

**Expectations for Excellence
2008**

Gamma Phi Beta
December 1, 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 X3 – Average 2 1 – Very Low

Plan for Year

-Sorority planning is generally limited to one business meeting per week, and no more than two other programs per week. Mandatory events will be limited to philanthropic events, rituals, elections, and recruitment, occupying about ten hours every month.

-The use of online **Google Calendar** will continue to be color coded according to each department's events. Doing this increases our ability to keep programming organized and ensure that multiple events do not overlap.

-The "A Box" will continue to be used as **an extra incentive for Academic accomplishments**. At our weekly business meetings, members can anonymously enter their names into a lottery for a small prize if they received an "A" on an exam or assignment that week. This gives additional incentive for good grades and is completely elective- if a member has not received an "A", her grades remain unknown; and if the member receives an "A", she has the choice to share it or not with other members.

-Study Logs: Members who keep a record of the number hours they studied in excess of the minimum will be rewarded in the Standards Points system. A prize will be given to the member with the most study hours at the end of each semester, adding more incentive for members to study.

-The Scholarship Chairwoman will compile a binder with all the classes current members have taken or assisted in teaching. The binder will be available to all members; if any member is struggling in a particular class, she knows what other members she can ask for help.

-There are several **Scholarship opportunities** available to members:

1) **Keene Scholarship**- In memory of two Gamma Phi Beta alumni who were influential in forming the Rochester Gamma Phi Beta Alumni Chapter. This Scholarship offers at least \$400 to any member who achieved academic excellence and shown commitment to the organization.

2) **Rochester City Panhellenic Scholarship**: every year \$1,000 is awarded to a Panhellenic undergraduate who has demonstrated Panhellenic qualities and academic excellence.

3) **Gamma Phi Beta International Scholarships**: There are several Gamma Phi Beta International

Scholarships also available to Epsilon Tau members. These scholarships are listed in Gamma Phi Beta International's magazine, "The Crescent" and are available to undergraduate and graduate students.

-The Scholarship Chairwoman will continue to **distribute information about scholarship opportunities each semester.**

Did you achieve your plan?

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

-We achieved our plan in addition to making generous improvements on it, however there is still room for our scholarship program to grow further. We ranked ourselves as "average" for the previous year but have made improvements to our scholarship program and now feel we rank as a "4."

-Sorority planning is still generally limited to one business meeting per week and no more than two other programs during the week. Mandatory events are limited to philanthropic events, rituals, recruitment and elections.

- We continue to use online **Google Calendar** in order to keep track of planned events. Each department's events are color-coded to ensure events do not overlap. This calendar is updated frequently and members are encouraged to check the calendar on a regular basis in order to better plan their studying schedules.

-As a more efficient way of keeping track of study hours, the Fall 2008 Scholarship Chairwoman has implemented a "**Scholar Dollar**" program. Each member sends the Scholarship Chairwoman the hours she studied each week. These hours of studying earn each member "Scholar Dollars." Meeting with a professor or TA, for example, would earn bonus Scholar Dollars. **At the end of the semester Scholar Dollars can be spent on a prize at a silent auction that will be held during the Scholarship Banquet on Dec 5th 2008.** This program offers not only incentives for each member to study, but promotes positive study habits.

-Also, to recognize academic achievement and good scholarship, the Scholarship Chairwoman will plan a **scholarship banquet** at the end of the semester at **which awards for academic achievements will be given.** This provides additional incentive to members to strive for academic achievement.

-Study hours will no longer be included in the merit point system because the Scholar Dollars program is considered to be more motivational.

-The Scholarship Chairwoman has continued to update a scholarship binder with the classes current members have taken or assisted in teaching so any member in need of help in a particular class knows what members she can go to for help. **The Scholarship Binder also contains a list of campus academic resources.**

-Members continue to have several scholarship opportunities available to them through local and International scholarships such as the **Keene scholarship, Rochester City Panhellenic Scholarship, National Panhellenic Scholarships, and the Gamma Phi Beta International Scholarships.**

-In addition, the Scholarship Chairwoman continues to distribute information about scholarship opportunities throughout the semester.

Where do you rank now?

2008 Expectations for Excellence

5 – Very High X4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

Due to the success of our scholarship programs this semester, we will continue to programs we have implemented this semester.

-Sorority planning will still be limited to one business meeting per week and no more than two other events per week.

-To keep all members informed of events and opportunities available, **Google Calendar** will continue to be updated and color coded with each departments events.

- To continue to encourage academic achievement, the **Scholar Dollar** programs will continue to offer incentives for study hours and positive study habits.

-To reward academic achievement from our members, the **Scholarship Banquet** will continue to be held each semester

-The Scholarship Chairwoman will continue to update the scholarship binder with information about university programs and opportunities and scholarships given by the University and by Gamma Phi Beta International.

- We plan to discontinue the use of the Scholarship Binder as a list of classes that sisters have been enrolled in. The information is not useful and gathering the information is unnecessarily time consuming.

-Members will continue to have scholarships available to them Keene scholarship, Rochester City Panhellenic Scholarship and the Gamma Phi Beta International Scholarships.

Where will you Rank?

X5 – 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 X2 1 – Very Low

Plan for Year

-A **Scholarship Banquet** will be held to **recognize individual members for academic achievement** as well as for individual contributions to the chapter.

- The Standards Chairwoman will add incentive to participate in university programs by **awarding extra standards points for any teaching assistant, tutoring, or workshop leader position held by a member.**

- The Scholarship Chairwoman will **e-mail the schedule of academic events given by the university and the weekly workshops given by Learning Assistance Services at the beginning of each semester.**

-**We strive to increase each member's knowledge of the University's resources** and hope to encourage conversation with the Scholarship Chairwoman so that members are aware and can utilize the University's programs.

-**The Scholarship Chairwoman will distribute information about the course CAS 142, "Methods of Inquiry"** which is a course designed to deal with the issues of stress, time-management, test-taking strategies and motivation.

Did you achieve your plan?

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

We achieved part of our plan but we still strive to make members more aware of the University's resources in order to help every member get the most out of their educational experience at Rochester.

-The Scholarship Chairwoman provided a **Resource Binder with a list of upcoming academic events given by the University, along with information about Learning Assistance Services and weekly workshops given.** In addition, a **course masterlist** was compiled of all the classes the current members have taken, teaching assisted for or tutored for. We hope that the manuals will encourage people to use the resources of the university and give members knowledge of who they can go to for help.

-Some aspects of the plan have yet to be enacted or were chosen to be omitted. **The added standards points incentives for teaching assistants, tutors, and workshop leaders were omitted in order to streamline the standards points system. T.A's, tutors and workshop leaders fall under the category of on-campus work and therefore are already awarded points in our standards points system.**

The information about **CAS 142** course has **not** yet been distributed and are planned to be distributed for next semester.

Where do you rank now?

5 – Very High 4 X3 – Average 2 1 – Very Low

Plan for Upcoming Year

-For the upcoming year, the Scholarship Chairwoman will continue to distribute information on the academic services offered by the university including the University tutoring program, Learning assisted services programs, and scholarships offered through the OFSA.

-The Resource Binder with information on University resources will continue to be updated and made available to our members.

- **A Scholarship Banquet will continue to be held at the end of each semester to encourage members to strive for academic excellence.**
- **We continue to strive to increase each member's knowledge of the University's resources and hope to encourage conversation with the Scholarship Chairwoman so that members are aware and can utilize the University's programs**

Where will you Rank?

X5 – 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 X3 – Average 2 1 – Very Low

Plan for Year

The Scholarship Chairwoman will **track our members' attendance at programs.**

-Participation in academic events which include the broader campus is expected of members and the Standards Chair and Standards Committee (composed of one member of each class not on the executive council) will continue to be responsible for addressing when this expectation is not met by members.

-Our standards points system will continue to reward members for participation in graduate and medical school interviews.

-DECEMBER 2008: The Member Education Department will host a **“Naughty and Nice” Study Break** just in time for finals! All are invited to attend and Gamma Phi Beta will be providing healthy snacks as well as sweets in the Gamble Room to give students a well-deserved break from their studies.

-MARCH 2008: The Scholarship Chairwoman will cosponsor a Learning Assistance Service (LAS) event with a Greek group and at least one other student organization on campus. Gamma Phi Beta will invite an LAS counselor to present the ten best ways to study involving the least amount of work for the most effective way to retain information.

-SEPTEMBER 2008: The Scholarship Chairwoman will hold a **2-hour scholarship and post-graduation planning workshop** for members. It will include tips for studying, writing resumes, and how to have a successful interview.

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

The Scholarship Chairwoman will continue to **track our members' attendance at programs.**

-Participation in academic events which include the broader campus is expected of members and the Standards Chair will continue to be responsible for handling the consequences of not meeting this expectation.

-The scholarship chairwoman has held **several study break events (including one held in October and one in November, 2008) open to any student providing treats and a relaxing atmosphere for a much needed break from studying.**

-In 2008 a member held a **"life after college"** workshop open to any student. This workshop provided helpful tips for interviewing and making resumes in addition to encouraging people to **utilize the University Career Center.**

-Although the scholarship and **post graduation workshop has yet to take place**, the incoming scholarship chairwoman will be encouraged to plan this workshop for Spring 2009.

Where do you rank now?

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

Plan for Upcoming Year

-A scholarship and post graduation planning workshop will be planned for members to encourage them to plan for their future and utilize the University Career Center.

-Study Breaks will continue to be offered several times a semester to help students relax and take a break from studying.

-Participation in academic events on campus will continue to be rewarded with standards points, monitored by the Standards Chairwoman.

-Standards points will also continue to be rewarded for members going to medical and graduate school interviews.

Where will you Rank?

5 – Very High X 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 X4 3 – Average 2 1 – Very Low

Plan for Year

- FEBRUARY 2008: Black History Month. We intend to cosponsor another film screening or even a cultural appreciation dinner with Black Students Union (BSU) in honor of Black history month.

-MAY 2008: The Indian cultural show, **MELA**. The chapter would love to help out at this event! Whether it be ushering, helping set up Douglass for the post-show dinner, or publicizing the event, we would love to partake in one of the university's most popular cultural traditions.

-AUGUST 2008: Freshman Orientation is one of the most appreciated traditions at Rochester. The chapter is always looking for ways to reach out to the newest members of the UR community, and members would love to be the first to welcome freshmen to campus. Members will be encouraged to apply to volunteer at Orientation.

-MELIORA WEEKEND, 2008: Epsilon Tau will invite the Rochester Alumni Chapter, former Epsilon Tau Members, and parents to campus for our annual Meliora Weekend Tea. We recognize that Meliora Weekend is one of the University's finest traditions, and plan to encourage our members to volunteer to help out wherever they can during this eventful weekend by supplying the materials necessary to apply.

