



# Fraternity & Sorority Programs

**Standards of Excellence 2024**

## INTRODUCTION

For over one hundred years, UArizona has served as a supportive environment for fraternal life. The legacy began in 1915 when the first national Greek-letter organizations were founded at UArizona. With the development of these standards, comes an additional level of commitment from the Fraternity and Sorority Programs Staff and The University of Arizona. The standards will not only serve as a benchmark of accomplishments for the chapter but will also assist in the redevelopment of any organization that has not achieved the following standards.

### **Greek Life Task Force**

The Greek Life Task Force was called together in 2003 to develop a strategic plan for The University of Arizona Greek Community. The task force recommendations are intended to advance the development of Greek letter fraternities and sororities and their respective individual members. The task force developed specific recommendations for minimum standards for Greek-letter organizations at the university and those proposals were utilized to develop this document.

The objectives for the Greek Life Task Force were as follows:

1. Develop and execute assessment initiatives that accurately capture the current state of the Greek Community
2. Collect data from other Greek communities that includes programmatic ideas; minimum chapter standards for University recognition; and best-practices to address hazing, improve risk management guidelines, and increase junior/senior member retention rates, etc.
3. Generate mission and vision statements for the Greek Community
4. Review the current University of Arizona Relationship Statement with Greek Life and recommend changes as appropriate
5. Develop recommendations for changes regarding current policies, practices, and programs as well as a timeline for such initiatives

## **The University of Arizona & Fraternity/Sorority Relationship Statement**

**Revised Date: December 2023**

This Relationship Statement between The University of Arizona and its recognized fraternities and sororities "Organization" formalizes those shared values and expectations that are instrumental in ensuring a mutually beneficial relationship between all the parties.

### **The University of Arizona Fraternity & Sorority Community Defined**

The Organization affirms and acknowledges that:

1. The Organization is a chartered fraternity or sorority chapter that is recognized, sponsored, and governed by a national or international legal corporation.
2. The Organization's purpose is social/service/fraternal rather than honorary, professional, religious, or political.
3. The Organization's membership selection is conducted consistent with the nondiscriminatory policies of The University of Arizona. The Organization may be entitled to single-sex membership if it meets the provision of Section 86.14 of the regulations promulgated under Title IX of the U.S. Education Act Amendment of 1972.
4. The Organization files annually with Fraternity and Sorority Programs and the Office of Risk Management Services a certificate of insurance verifying Commercial General Liability insurance coverage within coverage limits and exclusions required by the Office of Risk Management Services, including social host endorsement at the required amount, or request a written waiver. All insurance policies must be endorsed to name The State of Arizona, the Arizona Board of Regents, and the University of Arizona as additional insureds. Minimum chapter insurance policy limits are one million (\$1,000,000) per occurrence and two million (\$2,000,000) annual aggregate.
5. The Organization has completed the recognition procedures outlined in the Fraternity & Sorority Programs Recognition Policy.
6. The Organization maintains membership in a Fraternity & Sorority Programs recognized Greek Governing Council.
7. The Organization meets all its financial requirements, including payment of the annual Fraternity & Sorority Programs auxiliary fee.

### **Recognition Procedures to Join the University of Arizona Fraternity & Sorority Community**

The recognition procedures are outlined in the Fraternity & Sorority Programs Recognition Policy. Continued recognition of the Organization shall depend upon continued compliance with the Arizona Board of Regents Student Code of Conduct, University of Arizona policies, Greek governing council or board constitution and bylaws, and the ASUA Student Organization Handbook. If the Dean of Students Office revokes the Organization's recognition, and once the loss of recognition expires, should the Organization wish to rejoin the Fraternity and Sorority Community, it must seek recognition in accordance with the Fraternity & Sorority Programs Recognition Policy.

