

PHI KAPPA TAU

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.

Standard	Where did you rank yourself in March 2006?	Plan for Year	Did you achieve your plan? How did you achieve your plan? Note any changes and reasons.	Where do you rank now?
<p>1. We demonstrate that we respect the educational goals of each individual.</p> <p><i>Examples: programs which address individual members' interests, monitoring and modifying fraternity/sorority time commitments which prohibit interference with academic pursuits.</i></p>	<p> <input type="checkbox"/> 5 – Very High <input type="checkbox"/> 4 <input type="checkbox"/> 3 – Average <input checked="" type="checkbox"/> 2 <input type="checkbox"/> 1 – Very Low </p>	<p>-In house study abroad talk by brothers about their trips abroad by end of April (Hugh Bridgers, Joey Webb, Robert Nickodem)</p>	<p>Strengths: Study Abroad talk was very informative and created desire among the brotherhood to travel internationally. Creation of Wednesday night Study Halls at 9pm in ITS. Thorough understanding of pledges semester schedules in planning pledge process. Provided Study Break for larger campus community at end of April.</p> <p>Weaknesses: We need to focus more on individual educational goals.</p> <p>Opportunities: Many brothers have similar interests. We could focus more on these interests and actually create events to cater to the interest.</p> <p>Overall: This was an area where we came in to the year unsure of ourselves and we have since learned more about the options and have taken action appropriately.</p>	<p> <input type="checkbox"/> 5 – Very High <input type="checkbox"/> 4 <input type="checkbox"/> 3 – Average <input type="checkbox"/> 2 <input type="checkbox"/> 1 – Very Low </p>

<p>2. We support real learning through advocacy of and sponsorship with College programs and offices.</p> <p><i>Examples: Writing Fellows, workshop leaders, Learning Assistance Services, the College Center for Academic Support, the Career Center, teaching assistants.</i></p>	<p><input type="checkbox"/> 5 – Very High <input type="checkbox"/> 4 <input type="checkbox"/> 3 – Average <input type="checkbox"/> 2 <input checked="" type="checkbox"/> 1 – Very Low</p>	<p>-(Cross listed)- In house study abroad talk by brothers about their trips abroad by end of April (Hugh Bridgers, Joey Webb, Robert Nickodem)</p>	<p>S: One Orgo TA, One tutor in Chem 203/131 and Bio 110. Study Abroad talk was very informative and created desire among the brotherhood to travel internationally.</p> <p>W: We need to pursue what our interests are in relation to the campus community.</p> <p>O: Planned group event with LAS for end of November. Many members interested in resume writing and interview process. Working with the Career Center would be a great way to better our connection with the college.</p> <p>O: Our focus has, as individuals, been on individual learning. Grasping what the college has to offer in terms of scholarship and extending that to our fraternity as well as the greater college community will help us to grow as a group and as individuals.</p>	<p><input type="checkbox"/> 5 – Very High <input type="checkbox"/> 4 <input type="checkbox"/> 3 – Average <input type="checkbox"/> 2 <input type="checkbox"/> 1 – Very Low</p>
<p>3. We promote the development of educational opportunities that include the broader campus community and our members.</p> <p><i>Examples: discussions on academic topics of interest, workshops on applying for internships and fellowships, programs preparing for graduate and medical school.</i></p>	<p><input type="checkbox"/> 5 – Very High <input type="checkbox"/> 4 <input checked="" type="checkbox"/> 3 – Average <input type="checkbox"/> 2 <input type="checkbox"/> 1 – Very Low</p>	<p>-Co-sponsor psychology undergraduate council event by April 15 (Josh Rosen) -Co-sponsor marketing event on March 1st and promote within fraternity -Promote Kalmbach Lecture Series within fraternity -Attendance at College Leadership Training Series by President and promotion of attendance within fraternity</p>	<p>S: Good attendance at March marketing event by greater college community. Regular attendance at Kalmbach Lecture Series by economics majors. Any e-mails received about events are forwarded out to members.</p> <p>W: Lack of specific academic topics of interest programming. The psychology undergraduate council event did not occur due to a lack of need for co-sponsorship at the time.</p> <p>O: Work with LAS and Career Center to better keys to success and increase connection with college.</p> <p>O: Our main interests in this as a fraternity are in resume writing and the interview process. Working with this interest would be a great way to bring us closer together as a community.</p>	<p><input type="checkbox"/> 5 – Very High <input type="checkbox"/> 4 <input type="checkbox"/> 3 – Average <input type="checkbox"/> 2 <input type="checkbox"/> 1 – Very Low</p>

