

Expectations for Excellence
2009

Chi Phi Fraternity, Kappa Delta Chapter
Revised December 2008

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

All responsibilities for academic oversight within the brotherhood will stop. New members will be introduced to the policies in the Member Handbook upon initiation. A library with brother's old notes and texts will be started to promote exploring alternate learning styles and skills. The brotherhood will seek out the resources at LAS to help our study nights become more beneficial to all of those involved.

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

All academic oversight has ceased entirely. New members have been effectively introduced to the policies in the New Member Handbook early on after being initiated. The library is active and growing, currently holding notes on Organic Chemistry, General Chemistry, Biology, Bio-Chemistry, Psychology 161, 171, 181, Computer Science 170, Genetics, educational CD's for a variety of humanities classes. We attempted to contact at least twice LAS but they were unresponsive.

Where do you rank now?

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

Plan for Upcoming Year

We will continue to expand the library of notes that we currently have, adding more humanities courses to complement the strong science presence. We will work to create an online digital library of typed notes and saved research. We will bring back Carlson study sessions, where we will rent out a room for an evening.

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

The time management seminar will be repeated. The date of this event has not yet been determined, but it will most likely be during the reading week of the Spring term, 2008. Brothers will continue to be TAs and tutors. As well as setting up a peer advising system for younger brothers in the same major as older brothers.

Did you achieve your plan?

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

The time management seminar was not held this year. The programming chair attempted to contact LAS twice but they were unresponsive and did not return the second e-mail. There are currently three brothers who are TAs, in Biology, Math and Computer Science. We created a mentoring system between older and younger brothers who share similar fields of study.

Where do you rank now?

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

Plan for Upcoming Year

Continue and expand the mentoring system, include newly initiated brothers early on. Meet with Learning Assistance Services to figure out how to optimize study sessions. Try to organize a workshop with the Writing Fellows to help brothers in the humanities improve their writing skills.

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

2008 Expectations for Excellence

We will continue to use our current means of making connections with alumni and additionally, we now have access to LinkedIn.com, a Facebook-like web application targeted towards networking in the business world. In addition to LinkedIn.com we will open up lines of communication with the career center to hopefully maximise our ability to network.

Did you achieve your plan?

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

We prompted a change in our alumni council to better open lines of communication as the old secretary had difficulty communicating for a variety of reasons. We have a number of brothers logged on to LinkedIn.com and these connections will benefit them both for summer internships and after college. We did not open lines of communication with the Career Center.

Where do you rank now?

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

Plan for Upcoming Year

Contact the Career Center about holding a seminar on networking, and/or a seminar on writing and revising resumes. This second step (revising) is important because many brothers receive a lot of professional or parental help on their first resumes but lack direction when they need to add information. Continue to work with the new alumni council secretary.

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

We will continue to attend New Member Orientation, host annual Alumni Weekends, participate in the on-campus events held by other fraternities and sororities, and will continue to maintain our level of representation on the Fraternity and Sorority Management Committee. We also plan to heavily recruit within our brotherhood to find volunteers to support the new member orientation..

Did you achieve your plan?

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

We have continued to attend New Member Orientation. We hosted our annual Alumni Weekend this semester. We have had brothers participate in Alpha-Traz, attend Yellowjackets, Ramblers and After Hours concerts and other entertainment events, and have had two brothers participate in Mr. U of R (one of whom won). We have continued to maintain our level of representation on the Fraternity and Sorority Management Committee. We are planning on participating in the upcoming Delta Gamma Anchor-smash tournament.

Where do you rank now?

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

Plan for Upcoming Year

We will continue all of our current participation. We need to use the resources of the Office of Fraternity and Sorority Affairs to find more opportunities to cosponsor events with other organizations. We will also contact leaders of campus groups, with a focus on charity and disease research groups, to collaborate with them. We will support the creation of and be heavily involved in the Muscular Dystrophy Awareness Club, which is in the process of being created by one of our brothers.

Where will you Rank?

2008 Expectations for Excellence

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

Standard

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.

Where did you rank yourself?

