

**Expectations for Excellence
2008**

Alpha Delta Phi
December 1, 2008

2008 Expectations for Excellence

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

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.

Where did you rank yourself?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Year

A core value of Alpha Delta Phi is to develop a Brother's whole being: moral, social and intellectual. Encouraging the appropriate balance of these forces in every Brother's life is a central concern for Alpha Delta Phi. Therefore, it is taken for granted that educational pursuits take precedence over all other activities, and that the pursuit of academic interests will not compromise a Brother's importance in the Fraternity. In adherence with this policy, we have a rule that attendance at Fraternity events is never mandatory when it conflicts with educational commitments.

We have a study hours program where our house library is designated a quiet study place after 8PM on Sundays, Mondays and Wednesdays. This program is coordinated by our Scholarship Chair, which is a lower house elected position. The purpose of this program is to grant Brothers the opportunity to study in the company of friends. No Fraternity events will take place after 8 PM on those days.

Room selection in our house is based on a system of housing points. The more housing points a Brother has, the higher room pick he has. We will give 10 housing points to any brother who makes Deans list.

Did you achieve your plan?

How did you achieve your plan? Note any changes and reasons.

The study hours program has always been respected by the Brotherhood. It is used most frequently by Brothers living off campus and is a popular spot for Brothers to work on labs and study for tests with classmates in the school community. While the program is sometimes used for group study instead of quiet study, the Brotherhood does not object to this use. With almost all Brothers in singles, many choose to study individually in their rooms instead of the house library.

Upon reconsiderment, the Brothers voted in a chapter meeting to cancel the planned reward program. It was unanimously agreed that the program would be unfair to students with more demanding majors. Getting better grades did not necessarily show more commitment to academics. We felt our role as a Brotherhood was to provide the most opportunities for Brothers to succeed academically. This program would not meet that endeavor.

Where do you rank now?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

2008 Expectations for Excellence

We will continue the successful study hours program as it is. The current Brotherhood is very committed to their academic pursuits.

Our commitment to academics shows with a high percentage of Brothers already on Dean's List. Many Brothers are also rewarded with exciting opportunities within their academic departments and through internships off-campus.

Where will you Rank?

5 – Very High 4 3 – Average 2 1 – Very Low

Standard

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.

Where did you rank yourself?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Year

A positive academic reputation is important in Alpha Delta Phi and is expected by Alpha Delta Phi International. Therefore it is inherently in our best interest to advocate the utilization of all campus resources by the Brothers for improving academic standing.

The scholarship chair will make an information sheet explaining our academic options on campus. These options include but are not limited to: LAS, CCAS, and the Career Center. This worksheet, which will be distributed to every Brother in the house will include information such as the location of the office, the hours, contact information, and services provided. The scholarship chair will also be responsible for being aware of any updates to campus academic options. He will explain such updates during his report at our chapter meetings.

Although many of our Brothers are already TA's, members of MERT, and the Student Association, as well as other groups, those Brothers searched out these groups and jobs on their own. We want to work to make these opportunities known and available to all of our Brothers. We would also like to co-sponsor some events with the CCAS and LAS if possible. These events would focus on things like tutoring options around campus, career workshops with people from the career center and Take 5 opportunity. While we are confident that the worksheet that our scholarship chair will be distributing will give our Brothers great information about such services, we feel that working with academic offices such as LAS, CCAS, the Career Center, etc. will net us the greatest benefit.

Did you achieve your plan?

How did you achieve your plan? Note any changes and reasons.

The scholarship chair created the information sheet at the beginning of the Spring 2008 semester and was updated & redistributed by the new scholarship chair at the beginning of the Fall 2008 semester. The most updated copy of this sheet is attached to the report

We have accomplished advocacy of, but not sponsorship of events with College programs and offices. With some Brothers currently in the Take 5 program and many Brothers utilizing offices like LAS, CCAS, and the Career Center, Brothers who are interested in these programs and offices can now easily

2008 Expectations for Excellence

find out how to utilize them to persue their academic needs.

Where do you rank now?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

The scholarship chair will continue to keep the information sheet updated. He will also be proactive seeking upcoming programs and opportunities with the academic offices. Brothers involved in extracurricular programs within their majors will be expected to advertise their programs to the other Brothers.

Where will you Rank?

5 – Very High 4 3 – Average 2 1 – Very Low

Standard

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.