Did you achieve your plan?

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

- **We did not co-sponsor an event with Black Student Union in honor of Black History Month.**

The co-sponsorship fell through and we learned it is difficult to plan events directly following formal recruitment.

- **Members attended MELA but Gamma Phi Beta did not co-sponsor the event.** MELA is an annual event and after being successfully executed for many years it is difficult to get involved without committing a lot of time and effort.
- **5 members volunteered and were selected to represent the school as members of the 2008 Freshman Orientation Team.** It was a great opportunity to be involved and help with the University at a time when there is no stress of classes and schoolwork.
- **Meliora Weekend 2008 - Invitations were extended to Alumnae, Current Chapter Members, Friends, and Family of Epsilon Tau Chapter of Gamma Phi Beta.** We recognize Meliora Weekend is a long-standing tradition of the University of Rochester. We enjoy taking part in the weekend by hosting our own event where we recognize past accomplishments and how Gamma Phi Beta strives to live up to the University's motto of being *Meliora – ever better*.
- **Each year members attend annual on campus events including but not limited to:** Midnight Ramblers' Concerts, Yellow Jacket Concerts, Plays at Todd Union, on campus sporting events, URCG movies, Sihir Belly Dancing Performances, D'Motions Performances, OBOC performances, BPG Performances, Club Rochester, and the Boars Head Dinner.
- **Members of the Executive Board were student hosts at the Boars Head Dinner.** The Boars Head dinner is one of the most anticipated traditions at the University of Rochester. Members of the Executive Council of Gamma Phi Beta were asked to act as Student Hosts. As a host you invite a faculty member to dine with you. The two of you are in charge of a table and make sure everyone is well-fed.
- **Each Member was expected to participate in at least two on-campus philanthropies.** Every sister emailed the philanthropy chairwoman at least two events that they participated in. Philanthropy is defined as an event where time and money are donated.

Where do you rank now?

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

Plan for Upcoming Year

-AUGUST 2009: Freshman Orientation is one of the most appreciated traditions at Rochester. Gamma Phi Beta will continue to encourage members to apply for this program. The chapter is always looking for ways to reach out to the newest members of the UR community, and members would love to be the first to welcome freshmen to campus. Members will be encouraged to apply to volunteer at Orientation.

MELIORA WEEKEND, 2009: Meliora Weekend Tea. We will invite the Rochester Alumni Chapter, former Epsilon Tau Members, and Parents to Campus for Brunch. We recognize that Meliora Weekend is one of the University's finest traditions, and plan to encourage our members to volunteer to help out wherever they can during this eventful weekend by supplying the materials necessary to apply.

Executive Board Members will continue to be encouraged to act as Student Hosts during the annual Boars Head Dinner.

Members will continue to be encouraged to participate in two Philanthropic Events.

Where will you Rank?

X5 – 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 X 4 3 – Average 2 1 – Very Low

Plan for Year

-Each of our member will continue to be encouraged to **participate in at least one other extracurricular activity.** We ranked ourselves "Very High," but believe there is still room for improvement, so we are going to rank ourselves at "4" for now. We think our plan will get us back up to "Very High" ranking.

-Members will be **awarded in the standards points system for attending the events of other members and being active in another group on campus.**

-Our website will keep an updated list of groups in which members are participants.

-A junior Panhellenic delegate will be chosen from each New Member class, a position that serves

to transition New Members into leadership positions open to them as members of the sisterhood.

-The New Member class will again be asked to work together and plan a small event for the chapter during the course of their New Member program, serving to encourage leadership and planning techniques in preparation for leadership roles and event planning within the sorority.

-Members plan to attend at least the following events sponsored by other campus organizations: The Vagina Monologues, Phasefest 2008, URCG Movies, OBOC shows, Track and Cross Country home meets, Rugby home games, and UR Women's Ice Hockey Night of Skating.

Did you achieve your plan?

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

- **Members were encouraged to be an active member in at least one other on campus organization.** All members participated in other campus organizations. It's an expectation our members have of each other and is rewarded by the standards points system.
- **Members are awarded standards points for being an active member in another on campus organization and for supporting sisters in their other activities for attending events.** There is an announcement section of chapter where members are encouraged to voice their upcoming events.
- **Our website maintains an updated list of organizations that sisters participate in.** www.sa.rochester.edu/gammaphibeta/
- **A Junior Panhellenic Delegate is chosen from each New Member class.** This position offers a transition to holding a leadership position post-Initiation. In addition New Member has an opportunity to be more involved with the Panhellenic Community and often has a chance to work with other Panhellenic New Members and the Panhellenic Vice President to plan a small event.
- **In addition to Junior Panhellenic Delegate other leadership positions were assigned within the New Member Class.** Depending on the size of the class, a variety of leadership positions can be chosen allowing the New Members to take on more responsibilities and learn to better understand the responsibilities of a member. Additionally New Members can explore different positions to find out which ones they may be interested in they may be interested in.

Each semester New Members planned an event for the sisters. This encouraged leadership and planning techniques in preparation for leadership roles and event planning within the sorority.

- **Members plan to attend the following events:** The Vagina Monologues, Phasefest 2008, URCG Movies, OBOC shows, Track and Cross Country home meets, Rugby home games, Plays at Todd, Sibir Belly Dancing Performances, DeMotions Performances, BPG Performances, Orchestra Performance, Women's Choir, and UR Women's Ice Hockey Night of Skating. We support each other in our individual pursuits.
- **Activities Chairwoman organizes a google calendar with dates of sisters performances, games, and events.** Sisters can email the Activities Chairwoman or announce upcoming events in chapter. She then adds them to a private calendar that can be viewed by the entire

membership. The Activities Chairwoman is a smaller position and was often left unoccupied when chapter membership was small. Now that the chapter membership is growing positions such as these can be filled and run without the stress of holding multiple positions.

- **Calendar Planning helps to limit and space out the events that are held each semester.** Prior to the start of each semester the Executive Council meets to discuss the events that need to be held in the upcoming semester. The council works together to evenly space events throughout the semester as much as possible. As a result members know general scheduling well in advance and are able to plan their schedules to best fit all of their individual pursuits.

Where do you rank now?

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

Plan for Upcoming Year

- **As the sorority continues to grow in size we plan to implement loyalty circles more to limit the number of events that sisters are required to attend.** In the past we have needed almost the entire sisterhood's attendance to hold a successful event. As our size increases it will be less necessary for everyone to be there at one time. The Loyalty Circles- Gamma, Phi, and Beta groups consist of a group of women representative of the larger sisterhood.
- **Members will continue to be encouraged to be an active member in at least one other on campus organization.** When time and financial situations permit members are encouraged personally and through standards points to participate in other campus organizations.
- **Our website will continue to maintain an updated list of organizations that sisters participate in.** www.sa.rochester.edu/gammaphibeta/
- **A Junior Panhellenic Delegate will continue to be chosen from each New Member class.** This position offers a transition to holding a leadership position post initiation. In addition New Member has an opportunity to be more involved with the Panhellenic Community and often has a chance to work with other Panhellenic New Members and the Panhellenic Vice President to plan a small event.
- **In addition to Junior Panhellenic Delegate other leadership positions will be assigned within the New Member Class.** Depending on the size of the class, a variety of leadership positions can be chosen allowing the New Members to take on more responsibilities and learn to better understand the responsibilities of a member. Additionally New Members can explore different positions to find out which ones they may be interested in they may be interested in.

Each semester New Members will plan an event for the sisters. This encouraged leadership and planning techniques in preparation for leadership roles and event planning within the sorority.

- **Members plan to attend the following events to support one another's individual pursuits:** The Vagina Monologues, Phasefest 2008, URCG Movies, OBOC shows, Track and Cross Country home meets, Rugby home games, Plays at Todd, Sibir Belly Dancing Performances, DeMotions Performances, BPG Performances, Orchestra Performance, ***** Choir, and UR Women's Ice Hockey Night of Skating. We support each other in our individual pursuits.
- **Activities Chairwoman will continue to organize a google calendar with dates of**

members' performances, games, and events. Members can email the Activities Chairwoman or announce upcoming events in chapter. She then adds them to a private calendar that can be viewed by the entire membership. The Activities Chairwoman is a smaller position and was often left unoccupied when chapter membership was small. Now that the chapter membership is growing positions such as these can be filled and run without the stressful request that members hold multiple positions.

- **Calendar Planning will continue to help to limit and space out the events that are held each semester.** Prior to the start of each semester the Executive Council meets to discuss the events that need to be held in the upcoming semester. The council works together to evenly space events throughout the semester as much as possible. As a result members know general scheduling well in advance and are able to plan their schedules to best fit all of their individual pursuits.

Where will you Rank?

X5 – 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 X 3 – Average 2 1 – Very Low

Plan for Year

-JUNE 25-29, 2008: EVERY EVEN-NUMBERED YEAR, Gamma Phi Beta International sponsors an INTERNATIONAL CONVENTION, and we budget to send our President, one other member of our Executive Council, and our Chapter Advisor to this event. For many, Convention is a chance to renew friendships; for others, it is a first glimpse at the Gamma Phi Beta world outside their campus. Convention attendees participate in **LEADERSHIP DEVELOPMENT PROGRAMMING** that challenges them to strive to reach their potential and enables them to lead their chapters to greater unity and achievement. Delegates representing each collegiate and alumnae chapter receive reports on the activity of the Sorority over the last biennium, elect new Sorority officers and deliberate and vote about the business of our Sorority.

- **EVERY ODD-NUMBERED YEAR,** the sorority sponsors a Regional Leadership Conference (RLC), a conference planned for just our region, which includes chapters from New England, Pennsylvania, New Jersey, and Canada. RLC provides special training for collegians and collegiate chapter officers by **delivering classes on such topics as leadership and philanthropy.** The programs are prepared and presented by alumnae. Workshops are structured so that attendees may interact with one another. Collegians especially enjoy RLCs as it is a great opportunity to meet other collegiate sisters throughout the region and to learn from one another. **We look forward to sending delegates in Spring 2009.**

-To encourage more member participation in campus leadership opportunities, **the President will distribute information about campus leadership opportunities to members via email and add application deadlines to the online google calendar.**

-We aim to have at least two members participate in a university leadership program or course:

-SPRING 2008: The **Leader To Leader** program is "team taught," and led by Jody Asbury. The seminar is open to 30 students and explores various concepts of leadership through readings from both historical and contemporary leadership literature as well as through guest appearances from leaders in a variety of fields. **We believe our members would greatly benefit from this unique opportunity to learn from the school's leaders.** We will work hard to ensure that each member knows this opportunity is available to her.