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.

Standard	Where did you rank yourself in March 2006?	Plan for Year	Did you achieve your plan? How did you achieve your plan? Note any changes and reasons.	Where do you rank now?
<p>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.</p> <p><i>Examples: collaboration with the College's New Member Orientation Program, participation in Meliora Weekend, collaboration and participation with other groups' activities.</i></p>	<p> <input type="checkbox"/> 5 – Very High <input checked="" type="checkbox"/> 4 <input type="checkbox"/> 3 – Average <input type="checkbox"/> 2 <input type="checkbox"/> 1 – Very Low </p>	<p>-maintaining intramural team through all seasons -participation in Relay for Life -(cross listed) Co-sponsor psychology undergraduate council event by April 15 (Josh Rosen) -(cross listed) Co-sponsor marketing event on March 2nd and promote within fraternity -Co-sponsorship of Risk Management series with both Alpha Delta Phi and Psi Upsilon -co-sponsorship of April Blood Drive - working with the Rochester Red Wings in concessions during games during April and May</p>	<p>Strengths: Full participation in New Member Orientation. Created two events for our Phi Tau alumni over Meliora Weekend. Excellent Participation in Relay for Life. Risk management series very successful in bringing groups together. April Blood Drive was a solid event that yielded a good amount of blood collected. Please refer to attached program outlines. Spring intramural team in volleyball a good way to build fraternal bonds. Working with the Rochester Red Wings as well as Citi to raise money for the fraternity went very well. We also worked in concessions at high school football games at Fauver Stadium. Participation with RIT pledge process every semester.</p> <p>Weaknesses: April Blood Drive was successful but did not reach our target. More advertisement would have helped to better this event. Additionally, the Blood drive occurred on the Thursday and Friday before</p>	<p> <input type="checkbox"/> 5 – Very High <input type="checkbox"/> 4 <input type="checkbox"/> 3 – Average <input type="checkbox"/> 2 <input type="checkbox"/> 1 – Very Low </p>

			<p>Easter. Due to low numbers and hefty schedules of members in fall, decided against fall intramural team.</p> <p>Opportunities: Strive to work with Buffalo Bills and Rochester Amerks by end of season to raise money for philanthropy and our organization.</p> <p>Overall: Good interaction with greater community for the limited number of members in the fraternity. We worked with groups both within the college community and outside of the college community. This is a category we feel strongly about and will strive so that it only improves in the future.</p>	
<p>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.</p> <p><i>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.</i></p>	<p><input type="checkbox"/> 5 – Very High <input checked="" type="checkbox"/> 4 <input type="checkbox"/> 3 – Average <input type="checkbox"/> 2 <input type="checkbox"/> 1 – Very Low</p>	<p>-5 members of U of R club Rugby -1 member of U of R club Lacrosse -promotion of attendance at brother's games -brothers to attend certain athletic events (for brother's girlfriends)</p>	<p>S: Variety of interests within fraternity. We are very much a melting pot of interests, goals, and backgrounds. Since the beginning of the year, we have added 1 member of the U of R Squash Team, 1 co-founder of the Archery Club, 1 orgo TA, and 1 tutor in Chem 203/131 and Bio 110. Additionally, we have active members in the following: Campus times staff, CAB, Psych Undergrad Council, Psi Chi, Outside Speakers Association, URBees, Economic Undergrad Council, and WRUR. We have also reestablished the position of pledge class president to establish leadership early on within the fraternity. There has often been and will continue to be attendance at brother athletic events.</p> <p>W: We must learn to better communicate these interests in a formal setting. Too often we rely on informal communication to learn about each other. Our understanding of one another would increase substantially if</p>	<p><input type="checkbox"/> 5 – Very High <input type="checkbox"/> 4 <input type="checkbox"/> 3 – Average <input type="checkbox"/> 2 <input type="checkbox"/> 1 – Very Low</p>