Where did you rank yourself?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Year

As a Literary Society, the majority of our campus outreach programs are literary in character. We hold programs called "Lit Events" generally once a month. Some of these events are closed to the University (i.e. Brothers Only), but once per semester we open the event to the campus community, usually in April and November. The forum of these events is open discussion. People present a short reading followed by about 5-10 minutes for discussion. In order to attract people to our public events, we flyer campus with notices and often purchase an advertisement in the Campus Times.

We also will continue to conduct our annual "Literary Competition" in the Spring Semester. The submissions undergo a jury process, and the winners recieve a cash reward, automatic entry into our exclusive literary magazine, The Burning Ember, and are also invited to read their submission at our open Lit Event.

We will create a need-based scholarship for any member of the Greek community in memory of deceased Brother Jeremy Logan Glick R '93. The scholarship is for one academic year, and the application deadline is March 28th this year.

Along with our succesful literary competition held in the spring and open lit events held in November and April, we would like to add a new program. One possible event for the future is a "Live Poetry

2008 Expectations for Excellence

Competition," which would be conducted similar to our Lit Contest, except the submissions would be read aloud, by their authors, on our front porch. The electric atmosphere accompanying live poetry is exactly the attitude that Alpha Delta Phi tries to instill in its members. This new program would also be a terrific opportunity for co-sponsorship with another group or with the English Department.

Did you achieve your plan?

How did you achieve your plan? Note any changes and reasons.

We conducted three literary events in the Spring '08 semester and an additional three events in the current semester. The final literary event of the calendar year was held in November. The theme of the event was the Live Poetry competition though because of weather we held the event in our traditional setting. The attendees voted for the best reading and the winner will be publicized in the Burning Ember this spring. Other poetry submissions will also be considered for publication. We did not cosponsor the event with a campus group.

Our Literary Competition was successful. The winners were published in the Burning Ember, received cash prizes, and read their submissions during our final Spring '08 Literary Event (also the release of the Burning Ember)

An additional event in planning for December is a lecture by U.S District Court Judge Telesca, which will likely be held at the house following initiation for Brothers and alumni.

The Brother Jeremy Logan Glick scholarship was created in coordination with our Alumni Association, but there were no applications for it. This was due to a lack of advertising and publicity of the new scholarship. Please see "Plan for Upcoming Year" for further details.

Where do you rank now?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

We will continue with at least three literary events every semester, at least one of which being open to the University community. We will also publish our annual Burning Ember in the spring.

Our goal is to increasingly reach out to the student body as a literary society that extends well beyond the Brotherhood. We also want to use the literary program to educate the student body about our history and tradition with the University since 1850. We plan on flyering and advertising the Literary Competition in the Campus Times.

The Jeremy Glick scholarship will be actively advertised early in the Spring '09 semester. We are working with our Alumni Association and the Gift Office to ensure a successful program this year and years to come.

Where will you Rank?

5 – Very High 4 3 – Average 2 1 – Very Low

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

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.

Where did you rank yourself?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Year

Alpha Delta Phi participates in major collaborative events on campus. Our pledges always attend the New Member Orientation Program. We have traditionally and will continue to participate in events such as Alpha Phi's "Alpha Traz", Delta Gamma's "Anchor Splash", Sigma Delta Tau's "Mr. UR", and others.

We also plan on taking part in other philanthropic events which are not sponsored by us, such as Be the Change Day and Relay for Life.

Our philanthropy chair is working on organizing an all fraternity poker tournament that will raise money for charity and involve many on-campus groups.

Did you achieve your plan?

How did you achieve your plan? Note any changes and reasons.

Our Brothers are well aware of opportunities on campus through the collaboration of our social, activities, and philanthropy chairs. We again co-sponsored a successful "Alpha Traz" fundraiser. We also participated in Mr. UR and Anchor Slam. In addition, we hosted the after party for Phi Sigma Sigma's Rock-a-thon and Rhythm Nation with D'Motions.

A large contingent of Brothers participated in Relay for Life.

Over Meliora Weekend, we actively hosted events for returning alumni such as a Friday Night mixer, a Saturday afternoon catered BBQ, and a Saturday night reception with the Sigma Delta Tau sisters and alumni.

We were unable to successfully organize an all fraternity poker tournament.

