

# Expectations for Excellence

## Preamble

The fraternity and sorority community in The College represents an important part of the University of Rochester. In essence, The College is a learning community. Fraternities and sororities are College-sponsored social organizations which use these standards to promote a strong College community.

*Please note that examples used in this document are for explanative purposes only. They are meant neither to imply mandatory requirements, nor to constrain creative and thoughtful planning.*

## A. Scholarship

Individuals own their education; learning is not the property or responsibility of social groups. We approach issues with an open, critical and searching mind and engage others within and outside our organization to promote learning.

We support "real learning," which reflects the shift from memorization to conceptual understanding. Real learning is reached through exploration and information gathering, reflection, discussion, evaluation, and informed decision making. Learning requires time management, engagement with campus resources, and involvement in the larger College community of scholars.

1. We demonstrate that we respect the educational goals of each individual.  
*Examples: programs which address individual members' interests, monitoring and modifying fraternity/sorority time commitments which prohibit interference with academic pursuits.*
2. We support real learning through advocacy of and sponsorship with College programs and offices.  
*Examples: Writing Fellows, workshop leaders, Learning Assistance Services, the College Center for Academic Support, the Career Center, teaching assistants.*
3. We promote the development of educational opportunities that include the broader campus community and our members.  
*Examples: discussions on academic topics of interest, workshops on applying for internships and fellowships, programs preparing for graduate and medical school.*

## B. Community Building and Leadership

We support the university understanding of community: The University of Rochester envisions itself as a community that welcomes, encourages, and supports individuals who desire to contribute to and benefit from the institution's missions.... Members of the University's community come from different geographical areas, represent differences in ethnicities, religious beliefs, values, and points of view; they may be physically different, have different intellectual interests, or have different abilities. The University not only welcomes such differences in the members of its community but, in fulfilling its own missions and in preparing the leaders of tomorrow's world who will necessarily be operating in an equally wide-ranging environment, it actively seeks to recruit and include them in all aspects of the institution's operations. (<http://www.rochester.edu/diversity/mission.html>)

We build a strong inclusive community through relationships and partnerships with diverse student groups and community organizations, both in The College and beyond campus, in an atmosphere of trust, cooperation, and respect.

1. Just as we promote the values, history, achievements, efforts, and traditions of our chapter and of the larger fraternity and sorority community, we also respect the values, history, achievements, efforts, and traditions of other organizations.  
*Examples: collaboration with The College's New Member Orientation Program, participation in Meliora Weekend, collaboration and participation with other groups' activities.*

2. We promote individuals' search for purpose and passion. We acknowledge that our members have multiple identities and interests and support and nurture these identities.  
*Examples: nurturing multiple identities such as being a resident advisor, an athlete, a workshop leader, or the provision of leadership opportunities within our organization for younger members.*
3. We provide practice and context. We encourage our leaders to attend training and to participate in hands-on experiences through service and leadership positions in the group and in the greater student community.  
*Examples: participation in The College leadership skills training series, conference attendance, participation in major service days, promotion of individual philanthropies.*
4. As part of a larger community, we foster the ability of students to work across boundaries by promoting co-sponsorship and planning of programs with diverse groups.  
*Examples: participation/sponsorship of religious or cultural programs, participation in special cultural programs service days or "months," multicultural recruitment strategies.*

### **C. Programming**

Our programming supports the academic mission of the College by enhancing the sense of community within each student. Programming challenges us to develop skills and competencies and prepares us for success in the greater global society. We promote leadership, responsibility, critical thinking and social competence through conducting and evaluating programs designed to enrich the social, philanthropic, intellectual, and cultural interests of the community.

1. We encourage students' enjoyment and participation in campus and community activities, and we support and revitalize traditions of The College and of the fraternity and sorority community.  
*Examples: attendance at athletic events, cultural group events, fraternity or sorority-sponsored campus events, performing groups, Fashionably Late programs.*
2. We respect the welfare of others and actively promote safety. We encourage and create safe, comfortable, non-alcoholic events and environments for all students. When alcohol is part of an event, we focus on strategies which enhance safety and reduce harm.  
*Examples: alcohol and drug awareness, risk management, fiscal responsibility, social relationships and date rape, diversity and tolerance, hazing, community building.*
3. We comply with all policies and regulations of the institution and all local, state, and federal laws and ordinances.

### **D. Non-academic Student Conduct**

We believe in the communal principles of freedom, responsibility, respect, honesty, and fairness. We demonstrate this commitment through educational and systemic approaches to student conduct. We conduct ourselves in accordance with accepted standards of good citizenship, honesty, and propriety, and with high regard for the rights of others.

We are among the most visible groups on campus and realize that each individual member reflects and reflects upon the organization as a whole. Accordingly, we hold to the highest ethical standards in everything we do, and recognize that accountability is transmitted over the course of our history with The College.

1. We have a list of specific conduct expectations, supplementing but not assuming The College's list.  
*Examples: chapter member agreements, honor codes/pledges, new member orientation handbooks.*
2. We have several mechanisms for educating members about conduct expectations, both proactively and reactively.  
*Examples: new member orientation, general programming, a predetermined list of possible consequences for misconduct, and written material (such as a newsletter).*

3. We have a system of internal accountability. This supplements The College, and does not usurp jurisdiction. Both informal and formal means of conflict resolution are addressed, and care is given to ensure that such systems are fair and consistent.  
*Examples: standards board, standards officer, written standards process.*
4. We have an effective means of communication with the administration about conduct-related issues.  
*Examples: establishing regular meetings with various campus offices, creating key leadership positions within the organization, and the development of systems and protocols.*

## **E. Organizational Management**

We manage our organization responsibly, acknowledging that our current decisions and actions affect the future of our organization over time. To that end, we develop systems and policies that are clear and productive. When making decisions as a group, we do so in a manner that is fair, consistent, value-oriented, and based upon available and verifiable data.

1. We have a list of specific expectations pertaining to each position of authority or responsibility within our organization.  
*Examples: position descriptions, clear expectations in charters/constitutions/by-laws, officer handbooks.*
2. We have clear and fair guidelines for decision-making, and involve our members as much as necessary when making decisions that will have an impact upon the group as a whole.  
*Examples: rules of order for chapter meetings, election rules, or guidelines for resolving conflicts between and among members.*
3. We ensure that all important decisions, events, administrative tasks, and transactions are handled and/or recorded in timely, accurate, and efficient ways.  
*Examples: rosters and potential new member lists filed with the Office of Fraternity and Sorority Affairs, reports from programming and philanthropic efforts, financial materials, annual reports.*
4. We provide and promote training to develop management competencies in our members.  
*Examples: participation in The College's leadership development series, regular meetings with the Director of Fraternity and Sorority Affairs, various conference opportunities, attendance and participation in College management and budget training meetings, manuals or guidebooks.*