

# FRATERNAL EXCELLENCE PROGRAM

## *Overview*

### ***What is the Fraternal Excellence Program?***

The **Fraternal Excellence Program** is an effort by the University of Houston Fraternity and Sorority Community to integrate the core principles of fraternity/sorority membership into our campus-based awards and assessment program. This initiative was a response to a joint effort from college and university presidents and the national governing councils (NPHC, NIC, NPC, and NALFO) to advocate for an assessment process that would unify the goals and values of the all fraternities and sororities as identified in *A Call for Values Congruence (2005)*. These core values represent not only the learning goals of the chapters and each individual member but also of the university and its commitment of providing meaningful experiences outside the classroom.

### ***How does this process work?***

It is both an assessment and awards process. The **Fraternal Excellence Program** is designed to allow chapters to critically think about their successes and challenges in direct cooperation with the core values of their organization. Specifically, through narrative responses and character interviews, chapters can assess their organization and evaluate progress – specifically how well the chapter is meeting its organizational goals and stated purpose. It is an awards process because the fraternity/sorority community leaders seek to recognize chapters for their progress in each of the areas.

Participants should view this as a process through which the activities, mission, goals and objectives of the chapter are clarified, and any necessary improvements implemented. This feedback is important as it addresses the purpose of the initiative, i.e. to assist chapters to improve their goals and integrate core values. Please see additional pages for the specific recognition areas and expectations of what should be done throughout the process.

### ***Who do I contact if I have any questions?***

If any questions should arise please contact Jason Bergeron, the Director of the Center for Fraternity & Sorority Life, via email ([jberger@uh.edu](mailto:jberger@uh.edu)). In your email please write “Fraternal Excellence Program: Chapter Name” in the subject line.

# FRATERNAL EXCELLENCE PROGRAM

## *Assessment & Awards Areas*

### ***Meaningful Relationships:***

Chapter will foster brotherhood/sisterhood/siblinghood amongst all Greek-letter organizations. Chapter will respect the dignity of people while embracing the free exchange of ideas and beliefs. Chapter will educate and promote healthy lifestyles.

### ***Ritual and Values:***

Chapter will instill the values of their organization fraternity/sorority community, and the University of Houston. Chapter will be responsible for its actions and recognize the implications in their Greek and campus communities.

### ***Leadership Development:***

Chapter will encourage values-based leadership development and promote/facilitate leadership opportunities for its members.

### ***Intellectual Development:***

Chapter will develop and maintain a scholarship program for its members that will enhance their academic success.

### ***Service & Citizenship:***

Chapter will recognize the importance of serving the community and gain an understanding of social issues facing their communities.

In addition to these five assessment areas, chapters that demonstrate excellence in multiple areas will be eligible for overall recognition of achievement.

***Archégos Award*** - Chapters who receive excellence in five (5) areas.

***Areté Award*** - Chapters who receive excellence in four (4) areas.

***Axía Award*** – Chapters who receive excellence in three (3) areas.

# FRATERNAL EXCELLENCE PROGRAM

## *Process and Timeline*

The awards submission and interview process will take place during the fall semester covering all chapter initiatives occurring within the previous academic year (Fall 2017 – Spring 2018).

### ***Pre-Process:***

- Chapter receives a copy of the Fraternal Excellence Program overview for that specific awards period.
- Chapter attends an orientation meeting to better familiarize themselves with the process and ask questions.
- Chapter reviews provided guides in each of the assessment areas and uses them for goal setting, officer transition, etc.

### ***Award Submission:***

- Chapter prepares *narrative responses* to the questions provided in each assessment area by the provided due date. Responses must be submitted through the provided GetInvolved link by 5:00 pm on Friday, October 8, 2018.
- Responses should be entered in to each response template (provided on the CFSL website) and should be no longer than three pages in length. Chapters should respond to the questions to the best of their abilities. Rubrics should be used here to help ensure responses are providing necessary information.
- Narrative responses are read and scored by reviewers based upon the provided rubric.

### ***Pre-Character Interviews (Setting up your interview):***

- Chapter will be provided an interviewer for each values area. Interviewers are faculty, staff, and community members, with a commitment to and vested interest in the success of the fraternity/sorority community.
- Chapter is responsible for contacting their interviewer as soon as possible to set up a meeting for the interview.
- Chapter uses their narrative responses and the provided rubric to prepare for the interviews.

### ***Character Interviews:***

- Chapter will meet with interviewer using the narrative responses and rubric as a framework for conversation.