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

Plan for Year

We will continue to encourage our members to maintain their activity in campus groups, and will continue to allow new members to enter into leadership positions in the fraternity by further dividing responsibilities and distributing them to anyone interested in management positions and electing members to positions in a vote, with each candidate for a position being given an opportunity to make a speech before the vote. We will also keep participating in intramural sports, and will continue to require new members to run a philanthropy event every year. All new members will be heavily encouraged to take on leadership positions in the fraternity as next year most of the members of the fraternity will be sophomores or juniors.

Did you achieve your plan?

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

Members have continued to maintain their activity in campus groups, though new members have been slower to join groups. Many of the members who were already part of groups have risen to higher positions and even reached out to include other members; for example, the Editor-in-Chief of the *Campus Times*, who is a brother, recruited three brothers to be staff writers and staff photographers. We have made it clear that all brothers should run for positions and have had hotly contested elections in which multiple brothers ran; this semester there were multiple new members on the Executive Board. We have continued participating in intramural sports, namely soccer and Frisbee. We have members who are Teaching Assistants for BIO 111, CSC 170 and ECO 108.

Where do you rank now?

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

Plan for Upcoming Year

We will continue to actively encourage members to participate in numerous campus groups as per Item 7 of the Obligations for Membership (see Member Handbook back cover) – the groups that brothers are involved in currently include but are not limited to: Wind Symphony, Various Undergraduate Academic Councils/Societies, 2009/2011 Class Councils, Saxophone Quartet, Eastman Balinese Gamelan, Transfer Connection Club, Habitat for Humanity, UR Men's Rugby, Campus Times, Muscular Dystrophy Awareness Club, Club Hockey, Club Lacrosse, Club Rugby, UR Capoeira Mandinga, Rochester Debate Union, UR Kickboxing, UR Submitted Jiu-Jitsu, Juggling Club, D'Motions Dance Group, Newman Catholic Group, Pride Network, etc. The brothers who are not in a group will be persuaded to join groups next semester, as we will begin enforcing Item 7 more strongly.

There are 12 exec board positions offering ample opportunity for a large portion of our brothers to become actively involved. In addition to the letter positions (A, β, Γ, Δ, E, Z, H, Θ, Ξ), there are

2008 Expectations for Excellence

multiple committees including but not limited to, rush, new member, judiciary, brotherhood, and academic. These committees provide every brother the chance to become actively involved. The committee system is going to be expanded next semester, so that there are programming and social committees. These committee members will sit on the Executive Board along with the letter positions, which lets younger members join Executive Board early and learn the process/feel involved.

We will continue the annual requirement during new member education for new members to organize and run a philanthropy event sponsored and supported by the chapter.

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

Valentine's Day Shag Bag sales will be continuing this year, as will be participation in Relay for Life and the dodge ball tournament. Brothers will continue their membership in campus Senate and class councils. The brotherhood will participate in selling T-shirts to aid SA's attempt to revitalize D-Day.

Did you achieve your plan?

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

Shag Bag sales again went well this year, as we raised over \$200 for AIDS Rochester and nearly ran out of merchandise to sell. We participated in the dodge ball tournament but did not participate in Relay for Life, though we planned to. The D-Day T-shirt plan did not pan out as the group organizing it decided that they did not need our help. We have brothers who are heavily involved in class council – specifically, 2009 Class Council Social Chair, 2011 Vice President, and 2011 Representative on Sophomore Committee with Dean Vicki Roth. We have a brother who is on the Fraternity and Sorority Management Committee.

Where do you rank now?

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

Plan for Upcoming Year

Brothers will continue to be encouraged to attend national chapter conferences such as College of Excellence and Congress (our Alumni sponsor two brothers a year to attend). We will continue our annual support of AIDS Rochester (Western NY based AIDS awareness philanthropy-- <http://www.aidsrochester.org/>) with our Valentines Day Shag Bag sales. This raises money for AIDS Rochester and promotes awareness – we always table on the week preceding Valentine's Day. We are planning on participating in the Delta Gamma Anchor Smash dodge ball tournament, which raises money for charity. Also, the brothers involved in class council will be encouraged to continue

2008 Expectations for Excellence

participating in it so that we have a voice in the student government.