			<p>interests were better communicated. O: Take advantage of speakers on campus speaking about brothers' interests. Potentially, bring in distinguished speakers to talk about brothers' interests. O: We have a very diverse group of people with a very diverse group of interests. Many of us enjoy similar hobbies, but individual passions range anywhere from deer hunting to brewing beer to poetry.</p>	
<p>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.</p> <p><i>Examples: participation in the College leadership skills training series, conference attendance, participation in major service days, promotion of individual philanthropies.</i></p>	<p><input type="checkbox"/> 5 – Very High <input type="checkbox"/> 4 <input checked="" type="checkbox"/> 3 – Average <input type="checkbox"/> 2 <input type="checkbox"/> 1 – Very Low</p>	<p>-National Conference Attendance in June -(cross listed) Attendance at College Leadership Training Series by President and promotion of attendance within fraternity -(cross listed) Promote Kalmbach Lecture Series within fraternity</p>	<p>S: Everyone in the fraternity is in some way a leader in the fraternity. We maintained regular participation in college leadership series. Kalmbach Lecture Series was attended whenever possible. W: Failure to attend national conference. This was largely due to poor scheduling by brothers planning to attend. O: Sponsorship of Leadership Training Series in November. O: Due to our small numbers, we all must be leaders to be successful. Our group will not be successful if everyone is not a leader in some way. Further study of leadership will lead to better application in fraternity matters and outside of the fraternity.</p>	<p><input type="checkbox"/> 5 – Very High <input type="checkbox"/> 4 <input type="checkbox"/> 3 – Average <input type="checkbox"/> 2 <input type="checkbox"/> 1 – Very Low</p>

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<p>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.</p> <p><i>Examples: participation/sponsorship of religious or cultural programs, participation in special cultural programs service days or "months," multicultural recruitment strategies.</i></p>	<p> <input type="checkbox"/> 5 – Very High <input type="checkbox"/> 4 <input type="checkbox"/> 3 – Average <input type="checkbox"/> 2 <input checked="" type="checkbox"/> 1 – Very Low </p>	<p>-plan for an event by April 30 with a Latin organization for the fall semester (possibly SALSA, COCA)</p>	<p>S: We are planning an event to be held to celebrate Hanukkah over reading period. This will be a great way to learn more about this growing aspect of our membership.</p> <p>W: Very lacking in multicultural connections.</p> <p>O: A growing number of brothers are affiliated with the jewish community. This is a good group for us to connect with and as a group learn more about.</p> <p>O: This is an area where we are very lacking. We have a lot of potential, but we believe our lack of success in this area is due to not co-sponsoring more events with different groups on campus. Beginning to communicate more with the Jewish community is a great place to start.</p>	<p> <input type="checkbox"/> 5 – Very High <input type="checkbox"/> 4 <input type="checkbox"/> 3 – Average <input type="checkbox"/> 2 <input type="checkbox"/> 1 – Very Low </p>
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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.