### **Privileges of The University of Arizona Fraternity & Sorority Community Defined**

The University of Arizona, through ASUA and Fraternity & Sorority Programs, provides certain privileges to recognized chartered fraternities and sororities in good standing. These privileges include:

1. Access to Fraternity & Sorority Programs staff advisory support and assistance.
2. Access to Fraternity & Sorority Programs leadership and educational programs and training.
3. Access to Fraternity & Sorority Programs risk and harm prevention programs and training.
4. Access to grade information for members and prospective members according to the University policies and procedures.
5. Participation in the Campus Recreation intramurals "Greek League".
6. Use of University facilities, equipment, and services.
7. Sponsor events, including philanthropy, service, and social, as a recognized student group.
8. Opportunities to apply for and receive funding from ASUA or other University departments.
9. Access to web-based software to develop a personalized club homepage with an events calendar and member rosters.
10. Access to a student organization mailbox in the Fraternity & Sorority Programs office.
11. Inclusion in University/student publications listing Recognized Student Organizations.
12. Ability to sponsor fundraising events (including the sponsorship of commercial vendors on the Mall).
13. Use of the University name and logo with approval from Trademarks and Licensing.

14. Eligibility for awards and honors presented to student organizations and their members.
15. Discounted University services, i.e. room reservations in the Student Unions and Fast Copy Services.
16. The ability to display flyers, posters, and banners in the Arizona Student Unions.
17. Participation in fundraisers such as Spring Fling.

### **Responsibility of the Individual Chapter**

1. Abide by all University of Arizona policies, the Student Code of Conduct, Greek Governing Council Bylaws, ASUA Student Handbook, and applicable local, state, and federal laws.
2. Complete the Standards of Excellence accreditation process annually.
3. Pay the Greek Life Auxiliary fee each semester. Fraternity & Sorority Programs will provide an invoice at the beginning of each semester.
4. Submit required paperwork as directed by Fraternity & Sorority Programs.
5. Maintain an accurate record of membership with Fraternity & Sorority Programs. A minimum of five currently enrolled students is required to maintain recognition.
6. Maintain a Chapter Advisor based in the Tucson area.
7. Maintain and ensure compliance with all applicable University, local, and state fire, health, zoning, and safety codes on the grounds and facilities, as well as at organizational events.
8. Remain in good standing with its national/international fraternity or sorority.
9. Comply with the University 's Nondiscrimination and Anti-Harassment policy, except as exempted under federal or other legislative protections.
10. All events open to non-chapter members, including but not limited to Intake/Rush/Recruitment Activities, Events involving Alcohol, and Social Functions, must take place exclusively at Recognized Student Organization Residential Facility, on-campus locations, or approved non-residential, third-party venues. A Recognized Residential Organization is defined as a recognized student organization with a residential facility that offers overnight accommodations to its members that has completed the Student Organization Residential Facility Recognition Policy process and received approval from the University. The University will acknowledge only one facility at a correctly zoned location, as per the Student Organization Residential Facility Recognition Policy.

## **THE ASUA STUDENT ORGANIZATION HANDBOOK**

### **1.7.2 Information on Social Greek-Letter Organizations**

New Social Greek-Letter Organizations must follow these steps in order to gain recognition at the University of Arizona:

- A fraternity or sorority desiring establishment as a recognized Social Greek-Letter Organization must first complete the University of Arizona Expansion and Colonization Procedures.
- The chapter must then follow the same procedures outlined in this handbook for existing organizations to gain recognition.

In order to maintain recognition, social Greek-letter organizations must comply with all applicable policies and requirements, including without limitation the following:

1. Social Greek-Letter Organizations are required to be full members of the appropriate Greek Governing Council.
2. The organization president agrees to accept full responsibility for the chapter and its members' adherence to: the constitution, bylaws, rules and judicial procedures of the respective Greek Governing Council and those of the National/International Organization; University policies (including but not limited to those set forth in this handbook and the Student Code of Conduct) and directives by authorized University officials; the University of Arizona Greek Relationship Statement, the Greek Strategic Plan, and the Greek Standards of Excellence; the University of Arizona Recognized Student Organization Residential Facility Policy; policies governing social events with and without alcohol; Philanthropy Advisory Board bylaws; Greek Standards Board Constitution; the University of Arizona Student Code of Conduct; the University Rules for the Maintenance of Public Order, and local, state and federal laws. Accordingly, the organization president must be familiar with such policies, laws, regulations, directives, and procedures and must educate their membership (active and new members). In addition, failure to comply with all applicable policies by organization members, organization leaders, or the organization itself may result in withdrawal of the organization's recognition and/or other sanctions.
3. Each organization must annually file with Fraternity and Sorority Programs and the Office of Risk Management Services a certificate of insurance verifying Commercial General Liability insurance coverage within coverage limits and exclusions required by the Office of Risk Management Services, including social host endorsement at the required amount, or request a written waiver. The organization must also add the Arizona Board of Regents and the ASUA to the policy as an additional insured.