Where do you rank now?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year
<p>We will continue to co-sponsor "Alpha Traz"</p> <p>We will also play our part in supporting the efforts of the greater Greek life community which include Mr. UR, Relay for Life, and Anchor Splash</p> <p>We are currently planning a meeting with Sue Bloch and Gammi Phi Beta in coordination with the philanthropy group Equicenter.</p>
Where will you Rank?
<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

Standard
<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>
Where did you rank yourself?
<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

Plan for Year
<p>We support through active and vocal encouragement Brother's endeavors outside the Fraternity because we believe an involved relationship with the campus community creates and improves the dynamic atmosphere in Alpha Delta Phi. Examples of groups that Brothers participate in include: Event Support, EMERGENCY, HSA, Interpres, MERT, Traditions Council, UR Cinema Group, Undergraduate Musician's Council, Meridian Society, BCS Undergraduate Council, Student's Association, Class Council, TA's, Order of Omega, FASA, ADITI, UROC, Hillel, Neuman's Catholic Society, UR Celtic, Chamber Orchestra, Jazz Ensemble, Intramural sports, Urban Fellows, Society of Undergraduate Biology Students, Hall Council, CSA and the American Institute of Chemical Engineers.</p> <p>Developing the new Brothers' leadership skills is also a major concern of ours. New Brothers are immediatly encouraged upon initiation to run for lower house positions so that they can learn the skills necessary to holding an upper house position and taking the reigns of house leadership. These positions include but are not limited to Rush Chair, Scholarship Chair, and Historian.</p>

Did you achieve your plan?
How did you achieve your plan? Note any changes and reasons.
<p>We are proud that Brothers are self motivated to get involved around campus and in the community. Brothers are constantly seeking more ways to get involved with the campus, and our ties with the University continue to strengthen.</p> <p>We achieve our plan my encouraging Brothers to participate in on campus events. Every chapter meeting someone gives a report of all the events going on around campus. Also, Brothers who are on campus leaders in SA, MERT, Event Support and Order of Omega have naturally been recruiting Brothers to their groups. We also encourage pledges to be involved on campus groups to continue our reputation as a campus leader.</p> <p>We have an especially strong presence of leadership in the SA, where we have 3 senators, the Speaker of the Senate, and two of the past three SA presidents (with Brothers running campaigns in the last four elections).</p> <p>In addition, Alpha Delta Phi International has developed leadership conferences during the school year.</p>

2008 Expectations for Excellence

In late October, chapter leadership and a few younger Brothers spent a weekend at the Cornell Chapter learning leadership skills specific to chapter management.

Over the summer, five Brothers attended Alpha Delta Phi's international convention at Berkeley, California, which was the largest contingent of every chapter in attendance.

Where do you rank now?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

One of Alpha Delta Phi's principle's is to be a well-rounded individual. New members understand this to be a staple of our organization.

We will continue to be major contributors to the greater University and Rochester community.

In addition, we will continue to provide leadership opportunities to our newer and younger members. Specifically, many Brothers will be encouraged to attend this year's ADP International Convention at Union College. The close proximity of this important annual convention will provide valuable experiences and knowledge for all Brothers.

Where will you Rank?

5 – Very High 4 3 – Average 2 1 – Very Low

Standard

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.

Where did you rank yourself?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Year

Leadership and community service are two major constituents of the Alpha Delta Phi philosophy. Our goal is to hold four philanthropic events every semester. Likely events include a canned food drive, a clothing drive, and volunteering with Habitat for Humanity and Foodlink.

Did you achieve your plan?

How did you achieve your plan? Note any changes and reasons.

Alpha Delta Phi been involved both on and off campus. In the Spring, we participated in Be the Change Day sponsored by ADITI. We also participated in the Lego competition for middle and high school students on campus. We helped out at Kappa Delta's Support the Troops fundraiser. Last, we sent an Alpha Delta Phi team to support the Relay for Life Organization at Webster High School.

This fall, Alpha Delta Phi co-sponsored the very popular event Alpha Traz with Alpha Phi and Alpha Phi Omega. Over \$1000 was raised at the end of the night. We also co-sponsored workshops with UR Genocide Prevetion and donated funds from recycled cans. In September, we sent a large contingent of Brothers to volunteer at Foodlink.

2008 Expectations for Excellence

Where do you rank now?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

We are soon meeting with Sue Bloch and Gamma Phi Beta to discuss a possible event with Equicenter at Fauver Stadium.