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

We will continue to attend events sponsored by the Newman Community, Hillel Community, the Mela and the Southeastern Expo. Off-campus, brothers will be participating in activities that encourage understanding of and partnership with others, such as Eagle Scouts, volunteering at Mendon Presbyterian Church, and volunteering as a technical assistant at the Dazzle Community Theater. We will have our Seder again at Passover. As many of our brothers are religion majors we will begin to hold discussion groups on religious philosophy at the chapter house and on campus.

Did you achieve your plan?

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

The brotherhood continues to be very diverse in many ways, and attendance at the aforementioned events was good. Our brothers were active participants in Hillel and Newman Communities. We did not hold a seder this year, as the brother who usually organizes it graduated one semester early. We have not held organized discussion groups but often engage in spirited debate about religion on the fraternity's e-mail server.

Most importantly, brothers have been working to make a difference off-campus, within the very diverse 19th Ward community. This year's programming chair has initiated a tutoring/mentoring program at a very diverse local school, Public School No. 16 – the John Walton Spencer School, at 321 Post Avenue. As of now, nine brothers are currently participating for it, with two more planning to join soon. The programming chair worked with Camilla Mossgraber, Director of Parent Relations at School No. 16, as well as the Principal, Sylvia Cooksey and the Vice Principal, David Grant to set up the program, which began in early September. The brothers, on a volunteer basis, drive to the school and play games with seven African-American children, many of whom lack a father or other male figure in the family.

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 all our previous programs and continue actively participating in all of the events and communities. As for the 19th Ward, we have two things planned:

- Continue the tutoring program. The nine brothers currently participating in the program have all expressed interest in continuing, and there are two brothers who are trying to get involved. Though the current programming chair is going abroad, the next leader of the tutoring program will be encouraged to recruit more brothers. Right now the program is more of a mentoring program, but eventually, as the students get comfortable with the brothers, the brothers will help the students with homework and projects. The current programming chair has been in talks with Vice Principal Grant about busing the students to UR for an afternoon to see what college is like – play basketball and eat pizza in the Pit. Also, there is a potential idea for brothers to help coach the school’s basketball team next semester.
- Hold a fundraiser for children at Dazzle Community Theatre, an inner-city theatre where underprivileged, primarily minority students perform. We will be raising money to sponsor a new after-school program for disabled children at the theatre. We have reserved a table and flex machine for early January.

Where will you Rank?

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

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

We will maintain at the very least our current level of attendance at musical performances and sporting events. Due to the increased size of the brotherhood this year, our presence at these events should see an increase. We will also continue to have campus dinners and host pre-frosh. In addition our newest members participate in a variety of sports and activities and all members will be encouraged to support them.

Did you achieve your plan?

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

We have maintained a consistent level at musical performances and sporting events. We have also attended D'Motions concerts in groups in order to support a brother. We have participated in soccer and Frisbee intramurals, to varied success. We have not hosted campus dinners or pre-frosh, partly because a large portion of the brotherhood lives off-campus. We have supported the five brothers on the rugby team. Also, more than 2/3 of the brotherhood were in attendance at the Anti-Hazing Lecture earlier this semester.

Where do you rank now?

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

Plan for Upcoming Year

We have been talking in depth about increasing interest and involvement in intramurals. One of the ideas is to increase accountability by calling all participants before every game and making sure that those who volunteer show up. We will continue to support D'Motions and any other campus group that a brother may join, and will continue to attend concerts and sporting events. We have three brothers on the hockey team and have been and will continue to attend those games in large numbers, also bringing friends and members of sororities due to the close proximity of the stadium to our chapter house.

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

We will continue to develop our risk management policies as necessary. In addition, as of this writing, several brothers have gone through training to become participants in the Rochester Police Department-Sponsored “Police and Citizens Together Against Crime” (PAC-TAC) program, and the rest of the brotherhood will soon follow suit. Brothers participating in the program patrol the streets of various Rochester neighborhoods at night wearing vests with the PAC-TAC and RPD logos on them, and report suspicious activity to local police CPOs over radios provided by the police department. This is part of the brotherhood’s continuing effort to reduce crime in the neighborhoods that UR students live in, particularly the 19th Ward.