4. Social Greek-Letter Organizations shall comply with the University's Nondiscrimination and Anti-Harassment policy and the Nondiscrimination policy in this Handbook, except as exempted under federal or other legislative protections.
5. All organizations are expected to cooperate with the University and their respective Greek Governing Council in building and maintaining positive relationships with neighbors (local, national, and international).
6. By January 1, 2022, each organization must have a Chapter Advisor who is located in the Tucson area. If an organization is having difficulty identifying a Tucson-based advisor, the Chapter should notify FSP of this situation with as much advance notice as possible, and FSP will consider allowing the organization to have a Chapter Adviser who is located in Arizona on a temporary basis (and for no longer than one academic year) based on the relevant circumstances. A Chapter Advisor is defined as a volunteer who has been appointed by appropriate fraternity/sorority officials to serve as the primary advisor for the chapter. If this person is a University employee, then advising activities are not considered to be in connection to the employee's official job duties at the University. However, advisors remain obligated to follow University policies and procedures in relation to their advisory assistance, including required reporting of violations under the University's Hazing Policy, incidents or sex-based discrimination (including acts of sexual violence) to the Dean of Students, and certain crimes as required by the University's obligations under The Clery Act. Chapter Advisors are also expected to:
  - a. Be familiar with University and the chapter's respective Greek Governing Council's rules, regulations and policies, governing Greek-Letter Organizations and assist the chapter in complying with such policies.
  - b. Attend regular meetings of the chapter and be familiar with its activities.
  - c. Provide assistance to the organization in meeting and maintaining conditions of University recognition, including signing appropriate documents.
  - d. Serve as a mentor and resource regarding financial and general operating affairs of the organization.
  - e. Provide assistance in the planning and implementation of chapter activities.
  - f. Provide assistance in the areas of organizational and personal development.
  - g. Assist University officials in dealing with problems or other situations involving the chapter.
  - h. Attend or send another Advisory Board Member to Fraternity & Sorority Advisor Meetings.
7. Maintain an atmosphere conducive to serious academic endeavor and integrity.
8. Maintain and ensure compliance with all applicable University, local and state fire, health, zoning and safety codes on the grounds and facilities, as well at organizational events.

9. Each chapter must remain in good standing with its national/international fraternity or sorority.
10. Each chapter must complete the Standards of Excellence accreditation process annually. The outlined standards and expectations are the process by which all chapters at the University of Arizona will be evaluated in order to remain organizations in good standing.
11. All events open to non-chapter members (including without limitation Intake/Rush/Recruitment Activities, Events with Alcohol, Social Functions) shall only occur at Recognized Social Greek-Letter Houses, on campus, or at approved non-residential, third party venues. A Recognized Social Greek-Letter House is defined as a recognized chapter's facility. The University will recognize only one Social Greek-Letter House at one properly zoned location through the Recognized Student Organization Residential Facility Policy.
12. Each student organization shall keep its chapter house, property, and surrounding public right-of-way clean and free of debris.



## **STANDARDS**

The following standards and expectations are the process that all recognized Greek organizations at The University of Arizona will be evaluated with in order to remain organizations in good standing and be eligible for university awards, services, and goods.

Appropriate documentation can include: chapter bylaws and constitution, flyers, publicity materials from events, and letters of support from participating organizations, chapter minutes, and other documentation as approved by the Fraternity and Sorority Programs staff turned in online through D2L.

The standards will put forth minimum expectations for Greek letter organizations to abide by and exceed in the following key areas:

1. Academics
2. Leadership & Involvement
3. Chapter Management
4. Membership Education & Development
5. Recruitment/Outreach
6. Health & Wellness
7. Global Citizenship & Human Dignity

## **POINTS**

The points given for the standards reflect a comprehensive picture of a fraternity or sorority chapter. The Fraternity and Sorority Programs staff will utilize a predetermined points system that will be distributed to chapter presidents.