We are already scheduled to volunteer at Habitat For Humanity in January.

We will continue to be committed to our goal of four philanthropic events per semester and are always looking for new opportunities on top of our traditional events.

Where will you Rank?

5 – Very High 4 3 – Average 2 1 – Very Low

Standard

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.

Where did you rank yourself?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Year

Our Fraternity has a broad and diverse base of members.

Many of our Brothers actively practice their faith on campus, attending Hillel, Catholic Neumann Society and other religious activities.

Diversification is an important part of the ADP philosophy. Our rush process is color blind and inclusive of the many cultures on campus. Rushing is attended by all Brothers, or all ethnic and cultural heritages, to appeal to as many different kind of people as possible.

We would like to work with BSU to host a forum on racism in February which is Black History Month.

Did you achieve your plan?

How did you achieve your plan? Note any changes and reasons.

Our current diverse pledge class is evidnece of the success of our Rush process. We are bringing many new ethnicities and nationalities into our house, and enriching the cultural fabric of our Fraternity.

We did not host a forum with BSU.

Where do you rank now?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

2008 Expectations for Excellence

We are already planning to co-sponsor a fundraising party with UR Bhangra in the early Spring '09 semester.

We will continue to encourage diversity among our Fraternity. A goal of ours is to host at least one event with multicultural groups on campus each semester.

Where will you Rank?

5 – Very High 4 3 – Average 2 1 – Very Low

2008 Expectations for Excellence

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

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.

Where did you rank yourself?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Year

One of the jobs of the Activities Chair, a lower-house elected position, is to report at every chapter meeting about activities on campus within the next two weeks. He also distributes home schedules of all UR sports teams. Brothers are encouraged to attend and participate in as many of these events as possible.

Did you achieve your plan?

How did you achieve your plan? Note any changes and reasons.

We understand that our commitment to the University extends way beyond our own events. We have shown great commitment to making intramural sports and campus events Brotherhood activities. Since March 2008, we have enjoyed/participated in the following events, and many more:

- Chamber Orchestra
- Jazz Ensemble
- Started traditions council
- Hosted D'motions concert
- Student government
- Administrated the planning of Dandelion Day 2008
- MERT
- Event Support
- Intramural Soccer, Basketball and Frisbee
- UR Concert's Events
- Fill Fauver athletic events
- A capella group performances (i.e. Midnight Ramblers, Yellow Jackets and Vocal Point)
- Dance performances (i.e. D'motions, UR Bhangra, and BPG)

Where do you rank now?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

2008 Expectations for Excellence

We have increasingly been involved in campus intramurals and ADP will continue to sponsor teams throughout the school year.

Our Brothers enjoy the unique and diverse performances that the University of Rochester organizations offer. The activities chair will continue to promote and organize participation and attendance at these events.

Our current pledge class includes three well-rounded individuals and we anticipate pledging talented and motivated students in the spring. We should remain campus leaders in many extracurricular activities.

Where will you Rank?

5 – Very High 4 3 – Average 2 1 – Very Low

Standard

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.

Where did you rank yourself?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Year

Every Brother of Alpha Delta Phi is required to undergo social host training. Therefore, we are all intimately aware of the dangers of drugs and alcohol, and the procedures and steps appropriate to minimizing harm and addressing dangerous situations.

The Risk Manager, a lower house position, has developed and implemented an excellent system to minimize or eliminate risks. For example, when alcohol is being served at an event, we impose the following rules on the house:

- There must always be at least two Brothers on door at any time
- If a person shows evidence that he or she is already drunk, that person will not be allowed in the house
- Every guest wishing to enter the house must display their UR Student ID. A system of marking underage and overage students will be agreed upon and confirmed before the start of the party. This could involve marking hands or handing out wristbands.
- There must be at least one Brother on bar at all times. During busy parties, two Brothers must be on bar. Efforts must be made not to over serve anyone.
- Non-alcoholic alternatives must be available and easily accessible.

We also take pleasure in throwing non-alcoholic events like Alpha Traz and a D'Motions performance at the house.

From the beginning of the pledge process, Brothers emphasize to other Brothers and pledges the importance of rooting hazing out of the Fraternity culture. Hazing undermines our core values and disrupts the social fabric of our Fraternity. Our pledges always attend the "New member orientation program".