-SPRING 2008: PAYCHEX LEADERSHIP CONFERENCE. Each year approximately 100 undergraduates students are selected to participate in a day of interactive workshops, led by Paychex training staff, senior University administrators, and community educators. Nominated by College faculty, staff, and administrators in the fall, students are selected to participate based on their community engagement on and off-campus. Many participants do not hold elected leadership positions at the time of the Institute and use this opportunity to develop skills and network with peers. **MANY OF OUR MEMBERS WERE NOMINATED FOR PARTICIPATION IN THIS EVENT, AND WE HAVE ENCOURAGED THEM TO ATTEND BY ANNOUNCING THE APPLICATION DEADLINE AT BUSINESS MEETINGS. WE WILL ALSO EMAIL OUT INFORMATION ABOUT IT AND ADD THE APPLICATION DEADLINE TO THE CALENDAR.**

-SEPTEMBER 2008: WE WOULD LOVE TO SEE OUR MEMBERS PARTICIPATE IN THE ANNUAL "BE THE CHANGE DAY." Participation in this event would be rewarded by the Standards Points System (See enclosed) and we think it would be a wonderful way to participate in a UR tradition while helping out the community.

Did you achieve your plan?

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

-JUNE 25-29, 2008: the current President, New Member Educator, and Chapter Recruitment Advisor attended, Gamma Phi Beta International Convention Since we budgeted to send our President, one other member of our Executive Council, and our Chapter Advisor to this event our plan was achieved. Convention is a place to make connections, put faces to names, and glimpse at Gamma Phi Beta outside the University of Rochester campus. Convention attendees participate in **LEADERSHIP DEVELOPMENT PROGRAMMING** that challenges them to strive to reach their potential and enables them to lead their chapters to greater unity and achievement. Delegates representing each collegiate and alumnae chapter receive reports on the activity of the Sorority over the last biennium, elect new Sorority officers and deliberate and vote about the business of our Sorority.

- Money was budgeted to send two women to RLC. It will be held in Philadelphia. EVERY ODD-NUMBERED YEAR, the sorority sponsors a Regional Leadership Conference (RLC), a conference planned for just our region, which includes chapters from New England, Pennsylvania, New Jersey, and Canada. **RLC provides special training for collegiate chapter officers by holding workshops on topics such as leadership and philanthropy.** The programs are prepared and presented by alumnae. Workshops are structured so that attendee interaction is maximized. Collegians especially enjoy RLCs as it is a great opportunity to meet other collegiate sisters throughout the region and to learn from one another. **We look forward to sending delegates in February, 2009.**

- **The President worked to educate membership on leadership opportunities through the RCCL. In addition she forwarded all on-campus opportunities out to the entire chapter.** To encourage more member participation in campus leadership opportunities, the President will continue to distribute information about campus leadership opportunities to members via email and add application deadlines to the online google calendar.

-**No members participated in the Leader to Leader Program, but several members did partake in the course required for all Teaching Assistants**

-SPRING 2008: The Leader To Leader program is "team taught," and led by Jody Asbury. The seminar is open to 30 students and explores various concepts of leadership through readings from both historical and contemporary leadership literature as well as through guest appearances from leaders in a variety of fields.

- **SPRING 2008: PAYCHEX LEADERSHIP CONFERENCE.** Each year approximately 100 undergraduates students are selected to participate in a day of interactive workshops, led by Paychex training staff, senior University administrators, and community educators. Nominated by College faculty, staff, and administrators in the fall, students are selected to participate based on their community engagement on and off-campus. Many participants do not hold elected leadership positions at the time of the Institute and use this opportunity to develop skills and network with peers. **Many of our members were nominated for participation in this event, and we encouraged them to attend by announcing the application deadline at business meetings. We emailed out information about it and added the application deadline to the calendar.**

- SEPTEMBER 2008: WE WOULD LOVE TO SEE OUR MEMBERS PARTICIPATE IN THE ANNUAL "BE THE CHANGE DAY." Participation in this event would be rewarded by the Standards Points System (See enclosed) and we think it would be a wonderful way to participate in a UR tradition while helping out the community. **At least two members participated in "Be the Change Day,"**

- **Standards Points are awarded to women who hold an Executive Office in another Campus Organization.**

- **In Spring 2008 Gamma Phi Beta hosted its first Academy: a leadership conference for Chapter Presidents and Chapter Advisors.** The chapter budgeted for and was able to send both Chapter President and Advisor to the Academy. Over three days numerous workshops were attended, connections were made, and great ideas were shared among other Gamma Phis.

Where do you rank now?

5 – Very High X4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

-JUNE 25-29, 2010: Gamma Phi Beta International Convention the Chapter will again budget for at least two chapter members to attend. We will continue to budget to send our President, one other member of our Executive Council, and our Chapter Advisor to this event. Convention is a place to make connections, put faces to names, and glimpse at Gamma Phi Beta outside the University of Rochester campus. **Convention attendees participate in LEADERSHIP DEVELOPMENT PROGRAMMING** that challenges them to strive to reach their potential and enables them to lead their chapters to greater unity and achievement. Delegates representing each collegiate and alumnae chapter receive reports on the activity of the Sorority over the last biennium, elect new Sorority officers and deliberate and vote about the business of our Sorority.

- **Two women will attend RLC in Philadelphia.** Every odd-numbered year, the Sorority sponsors a Regional Leadership Conference (RLC), a conference planned for just our region, which includes chapters from New England, Pennsylvania, New Jersey, and Canada. **RLC provides special training for collegiate chapter officers by holding workshops on topics such as leadership and philanthropy.** The programs are prepared and presented by alumnae. Workshops are structured so that attendees may interaction is maximized. Collegians especially enjoy RLCs as it is a great opportunity to meet other collegiate sisters throughout the region and to learn from one another. **We look forward to sending delegates in February 2009.**

- **The President will continue to educate membership on leadership opportunities through the RCCL. In addition she will forward all on-campus opportunities out to the entire chapter and add application deadlines to the google calendar.**

-**President and Education Vice President will continue to look into on campus leadership courses and workshops and encourage members to participate.**

-Some members may attend SPRING 2008: PAYCHEX LEADERSHIP CONFERENCE. Each year approximately 100 undergraduates students are selected to participate in a day of interactive workshops, led by Paychex training staff, senior University administrators, and community educators. Nominated by College faculty, staff, and administrators in the fall, students are selected to participate based on their community engagement on and off-campus. Many participants do not hold elected leadership positions at the time of the Institute and use this opportunity to develop skills and network with peers.

- **September 2009: Members will again be encouraged to participate in “Be the Change Day,” through advertisement of the event within the chapter.** Participation in this event would be rewarded by the Standards Points System (See enclosed) and we think it would be a wonderful way to participate in a UR tradition while helping out the community.

- **Standards Points will continue to be awarded to women who hold an Executive Office in another on Campus Organization.**

The Academy: a leadership conference for Chapter Presidents and Chapter Advisors will again be budgeted for. Unfortunately it is unknown when the next Academy is going to be held. The chapter budgeted for and was able to send both Chapter President and Advisor to the Academy. Over three days numerous workshops were attended, connections were made, and great ideas were shared among other Gamma Phis.

2008 Expectations for Excellence

X5 – 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 X4 3 – Average 2 1 – Very Low

Plan for Year

-OUR GOAL FOR THIS COMING YEAR IS TO COSPONSOR AT LEAST ONE EVENT with a campus cultural interest group, including but not limited to:

- FEBRUARY 2008: BLACK HISTORY MONTH. We intend to cosponsor another film screening or even a cultural appreciation dinner with Black Students Union (BSU) in honor of Black history month.

-MAY 2008: The Indian cultural show, **MELA.** The chapter would love to help out at this event! Whether it be ushering, helping set up Douglass for the post-show dinner, or publicizing the event, we would love to partake in one of the university's most popular cultural traditions.

-SEPTEMBER 2008: WE PLAN TO COSPONSOR A YOM KIPPUR CELEBRATION WITH THE HILLEL AND/OR AEPi FRATERNITY.

Did you achieve your plan?

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

We met our goal of cosponsoring at least one event with a multicultural interest group on campus. **A next goal is to expand upon this and cosponsor an event with a non-Greek cultural interest group.**

-We did not co-sponsor another film for Black History Month. This year we were not approached to co-sponsor, and our attempts to contact them resulted in no co-sponsorship.

-Gamma Phi Beta did not formally co-sponsor MELA because our assistance was not needed, but **many members attended the celebration.**

-We did not co-sponsor an event with Hillel or Alpha Epsilon Pi Fraternity. If we plan to cosponsor something again with them in the future, we have learned that setting dates ensures execution.

-Instead we held a philanthropic event called ROC-Around-the-Clock with Sigma Beta Rho Multicultural Fraternity Incorporated September 2008. The event was a **huge success** and over **\$800** was raised. The donations were split between **Hillside Family of Agencies, and United Youth Education.** We plan on making this event an **annual event** and use it to continue to culture our relationship with Sigma Beta Rho.

Where do you rank now?

2008 Expectations for Excellence

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

Plan for Upcoming Year

A new goal is to cosponsor an event with a non-Greek cultural interest group.

September 2009: We plan on making **ROC-Around the Clock** an **annual event** and use it to continue to foster our relationship with **Sigma Beta Rho**. Next year's will also be held in **the Fall 2009**. Last year the event was a huge success providing great Public Relations for both organizations, a chance to bond, and twelve hours of fundraising.

March 2009: We would like **to cosponsor an event with a non-Greek multicultural organization**. **We have begun planning a Disney movie Study Break in Hoyt Auditorium**. **In order to bear financial burdens associated with projecting movies in Hoyt, and foster new relationships on campus, we are currently asking groups to cosponsor this event with us.**

If approached we would like to accept co-sponsorships for more events of this type.

Where will you Rank?

5 – Very High X 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 X4 3 – Average 2 1 – Very Low

Plan for Year

-Our Standards Chair (See enclosed) will continue to collect points logs from every member to **ensure member participation in activities of the Sorority.**

-Out Activities Chair **will continue to post activities on the online calendar** members to attend.

-Philanthropy:

-APRIL 2008: EASTER EGG HUNT AT HILLSIDE: Members will spend the morning hiding eggs for the children, doing arts and crafts with the children, helping the kids find the eggs, and playing games. It has been very positive for the members to give back to the community in such an interactive setting.

-APRIL 2008: SMALL PHILANTHROPY. Tabling in Wilson Commons to help raise money for Hillside Family of Agencies has been successful in the past, so we will do it again.

