1 Discussion
4:30pm – 5:15pm: Chapter 2 Interview
5:15pm – 5:30pm: Chapter 2 Discussion
5:30pm – 6:30pm: Dinner
6:30pm – 7:15pm: Chapter 3 Interview
7:15pm – 7:30pm: Chapter 3 Discussion
7:30pm – 8:15pm: Chapter 4 Interview
8:15pm – 8:30pm: Chapter 4 Discussion
Post Evaluation Period

The feedback provided to chapters by March 7, 2014 should be taken into consideration for chapter operations and planning throughout the 2014 calendar year.

This year, the 2014 Standards of Excellence program will identify the levels of success and achieved or unachieved baseline requirements for each chapter. Failure to meet all baseline criteria during the 2013 calendar year (evaluated and identified during this year’s Spring 2014 semester of the Standards of Excellence program) will result in a chapter not being re-registered as a student organization for Fall 2014.
Baseline Requirements for University Registration

Through effective chapter management and communication, chapter leaders and members demonstrate that they take responsibility for the success and growth of their organization and are a viable and integral partner with the University, their national headquarters, and the community. The students have the ability to take care of overall operations and manage the process of running the operations of the chapters as well as the facility (if applicable). Thus, the following outlines baseline requirements for fraternities and sororities at Bowling Green State University to uphold to maintain registration as a registered student organization. Failure to meet any of the baseline requirements will result in immediate action by FSL that could result in consequences including but not limited to: probation, educational interventions, suspension, and/or removal from University housing.

Requirements:

- Chapter must meet a minimum of level one in two of the four standards categories by the fall of 2014.
- Chapter must provide FSL with a copy of its most current bylaws annually.
- Chapter must maintain a 2.5 term GPA each semester.
- Chapter president must maintain 2.5 cumulative GPA.
- Chapter must submit the Hazing Compliance Form and Grade Release Form to FSL by the specified due date each semester.
- Chapter is represented at monthly President’s meetings by Chapter President or proxy.
- Chapter President or proxy attends January Presidents’ Retreat.
- Chapter rosters must be updated by the specified due date each semester.
- Chapter must have at least one advisor with contact information on file with FSL.
- Chapter must provide names and contact information for their Executive Board after each election to FSL.
- Chapter must complete the registration process through Orgsync each semester.
- Chapter has a program in place to hold members accountable to chapter standards.
- Chapter must abide by the following:
  - All local, state, and federal laws;
  - BGSU Student Code of Conduct;
  - Respective Council Constitution, Bylaws and Recruitment Bylaws;
  - BGSU Housing Agreement;
  - Community Living Standards (if housed);
  - FIPG Policies;
  - National/International Alcohol and Drug policies; and
  - Pay all debt owed to the University within 60 days.
Academic Excellence
Fraternities and sororities at BGSU must provide academic support for their individual members and be committed to the highest ideals of academic achievement. To do this, chapters will develop and maintain an academic program that will promote growth, recognition, and accountability for the organization and individual members.

**Chapter Standards:**

- **Level One:**
  - Chapter GPA is at or above a 2.6 term GPA for both fall and spring semesters within the calendar year of evaluation
  - Each organization has a designated chapter leader focused on academics/scholarship
  - Chapter includes scholarship/academics programming within new member education/intake process
  - Chapter has a written scholarship plan

- **Level Two:**
  - Meets/exceeds all criteria within Level One
  - Chapter is above the all men’s/all women’s term GPA respectively for both fall and spring semesters within the calendar year of evaluation
  - Chapter hosts programming related to academic success for members (i.e. time management, campus resources, study skills, etc.) **Does not include study hours**
  - Chapter has a written scholarship plan that includes incentives/recognition for those who achieve academically

- **Level Three:**
  - Meets/exceeds all criteria within Level Two
  - Designated chapter leader meets regularly with chapter support representative from FSL regarding scholarship
  - Chapter has a written scholarship program with an academic probation/intervention policy, term GPA requirements, and higher standards set for chapter officers
  - Chapter has goal setting program in place to assist all members with improving their grades

**Chapter Development Questions:**

- How does membership in your fraternity/sorority foster academic growth for chapter members?
- What do you do if members are not meeting chapter academic standards?
- How do you recognize both improvement and excellence in members’ academic performance?
- What does your chapter do to ensure the academic success of new members/line members?
Civic Engagement
Fraternities and sororities at BGSU must promote and encourage a lifelong commitment to philanthropic endeavors, direct service, and practicing responsible citizenship among its members.

Chapter Standards

❖ **Level One:**
- Chapter sponsors at least one event per year that supports its national philanthropy or local cause
- Chapters educates members and community members on national philanthropy or local cause
- Chapter raises* enough money for a philanthropic cause(s) that is equivalent to at least $25 per member per calendar year
- Chapter member must perform 10 hours of community service per member per calendar year
- Chapter can demonstrate how it supports other Greek chapters service and/or philanthropic events/causes
- Service chair/position is subscribed to BGSU Office of Service Learning newsletter
- Chapter organizes at least one direct service event for members per semester
- Chapter can demonstrate how it incorporates service/philanthropy in its new member/intake process

❖ **Level Two:**
- Meets/exceeds all criteria within Level One
- Chapter can demonstrate an ongoing effort to incorporate the idea of civic engagement to its members (e.g., workshops, guest speakers, programs, etc.) on various topics including but not limited to sustainability, voting, local/global issues, etc.
- Chapter raises* enough money for a philanthropic cause(s) that is equivalent to at least $50 per member per calendar year
- Chapter provides multiple opportunities for its members to participate in direct service
- Chapter members perform 20 hours of community service per member per calendar year
- Chapter can demonstrate how it supports the greater Bowling Green community through philanthropic or service support
- Chapter can demonstrate how it incorporates civic engagement in its new member/intake process