2008 Expectations for Excellence

Did you achieve your plan?

How did you achieve your plan? Note any changes and reasons.

Although we serve alcohol at many of our events, our efforts to eliminate risk have been extremely successful.

We have a healthy, cooperative relationship with campus Security. Either the President or a chapter officer is always available to greet and escort Security through the house. These efforts allow both parties to ensure that we are providing the safest possible social environment for students as well as abiding by rules and laws.

Our Aramark stocked kitchen and soda machine (which also dispenses water and Powerade) make it convenient for us to provide non-alcoholic food and beverage to guests. Our soda machine is located adjacent to the bar and Brothers are happy to serve these beverages or let guests serve themselves. With our kitchen off-limits to non-Brothers, we always have bags of potato chips and other various food at the bar for guests to eat.

Where do you rank now?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

By continuing to impose our successful risk management system, we will continue to maintain a safe atmosphere in our house.

We will continue to always have non-alcoholic food and beverages available at all of our social functions.

We would like to incorporate more non-alcoholic social events that are open to the University community.

We will make sure that all of our new Brothers go through social host training.

Where will you Rank?

5 – Very High 4 3 – Average 2 1 – Very Low

Standard

3. We comply with all policies and regulations of the institution and all local, state, and federal laws and ordinances.

Where did you rank yourself?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Year

In 2007, we adopted a Code of Conduct which was attached to the 2008 Expectations for Excellence report. Developed with Dean of Students Matthew Burns, it outlines our standards, policies and disciplinary code. This document ensures accountability of Brother compliance with all University, state and federal laws, and reduce instances of rule-breaking in the house.

Our system involves confronting the offending Brother, helping him overcome his problems, eliminating the source of the problems, and ascribing an appropriate punishment to the Brother.

It has become important for Alpha Delta Phi to be accountable for the actions of its members as much as possible. This way, not only does the Fraternity encourage a healthy, positive rehabilitation of its

2008 Expectations for Excellence

struggling members, but also keeps the problems within a community of friends. Alpha Delta Phi strongly believes that the best rehabilitation is compassionate, friendly, and positive intervention.

We have a judicial board of chapter leadership that meets to address issues when they arise. The board is presided over by the President and contains the House Manager, Steward, Secretary, Treasurer, Alumni Chairman and Pledge Educator.

Did you achieve your plan?

How did you achieve your plan? Note any changes and reasons.

Our system works because all problems have been resolved within the Fraternity without involving and relying on the authority of the University to solve our problems for us.

While is it rare for the judicial board to meet, the one case brought before the board this past year was resolved effectively.

Where do you rank now?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

Every Brother is, and will continue to be distributed a copy of the Code of Conduct at the beginning of the Fall semester. Upon initiation, new Brothers are also distributed the document.

We will continue to abide by the Code of Conduct

Where will you Rank?

5 – Very High 4 3 – Average 2 1 – Very Low

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

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.

Where did you rank yourself?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Year

Brothers will be familiar with the Code of Conduct and understand the standards and policies of the University of Rochester.

Learning this knowledge will be part of our new member education. The Pledge Manual will be edited to contain updated behavioral expectations with the adoption of the Code of Conduct.

Did you achieve your plan?

How did you achieve your plan? Note any changes and reasons.

Updates to the Pledge Manual were completed for the Spring '08 class (there was no Fall '07 class).

Brothers understand chapter and school policies and have been acting accordingly

Where do you rank now?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

The Code of Conduct & Pledge Manual will updated as needed.

Where will you Rank?

5 – Very High 4 3 – Average 2 1 – Very Low

Standard

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).

Where did you rank yourself?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Year

Chapter meetings are considered an open forum for discussing conduct expectations and consequences for misconduct.

All new members are required to learn the Code of Conduct.

There will be an open forum at the end of the Spring '08 semester to discuss any revisions or additions that need to be made. This forum will be led by a Code of Conduct task force which will be assembled in April. They will analyze how the Code of Conduct works for our fraternity.

Did you achieve your plan?

How did you achieve your plan? Note any changes and reasons.

We have incorporated learning the Code of Conduct into the new member program.

We did not form a formal Code of Conduct task force. With a lack of incidents involving Brothers this past year, there was little to evaluate. Brothers were given a chance in a Spring chapter meeting to comment on the document and no negative comments were reported. Chapter leadership met before the summer to discuss the Code of Conduct and determined it successful to this point.