-SEPT 2008: Annual MOONBALL Volleyball Tournament: This event has proved o be a friendly way for groups to compete while raising money for a good cause. We hope to improve it by **GETTING AT LEAST TEN TEAMS TO SIGN UP IN 2008.**

-NOVEMBER 2008: Similar to the contest in April, members table to raise money for **Hillside Family of Agencies.**

-DECEMBER 2008: BREAKFAST WITH SANTA at Hillside Children's Center. This event is **ANOTHER CHANCE TO INTERACT WITH PEOPLE AFFECTED BY OUR LOCAL PHILANTHROPY.** Members help families prepare for the holidays.

-MEMBERS PLAN TO ATTEND THE FOLLOWING EVENTS: The Vagina Monologues, Phasefest 2008, URCG Movies, OBOC shows, Track and Cross Country home meets, Rugby home games, and UR Women's Ice Hockey Night of Skating.

-Additionally, Gamma Phi Beta supports the Panhellenic Association at the University of Rochester. Members will participate in the following activities:

-JANUARY 2008: FORMAL RECRUITMENT: Potential New Members (PNM's) have the opportunity to spend an equal amount of structured time with each of the six Panhellenic sororities on campus. They also benefit from the guidance of Recruitment Counselors (RC) - disaffiliated members who help PNM's find which chapter is most suited to their needs. Gamma Phi Beta **aims to have at least one RC as well as at least one member on the Panhellenic Executive Board in 2008.**

-MARCH 2008: National Eating Disorders Awareness Week (NEDAW): including flyering and tabling to raise awareness, a philanthropy such as jeans donations to an eating disorder clinic, a speaker on eating disorders, and Panhellenic dinner to encourage healthy eating habits.

-APRIL 2008: GREEK WEEK: a week annually devoted to friendly competition (including touch football, volleyball, soccer, basketball, and trivia) between the Greek groups on campus to promote Panhellenic and fraternal bonding. **WE PLAN TO PARTICIPATE IN THIS TRADITION AGAIN IN 2008** because we have always had so much fun in the past!

-OCTOBER 2008: HPV Vaccine Awareness Week: The chapter will work with the Panhellenic Association to raise awareness about the prevention of STDs as well as raise awareness about this unique vaccine to prevent HPV, which can lead to cervical cancer.

Did you achieve your plan?

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

We achieved most of our plan and expanded upon it.

-Philanthropy:

-APRIL 2008: EASTER EGG HUNT AT HILLSIDE Despite several attempts to coordinate this event with Hillside Children's Center, they informed us our participation in this event wasn't needed.

-APRIL 5, 2008: RELAY FOR LIFE. Some of the members created a team to raise money for the American Cancer Society and attended this annual campus event at the Webster Field House. The event included an all night walking marathon in addition to basketball and volleyball tournaments.

-APRIL 11, 2008: CRESCENT CLASSIC. The members set up a homemade mini-golf tournament on the Bridge Lounge in Wilson Commons to raise money for Hillside Children's Center. **The event was successful because it drew a diverse crowd and represented the caliber of event that our Sorority can organize.**

-SEPT 2008: MOONBALL VOLLEYBALL TOURNAMENT. The chapter chose to replace this event with a cosponsored event (**ROC-AROUND-THE-CLOCK**) and its new semester philanthropy, **CRESCENT CLASSIC.**

-SEPTEMBER 12, 2008: ROC-AROUND-THE-CLOCK. Gamma Phi Beta cosponsored this 12-hour rocking chair tournament with Sigma Beta Rho fraternity. We met with John DiSarro several times before this event to hear any suggestions he might have to offer and update him on the progress of the event planning. We tried to find more groups interested in cosponsoring, but the cost of inviting performance groups was too burdensome for other groups. Members of the student body,

community, and faculty were invited to buy a friend or themselves some time in a rocking chair while performance groups like the Midnight Ramblers and Radiance performed. In addition, we held a raffle the week leading up to the event and during the event using donated prizes we solicited from local businesses. Between the two groups, we raised at least \$200. The event was an overall success, and the members of both chapters had a wonderful time getting to know each other in the week previous to and during the event. (Both groups shared a table in Wilson Commons to promote the event and encourage members of the campus community to participate in the raffle. We also had dinner together a few days before the event.) One thing both groups noted was the frustrating cost of using Event Support necessary to have performance groups. We also have considered shortening the event because at times it felt like it was dragging a little.

-OCTOBER 9, 2008: CRESCENT CLASSIC. Similar to the event in April, we improved upon it by hosting the event in a more visible location (Hirst Lounge); inviting WRUR members to DJ the event; and creating candy prizes for hole-in-one winners. We raised at least \$100 in monetary donations.

-NOVEMBER 2008: Dinner with alumnae and shelter bags. As a way to introduce our New Members to our supportive alumni chapter, the NM program includes a dinner at an alumna's house followed by some philanthropic activity. This year, NM's helped some alumnae create welcome bags with goodies for kids who find emergency shelter at Hillside Family of Agencies.

-DECEMBER 2008: SPECIAL SANTA. The Public Relations Vice President has coordinated with the Hillside Family of Agencies so any of the Gamma Phi Beta collegiate members who have the time can volunteer a few hours during the school week to help HFA organize all holiday donations. As of now, seven members have signed up to donate three hours each during the month of December.

-DECEMBER 2008: BREAKFAST WITH SANTA at Hillside Children's Center. This event is ANOTHER CHANCE TO INTERACT WITH PEOPLE AFFECTED BY OUR LOCAL PHILANTHROPY. The Philanthropy chair has contacted HFA and is awaiting a response to coordinate this event. She will follow up if she does not hear back by the beginning of the month. Members help families prepare for the holidays.

-MEMBERS HAVE ATTENDED SEVERAL CAMPUS EVENTS, INCLUDING: Phasefest 2008, URCG Movies, OBOC shows, Midnight Ramblers concerts, Yellowjacket Weekend, Winterfest Weekend, Meliora Weekend, D'Motions performances, MELA, Alpine Ski Races, Track and Cross Country home meets, Rugby home games, and UR Women's Ice Hockey home games.

-OCTOBER 30, 2008: The Dynamic World of Energy with Alumna Debra Drumheller '74, co-sponsored with the Finance and Economics Council. Debra Drumheller '74, the Downstream Assistant Treasurer of ExxonMobil, hosted an open discussion on the exciting world of energy, political policy, and their effects on the economy. Because this event took place during classes, only a few sisters could attend, but those who did found the talk very informative. **If an opportunity like this arises again, of course we will take advantage of it.**

-DECEMBER 2, 2008: In collaboration with the local business, Mark&M.E., Gamma Phi Beta has organized a free manicure night. We invited this local salon who has been so generous in its donations to our philanthropies in the past to come give out free manicures and help sell their products in Friel Lounge. This is a PR event to help us get our name out before Formal Recruitment as well as partner

and support a local business which has been supportive of our chapter and the UR community in the past. It has been a pleasure working with them.

-Additionally, **Gamma Phi Beta supports the Panhellenic Association** at the University of Rochester. Members participated in the following activities:

-JANUARY 2008: FORMAL RECRUITMENT: Potential New Members (PNM's) have the opportunity to spend an equal amount of structured time with each of the six Panhellenic sororities on campus. They also benefit from the guidance of Recruitment Counselors (RC) - disaffiliated members who help PNM's find which chapter is most suited to their needs. Gamma Phi Beta's RC resigned before formal recruitment in order to assist the chapter in its recruitment. However, the chapter **had TWO WOMEN ON THE PANHELLENIC EXECUTIVE BOARD in 2008.**

-MARCH 2008: National Eating Disorders Awareness Week (NEDAW): the chapter did not participate in this event because the Panhellenic Association chose not to sponsor it again. We did not take the initiative of planning it ourselves because we were involved in our own programming that week (eg Crescent Classic). However, we will consider it in the future if we have the time and womanpower to plan it.

-APRIL 6-10, 2008: Panhellenic Greek Week 2008. Members participated in a week of sports and trivia events with the five other Panhellenic organizations on campus.

-OCTOBER 14, 2008: SEX AND CHOCOLATE. The Panhellenic Executive Council organized this event to raise awareness on campus about safe sex practices and educate the campus community on the truths and myths surrounding sex. The event was accompanied by chocolate foods and was a huge success. Nearly the entire chapter attended and enjoyed attending the booths sponsored by several health and society organizations.

-OCTOBER 15, 2008: HAZING: THE FALLOUT. Several members attended this event, including the New Members of the chapter. Speaker Travis Apgar shared his personal story of pain and the hidden harm caused by his hazing experiences, further enforcing Gamma Phi Beta International's policy on hazing: it is not tolerated.

-OCTOBER 2008: HPV Vaccine Awareness Week: The Panhellenic Association did not sponsor this week again, so we did not participate in it. Again, we did not initiate planning it ourselves because the Panhellenic Organization usually undertakes it, and we did not at that time have the womanpower nor time to organize it.

-In addition to supporting the Panhellenic Association's events, Gamma Phi Beta members continued to attend other events sponsored by other Greek organizations in 2009, namely but not limited to: **Delta Gamma's Anchor Slam, Alpha Phi's Alpha Traz, Kappa Delta's Designer Jeans Sale, Sigma Beta Rho's Be the Change Day, Sigma Phi Epsilon's Luau.**

-Sporting Events: In conjunction with the campus's attempt to grow campuswide participation in spirit/sports events, Gamma Phi Beta has increased its participation in such events:

-SEPT 6, 2008: YELLOWJACKET DAY. Members of Gamma Phi Beta assisted the SAO

in this event by volunteering at the Sno Cones table. Additionally, we coordinated with John DiSarro ahead of time to use the day to get our name out to the campus community. Members assisted in escorting Rocky the mascot during the fair. We offered to take pictures of members of the campus community posing with the mascot while keeping a log of whose pictures we had taken. We handed out free handmade picture frames to people who wanted them and later emailed their picture to each person who participated with a note wishing them a happy yellowjacket weekend.

-OCTOBER 31, 2008: FILL FAUVER EVENT. Gamma Phi Beta won the SA sponsored Spirit Award for having the most attendance from a Greek group at this event! It was really fun and we certainly intend to continue our participation in sporting events attendance.

-WE HAVE ONE RECRUITMENT COUNSELOR FOR FORMAL RECRUITMENT IN 2009, AND ONE MEMBER ON THE PANHELLENIC COUNCIL FOR 2009.

Where do you rank now?

X5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

-Philanthropy:

-MARCH AND NOVEMBER, 2009: Dinner with alumnae and philanthropy. As a way to introduce our New Members to our supportive alumni chapter, the NM program includes a dinner at an alumna's house followed by some philanthropic activity.