Did you achieve your plan?

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

We have continued and expanded our involvement in the PAC-TAC program, making it mandatory for all brothers to participate, and have seen a steady flow of 2-3 brothers each week monitoring the 19th Ward for potentially dangerous activities. We are hosting an open Public Safety Awareness Meeting on December 1st in the Gowen Room where Officer Kristin Runyon, one of the officers who has worked closely with us on PAC-TAC (and also a liaison to UR) will discuss methods of staying safe in the 19th Ward and other neighborhoods, and will take questions. We have actively met with representatives of UR, the city of Rochester and the RPD, including Officer Runyon, Dean of Students Matthew Burns, Monica Miranda-Small, David Hawkes (head of the 19th Ward NSC Office), and Assistant Directory of Security AJ Johnson to discuss safe and responsible management of our parties and fraternal events.

Where do you rank now?

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

Plan for Upcoming Year

We continue to develop the risk manager position, giving him more authority over decisions during events. We have and will continue to improve structural components of our chapter house to make it safer – i.e. replacing railings, fortifying stairs, replacing banisters and conducting regular checks of structural integrity. We will continue to ensure that there is a sober presence at all events, including a designated driver. We will continue to participate in the PAC-TAC program. The level at which we continue (i.e. whether or not we will continue to make it mandatory) will depend on brother interest level, which will be gauged in a chapter meeting late this semester.

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?

2008 Expectations for Excellence

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

Plan for Year

We will continue to abide by our policies and actively frown upon and discourage unlawful behavior. A copy of our recently revamped standards will be given to the Office of Fraternity and Sorority Affairs, and they will be asked to review them and give suggestions. The standards will continue to be revised to reflect the current climate of the brotherhood.

Did you achieve your plan?

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

We gave our standards to the Office of Fraternity and Sorority Affairs but did not receive any response or feedback from that office or from the Dean of Students office. We have continued to revise the standards as necessary in order to better discourage unlawful behavior. However, despite our efforts we received a noise complaint requiring police late last semester at which time we were issued nuisance points and put on probation with the University. The probation ended June 1. These actions prompted the aforementioned revision of the standards.

Where do you rank now?

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

Plan for Upcoming Year

We will continue to be in accordance with all University regulations as well as local, state, and federal laws and ordinances. Any brother in violation of these will be subject to discipline in accordance to the Standards of the Chapter (See Appendix A) on top of any punishment received from the University and/or the appropriate law enforcement personnel. We will continue to develop and revise our standards proactively rather than reactively. We will also make an effort to improve our relationship with the University and Security by requesting feedback on a regular basis and asking security for advice on student transportation to and from campus via the footbridge.

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

Our system is designed for stability, and to be effective in the long run. We will continue to follow it in the coming year. A contract stating the expected conduct of each new brother will be created and distributed before initiation.

Did you achieve your plan?

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

The Θ and judicial board, whose duty it is to determine appropriate penalties for noncompliance, have been active this year and brothers have been brought up on charges, many minor, almost every week. The system has been working successfully. The Θ has revised the standards as necessary, always preceded by a discussion with the entire brotherhood. The contract stating the expected conduct of each brother also has been implemented.

Where do you rank now?

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

Plan for Upcoming Year

- Brother conduct will continue to be subject to the expectations of the National Fraternity, which is outlined in the Handbook. See Chi Phi Gentleman, Obligations and Expectations for Membership, etc.
- New Members will continue to receive Member Handbooks at pinning so that they may familiarize themselves with the principles and values of Chi Phi. Weekly meetings with the Ξ (Pledgemaster) will ensure that New Members understand the expectations of the school, the chapter, and of national.

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

We will leave our policies intact, as they are fulfilling their purposes to expectation, and don't need to be adjusted at this time. The standards for behavior will be given to the Office of Fraternity and Sorority Affairs for review and comments.

Did you achieve your plan?

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

There have been no problems, and the standards for behavior were given to the Office of Fraternity and Sorority Affairs.

Where do you rank now?