Where do you rank now?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

We will continue teaching the pledges the Code of Conduct.

Brother will be given the formal opportunity to comment on the Code of Conduct once per semester at a chapter meeting. Brothers are also always welcome to bring up concerns at any time during the year.

If problems arise with the Code of Conduct and changes are proposed, the University will be notified and consulted with.

Where will you Rank?

5 – Very High 4 3 – Average 2 1 – Very Low

Standard

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.

2008 Expectations for Excellence

Examples: standards board, standards officer, written standards process.

Where did you rank yourself?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Year

The Alpha Delta Phi Code of Conduct will be used at the method of internal accountability. We will use it to approach situations as they present themselves.

Did you achieve your plan?

How did you achieve your plan? Note any changes and reasons.

In most cases, conflicts are resolved informally within the Brotherhood.

In the case where a Brother filed a formal complaint under Code of Conduct guidelines, the Executive Board heard both sides of the incident and imposed appropriate punishments.

Where do you rank now?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

We will continue using the Code of Conduct as a method of internal accountability.

Still, we encourage, if possible, that conflicts are resolved informally between Brothers.

Where will you Rank?

5 – Very High 4 3 – Average 2 1 – Very Low

Standard

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.

Where did you rank yourself?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Year

2008 Expectations for Excellence

We will continue to foster our positive relationships with figures in administration.

We would like to meet with OFSA director Monica M. Smalls and Associate Dean of Students Matthew Burns on a regular basis to discuss methods of incident prevention and overall fraternity improvement.

In addition to the relationships with University officials that we already have, we would like to expand our network of communication with members of the University of Rochester Security force.

We would also like to build a relationship with the Programing coordinator and Expectations for Excellence Graduate Assistant.

Did you achieve your plan?

How did you achieve your plan? Note any changes and reasons.

We continue to meet regularly with Monica Small, Matthew Burns, John DiSarro and Tara Leigh Sands. We find that keeping open communcion OFSA makes us a better functioning organization.

We also have a productive relationship with the UR Security force and many Brothers are on a first-name basis with Security officers.

Many of our Brothers in SA have good working relationships with University staff. It helps to have representatives of the house aside from just chapter officers.

We have been very active communicating with our Chapter advocate, Dave Butterbaugh.

Where do you rank now?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

We will continue meeting with the OFSA director, Dean of Students, Programming Coordinator, Expectations for Excellence Graduate Assistant, and other administrators frequently or as needed.

We also will continue to work productively with the UR Security force.

We will also continue our active communication with our Chapter advocate.

Where will you Rank?

5 – Very High 4 3 – Average 2 1 – Very Low

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

1. We have a list of specific expectations pertaining to each position of authority or responsibility within our organization.

Examples: chapter member agreements, honor codes/pledges, new member orientation handbooks.

Where did you rank yourself?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Year

Every position in the house comes with an expectations and responsibilities handbook. The handbook indicates all the responsibilities of the positions. Plus, Brothers who run for positions are expected to discuss the position in great detail with at least the last three Brothers who held that position. Brothers will frequently look up alumni to discuss the position they are running for.

The election process involves a lengthy discussion component in which Brothers discuss the merits of the running individual, and also whether or not that person has shown initiative and researched the responsibilities of the position.

Our top three executive positions, President, House Manager and Steward, will be elected a month earlier than regular elections. In the month leading up to regular house elections the elected Brothers will be trained by the current President, House Manager and Steward.

Did you achieve your plan?

How did you achieve your plan? Note any changes and reasons.

We always achieve this plan because no one gets elected without first satisfying these requirements.

The early elections were successful. The extra month allowed for an effective training period.

Where do you rank now?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

We will continue to update and pass on the various expectations and responsibilities handbooks.

Again, elections for the top three positions will be held earlier than regular elections. This year's early elections were held November 23rd.

Where will you Rank?

2008 Expectations for Excellence

5 – Very High 4 3 – Average 2 1 – Very Low

Standard

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.

Where did you rank yourself?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Year

Attendance at chapter meetings is mandatory (except if it conflicts with an educational commitment), so Brothers have every opportunity to have their voice heard and influence the decisions of the Fraternity.