Any chapter that does not have a recognized chapter facility is exempt from those standards that specifically deal with the management of a fraternity or sorority house and will have a different cumulative total of points than housed organizations.

Points will NOT be awarded for any standards that were met due only to requirements from a sanction (i.e. Community service hours, educational presentations, etc.).

There will be opportunities for BONUS points

## RECOGNITION OF ACHIEVEMENT

The standards reflect a tremendous amount of work on the part of chapter members, leaders, chapter advisors, inter/national staff and volunteers. These partnerships have resulted in a more effective set of standards that will inevitably ensure success. Fraternity & Sorority Programs is committed to assisting chapters in any way possible to accomplish the standards outlined in this document.

Chapters that meet these standards will be recognized at the Order of Omega Awards Banquet and will be assisted in publicizing their success and accomplishments. The following point breakdown signifies the corresponding award that will be rewarded:

### *Overall Achievement*

- 90% of total points: Chapter of Excellence
- 80% of total points: Chapter of Achievement
- 70% of total points: Chapter of Promise
- 60% of total points: Probationary Chapter
- Less than 60%: Loss of Campus Privileges (Not in good standing)
- Less than 5 members or new/returning organization: Emerging Chapter

### *Functional Area Achievement* (i.e. Scholarship, Chapter Management, etc.)

- 90% of points in any given area: Certificate of Excellence

### AREAS OF IMPROVEMENT

Recognizing that dramatic change cannot occur overnight, these standards will demonstrate to chapters their current standings within the fraternity and sorority community. This information will be used as a starting point from which improvements can be made. Chapters will not be able to maintain status quo. Continued improvement, where needed, is expected.

The following are the post-awards expectations of chapters based on their achievement during the standards assessment:

Recognition Levels	Recognition Action	Additional Expectations/Ramifications
<b>All Levels</b>	<b>Letter regarding chapter standing is sent to headquarters, chapter standing is provided on FSP website and in the recruitment mailer</b>	
Chapter of Excellence (90% of Total Points or Better)	Recognition at the Annual Awards Banquet, Letter of Excellence from Dean of Students sent to Headquarters, Certificates of Excellence	No additional requirements from the University
Chapter of Achievement (80% - 89.9%) of Total Points)	Recognized at Annual Awards Banquet, Letter of Excellence from Dean of Students sent to Headquarters, Certificate of Achievement	Discuss areas of improvement during monthly meetings with FSP staff
Chapter of Promise (70% - 79.9%) of Total Points		<ul style="list-style-type: none"> <li>• Limited 2 events with alcohol per semester (4 total per academic year)</li> <li>• Meet with FSP staff liaison bi-weekly</li> </ul>
Probationary Chapter (60% - 69.9%) of Total Points)		<ul style="list-style-type: none"> <li>• Limited 2 events with alcohol per semester (4 total per academic year)</li> <li>• Probationary status</li> <li>• Meet with FSP staff liaison bi-weekly</li> </ul>
Loss of Campus Privileges (59.9 % below)		<ul style="list-style-type: none"> <li>• Loss of Campus Privileges</li> <li>• Meet with FSP staff liaison on a weekly basis</li> </ul>

## ACADEMIC STANDARDS

The educational mission of the University of Arizona is of central importance to a strong Fraternity and Sorority Community. To this end, it is expected that one of the primary goals of fraternities and sororities is to promote academic achievement. The University supports each chapter's efforts to maintain a high grade point average. Chapters should provide an environment that is conducive to studying and achieving academic success.