-MARCH 2009: In collaboration with the local business, Mark&M.E., Gamma Phi Beta would like to organize another event where we invite a local business to come to campus and give away free things as well as help us spread our name. We invited Mark&M.E. Salon in 2008, and would be happy to work again with them or with someone else.

-APRIL 2009: EASTER EGG HUNT AT HILLSIDE. Because we have done this event several times in the past, we will attempt to participate in it again. If HFA informs us that they don't need us for this particular event again in 2009, we will ask them about other areas in which they might be able to use our service.

-APRIL 2009: RELAY FOR LIFE. Some of the members will create a team to raise money for the American Cancer Society and attend this annual campus event at the Webster Field House. The event includes an all night walking marathon as well as sports tournaments.

-APRIL 2009: SEMESTER PHILANTHROPY, CRESCENT CLASSIC. The members will continue set to use this philanthropic event as their main springtime philanthropy. They will set up a homemade mini-golf tournament on the Bridge Lounge in Wilson Commons to raise money for Hillside Children's Center. We hope to encourage more participation from the campus community with games and prizes donated from local businesses for anyone who wins a hole-in-one.

-SEPTEMBER 2009: ROC-AROUND-THE-CLOCK. Gamma Phi Beta plans to cosponsor this 12-hour rocking chair tournament again with Sigma Beta Rho fraternity. Because it is such a large event, they will meet with John DiSarro several times beforehand to take into account any suggestions he might have to offer and update him on the progress of the event planning. One goal we have is to raise more money, which would be easier to do if we can find more groups to cosponsor and shoulder the financial burden. If we receive further financial assistance through more cosponsorship,

we will invite more of the UR's talented performance groups like the Midnight Ramblers and Radiance to perform. In addition, we will start soliciting local businesses for donations to the raffle prizes earlier. We hope to begin soliciting corporate sponsors in the summer of 2009 for any prize donations they might wish to contribute. In order to continue fostering the strong relationship between the Sigma Beta Rho and Gamma Phi Beta members, we will host another dinner the week prior to the event in addition to assigning members of each group to tabling hours. We will consider shortening the length of the event so as to encourage more campus participation.

-OCTOBER 2009: CRESCENT CLASSIC. Depending on the turnout at the Spring Crescent Classic, we may choose to improve upon this event even further. In terms of publicity, we may consider selling T-shirts or merchandise with the name of the event on it so everyone on campus knows about it and has the opportunity to make a donation if they wish.

-DECEMBER 2009: SPECIAL SANTA. The Gamma Phi Beta alumni chapter works with HFA almost every year to help them organize all the donations they receive. We love to work with our alums and our hands-on philanthropy. We would be thrilled to take part in this again in years to come!

-DECEMBER 2009: BREAKFAST WITH SANTA at Hillside Children's Center. This event is ANOTHER CHANCE TO INTERACT WITH PEOPLE AFFECTED BY OUR LOCAL PHILANTHROPY.

-MEMBERS WILL ATTEND SEVERAL CAMPUS EVENTS, INCLUDING: Phasefest 2009, Yellowjacket Weekend, Winterfest Weekend, URCG Movies, OBOC shows, Midnight Ramblers concerts, Track and Cross Country home meets, Rugby home games, Meliora Weekend, D'Motions performance, and UR Women's Ice Hockey home games.

-More Alumni outreach. As a general goal, our chapter will continue to grow our relationship with our alumni chapter and the Rochester Alumni in general. We plan distribute a letter to all members of the alumni chapter requesting information on alumni members' individual occupations, hobbies, locale, etc. Once we compile a list or spreadsheet of which alumna does what, we would invite some of the members to come host campuswide events with our chapter or share some of their wisdom and experiences with us as a speaker. To reciprocate whatever information they would give us, we would like to offer them more information about us by compiling a newsletter or pamphlet with profiles of members from our collegiate chapter.

-Additionally, **Gamma Phi Beta supports the Panhellenic Association** at the University of Rochester. Members will participate in the following activities:

-JANUARY 2009: FORMAL RECRUITMENT: Potential New Members (PNM's) have the opportunity to spend an equal amount of structured time with each of the six Panhellenic sororities on campus. They also benefit from the guidance of Recruitment Counselors (RC) - disaffiliated members who help PNM's find which chapter is most suited to their needs. Gamma Phi Beta will have one RC and one woman on the Panhellenic Executive Board.

-APRIL, 2009: GREEK WEEK 2009. Members will participate in a week of friendly competition between the Greek organizations on campus, including sports and trivia events.

-OCTOBER, 2009: SEX AND CHOCOLATE. Because this event was so successful in terms of turnout from the campus community and the fact that it was so fun, the chapter hopes to see the Panhellenic Executive Council host this event again or one similar to it. The members of the Gamma Phi Beta Sorority believe that accurate sex education is crucial to prevent unwanted pregnancies, the spread of STI's, and the promotion of a healthy body image, especially on college campuses.

-In addition to supporting the Panhellenic Association's events, Gamma Phi Beta members will continue to attend other events sponsored by other Greek organizations in 2009, namely but not limited to: **Delta Gamma's Anchor Slam, Alpha Phi's Alpha Traz, Kappa Delta's Designer Jeans Sale, Sigma Beta Rho's Be the Change Day.** Additionally, while members do attend many events sponsored by non-Greek organizations, the chapter intends to make their presence at such events more known by wearing Gamma Phi Beta apparel to such events so that non-Greek members of the UR community are made aware of how involved Greeks are in campus activities outside of Greek life.

-Sporting Events: In conjunction with the campus's attempt to grow campuswide participation in spirit/sports events, **Gamma Phi Beta has increased its participation in such events and will continue to do so in 2009:**

-SPRING, 2009: FILL FAUVER/PACK THE PALESTRA: Our chapter plans to encourage its members to attend at least two of these planned events to support our school in sporting events and challenge other organizations to have as much spirit as we do!

-SEPTEMBER, 2009: YELLOWJACKET DAY. Because it was so successful in 2008, members of Gamma Phi Beta will assist the SAO again in this event by volunteering anywhere they are needed. Additionally, we plan to coordinate again with John DiSarro ahead of time to use the day to get our name out to the campus community. Members plan to offer to take pictures of the campus community posing with Rocky the mascot and distribute them to respective recipients via email. We plan to hand out giveaways again to encourage people to attend more sporting/spirit events.

-SEPTEMBER, 2009: Gamma Phi Beta plans to invite its members to attend the annual Courage Bowl to show our spirit and help the school raise money for Camp Good Days and Special Times.

-WE HAVE ONE RECRUITMENT COUNSELOR FOR FORMAL RECRUITMENT IN 2009, AND ONE MEMBER ON THE PANHELLENIC COUNCIL FOR 2009.

Where will you Rank?

X5 – 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?

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

Plan for Year

-PACE Chairwoman: In addition to information sessions required by Gamma Phi Beta International, International also maintains that we elect a PACE chairwoman. PACE stands for Personal And Chapter Enrichment, and the chairwoman is responsible for leading discussions, information sessions, or bonding activities twice a month to **PROMOTE INDIVIDUAL GROWTH AS WELL AS CHAPTER GROWTH.** The following events have been successful in the past, so we will do them again in 2008:

-OCT 2008: Heath and Wellness PACE. The PACE chairwoman will address self esteem issues that affect young people and how to improve them. She will **LEAD A DISCUSSION ABOUT** the importance of exercise, making healthy decisions, and eating disorders.

-NOV 2008: Clothing PACE. The PACE chairwoman will discuss appropriate attire for occasions such as business interviews, class, and social gatherings. The chapter will discuss the importance of maintaining and **FINDING CONFIDENCE IN OWN STYLE** while projecting a positive image.

-SEPT 2008: Alcohol Awareness: PACE chairwoman WILL INFORM MEMBERS OF UNIVERSITY ALCOHOL POLICY AS WELL AS GAMMA PHI BETA INTERNATIONAL ALCOHOL POLICY.

-FEBRUARY AND OCTOBER 2008: Each New Member class will watch the movie "Dying to Belong;" an overexaggerated drama about how the **PRESSURES OF GREEK LIFE** and trying to fit into a group can sometimes get out of hand. Despite the cheesiness of the movie, it **PROMPTS A DISCUSSION BETWEEN THE NEW MEMBER EDUCATORS AND NEW MEMBERS about the seriousness of hazing and how it is NOT TOLERATED in Gamma Phi Beta.**

-We will **CONTINUE TO SUBMIT Form 50's four weeks before any event where alcohol is served.**

-International Standards maintain that members or New Members do not rent hotel rooms before, during, or after a Gamma Phi Beta sponsored or cosponsored event.

-SWAT (Sisters Without Alcohol Together): IN 2002, the Epsilon Tau chapter decided that at every event where alcohol may be present, there must be at least 2 sisters who will remain sober. We will continue to do this to encourage and ensure the health and safety of our members.

-COMMUNITY BUILDING:

-FEBRUARY AND OCTOBER 2008: The Member Education Department will hold a **RETREAT** for all members to attend to encourage the growth of communication skills, leadership skills, and trust between members.

Did you achieve your plan?

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

Nearly the entire plan was ACHIEVED, BUT we look forward TO FURTHER EXPAND UPON IT IN 2009.

-PACE Chairwoman: In addition to information sessions required by Gamma Phi Beta International, International also maintains that we elect a PACE chairwoman. PACE stands for Personal And Chapter Enrichment, and the chairwoman is responsible for leading discussions, information sessions, or bonding activities twice a month to **PROMOTE INDIVIDUAL GROWTH AS WELL AS CHAPTER GROWTH:**

-SEPT 2008: Alcohol Awareness: PACE chairwoman INFORMED MEMBERS OF UNIVERSITY ALCOHOL POLICY AS WELL AS GAMMA PHI BETA INTERNATIONAL ALCOHOL POLICY.

-SEPT-NOV 2008: Health and Wellness PACE. We did not do a Health and Wellness PACE, but our PACE chairwoman organized a weekly "Fun Run." Every Thursday at 6:30 PM, members were invited to meet on the Gamma Phi Beta residential floor to go for a casual, short run/walk around campus. The goal of this weekly event was to make exercise a routine option for members of the chapter and encourage healthy bonding between members by working toward a goal of physical fitness. The event was very successful to begin with, but as the semester progressed, members became more involved in their school work and other activities, so it was not as consistent as we had hoped it would be. We plan to figure out other incentives to increase participation in healthy activities such as the Fun Run.

-SEPT 28, 2008: 80's WORKOUT WITH RICHARD SIMMONS. A fun event to promote exercising in a fun, social atmosphere. The combination of Richard Simmons and the 80's dress was a huge hit! It was great Public Relations as well as plain healthy fun.