# FRATERNAL EXCELLENCE PROGRAM

- The chapter will provide any supporting documentation that helps to clarify the success of any programs or initiatives discussed in the interview.
- The interviewer will evaluate the chapter on the assessment area and will provide verbal feedback immediately

## *Post-Interview:*

- The interviewer will submit an Interview Evaluation Form to the Center for Fraternity & Sorority Life.
- The CFSL staff will tabulate responses and identify which chapters will receive recognition.
- Chapters will be recognized at the Annual Fraternity & Sorority Night of Celebration at the beginning of the Spring semester.

# FRATERNAL EXCELLENCE PROGRAM

## *Narrative Responses*

The first phase of the awards and evaluation process is the submission of narrative responses to the Center for Fraternity & Sorority Life. Each chapter is asked to submit responses to the provided questions in each assessment area totaling no more than three (3) pages per area. Chapters may frame these responses in any way they choose while using the provided guides as a tool in identifying what to include within responses. The narratives, in addition to being shared with the interviewer, will be evaluated individually.

# FRATERNAL EXCELLENCE PROGRAM

## *Understanding Character Interviews*

Character interviews are provided as a way for chapter leaders to articulate their accomplishments in each values area and how they are supporting the mission of their organization and of the university. Interviews will be conducted in each values area with faculty, staff, and other members of the university community committed to the success of fraternities and sororities. **Character interviews must be completed by Wednesday, December 5<sup>th</sup>.**

### **Who will interview you?**

Chapters will be provided the name and contact information of their assigned interviewer. Chapters will be responsible for scheduling the interview time with their evaluator.

### **How long will the interview take?**

Character interviews will each take approximately 40-45 minutes. Chapters will be expected to discuss their chapter achievements within that specific area.

### **Who should go to the interview?**

*The chapter can have up to 2 leaders at each character interview.* Those present for the interview must be active members of the organization. It is recommended that the officers/chairs that represent your chapter are based in the assessment areas. In addition, this will streamline the amount of preparation each chapter will need to complete. Suggested officers or chairs to represent your chapter at the interview might include:

- Intellectual Development (scholarship, membership educator)
- Leadership Development (president, membership educator, involvement chair)
- Service and Citizenship (president, service/philanthropy chair)
- Meaningful Relationships (risk management, social, council representative)
- Ritual and Values (ritual, intake, standards, membership educator)

### **Should I provide any supporting documents to my interviewer?**

The chapter should provide any additional supporting documents via email to their interviewer prior to the interview for category verification (news clippings, photos, internal organizational structure, member education programs, risk management program, philanthropy flyers, National Council recognition, grade rankings, scholarship program, point system, standards/judicial procedures, etc.). Examples of ideas for supporting materials are listed below:

# FRATERNAL EXCELLENCE PROGRAM

- Intellectual Development
  - Chapter academic goals
  - Chapter scholarship plan/program
  - Chapter GPA calculations
- Leadership Development
  - List of member involvement in student organizations, including officer positions if held
  - List of leadership program attendance by members
  - Member education program outline
- Service and Citizenship
  - List of chapter service/philanthropy accomplishments
  - Outlines for service reflection exercises
- Meaningful Relationships
  - Documentation of partnerships with other chapters
  - Risk management education programming
  - List of involvement in campus/community diversity initiatives
- Ritual and Values
  - Outlines for ritual education exercises
  - Organizational procedures for accountability

# FRATERNAL EXCELLENCE PROGRAM

## *EXCELLENCE IN INTELLECTUAL DEVELOPMENT*

### BASELINE

1. Chapter Term Grade Point Average (GPA) remains at or above a 2.50 each semester.
2. New Member/Pledge/Neophyte Class Term GPA remains at or above a 2.50 each semester.

### QUESTIONS

1. Explain your chapter's academic accomplishments (grade point average for chapter, new and active members, other academic success measures).
2. What are your chapter's academic goals and how are you achieving/have you achieved those goals?
3. Please define your chapter's scholarship program.
  - a. What do you do if members are not meeting their academic goals?
  - b. How do you recognize both improvement and excellence in their academic performance?
4. What partnerships has your chapter made with faculty, staff, and campus departments and how have those relationships influenced their academic success?
5. What opportunities are made available within your chapter that helps to support intellectual development?
6. Using the provided Intellectual Development rubric as a self-assessment guide, how would you evaluate your chapter's achievement in this area (Inadequate, Achieving, Advancing, Aspirational)?
7. What action items could the chapter complete to increase their score in this area for the following year?