### Academic Standards:

1. Fraternity and sorority active members achieved a 2.75 grade point average. \*\*
2. Fraternity and sorority new members (i.e. associate members, new initiates) achieved a 2.75 grade point average. \*\*
3. Fraternity and sorority total membership achieved a chapter 2.75 grade point average. \*\*
4. Each chapter must create an academic plan each semester which includes:
  - a. Chapter GPA goal and NM GPA goal
  - b. An academic calendar including academic event(s) & academic presentations
  - c. Description of the role of academic officer and academic advisor
  - d. Academic incentives
5. Each chapter must attend 2 council academic roundtables per semester in addition to attending the FSP academic resources 101 meeting. \*\*
6. Members must fill at minimum the number of Greek Academy scholarship spots offered to the chapter each semester (2/IFC or PC; 1/USFC). \*\*
7. Each chapter must host at minimum 2 academic presentations per semester. One of these must be presented by a campus resource such as ThinkTank, a professor, or a staff member. A non-exhaustive list of topics includes:
  - a. Study skills
  - b. Study drugs
  - c. Textbook reading
  - d. Writing techniques
  - e. Talking with professors
  - f. Learning styles
8. A percentage of the chapter's budget is dedicated to academic programming. There is no requirement as to the amount.
9. Chapter must have a GPA requirement to hold office.
10. Chapter must have a GPA requirement to attend social events.
11. Chapter has a scholarship program to motivate the members to do well in academics and such a program has a written plan, including specific outcomes and support.
12. The chapter places an emphasis on academic requirements for new members in the recruitment process.
13. Each chapter must dedicate one or more new member (i.e. associate members, new initiates) meetings to scholarship.
14. (BONUS) The chapter has a faculty advisor or faculty fellow. This is a university faculty/professor that provides academic guidance for the chapter.

15. (BONUS) The chapter has members who hold membership in one or more of the academic honoraries on campus. The honorary should be recognized by the university and be an honorary that has an academic focus.
16. (BONUS) The chapter cumulative GPA is above a 3.0\*\*
17. (BONUS) The chapter has a .2 higher than their respective all undergrad GPA – (Men's/Women's) \*\*
18. (BONUS) The chapter has a scholarship mentor program where each new member (i.e. associate members, new initiates) is paired with a senior member of the chapter.
19. (BONUS) The chapter has a scholarship committee whose task is to create an academic chapter environment.

**\*\* = Attendance or submission will be tracked through the Box Sheet by Fraternity & Sorority Program**

## LEADERSHIP & INVOLVEMENT

Greek-letter organizations are structured as small communities within the larger campus community. Common traditions such as Homecoming or Spring Fling can bind the students together and contribute to a genuine collegial feeling on campus.

Involvement in campus life outside of Greek Life is highly encouraged for all members of the Greek Community. The University of Arizona has a rich history of fraternity and sorority members holding leadership positions in all walks of campus life. To assist chapters in fulfilling their mission and providing members an opportunity to learn from other experiences, the following standards were developed.

### Leadership & Involvement Standards:

1. At least 75% of chapter membership must be affiliated with at least one club, organization, agency, and/or workplace outside of their Greek organization. *Chapter intramural teams do not fulfill this requirement.*
2. Chapters actively participate in at least one campus-wide event (i.e. Homecoming, Cultural Center event, Eller Give Back) each semester with at least 25% or 25-chapter members present, whichever is smaller. *Programs hosted by Fraternity and Sorority Programs do not fulfill this requirement.*
3. The chapter places a focus on outside involvement and demonstrates this to its members by one or more of the following: the chapter has a written description of a position whose responsibilities and expectations relate to campus involvement, the chapter rewards members who are involved in one or more activities outside of the chapter, or the chapter promotes involvement by posting involvement opportunities or sending them via the chapter listserv.
4. The chapter must elect/appoint a community service chair who will coordinate all service projects. Such a position has a written job description, including specific responsibilities and duties.
5. Complete a minimum of 8 community service hours per chapter member per semester, for a total of 16 community service hours per chapter member per academic year. Chapters must utilize the FSP community service tracking template. \*\*
  - a. Giving blood may only count for one hour of service.
  - b. Chapter participation in walks does not count for service hours unless the chapter helped plan the walk or volunteered at the walk.
  - c. Donation of goods (i.e. food, clothing, etc.) does not count as service.
6. Each chapter must elect/appoint a philanthropy chair who will coordinate all philanthropic events. Such a position has a written job description, including specific responsibilities and duties.
7. Develop one semester-long project, either working with the local community or national cause. This project can be in conjunction with your inter/national service/philanthropic activities. Semester-long can be 2-3 contacts throughout the semester with the same agency.