-NOV 2008: Clothing PACE. The PACE chairwoman did not discuss the impact of dressing well on confidence/body image, but the PACE chairwoman for 2009 plans to do a PACE for the chapter on this subject in January 2009.

-OCT 2008: The PACE chairwoman invited a member of one of the on-campus martial arts groups to lead another self-defense workshop. Members found the workshop in October and in the spring both empowering and useful for team-building.

-FEBRUARY AND OCTOBER 2008: Each New Member class watched the movie "Dying to Belong;" an overexaggerated drama about how the PRESSURES OF GREEK LIFE and trying to fit into a group can sometimes get out of hand. Despite the cheesiness of the movie, it **PROMPTS A DISCUSSION BETWEEN THE NEW MEMBER EDUCATORS AND NEW MEMBERS about the seriousness of hazing and how it is NOT TOLERATED in Gamma Phi Beta.**

-OCTOBER 15, 2008: Members and New Members attended the **HAZING: THE FALLOUT** event sponsored by the Panhellenic Association. Speaker Travis Apgar shared his personal story of pain and the hidden harm caused by his hazing experiences, further enforcing Gamma Phi Beta International's policy on hazing: it is not tolerated.

-We have CONTINUED TO SUBMIT Form 50's four weeks before any event where alcohol is served.

-International Standards maintain that members or new members do not rent hotel rooms before, during, or after a Gamma Phi Beta sponsored or cosponsored event.

-SWAT (Sisters Without Alcohol Together): In 2002, the Epsilon Tau chapter decided that at every event where alcohol may be present, there must be at least 2 sisters who will remain sober. We have continued to do this to encourage and ensure the health and safety of our members.

-NOVEMBER 2008: We were awarded the **Loyalty Level of the Order of the Crescent by Gamma Phi Beta International Headquarters. This award recognized our excellence in risk management, member education, finance, and scholarship.**

-COMMUNITY BUILDING:

-FEBRUARY 23, 2008: The Member Education Department held a **RETREAT** for all members and New Members to attend to **encourage the growth of communication skills, leadership skills, and trust between members.** The theme in February was a Murder Mystery game.

-SEPTEMBER 20, 2008: The ME Department held another **RETREAT** for all NM's and members at **CAMP ARROWHEAD where members and New Members's participated in team building activities such as trust falls and rock climbing. The chapter was also able to budget for lunch on-site which, many members agreed, made the event even more enjoyable.**

-SISTERHOOD ACTIVITIES: A SISTERHOOD DINNER is planned for nearly every week to help members continue positive relationships. During our chapter meetings, sisters are **RECOGNIZED FOR REPRESENTING ANY THE FOUR CRESCENT VALUES** of the Gamma Phi Beta sisterhood: Love, Labor, Learning, and Loyalty. In addition, our Internal Social chairwoman plans **SISTERHOOD ACTIVITIES such as movie screenings, holiday decorating, cookie baking, shirt making, and Grey's Anatomy nights in the Gamma Phi Beta suite.** What's more, members are encouraged (and often delighted) to attend New Member events, including a pre-initiation dessert night, a spaghetti dinner, and chocolate fondue party.

Where do you rank now?

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

Plan for Upcoming Year

-PACE Chairwoman: In addition to information sessions required by Gamma Phi Beta International, International also maintains that we elect a PACE chairwoman. PACE stands for Personal And Chapter Enrichment, and the chairwoman is responsible for leading discussions, information sessions, or bonding activities twice a month to **PROMOTE INDIVIDUAL GROWTH AS WELL AS CHAPTER GROWTH. The following events have been successful in the past, so we will do them again in 2009:**

-JANUARY 2009: RECRUITMENT FASHION SHOW. Before Formal Recruitment starts in January 2009, the PACE chairwoman will present the best ways to dress well for feeling good.

-MARCH 2009: SELF-DEFENSE WORKSHOP. A member of a martial arts group on campus will lead a workshop on self-defense for members. This event has been successful in the past, and it really empowers our members. Additionally, the chapter will consider opening the event to other members of the campus, but doesn't want to impose on another organization who holds events similar to this one.

-SEPT 2009: Alcohol Awareness: the PACE chairwoman will INFORM MEMBERS OF UNIVERSITY ALCOHOL POLICY AS WELL AS GAMMA PHI BETA INTERNATIONAL ALCOHOL POLICY. This is an annual procedure that we plan to include in our annual planning.

-PACE chairwoman will plan another weekly event similar to the "Fun Run" program of 2008. Every Thursday at 6:30 PM, members will be invited to meet on the Gamma Phi Beta residential floor to go for a casual, short run/walk around campus. The goal of this weekly event is to make exercise a routine option for members of the chapter and encourage healthy bonding between members by working toward a goal of physical fitness. Incentives which might increase participation is alternating between a run every week, participation in classes at the athletic center on campus, **fun social workouts like the Richard Simmons event in September 2008, and informal dance parties in the Gamma Phi Beta suite.**

-FEBRUARY AND OCTOBER 2009: Each New Member class will watch the movie "Dying to Belong;" an over exaggerated drama about how the PRESSURES OF GREEK LIFE and trying to fit into a group can sometimes get out of hand. Despite the cheesiness of the movie, it **PROMPTS A DISCUSSION BETWEEN THE NEW MEMBER EDUCATORS AND NEW MEMBERS about the seriousness of hazing and how it is NOT TOLERATED in Gamma Phi Beta.**

-FEBRUARY AND OCTOBER, 2009: Members and New Members will attend any ANTI-HAZING events the Panhellenic Association sponsors during the New Member process.

-We will CONTINUE TO SUBMIT Form 50's four weeks before any event where alcohol is served.

-International Standards maintain that members or New Members do not rent hotel rooms before, during, or after a Gamma Phi Beta sponsored or cosponsored event.

-SWAT (Sisters Without Alcohol Together): In 2002, the Epsilon Tau chapter decided that at every event where alcohol may be present, there must be at least 2 sisters who will remain sober. We will continue to do this to encourage and ensure the health and safety of our members.

-We were awarded the Loyalty Level of the Order of the Crescent by Gamma Phi Beta International Headquarters. This award recognized our excellence in risk management, member education, finance, and scholarship. **As a chapter, we will continue to seek recognition from International Headquarters to continue to promote our core crescent values: Love, Labor, Learning, and Loyalty.**

-COMMUNITY BUILDING:

-FEBRUARY AND OCTOBER, 2009: The Member Education Department will hold its bi-annual chapter RETREAT for all members and New Members to attend **to encourage the growth of communication skills, leadership skills, and trust between members.**

-SISTERHOOD ACTIVITIES: A SISTERHOOD DINNER will be planned for nearly every week to help members continue positive relationships. During our chapter meetings, we will continue to **RECOGNIZE MEMBERS FOR REPRESENTING ANY THE FOUR CRESCENT VALUES** of the Gamma Phi Beta sisterhood: Love, Labor, Learning, and Loyalty. In addition, our Internal Social chairwoman will plan **SISTERHOOD ACTIVITIES** such as movie screenings, holiday decorating, cookie baking, shirt making, and Grey's Anatomy nights in the Gamma Phi Beta

2008 Expectations for Excellence

suite. What's more, members will always be encouraged (and often delighted) to attend New Member events, including a pre-initiation dessert night, a spaghetti dinner, and chocolate fondue party.

Where will you Rank?

X5 – 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?

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

Plan for Year

-All of our International Policies reflect federal, state, and local laws.

-Our chapter has never been in disciplinary trouble.

-We educate all or of our New Members about certain laws, especially those related to alcohol and hazing.

Did you achieve your plan?

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

We have not experienced any trouble with International or the University of Rochester regarding University policies and regulations or government laws.

Where do you rank now?

X5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

If a problem occurred involving our chapter's ability to follow University of Rochester policies or government laws, we plan to give our full cooperation.

Where will you Rank?

X 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 X4 3 – Average 2 1 – Very Low

Plan for Year

WE HAVE HAD SUCCESS WITH THESE POLICIES, SO WE WILL CONTINUE TO IMPLEMENT THEM:

Additionally we reinstated the **HOUSING** and **FINANCIAL COMMITMENT PLEDGE**. This document states that members will participate in the chapter housing lottery to as well as stick to a payment plan laid out by the Financial Vice President (FVP). The FVP works with individual members to accommodate their financial limits while fulfilling their financial commitment to the chapter.

-Members are made aware of **BEHAVIORAL EXPECTATIONS** during their time as a New Member.

-**LIFETIME MEMBERSHIP MANUALS**, which are delivered during the New Member period, and meetings with the New Member Educator during said period, outline these expectations.

-Each member signs a **LOYALTY PLEDGE**, which holds her responsible for her behavior, as outlined in our bylaws, standing rules and housing rules.

-Each member also signs a document called **SWAT** (Sisters Without Alcohol Together), used by the Epsilon Tau chapter to promote the health and safety of our members at events where alcohol may be present.

-In addition, each member signs a copy of the **STANDARDS POLICY**, a document that lists specific behavioral expectations, and outlines the consequences of failing to meet these expectations.

Did you achieve your plan?

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

YES WE HAD SUCCESS WITH THESE POLICIES:

The **HOUSING** and **FINANCIAL COMMITMENT PLEDGE**. This document states that members will participate in the chapter housing lottery to as well as stick to a payment plan laid out by the Financial Vice President (FVP). The FVP works with individual members to accommodate their financial limits while fulfilling their financial commitment to the chapter. **The Housing Rules are reviewed each year.**

-Members are made aware of **BEHAVIORAL EXPECTATIONS** during their time as a New Member.

-**LIFETIME MEMBERSHIP MANUALS**, which are delivered during the New Member period, and meetings with the New Member Educator during said period, outline these expectations. **Gamma Phi Beta International created a manual to be distributed to New Members called *A Lifetime Of Gamma Phi Beta*. In Fall 2008, these were distributed to the New Members in addition to supplementary material specific to our local chapter.**

-Each member signs a **LOYALTY PLEDGE**, which holds her responsible for her behavior, as outlined in our bylaws, standing rules and housing rules.

-Each member also signs a document called **SWAT** (Sisters Without Alcohol Together), used by the Epsilon Tau chapter to promote the health and safety of our members at events where alcohol may be present.

-Each member signs a copy of the **STANDARDS POLICY**, a document that lists specific behavioral expectations, and outlines the consequences of failing to meet these expectations. **In order to keep the policy as up to date as possible the Standards Policy is reviewed each year and each member is given a copy of this policy.**

Where do you rank now?