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

Plan for Upcoming Year

We will continue to follow the current policies, which are listed below:

- New Members will attend, with the Pledgemaster, the New Member Orientation meetings as required by the school.
- Our new member education is focused around acceptable behavior and stresses the core values of our fraternity. For specifics please reference chapters one and two of the Member Handbook (See Handbook p3-17)
- Furthermore our new member education is designed to specifically encourage active membership in the fraternity and school community and teach skills such as good study habits and academic excellence (through brotherhood organized study nights)
- New member orientation also includes running a philanthropic event.
- All events run by a member of the exec board are outlined by that member and the H before the event occurs.
- The Θ regularly reminds members about brotherhood standards at chapter meetings as part of enforcing policies.

Where will you Rank?

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

2008 Expectations for Excellence

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.

Where did you rank yourself?

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

Plan for Year

Just like most of our other systems for dealing with problems, this one has been very stable and effective and will continue to be implemented in the future with change only as necessary based on the current climate of the brotherhood. The standards are easily amendable and change based on any new situation that may arise.

Did you achieve your plan?

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

The system has continued to be effective. The J-Board has continued to act appropriately and dole out strict but reasonable punishments, and there have not been any major problems.

Where do you rank now?

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

Plan for Upcoming Year

We will continue to follow the current policies, which are listed below:

- We have a well organized system of stability based around our Chapter's standards and presided over by the Θ (See Appendix B). Should the Standards be violated the Θ's job is to meet with our Judicial Board and the brother to discuss and decide on the appropriate punishment.
- Our Judicial Board is appointed by the A and includes the Θ, Z, and one representative from the Sophomore, Junior and Senior class, to ensure the widest possible distribution of opinions in judgement.

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 regularly attend FPC meetings both as Presidents and officers in the committee. We will continue to attend Presidents meetings with the entire Greek community. We will meet with UR security to identify how our off campus base should be interacting with the security, a meeting we have not had in the past. Also more frequent meetings will be scheduled with the Office of Fraternity and Sorority Affairs to better understand what they expect out of our organization.

Did you achieve your plan?

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

We have continued to attend all the meetings that we planned on, but have exceeded expectations in making sure that the Alpha has been shadowed by potential replacements. In fact, the newly elected Alpha had attended a number of meetings with the previous Alpha, and even participated in many of these meetings by offering his opinions. There have been sufficient meetings with the Office of Fraternity and Sorority Affairs, especially in response to the Rochester Police Department noise complaint, and the meetings have gone well.

Where do you rank now?

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

Plan for Upcoming Year

We will make sure that the current Alpha finds younger members to shadow him early on in his tenure. We will continue to talk with Robert Bones and other members of the administration regarding our standing with the community as it changes.

Otherwise we will continue to follow the current policies, listed below:

- Unless otherwise directed by the A, any interaction with administration will occur directly through the A. Meetings with Monica Miranda-Small and Robert Bones occur on a regular basis, as well as other pertinent members of the University Administration as is required or deemed necessary by the Chapter.
- Any unbecoming conduct by a chapter member that results in sanctions will be reported to the Dean of Students office if it is a violation of any school policies.

Where will you Rank?

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

2008 Expectations for Excellence

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

Exec board will continue to meet every week, and Chi Phi will continue to participate in Fraternity Presidents' Council meetings every other week. New holders of executive positions will continue to be fully educated to the proper way to fulfill their responsibilities, and it will be ensured that the tools they need will continue to be at their disposal. In addition, all members wishing to participate in fraternity leadership will attend the transition meeting held by the Office of Fraternity and Sorority Affairs.

Did you achieve your plan?

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

Exec board meetings are productive and supplement chapter meetings very well. Brotherhood policies, when they are to be adjusted, are discussed there. One big change this year is that brothers who are not on the executive board have attended meetings in order to make their voices heard, which has helped the executive board immensely in making appropriate decisions. Our level of representation on the Fraternity Presidents' Council has been consistent, and brothers holding letter positions have fulfilled their obligations well and have been properly educated in the administration of their duties.

Where do you rank now?