8. Participate in one cooperative project. This means participating in or helping with other organizations' philanthropic or service events.
9. Participate in one IFC/Panhellenic/UFSC sponsored community service project each year according to the requirements set forth by the governing councils\*\*
10. Raise and donate money in any amount for the chapter's own philanthropy, local or national. The chapter will need to utilize CrowdChange in order to provide proof.
11. At least one member of the chapter is involved in a Fraternity and Sorority Program sponsored class or leadership position. Please list the members' names and the position they hold.
12. Sponsor a non-alcohol event with another Greek organization.
13. Attend the fall Greek Speak and spring Safe Spring Break Symposium\*\*
14. Plan and hold a brotherhood or sisterhood event focused on organizational values. This should not be an impromptu event, but rather one that was specifically planned to promote brotherhood/sisterhood.
15. Host a non-alcohol event that is open to the campus community. This can include philanthropy, percentage night, and educational or cultural events.
16. (BONUS) Participate in Order of Omega-sponsored "Greek or Treat." \*\*
17. (BONUS) An undergraduate member of the organization is represented on a national or regional fraternity/sorority board.
18. (BONUS) Chapter members exceeded 8 hours of service per member. \*\*
19. (BONUS) Chapter members exceeded 12 hours of service per member. \*\*

**\*\* = Attendance or submission will be tracked through the Box Sheet by Fraternity & Sorority Program**

## CHAPTER MANAGEMENT

In order to maintain a solid base of operation, each chapter needs to conduct its internal affairs in a responsible manner. The University values the autonomy of the undergraduate officers in making decisions that affect the chapter now and in the future. However, as organizations affiliated with an inter/national entity and as a guest at the University, there are obligations that must be met by the chapter.

### Chapter Management Standards:

1. The chapter has a chapter advisor who has the support of the inter/national organization.
2. The chapter has an active relationship with their chapter advisor (i.e. attends chapter or executive board meetings, advisor meetings, or advisor retreats)
3. The chapter attends council meetings and events set forth by their council (IFC, PC, or USFC)\*\*
4. The chapter organizes a minimum of one program each year that involves alumni. This can be an active or passive program.
5. The chapter organizes a minimum of one program each year that involves parents, family, or support system. This can be an active or passive program (i.e. newsletter).
6. The chapter documents the existence of an internal judicial system to enforce its own policies and procedures.
7. All paperwork turned to Interfraternity Council, Panhellenic Council, or United Sorority & Fraternity Council, as well as to the Fraternity and Sorority Programs Office is turned in, in a timely manner or by the announced deadline.\*\* This includes membership rosters, dues, change of officer forms, hazing compliance form, intake declaration form, etc.
8. The chapter attends mandatory programs hosted by the Fraternity and Sorority Programs and their governing council\*\* (i.e., President & Advisor Training, Go Greek Info Fair, Greek Speak, etc.)
9. Each chapter must have a finance chair who will oversee all chapter finances such as the budget. The chapter has developed a budget and adequate bookkeeping system for finances. Describe in detail how they present the budget to the chapter, the approval process, and how it is kept up throughout the year.
10. The chapter has a yearly executive board training/transition workshop for new officers.
11. The chapter president meets, at minimum, once per month with Fraternity and Sorority Programs staff and discusses semester/year goals for the chapter\*\*
12. The chapter shall be in good financial standing with their inter/national organization, Fraternity and Sorority Programs, governing council, and The University of Arizona.
13. Attendance by at least one member per (calendar) year to regional/national conferences/meetings (i.e., AFLV, Inter/National Headquarters regional seminars, National Convention, Area Conference, LeaderShape, NCGLC, National Collegiate Leadership Conference, leadership workshops, etc.) pending financial availability\*\*
14. (BONUS) The chapter applies to the Order of Omega Greek Awards. \*\*



***Housed Organizations Only***

The overall points required will be reduced for those organizations that do not have facilities.