Standard	Where did you rank yourself in March 2006?	Plan for Year	Did you achieve your plan? How did you achieve your plan? Note any changes and reasons.	Where do you rank now?
<p>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.</p> <p><i>Examples: attendance at athletic events, cultural group events, fraternity or sorority-sponsored campus events, performing groups, Fashionably Late programs.</i></p>	<p> <input type="checkbox"/> 5 – Very High <input type="checkbox"/> 4 <input type="checkbox"/> 3 – Average <input checked="" type="checkbox"/> 2 <input type="checkbox"/> 1 – Very Low </p>	<p>-Phi Tug on April 8th with Phi Sigma Sigma -(Cross listed) brothers to attend certain athletic events -(Cross listed) co-sponsorship of April Blood Drive -(Cross listed) Relay for Life participation</p>	<p>Strengths: Phi Tug required extensive planning and significant marketing. We learned many lessons with Phi Tug such as to focus on the number of participants and not the money rose. Brothers attended various athletic events for other brothers. We decided over the summer to bring in national comedian Steve Hofstetter on October 17th. This event proved to be the best comedic experience of many of those attending. Many of the brothers in the fraternity attended the Yellowjacket weekend football game. In coordination with 10 different groups on campus, we participated in the SCRF Fundraiser/Bar Party on Oct. 26th. Sponsored study break on April 30 with Dominoes pizza in the Welles-Brown Room.</p> <p>Weaknesses: Lost co-sponsorship of Phi Tug with Phi Sigma Sigma due to timing issues. Have learned from poor attendance at certain events the necessity of advertising and connecting with other groups on campus. Steve Hofstetter was a good example of the need for marketing. We learned the necessity of reaching</p>	<p> <input type="checkbox"/> 5 – Very High <input type="checkbox"/> 4 <input type="checkbox"/> 3 – Average <input type="checkbox"/> 2 <input type="checkbox"/> 1 – Very Low </p>

			<p>out to all types of media and all different groups of people personally. Opportunities: Focus on increasing co-sponsorship for different events. Would like to create more fundraiser/Bar Party events. This is a great way to raise money for philanthropy. Overall: Our programming goals for the year were set high. We put a lot of work in to them, but not every event occurred with as much participation as hoped. We have learned a lot about events and how to best promote them. Next year, we hope to put what we learned to use and begin creating events for the larger campus community.</p>	
<p>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.</p> <p><i>Examples: alcohol and drug awareness, risk management, fiscal responsibility, social relationships and date rape, diversity and tolerance, hazing, community building.</i></p>	<p><input type="checkbox"/> 5 – Very High <input type="checkbox"/> 4 <input type="checkbox"/> 3 – Average <input checked="" type="checkbox"/> 2 <input type="checkbox"/> 1 – Very Low</p>	<p>-two open risk management presentations during April (sexual health and drugs and alcohol) -two open risk management presentations during October and November (drugs and alcohol and general overview of risk management policy by Phi Kappa Tau representative.)</p>	<p>S: Events were very informative and help to maintain a safe atmosphere during social events. We were able to carry over what we have learned and have largely maintained a high degree of safety in all of our events. All but the event held by the Phi Kappa Tau rep. were through a college sponsored program. W: 50% were co-sponsored. It would be nice to include the larger campus community on every Risk Management event we hold. O: Team with a group on campus such as MASA to create larger programs and better connect with the greater college community. O: Risk management is very important to us. In everything we do, the ultimate goal is to have fun safely. A quality risk management program will only help us reach this goal. We believe we do well</p>	<p><input type="checkbox"/> 5 – Very High <input type="checkbox"/> 4 <input type="checkbox"/> 3 – Average <input type="checkbox"/> 2 <input type="checkbox"/> 1 – Very Low</p>