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

Plan for Upcoming Year

We will continue to invite brothers who are not on the executive board to attend executive board meetings. The new social and programming committees will allow for increased attendance at these meetings and will add new voices to the meetings. Also, the A will encourage all members to run for a position on the Fraternity Presidents' Council, as the brother who is currently on the council is going to graduate this year.

Otherwise we will continue to follow the current policies, listed below:

- All executive board positions (A - Θ) and chairmen are provided with officer handbooks/binders from brothers who held the position previously, as well as CDs given by national that outline the responsibilities of all the positions.
- All exec board members will keep up to date notes in their respective binders to be handed down to successors.
- The Fraternity's executive board meets at least once a week outside of Chapter, usually on Tuesdays at 9 PM.

2008 Expectations for Excellence

- The A or an appointed delegate will regularly attend FPC meetings.

Where will you Rank?

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

Our system of elections, meetings, and resolving conflicts currently it working well for the fraternity and at this time does not warrant change. The system will continue to be evaluated for any possible beneficial changes.

Did you achieve your plan?

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

Chapter meetings have been well attended and run efficiently. Elections this year went off without a hitch. The Gamma has been present at every chapter, or else has appointed a representative, to take attendance and has sent the attendance records to the Theta to punish those he considers delinquent. The previous Gamma devised a system that gave brothers numerical points based on how well they attended chapter and mandatory brotherhood events; this was not used to punish anyone but was used as a motivational tool. The Theta and Alpha have both been effective in resolving conflicts.

Where do you rank now?

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

Plan for Upcoming Year

The newly elected Alpha, Mazin Melegy, is planning to introduce a new system in chapter meetings that is based off of his experience in Model Congress in High School. This will make chapter meetings more effective and make sure that everyone's voice is heard.

Otherwise we will continue to follow the current policies, listed below:

- Chapter Meetings will occur no less than once a week (Saturday Afternoon at 3pm)
- All Chapter meetings will be run according to Roberts' Rules of Order and all members unfamiliar with them will be educated by the Z as to the specifics of said rules.
- All member conflicts if unable to be resolved personally will be referred to the Θ and Judicial Board and judged in accordance to the standards (See appendix A). If the decision of the J-board is deemed by

2008 Expectations for Excellence

the brother of interest to be unfair or unacceptable, the member has the option to bring his or her situation to the rest of the brotherhood during our chapter meeting. In this case, the brotherhood will vote. Any change in a brotherhood policy must be approved by a majority vote at chapter meeting, and only when the quorum for attendance is met.

· Rules for election, as well as when each position's term ends, are outlined in the Constitution.

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

We will make it a point to file all of our documentation regarding new members, new officers, and members who are no longer in good standing with the fraternity. We will put heavy emphasis on our banking records to ensure that we continue to stay out of debt.

Did you achieve your plan?

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

We have succeeded in filing the necessary documentation. We have managed our finances appropriately. However, we still occasionally have trouble collecting duties on time. There are payment plans for a number of brothers who have difficulty paying duties. The Delta lowered duties this semester, and as a result we are on a tight budget that forces us to occasionally ask for voluntary collections from the brotherhood.

Where do you rank now?

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

Plan for Upcoming Year

We will likely raise duties next semester so that we do not have to resort to collecting funds at the last minute. We will continue to make sure that financial obligations are met in a timely manner by all members and by the active chapter to the university as outlined in item 9 in the Obligations for membership (see back cover of member handbook). We will otherwise continue interacting with the administration in a timely fashion.

Where will you Rank?

2008 Expectations for Excellence

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

We plan on attending social host training in accordance with the wishes of Dean Burns. We will also continue to have all the necessary meetings that are required of us.

Did you achieve your plan?

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

We did not attend social host training, as we had many other responsibilities and felt that the brothers were overextended. We have continued to hold all the necessary meetings, such as the annual meeting with alumni (including representatives from National), meetings with Monica Miranda-Small and the required philanthropic event for new members.

Where do you rank now?

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

Plan for Upcoming Year

We will hold social host training as Dean Burns suggested. We will continue to attend the appropriate meetings, and aim to send one or two representatives to the national Congress meeting. We will always be open to new ideas on how to be involved in leadership training and conferences.

Where will you Rank?

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