1. The housed fraternity and sorority have a House Corporation with at least one board member residing in Tucson. That contact information must be always on file and up to date with Fraternity and Sorority Programs.
2. The housed fraternity and sorority have lease agreements with the residents outlining the expectations and policies for the year.
3. The housed chapter maintains its property in a neat, orderly, safe, and healthy fashion and respects the environment of its neighbors (including, but not limited to, upkeep of chapter house property, proper clean up, and acceptable noise levels)\*\*
4. The housed chapter shall have and pass a yearly fire inspection.
5. The housed chapter has an up-to-date Housing Assessment packet on file with Fraternity and Sorority Programs\*\*
6. The housed chapter must complete the closure form\*\*
7. The housed chapter must complete an access assessment with the Disability Resource Center and create a plan to address concerns. Please list those improvements to be made in detail.
8. The housed chapter must abide by the good neighbor policy and actively ensure neighborhood concerns are being addressed.

**\*\* = Attendance or submission will be tracked through the Box Sheet by Fraternity & Sorority Program**

## MEMBERSHIP EDUCATION/DEVELOPMENT

One of the primary goals of the Fraternity and Sorority Community is to further the development of our members within the community. One means to that end is the fostering of leadership potential within members throughout all stages of their collegiate experience. Highly educated and responsible leaders will set an example through their efforts. The development of individual members is a pre-eminent goal of Greek-letter organizations. Providing incentives for members to attain their goals, experience new opportunities, and realize their potential are important initiatives for chapters.

### Membership/Education Standards:

1. Each chapter has a written New Member Education program, which has been approved by the inter/national organization.
2. There is a New Member (i.e., associate members, new initiates) Educator with a written description of the education plan and what each week looks like for the new members.
3. The chapter's new member (i.e., associate members, new initiates) education programs cover the following: Academics, Sexual Assault Prevention, Risk Management, Alcohol Education, Campus Involvement/Leadership, and Hazing.
4. Chapter members are educated, at the beginning of each semester, on hazing including the following: what is hazing, how to report hazing, myths and facts about hazing, hidden harm of hazing, hazing examples, and alternatives to hazing.
5. The chapter has a written mentor program, which includes requirements for becoming a mentor.
6. The chapter has a minimum of two educational programs or workshops each semester with 75% of chapter attendance. A non-exhaustive list of topics includes:
 

a. Values	g. Personal Responsibility
b. Alcohol and Drug Education	h. Career Services
c. Academic Success	i. Wellness
d. Leadership Development	j. Stress Management
e. Diversity	k. Self-defense
f. Gender Relations	
7. Chapter has members who have attended a career engagement activity (i.e., prepare for the fair, career fair, Greek Ladders event, etc.).

**\*\* = Attendance or submission will be tracked through the Box Sheet by Fraternity & Sorority Program**

## RECRUITMENT/OUTREACH

Recruitment is an important and vital part of the success and growth of the fraternity and sorority community at The University of Arizona. The first experience an undergraduate may have with the Fraternity and Sorority Community is the recruitment and outreach program. Therefore, it is imperative that our fraternities, sororities, and entire community do our best to project the positive values and aspects of the Greek experience throughout the entire year.

### Recruitment/Outreach Standards:

1. The chapter has a written recruitment/intake plan for each semester. It should include:
  - a. Academic and other requirements necessary for receiving an offer for membership
  - b. Chapter goals for recruitment (i.e., Recruit 10 new people)
  - c. A written process that describes the plan to achieve goals or the prescribed process from Headquarters for Rush/Recruitment/Intake
2. The chapter has a workshop once a semester to discuss the chapter's plan for growth and/or recruitment/intake.
3. The chapter maintains an active membership of at least 5 members. \*\*
4. If eligible, the chapter recruits/intakes members each semester. This could include the formation of an interest group.
5. The chapter initiates/crosses at least 80% of the individuals who accepted offers of membership each semester.
6. The chapter attends all Recruitment/Outreach meetings sponsored by Interfraternity Council, Panhellenic, or United Sorority & Fraternity Council. \*\*
7. (BONUS) The chapter regularly assesses the chapter membership (race and ethnicity, religion, nationality, gender, disability, age, etc.) with the intention of identifying recruitment needs.
8. (BONUS) The chapter implements a plan to increase the number of members of different ages, races, religions, ability levels, and nationalities.
9. (BONUS) The chapter actively incorporates social media, including Facebook, Instagram, and Twitter to positively promote the organizations image.