*Outcome: Chapter will develop and maintain a scholastic program for its members that will enhance their academic success and intellectual development.*

# FRATERNAL EXCELLENCE PROGRAM

## *EXCELLENCE IN LEADERSHIP DEVELOPMENT*

### BASELINE

1. Chapter president (or designee) attends the Fraternity/Sorority President's Leadership Summit in August.
2. Chapter is in good conduct standing with the University.
3. Chapter meets minimally once/semester with CFSL Chapter Coach.

### QUESTIONS

1. How does your chapter encourage members to take a positive leadership role within your chapter, the fraternity/sorority community, the campus, and local community?
2. How does your chapter educate members in leadership development?
3. Please define your chapter's leadership development program.
4. Please define your chapter's new member development program.
5. What leadership experiences/events does your chapter attend?
6. How does your chapter prepare your members to lead in an increasingly global society?
7. How does your chapter involve alumni, advisors, faculty or staff in leadership development?
8. Using the provided Leadership Development rubric as a self-assessment guide, how would you evaluate your chapter's achievement in this area (Inadequate, Achieving, Advancing, Aspirational)?
9. What action items could the chapter complete to increase their score in this area for the following year?

*Outcome: Chapter will encourage values-based leadership development and promote leadership opportunities for its members.*

# FRATERNAL EXCELLENCE PROGRAM

## *EXCELLENCE IN MEANINGFUL RELATIONSHIPS*

### BASELINE

1. Chapter must not be found responsible for violations of the University's and/or Organization's Risk Management Policy/Alcohol Policy/Drug Policy/Sexual Misconduct Policy for the period of the evaluation year.

### QUESTIONS

1. What are the ways in which your chapter promotes brotherhood/sisterhood/siblinghood within its membership?
2. What are the ways in which your chapter participates in the greater fraternity/sorority community?
3. Describe your chapter's involvement in its respective council, if applicable (NPHC, UGC, MGC, IFC, or HPC).
4. How does your chapter contribute to the campus' multicultural climate?
5. How do you promote life-long commitment to your fraternity/sorority?
6. How does your chapter promote a safe and healthy environment?
7. Using the provided Meaningful Relationships rubric as a self-assessment guide, how would you evaluate your chapter's achievement in this area (Inadequate, Achieving, Advancing, Aspirational)?
8. What action items could the chapter complete to increase their score in this area for the following year?

*Outcome: Chapter will foster brotherhood/sisterhood/siblinghood between all fraternities and sororities. Chapter will respect the dignity of people while embracing the free exchange of ideas and beliefs. Chapter will educate and promote healthy lifestyles.*

# FRATERNAL EXCELLENCE PROGRAM

## *EXCELLENCE IN SERVICE AND CITIZENSHIP*

### BASELINE

1. Chapter members must record (through GetInvolved) an average of no less than 15 community service hours/member/academic year.

### QUESTIONS

1. How does your chapter serve the University of Houston community?
2. How does your chapter positively contribute to the greater Houston community?
3. How does your chapter support local, national or international needs/issues?
4. How does your chapter establish a positive campus and community relationship?
5. How does your chapter foster a desire to serve within its membership?
6. Using the provided Service and Citizenship rubric as a self-assessment guide, how would you evaluate your chapter's achievement in this area (Inadequate, Achieving, Advancing, Aspirational)?
7. What action items could the chapter complete to increase their score in this area for the following year?

*Outcome: Chapter will recognize the importance of serving the community and gain an understanding of social issues facing their communities.*

# FRATERNAL EXCELLENCE PROGRAM

## *EXCELLENCE IN RITUAL AND VALUES*

### BASELINE

1. Chapter must demonstrate attendance at all required regional and national fraternity/sorority events (convention, leadership school, etc.).

### QUESTIONS

1. What are the core values of your organization?
2. How does your chapter instill these values within its membership and its daily operations?
3. What policies and/or practices are in place to hold members accountable to these values?
4. What personal development programs does your chapter offer your members to educate them on these values?
5. How does your chapter help to advance fraternal values within the UH community?
6. Using the provided Ritual and Values rubric as a self-assessment guide, how would you evaluate your chapter's achievement in this area (Inadequate, Achieving, Advancing, Aspirational)?
7. What action items could the chapter complete to increase their score in this area for the following year?

*Outcome: Chapter will instill the values of their organization, fraternity/sorority community, and the University of Houston. Chapter will be responsible for its actions and recognize their implications in their Greek and campus communities.*