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			<p>here but could strive to do better and ultimately increase education on these issues.</p>	
<p>3. We comply with all policies and regulations of the institution and all local, state, and federal laws and ordinances.</p>	<p> <input type="checkbox"/> 5 – Very High <input type="checkbox"/> 4 <input type="checkbox"/> 3 – Average <input checked="" type="checkbox"/> 2 <input type="checkbox"/> 1 – Very Low </p>	<p> -(cross listed) two open risk management presentations during April (sexual health and drugs and alcohol) -regular meetings with associate dean of students </p>	<p> S: Consistent communication with chapter advisor and chapter advocate. Risk Management presentations help us to understand laws and risks associated with breaking those laws. W: Although many of us do not know the absolute specifics of the laws, we do have a solid understanding. It may benefit us to have a presentation specifically on policies and regulations dealing with issues we face. O: Create risk management program on policies and regulations. O: We comply as closely as possible to all policies and regulations we know. Education is always the best policy and creating a event where we review these may be the best approach. In reviewing and better understanding our judicial process, providing a forum for better understanding the policies and regulations of our governing bodies would certainly be worthwhile. </p>	<p> <input type="checkbox"/> 5 – Very High <input type="checkbox"/> 4 <input type="checkbox"/> 3 – Average <input type="checkbox"/> 2 <input type="checkbox"/> 1 – Very Low </p>

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.

Standard	Where did you rank yourself in March 2006?	Plan for Year	Did you achieve your plan? How did you achieve your plan? Note any changes and reasons.	Where do you rank now?
<p>1. We have a list of specific conduct expectations, supplementing but not assuming The College's list.</p> <p><i>Examples: chapter member agreements, honor codes/pledges, new member orientation handbooks.</i></p>	<p> <input type="checkbox"/> 5 – Very High <input type="checkbox"/> 4 <input checked="" type="checkbox"/> 3 – Average <input type="checkbox"/> 2 <input type="checkbox"/> 1 – Very Low </p>	<p>-Provided by National and available from President -to be thoroughly reviewed and revised by April 1 per sanction for recent incident</p>	<p>Strengths: Specific conduct expectations available on computer for all members to access. This information is reviewed during pledge process to ensure thorough understanding of expectations.</p> <p>Weaknesses: Not actually handed to all members. It is available but likely is not reviewed regularly by members.</p> <p>Opportunities: Establish session where we review the conduct expectations with all members, not just the pledges.</p> <p>Overall: Members are very aware of their actions. Due to our history of conduct related issues, we have learned much about handling incidents and how to best avoid them. Additionally, when an issue does arise, we recognize the best steps to take to remedy the situation.</p>	<p> <input type="checkbox"/> 5 – Very High <input type="checkbox"/> 4 <input type="checkbox"/> 3 – Average <input type="checkbox"/> 2 <input type="checkbox"/> 1 – Very Low </p>

<p>2. We have several mechanisms for educating members about conduct expectations, both proactively and reactively.</p> <p><i>Examples: new member orientation, general programming, a predetermined list of possible consequences for misconduct, and written material (such as a newsletter).</i></p>	<p><input type="checkbox"/> 5 – Very High <input type="checkbox"/> 4 <input type="checkbox"/> 3 – Average <input checked="" type="checkbox"/> 2 <input type="checkbox"/> 1 – Very Low</p>	<p>-to be thoroughly reviewed and revised by April 1 per sanction for recent incident -(cross listed) two open risk management presentations during April (sexual health and drugs and alcohol)</p>	<p>S: Complete Participation in New Member Orientation. Two open risk management presentations per semester. Material available outlining conduct expectations established in soft form. Conduct expectations reviewed as part of pledge process. Judicial process for confronting conduct issues established in April. Regular communication with Associate Dean of Students whenever issues have arose. W: Brotherhood not briefed consistently on conduct expectations. O: Work with Associate Dean of Students to be sure every member fully understands conduct expectations. O: Members are very aware of their actions. Due to our history of issues, we have learned much about handling incidents and how to best avoid them.</p>	<p><input type="checkbox"/> 5 – Very High <input type="checkbox"/> 4 <input type="checkbox"/> 3 – Average <input type="checkbox"/> 2 <input type="checkbox"/> 1 – Very Low</p>
<p>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.</p> <p><i>Examples: standards board, standards officer, written standards process.</i></p>	<p><input type="checkbox"/> 5 – Very High <input type="checkbox"/> 4 <input checked="" type="checkbox"/> 3 – Average <input type="checkbox"/> 2 <input type="checkbox"/> 1 – Very Low</p>	<p>-creation of standards board, standards officers, and written standards process to be thoroughly reviewed and revised by April 1 per sanction of recent incident</p>	<p>S: Creation of Standards Board, Standards officers, and written standards process. This has been added to our constitution and will be available if and when an issue arises. Reviewed processes with Associate Dean of Students to ensure fairness and compliancy with university goals. W: Brothers created standards process. These people did not have a background in creating processes such as this. O: Work with Associate Dean of Students to continually revise process. It is important each of the officers understand the process and recognize the need for it as well as its strong points and weaknesses. O: We are improving in this area. It</p>	<p><input type="checkbox"/> 5 – Very High <input type="checkbox"/> 4 <input type="checkbox"/> 3 – Average <input type="checkbox"/> 2 <input type="checkbox"/> 1 – Very Low</p>