The Secretary, a middle-house position, conducts chapter meetings by keeping a speaker's list, coordinating motions and votes, taking minutes, and moderating debate and discussion. Expectations and the processes associated with chapter meetings are known by all Brothers.

There is a general format for conducting chapter which keeps meetings efficient and effective. First, the upper house positions give their weekly reports: President, House Manager and Steward. Then, the middle and lower house positions give their reports, if they have one. These usually include Treasurer, Rush Chair, Pledge Educator, Social Chair, Activities Chair, Philanthropy Chair and Scholarship Chair. Then, the President opens the meeting up to new business, in which any Brother can bring up an issue. Finally, the President opens the meeting up to any old, unresolved business, and the meeting is adjourned.

Did you achieve your plan?

How did you achieve your plan? Note any changes and reasons.

Chapter meetings run efficiently and smoothly, while allowing for members to have their voices heard. Fraternity decisions do indeed reflect the desires of its members.

There is a high degree of respect and consideration for the procedures and opinions of all Brothers.

Where do you rank now?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

We will continue to make attendance at Chapter meetings mandatory except for academic commitments.

The Secretary will continue to run chapter meetings and take minutes.

Our procedures at chapter meetings will remain as is.

Where will you Rank?

5 – Very High 4 3 – Average 2 1 – Very Low

Standard

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.

Where did you rank yourself?

- 5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Year

There is a position for every responsibility in the house. When that responsibility is not taken care of, accountability falls on the shoulders of the elected individual. For this reason, the elected chairs take careful measures to fulfill all their requirements. The positions relevant to this question include:

- President
 - o Responsible for keeping open communication with the OFSA on all general topics
 - o Handles all administrative tasks and reports relevant business to chapter members.
- Steward
 - o Handles board account and Fraternity meal plans, and keeps open discussion on these topics with the OFSA
 - o Works on the budget with the House Manager and Treasurer and OFSA
- House manager
 - o Manages work orders and repairs to the house, and keeps track of the operating account
 - o Works on the budget with the Steward and Treasurer, and OFSA
- Treasurer
 - o Keeps the fraternity on-budget
 - o Ensures that transactions are handled and recorded properly
 - o Works on the budget with the House Manager and Steward, and OFSA
- Secretary
 - o Keeps minutes and records all important decisions
 - o Also facilitates communication with OFSA
- Pledge Educator
 - o Monitors the pledge process
 - o Ensures that all pledges attend the new member orientation program
 - o Responsible for informing the OFSA of the pledge roster
- Philanthropy Chair
 - o Monitors and handles the successful execution and handling of transactions and processes following a philanthropy event

Did you achieve your plan?

How did you achieve your plan? Note any changes and reasons.

All of our elected officials did an excellent job of carrying out their duties. All Brothers have a vested interest in the fraternity. Elected officials can count on the rest of the Brotherhood to assist with responsibilities when needed.

Where do you rank now?

2008 Expectations for Excellence

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

All positions will continue to be expected to carry out their duties and responsibilities as they have in a manner that is consistent with past years.

At the end of someones tenure holding a position the fraternity will decide if they performed their duties to the level of deserving housing points. This will motivate our Brothers to take their positions seriously.

Where will you Rank?

5 – Very High 4 3 – Average 2 1 – Very Low

Standard

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.

Where did you rank yourself?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Year

The chapter President is responsible for meeting with the OFSA at least once every two weeks, and a member of the Executive Board should meet with the OFSA regularly, as needed.

There are ample opportunities in the Fraternity for a new Brother to expand and develop his abilities as a leader. Starting from the point of holding lower-house positions as soon as he is initiated, every Brother works and strives to develop the skills necessary for the upper house positions.

Manuals and guidebooks exist for every position, and Brothers consult them frequently to accomplish those goals which are expected of their positions.

Our early elections for top positions allow a training period for Brothers entering important leadership positions.

Did you achieve your plan?

How did you achieve your plan? Note any changes and reasons.

Brothers performed their duties within their position with great success. Therefore, we have achieved our goals.

Also our top officers met with OFSA director Monica Smalls regularly throughout the Spring and Fall semesters of 2008.

Where do you rank now?

5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

2008 Expectations for Excellence

We will continue holding early elections for our top positions to ensure smooth transitions.

Our new officers will meet with the OFSA regularly and as needed.

Where will you Rank?

5 – Very High 4 3 – Average 2 1 – Very Low