❖ **Level Three:**
- Meets/exceeds all criteria within Level Two
- Chapter hosts multiple direct service opportunities for its members and has a formal reflection/discussion about the experience after each event
- Chapter has co-sponsored service and/or philanthropic events with other student organizations/departments on campus
- Chapter raises* enough money for a philanthropic cause(s) that is equivalent to at least $100 per member per calendar year
- Chapter members perform 40+ hours of community service per member per calendar year

Chapter Development Questions

❖ How are you educating members on your service/philanthropy?
❖ What kind of service events has your chapter held and what type of reflection was done on these events?
❖ How does your chapter encourage members to be involved in their communities after graduation?
❖ How have these events helped your chapter engage in the community?
❖ How have you engaged the Greek community to raise awareness or educate your peers on various issues/causes?

*Raised: Chapter is in charge of organizing/leading an effort, (be it through single event or multiple events) to raise money. Does not include donations made by the chapter or individual members to another’s event.
Leadership

Fraternities and sororities at BGSU encourage, support, and foster leadership among their members. We define leadership not by the position one holds, but rather by values congruent actions that members take to contribute positively to the chapter and greater communities for which they are a part.

Chapter Standards:

❖ Level One:
  • More than half of chapter members are involved in organizations other than their own chapter
  • Chapter hosts one leadership-related program for all members once per semester
  • Chapter can demonstrate how it incorporates leadership development in the new member education/intake process
  • Chapter sends all new members/Neophytes to New Member Orientation each semester with the expectation that remain for the entire length of program
  • Chapter hosts at least one program to educate members on the values and purpose of the organization
  • Chapter officers set goals and objectives for the chapter

❖ Level Two:
  • Meets/exceeds all criteria within Level One
  • Members hold officer positions/leadership roles within organizations other than their own chapter
  • Chapter has some type of transition retreat for outgoing and incoming officers after each election cycle
  • Chapter can articulate how leadership opportunities are consistently provided to the chapter (e.g., Pledge Class Officers, Committee Chairs, Assistant Chairs)
  • Chapter hosts ongoing programming to educate members on the values and purpose of the organization
  • Chapter supports having its members participate in leadership development opportunities (e.g., Leadership Certificate Program, Futures Quest, Leadership Academy, UIFI, headquarters-based activities, etc.)
  • Chapter officers have at least one retreat per semester that includes chapter evaluation and goal setting activities

❖ Level Three:
  • Meets/exceeds all criteria within Level Two
  • Chapter has a consistent leadership development program that incorporates a formal reflection process to help members develop as leaders
  • Chapter can articulate how chapter programming, decisions, and behaviors are congruent with their organization’s values
  • Chapter officers continually revisit and reevaluate goals and objectives, making changes accordingly
  • Chapter has a thorough understanding of and can articulate its organization’s values and the meaning behind them

Chapter Development Questions

❖ How does your chapter cultivate leadership in its newer members?
❖ How does the chapter’s leadership programming reflect the chapter’s values?
❖ Describe how your chapter defines leadership on campus and within your chapter.
❖ What do your chapter members gain from being a part of other organizations?
❖ How does your chapter promote its values both internally and externally?
Positive Relationships

Fraternities and sororities at BGSU must contribute positively to the various communities for which they are a part, such as the Greek community, BGSU community, and city of Bowling Green. To do this, chapters must develop and uphold a healthy and safe environment that promote brotherhood and sisterhood, while creating and maintaining partnerships with various constituents.

Chapter Standards

❖ Level One:
• Chapter maintains regular communication with FSL throughout the year
• Chapter hosts a minimum of two structured, substance free brotherhood/sisterhood events each semester
• Chapter hosts a minimum of two substance free socials each semester with another fraternity or sorority
• Chapter can articulate how it supports other fraternities/sororities on campus
• Chapter hosts at least one event per year for alumni
• Chapter’s new member/intake program incorporates education around alcohol consumption, hazing, and other high risk behaviors

❖ Level Two:
• Meets/exceeds all criteria within Level One
• Chapter’s new member/intake program incorporates education on the various councils within the Greek community (i.e., Panhellenic, IFC, NPHC, and MGC)
• Chapter can articulate how brotherhood/sisterhood is achieved within the organization and how members build/foster positive relationships internally
• Chapter hosts another alumni event in addition to Homecoming and engages alumni with the use of communication (e.g., newsletters, emails, etc.) at least once per calendar year
• Chapter hosts a structured risk management program, utilizing a source outside of the chapter, once per calendar year to inform members on various elements of risk management

❖ Level Three:
• Meets/exceeds all criteria within Level Two
• Chapter actively collaborates with other offices and/or student organizations on programs/events
• Chapter is knowledgeable about and has developed relationships with chapters from all four councils
• Chapter hosts/attends programming on topics relating to health and wellness at least once per semester
• Chapter actively engages alumni throughout the calendar year through programming and ongoing communication

Chapter Development Questions

❖ What has the chapter and its members gained as a result of interactions with alumni, University offices, other chapters, and other student organizations?
❖ How does your chapter define and foster brotherhood/sisterhood within the organization and the Greek community?
❖ How does the chapter incorporate what is learned from various risk management and wellness programming into its daily operations?
❖ Is the chapter effectively communicating and establishing relationships within Fraternity & Sorority Life?
❖ How does your chapter promote a safe and healthy environment?
❖ How does your chapter contribute positively to the Greek community? To BGSU?