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			<p>was necessary we put the process in to place and we have used it on one occasion when a matter arose.</p>	
<p>4. We have an effective means of communication with the administration about conduct-related issues.</p> <p><i>Examples: establishing regular meetings with various campus offices, creating key leadership positions within the organization, and the development of systems and protocols.</i></p>	<p> <input type="checkbox"/> 5 – Very High <input type="checkbox"/> 4 <input type="checkbox"/> 3 – Average <input type="checkbox"/> 2 <input checked="" type="checkbox"/> 1 – Very Low </p>	<p>-President to meet with advisor at least once a month</p>	<p>S: If and when issues arise pertinent to the school, immediate and honest communication with the Associate Dean of Students has occurred.</p> <p>W: There is a vague line on the issues that should be reported and those that should not be reported.</p> <p>O: Clearing up our questions about reporting and the standards process would be best done through a meeting with the Associate Dean of Students.</p> <p>O: Whenever an issue has arose, we have always been very forthcoming and honest with information. We recognize our relationship with the school as an important one and treat it with the respect it deserves. Honesty is always the best policy.</p>	<p> <input type="checkbox"/> 5 – Very High <input type="checkbox"/> 4 <input type="checkbox"/> 3 – Average <input type="checkbox"/> 2 <input type="checkbox"/> 1 – Very Low </p>

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.				
Standard	Where did you rank yourself in March 2006?	Plan for Year	Did you achieve your plan? How did you achieve your plan? Note any changes and reasons.	Where do you rank now?
<p>1. We have a list of specific expectations pertaining to each position of authority or responsibility within our organization.</p> <p><i>Examples: position descriptions, clear expectations in charters/constitutions/by-laws, officer handbooks.</i></p>	<input type="checkbox"/> 5 – Very High <input type="checkbox"/> 4 <input type="checkbox"/> 3 – Average <input checked="" type="checkbox"/> 2 <input type="checkbox"/> 1 – Very Low	-position descriptions and expectations provided by national -to be organized and made more readily available by end of spring semester	<p>Strengths: Position descriptions available in soft form and can easily be distributed to respective people. It is very important each respective person understands their positions to ensure smooth transition of officers.</p> <p>Weaknesses: The president did not actually review these expectations with each position. This would certainly help to clarify any questions each person has.</p> <p>Opportunities: Review the position expectations with each person and continue to do so in semesters to come.</p> <p>Overall: Each position has a solid understanding of their role and what is required of them. However, the better the understanding of this, the more successful we will be as an organization.</p>	<input type="checkbox"/> 5 – Very High <input type="checkbox"/> 4 <input type="checkbox"/> 3 – Average <input type="checkbox"/> 2 <input type="checkbox"/> 1 – Very Low
<p>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.</p> <p><i>Examples: rules of order for chapter meetings, election rules, or guidelines for resolving conflicts between and among members.</i></p>	<input type="checkbox"/> 5 – Very High <input type="checkbox"/> 4 <input checked="" type="checkbox"/> 3 – Average <input type="checkbox"/> 2 <input type="checkbox"/> 1 – Very Low	-meeting guidelines and election rules provided by national and to be organized and made more readily available by end of spring semester -guidelines for resolving conflicts between members to be included in standards process to be reviewed and revised by April 1 -e-mailing of chapter minutes after each chapter by secretary	<p>S: Consistent e-mailing of chapter minutes every week. Order of chapter meetings and election rules provided by national. These guidelines are reviewed by the president and implemented appropriately. The Guidelines for resolving conflict between members included in Standards Process.</p> <p>W: The biggest problem we face in</p>	<input type="checkbox"/> 5 – Very High <input type="checkbox"/> 4 <input type="checkbox"/> 3 – Average <input type="checkbox"/> 2 <input type="checkbox"/> 1 – Very Low