**\*\* = Attendance or submission will be tracked through the Box Sheet by Fraternity & Sorority Program**

## HEALTH & WELLNESS

The University of Arizona and the fraternity and sorority community strive to provide a healthy environment for our members and commit to participating in programs and events that promote healthy behavior and informed decision making. Proactive risk management policies and education are essential in promoting positive behaviors and the following standards have been adopted to address these issues.

### Wellness Standards:

1. The chapter has a risk management plan with a written description of the policies, protocols, and procedures that are in place during all events the chapter hosts.
2. The chapter complies with all Greek community boards, governing council, FSP/University, inter/national organization policies, and federal, state, and local laws. \*\*
3. The chapter attends the semesterly Social Events Training meeting. \*\*
4. The chapter submits to Fraternity and Sorority Programs a copy of the Inter/National risk management policies and manual yearly.
5. The chapter educates the entire chapter yearly on the use and misuse of alcohol and drugs.
6. The chapter educates the entire chapter yearly about navigating relationships.
7. The chapter will have on file their certificate of insurance identifying the university as an additional insured.
8. The chapter will participate in the Hunter White Health Advocates Program. \*\*
9. Chapter participates in Sexual Assault Prevention Programming that covers: What Consent Looks Like, Role in Preventing Sexual Assault, Online Dating and Dating App Safety, and/or Practicing Active Bystander Intervention
10. (BONUS) The chapter had one member participate in the for-credit Health and Wellness
11. (BONUS) The chapter participated in National Hazing Prevention Week \*\*
12. (BONUS) The chapter participated in any nationally recognized prevention month/week topic.

**\*\* = Attendance or submission will be tracked through the Box Sheet by Fraternity & Sorority Program**

## GLOBAL CITIZENSHIP & HUMAN DIGNITY

As a community, we hope to create an environment based on equity and solidarity and actively promote human rights and dignity. A goal for fraternities and sororities is to promote education and acceptance. As students who are a part of a global community, it is important that both members and chapters recognize the importance of diversity. Focusing on those personal attributes and identities, including but not limited to, race/ethnicity, sex/gender, socioeconomic status, disability, nationality, religion/spirituality, and sexual orientation, which make us distinct from one another, as well as go toward making up who we are as individuals. To assist members and their chapters in providing opportunities to learn from others' experiences, the following standards were developed.

### **Global Citizenship & Human Dignity:**

1. Chapters must have a non-discrimination policy as a part of their Constitution, Bylaws, and/or Guiding Principles.
2. Chapters provide financial support opportunities for those members who are unable to pay for their dues and/or programs related to their personal, academic, and/or leadership development if they are unable to cover these costs personally. This could be in the form of a reasonable payment plan that allows members flexibility in how they pay for their membership, a scholarship fund, or a financial amnesty plan.
3. Every chapter sponsor, co-sponsors, and/or attends at least one program related to the issues of diversity and inclusion with the goal of increasing education of a population with which they are less familiar. Program attendance must be at least 65%. Examples of these issues include, but are not limited to:
 

a. Sexual orientation	d. Socioeconomic status
b. Race/ethnicity	e. Sex/gender
c. Disability	f. Religion/spirituality
4. Chapter participated in a IFC/PHC/USFC sponsored DEI event.
5. Chapter has a DEI chair and job description.
6. (BONUS) Chapters are involved in an ongoing project to bring about positive social change in relation to issues of diversity and inclusion (i.e., working with the Tucson Community Food Bank throughout the year to confront hunger and work to improve conditions for those of low socioeconomic status, working at a women's shelter to improve the lives of survivors of domestic and sexual violence, working with Humane Borders, an organization committed to humanitarian issues).
7. (BONUS) Chapters have members who attend and participate in training, workshops, and/or retreats related to minority student identities (i.e., Equiss, Collegetown, NCLC, Cultural/Affinity group heritage month programming) or have members who have been certified through workshops related to minority student identities (race/ethnicity, sex/gender, socioeconomic status, disability, religion/spirituality, and sexual orientation) (i.e., SafeZone certification).
8. (BONUS) Chapters have members who are involved in coursework, internships or clubs that directly relates to cultural/ethnic studies and/or relates to other underrepresented affinity groups (i.e., Gender and Women's Studies).

9. (BONUS) Chapter has promoted and attended a Cultural Center event.

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