X5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

WE HAD SUCCESS WITH THESE POLICIES, SO WE ARE GOING TO CONTINUE TO IMPLEMENT THEM:

The **HOUSING** and **FINANCIAL COMMITMENT PLEDGE**. This document states that members will participate in the chapter housing lottery to as well as stick to a payment plan laid out by the Financial Vice President (FVP). The FVP works with individual members to accommodate their financial limits while fulfilling their financial commitment to the chapter. **The Housing Rules are reviewed each year.**

-Members are made aware of **BEHAVIORAL EXPECTATIONS** during their time as a New Member.

- **We will continue to distribute *A Lifetime Of Gamma Phi Beta* to New Members in addition to supplementary material specific to our local chapter.** These **LIFETIME MEMBERSHIP MANUALS**, which are delivered during the New Member period, and meetings with the New

Member Educator during said period, outline these expectations.

-Each member signs a **LOYALTY PLEDGE**, which holds her responsible for her behavior, as outlined in our bylaws, standing rules and housing rules.

-Each member also signs a document called **SWAT** (Sisters Without Alcohol Together), used by the Epsilon Tau chapter to promote the health and safety of our members at events where alcohol may be present.

-In addition, each member signs a copy of the **STANDARDS POLICY**, a document that lists specific behavioral expectations, and outlines the consequences of failing to meet these expectations. **In order to keep the policy as up to date as possible the Standards Policy is reviewed each year and each member is given a copy of this policy.**

Where will you Rank?

X 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 X 3 – Average 2 1 – Very Low

Plan for Year

-Jan 2008 and Sept 2008: We would like to ask Katie Stoller or another person well-versed in Expectations for Excellence to give a more **in-depth presentation on the importance of Expectations for Excellence at the beginning of each semester to remind the chapter of its importance and get the chapter more involved.**

-The **OUTGOING AND INCOMING** executive officers will continue to give feedback on the EE report and future planning every time the sorority finishes elections so that the officers with more experience can educate the new officers about what has worked for the chapter and what hasn't. The incoming officers can bring fresh ideas to the table. **THIS METHOD OF CHAPTER INVOLVEMENT** already involves 16 members, which makes up approximately 2/3 of the chapter.

--**PROACTIVELY**, the New Member program serves to educate members concerning the Standards policies, expectations for conduct, and consequences of misconduct. New Members are given a copy of the Standards Policy in their New Member Manuals.

-Additionally, the **STANDARDS CHAIRWOMAN ATTENDS ONE NEW MEMBER MEETING** to go over the document and answer any questions, as well as to explain her office and responsibilities.

-**REACTIVELY, OUR STANDARDS POLICY OUTLINES CONSEQUENCES** for failing to meet member expectations. All Standards issues are addressed by the Standards Chairwoman, with the

help of a Standards Committee, which is composed of one non-executive member from each class year.

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

- **No speaker came to talk to the entire chapter about Expectations for Excellence.** This talk would fall under our PACE program which stands for Personal And Chapter Enrichment. This year there has been a list of PACE events waiting to be held. The Expectations for Excellence Speaker did not make it to the top of the cycle this year.

- Sue Bloch, a member of the Expectations for Excellence Committee and a Gamma Phi Beta Alumnae **spoke with Executive Council about the report.**

-Instead the **President met with our Chapter Advocate Dean Vicki Roth twice** to learn more about the origins of the program.

-The President also **attended the Fall Expectations for Excellence Kick Off.**

-The **OUTGOING AND INCOMING** executive officers will continue to give feedback on the EE report and future planning every time the sorority finishes elections so that the officers with more experience can educate the new officers about what has worked for the chapter and what has not. The incoming officers can bring fresh ideas to the table. **THIS METHOD OF CHAPTER INVOLVEMENT** involves 16 members.

- **Our Collegiate Leadership Consultant hosted a transitioning workshop on Monday November 3rd, 2008.** We discussed how much information should be passed onto incoming officers. Thought processes, benefits of position, and challenges that were faced are some of the most important information that should be passed on.

- **Elections were held in mid-November to ensure ample time for officer transitioning.** The end of the year is always busy with final exams and schoolwork.

- A **final officer report** is due to the Administrative Vice President by December 7th. This document is passed onto the incoming officer and shared with our Chapter Advisor and Regional Coordinator.

-**PROACTIVELY**, the New Member program serves to educate members concerning the Standards policies, expectations for conduct, and consequences of misconduct. New Members are given a copy of the **Standards Policy, Chapter Bylaws, and A Lifetime of Gamma Phi Beta.**

-Additionally, the **STANDARDS CHAIRWOMAN did not attend a New Member meeting, but the New Member Educators discussed Standards Policy in-depth with the New Members.** They went over the document and answer any questions, as well as to explain her office and responsibilities.

-**REACTIVELY, OUR STANDARDS POLICY OUTLINES CONSEQUENCES** for failing to meet member expectations. All Standards issues are addressed by the Standards Chairwoman, with the help of a Standards Committee, which is composed of one non-executive member from each class

year.

- Serious problems are addressed by the Executive Council in the form of an **Executive Hearing**. International Gamma Phi Beta **outlines a strict procedure** and the **Chapter advisor** as well as all Executive Council members must be present. **The Regional Coordinator is consulted before any final decisions are being made.**
- If there is a pertinent problem in the **Chapter reminders are made** to the chapter **via emails or announcements in Chapter.**

Where do you rank now?

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

Plan for Upcoming Year

- A person well-versed in Expectations for Excellence to give an **in-depth presentation on the importance of Expectations for Excellence at the beginning of each semester to remind the chapter of the reports importance and get the chapter more involved.**

- Sue Bloch, a member of the Expectations for Excellence Committee and a Gamma Phi Beta Alumnae **will meet with Executive Council about the report annually.**

- **President will meet annually with our Chapter Advocate Dean Vicki Roth** to learn more about the origins of the program.

-The President also **will attend the Fall Expectations for Excellence Kick Off.**

-The **OUTGOING AND INCOMING** executive officers will continue to give feedback on the EE report and future planning every time the sorority finishes elections so that the officers with more experience can educate the new officers about what has worked for the chapter and what has not. The incoming officers can bring fresh ideas to the table. **THIS METHOD OF CHAPTER INVOLVEMENT** involves 16 members.

- A **transitioning workshop** on Monday November 3rd, 2008. We discussed how much information should be passed onto incoming officers. Thought processes, benefits of position, and challenges that were faced are some of the most important information that should be passed on.

-**Elections will again be held early in November to ensure ample time for officer transitioning.** Final exams and end of the year work can take away from time that officers can dedicate to transitioning.

- A **final officer report** will be due to the Administrative Vice President. This document is passed onto the incoming officer and shared with our Chapter Advisor and Regional Coordinator.

--**PROACTIVELY**, the New Member program serves to educate members concerning the Standards policies, expectations for conduct, and consequences of misconduct. New Members are given a copy of the **Standards Policy, Chapter Bylaws, and A Lifetime of Gamma Phi Beta.**

-Additionally, the **STANDARDS CHAIRWOMAN will attend a New Member meeting, to discuss and answer any questions about Standards Policy with the New Members.** The group will go over the document and answer any questions, as well as to explain her office and responsibilities.

-REACTIVELY, OUR STANDARDS POLICY OUTLINES CONSEQUENCES for failing to meet member expectations. All Standards issues will be addressed by the Standards Chairwoman, with the help of a Standards Committee, which is composed of one non-executive member from each class year.

- Serious problems will continue to be addressed by the Executive Council in the form of an **Executive Hearing**. International Gamma Phi Beta **outlines a strict procedure** and the **Chapter advisor** as well as all Executive Council members must be present. **The Regional Coordinator is consulted before any final decisions are being made.**
- If there is a pertinent problem in the **Chapter reminders will be made** to the chapter **via emails or announcements in Chapter.**

Where will you Rank?

X5 – 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.

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

Where did you rank yourself?

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

Plan for Year

WE HAVE FOUND THESE POLICIES TO BE SUCCESSFUL IN THE PAST, SO WE WILL CONTINUE TO IMPLEMENT THEM IN 2008.

-The Standards Policy **OUTLINES CONSEQUENCES** for certain behavior. The Standards Committee can hold hearings to address more serious issues, which are documented.

-Conflicts within the sorority are addressed by the **STANDARDS COMMITTEE**. The structure of the **STANDARDS COMMITTEE**, composed of the Standards Chairwoman and a non-executive member from each class year, is a way to ensure that the system is fair and consistent.

-Issues that are beyond the capabilities of the Standards Committee are referred to the Executive Board, which may hold a **CONFIDENTIAL HEARING**. Before a decision is finalized the Regional Coordinator is consulted.

-THE "CAREFRONTATION" SYSTEM: If a member is acting inappropriately, she has the chance to adjust her behavior before being reported to the Standards chairwoman. "Carefrontation" means having a conversation about what is appropriate behavior **IN A MANNER THAT IS SUPPORTIVE INSTEAD OF OFFENSIVE**. It gives the member who may or may not be behaving inappropriately a

CHANCE TO REMEMBER THE STANDARDS ALL SORORITY MEMBERS ARE HELD TO AND ADJUST HER BEHAVIOR BEFORE FACING MORE SERIOUS

CONSEQUENCES. Because another member can "carefront" her and remind her of the standards all sorority members are held to, the member who has been "carefronted" has the opportunity to accept the feedback of other members instead of facing immediate serious consequences.

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

Yes the plan was achieved through implementation of these systems.

-The Standards Policy **OUTLINES CONSEQUENCES** for certain behavior. The Standards Committee can hold hearings to address more serious issues, which are documented.

-Conflicts within the sorority are addressed by the **STANDARDS COMMITTEE**. The structure of the **STANDARDS COMMITTEE**, composed of the Standards Chairwoman and a non-executive member from each class year, is a way to ensure that the system is fair and consistent.

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- **Small situations were resolved by a confidential conversation with the President and or the Chapter Advisor.**

Where do you rank now?

X5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

WE HAVE FOUND THESE POLICIES TO BE SUCCESSFUL IN THE PAST, SO WE WILL CONTINUE TO IMPLEMENT THEM IN 2009.

-The Standards Policy **OUTLINES CONSEQUENCES** for certain behavior. The Standards Committee will continue to hold hearings to address more serious issues, which are documented.

-Conflicts within the sorority will be addressed by the **STANDARDS COMMITTEE**. The structure of the **STANDARDS COMMITTEE**, composed of the Standards Chairwoman and a non-executive member from each class year, is a way to ensure that the system is fair and consistent.