			<p>decision making is apathy.</p> <p>O: As our numbers continue to grow and expand, including everyone in the decision making process will become more difficult. Currently, we are often able to come to a conclusion with minimal argument. We may eventually have to go to a voting system.</p> <p>O: With such a small group of people, it is necessary and fairly easy to include everyone in the decision making process.</p>	
<p>3. We ensure that all important decisions, events, administrative tasks, and transactions are handled and/or recorded in timely, accurate, and efficient ways.</p> <p><i>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.</i></p>	<p><input type="checkbox"/> 5 – Very High <input type="checkbox"/> 4 <input checked="" type="checkbox"/> 3 – Average <input type="checkbox"/> 2 <input type="checkbox"/> 1 – Very Low</p>	<p>-reports required for national also filed with university</p>	<p>S: With this report, we will have filed most everything we plan on filing with the university for the year. There may be a few things coming in as we have events. We have always been on time with our reports except for one occasion when the FPC Rush Chair failed to file information he asked us for. Additionally, we have kept records on each event throughout the year for us to learn from in the future.</p> <p>W: It would be best if we filed materials as we go throughout the year. This would minimize confusion as we prepare for this report.</p> <p>O: File everything ourselves individually. We may be creating an EE chair as our numbers grow. This would allow for one person to be responsible for filing everything and maintain a more consistent level of responsibility.</p> <p>O: We have maintained solid records throughout the year of every event we have held and most reports needing to be filed</p>	<p><input type="checkbox"/> 5 – Very High <input type="checkbox"/> 4 <input type="checkbox"/> 3 – Average <input type="checkbox"/> 2 <input type="checkbox"/> 1 – Very Low</p>

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<p>4. We provide and promote training to develop management competencies in our members.</p> <p><i>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.</i></p>	<p> <input type="checkbox"/> 5 – Very High <input type="checkbox"/> 4 <input checked="" type="checkbox"/> 3 – Average <input type="checkbox"/> 2 <input type="checkbox"/> 1 – Very Low </p>	<p>-regular meetings with Monica Smalls at least once a month -(cross listed) Attendance at College Leadership Training Series by President and promotion of attendance within fraternity -(cross listed) Promote Kalmbach Lecture Series within fraternity</p>	<p>S: Regular attendance at the college leadership series, regular meeting with the Director of Fraternity and Sorority Affairs, and consistent promotion of the Kalmbach Lecture Series. W: Could stand to better relationship with Director of Fraternity and Sorority Affairs. Although consistent communication between Monica and our group, Monica has more to offer than we have made use of. O: Continue to improve relationship with DFSA. Also, we will be sponsoring a leadership development series event by the end of November. O: We have poised individuals in leadership positions; however, leadership is one of the most difficult jobs to successfully maintain. Continued sponsorship of the leadership series will only help our group to run more efficiently and with greater success.</p>	<p> <input type="checkbox"/> 5 – Very High <input type="checkbox"/> 4 <input type="checkbox"/> 3 – Average <input type="checkbox"/> 2 <input type="checkbox"/> 1 – Very Low </p>
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