-Issues that are beyond the capabilities of the Standards Committee are referred to the Executive Board, which may hold a **CONFIDENTIAL HEARING**. Before a decision is finalized the Regional

Coordinator is consulted.

-THE "CAREFRONTATION" SYSTEM: If a member is acting inappropriately, she has the chance to adjust her behavior before being reported to the Standards chairwoman. "Carefrontation" means having a conversation about what is appropriate behavior **IN A MANNER THAT IS SUPPORTIVE INSTEAD OF OFFENSIVE.** It gives the member who may or may not be behaving inappropriately a **CHANCE TO REMEMBER THE STANDARDS ALL SORORITY MEMBERS ARE HELD TO AND ADJUST HER BEHAVIOR BEFORE FACING MORE SERIOUS CONSEQUENCES.** Because another member can "carefront" her and remind her of the standards all sorority members are held to, the member who has been "carefronted" has the opportunity to accept the feedback of other members instead of facing immediate serious consequences.

- Small situations will continue to be resolved by a confidential conversation with the President and or the Chapter Advisor.

Where will you Rank?

X 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?

X5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Year

WE WILL CONTINUE TO MAINTAIN RELATIONSHIPS WITH THE PEOPLE WHO CAN HELP US MAINTAIN PROPER CONDUCT.

-While OUR CHAPTER HAS NOT EXPERIENCED ANY ISSUES WITH REGARD TO CONDUCT, we will remain aware of the necessary actions that should be followed if one should occur.

-As part of the President's responsibilities, she is IN CONTACT WITH THE DIRECTOR OF FRATERNITY AND SORORITY AFFAIRS, who is an excellent resource in conduct-related issues.

-Another resource is our Chapter Advisor, a member of the Rochester Community, affiliated with our sorority, who is in contact with the Director of Fraternity and Sorority Affairs. The CHAPTER ADVISOR WILL CONTINUE TO ATTEND EXECUTIVE BOARD MEETINGS AND IS KEPT UP TO DATE ON WHAT IS TAKING PLACE WITHIN THE SORORITY.

Did you achieve your plan?

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

YES WE MAINTAINED RELATIONSHIPS WITH THE PEOPLE WHO CAN HELP US MAINTAIN PROPER CONDUCT.

-While **OUR CHAPTER HAS NOT EXPERIENCED ANY ISSUES WITH REGARD TO CONDUCT**, we will remain aware of the necessary actions that should be followed if one should occur.

-As part of the President's responsibilities, she is **IN CONTACT WITH THE DIRECTOR OF FRATERNITY AND SORORITY AFFAIRS**, who is an excellent resource in conduct related issues. The President meets with the Director of Fraternity and SorORITY Affairs.

- The **Housing Chairwoman meets with the All Area Coordinator graduate student** twice a semester to keep each other updated on Housing Issues and to maintain a relationship.

-Another resource is our Chapter Advisor, a member of the Rochester Community, affiliated with our sorority, who is in contact with the Director of Fraternity and SorORITY Affairs. The **CHAPTER ADVISOR WILL CONTINUE TO ATTEND EXECUTIVE BOARD MEETINGS AND CHAPTER MEETINGS AND IS KEPT UP TO DATE ON WHAT IS TAKING PLACE WITHIN THE SORORITY.**

- **Regional Coordinator** visits the Chapter once a year to **help the Chapter solve any pertinent issues and ensure that the Chapter is following International Rules of Gamma Phi Beta Sorority. This year the Collegiate Vice President, Regional Director, and Regional Coordinator visited the Chapter in Spring 2008**
- A **Collegiate Leadership Consultant (CLC)** visits the chapter once a year and serves a similar purpose as the Regional Coordinator. **She provides new ideas that work well for other chapters across the country and checks that our policies are up to date with those of International Gamma Phi Beta.** Two CLCs visited the Chapter one in January 2008 and the other in November 2008.

Where do you rank now?

X5 – Very High 4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

WE WILL CONTINUE TO MAINTAIN RELATIONSHIPS WITH THE PEOPLE WHO CAN HELP US MAINTAIN PROPER CONDUCT.

-While **OUR CHAPTER HAS NOT EXPERIENCED ANY ISSUES WITH REGARD TO CONDUCT**, we will remain aware of the necessary actions that should be followed if one should occur.

-As part of the President's responsibilities, she is **IN CONTACT WITH THE DIRECTOR OF FRATERNITY AND SORORITY AFFAIRS**, who is an excellent resource in conduct related issues.

-Another resource is our Chapter Advisor, a member of the Rochester Community, affiliated with our sorority, who is in contact with the Director of Fraternity and SorORITY Affairs. The **CHAPTER ADVISOR WILL CONTINUE TO ATTEND EXECUTIVE BOARD MEETINGS AND IS KEPT UP TO DATE ON WHAT IS TAKING PLACE WITHIN THE SORORITY.**

- **Regional Coordinator** visits the Chapter once a year to **help the Chapter solve any pertinent issues and ensure that the Chapter is following International Rules of Gamma Phi Beta Sorority. We will continue to schedule yearly visits with the Regional Coordinator.**

- A **Collegiate Leadership Consultant (CLC)** visits the chapter once a year and serves a similar purpose as the Regional Coordinator. **She provides new ideas that work well for other chapters across the country and checks that our policies are up to date with those of International Gamma Phi Beta.** We will continue to request CLC visits.

Where will you Rank?

X5 – 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?

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

Plan for Year

Every elected officer has a **list of responsibilities** supplied by our International Headquarters. There is a copy of these responsibilities in the President's book. This resource is very useful in outlining expectations for our chapter.

-Each elected officer has a **Handbook to pass to each succeeding officer during the transitioning period**. This period allows the current officer to familiarize the new officer with the expectations of the office.

-As a means of tracking each officer's progress, **all elected officers complete a monthly officer report, which is turned into our chapter advisor and the Managing Regional Coordinator**.

-The Elected Officer Positions are as follows: **Executive Officers: President, Administrative Vice President(AVP), Education Vice President(EVP), Membership Vice President(MVP), Financial Vice President(FVP), Panhellenic Affairs Vice President(PAVP), Public Relations Vice President(PRVP) and Recording Secretary**.

-The Non-executive elected officers: **New-member educator (NME), Ritual Chairwoman, Scholarship Chairwoman, Housing Chairwoman, Philanthropy Chairwoman, Internal Social Chairwoman and External Social Chairwoman**.

-To ensure successful officer transitions, the AVP will be **present at the transitioning meetings of the incoming and outgoing officers, taking place in December and April of each year**.

-Our AVP will contact the **Rochester Center for Community Leadership (RCCL) for ideas on how to improve Officer Transitioning for the future**.

Did you achieve your plan?

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

We achieved our plan successfully however there are still improvements to be made. Officer transitioning is a very important aspect to the success of our chapter and we continue to strive to improve it.

-In order to make **officer transitioning the best it can be**, we had a CLC for our **International Headquarters** make her semesterly visit before the officer transitioning period and she gave a **workshop on transitioning and delegation tips.**

-The President's book is updated with the **list of responsibilities** of each officer and is a resource used by the chapter.

-Each elected officer is responsible for updating and **adding helpful information to each officer handbook to pass off to the succeeding officer.**

-As stated in the plan for the year, the AVP will be present during each meeting where a new officer is being transitioned, to assure the smooth and successful transition.

The Elected Officer Positions are as follows: **Executive Officers: President, Administrative Vice President(AVP), Education Vice President(EVP), Membership Vice President(MVP), Financial Vice President(FVP), Panhellenic Affairs Vice President(PAVP), Public Relations Vice President(PRVP) and Recording Secretary.**

-The Non-executive elected officers: **New-member educator(NME), Ritual Chairwoman, Scholarship Chairwoman, Housing Chairwoman, Philanthropy Chairwoman, Internal Social Chairwoman and Exernal Social Chairwoman.**

The Internal and External Social Chair positions were combined to one position after the suggestion was made by International Headquarters.

-Since there are so many positions it is **not possible for the AVP to be present at every meeting to ensure proper transtioning therefore each outgoing and incoming officer will write a short report on how the transitioning went and turn it in the the AVP.**

Where do you rank now?

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

Plan for Upcoming Year

-The responsibilities of each officer will continue to be listed in each officer's handbook as well as the preidents manual.

-Each officer is responsible for **updating their handbook** with useful and recent information to ensure a smooth transitioning for the new officer.

-The CLC will be planned to make her semesterly visit before or during the period of officer transitioning to **further improve the process.**

- **The Executive Officers:President, Administrative Vice President(AVP), Education Vice President(EVP), Membership Vice President(MVP), Financial Vice President(FVP), Panhellenic Affairs Vice President(PAVP), Public Relations Vice President(PRVP) and**

Recording Secretary.

The non-executive officers: New member educator(NME), Ritual Chairwoman, Scholarship Chairwoman, Housing chairwoman, Philanthropy Chairwoman, Internal and External Chairwoman.

To ensure proper transitioning, the outgoing and incoming officers will complete a short report on the transitioning meeting and turn it in the AVP.

Where will you Rank?

5 – Very High X4 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 X4 3 – Average 2 1 – Very Low

Plan for Year

All of our business meetings are formal meetings, held biweekly and follow parliamentary procedure. Voting guidelines are outlined by our bylaws.

January 2008- Given the growing importance of the influence of Expectations for Excellence in our chapter's future, we would like the 2008 Executive Council to examine the possibility of making the **EE chairwoman an elected position**. While we don't have the resources for it now, we would also like the chapter to consider an EE committee.

Did you achieve your plan?

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

We achieved part of our plan for the year by continuing to hold our business meetings biweekly to keep the entire chapter informed.

Our decision making guidelines are clearly laid out in the president's manual which is available for the chapter to view at any time. **Decisions involving the chapter are voted on by the chapter during our business meetings.**

While we still lack the resources to involve the majority of the chapter in the Expectations for Excellence Report, a small committee of three women were able to work on the document.

Where do you rank now?

5 – Very High X4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

2008 Expectations for Excellence

-Business meetings will be **held bi-weekly** and our voting guidelines are clearly outlined in our guidelines. Any decision involving the chapter to present to the members and voted on anonymously. Any necessary discussion is held during our business meetings.

-Any **amendments** to our standing rules will be discussed by a committee and then the proposed changes will be present to the members and **voted on**.

-The Executive Council will continue to **appoint and Expectations for Excellence committee to ensure the accurate and timely completion of the report.**

Where will you Rank?

5 – Very High X4 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 X4 3 – Average 2 1 – Very Low

Plan for Year

-The chapter realized that, **by limiting department meetings, we have weakened our planning abilities instead of strengthening them.** Consequently, we have decided to implement bi-weekly department meetings again, but we will schedule them **before other sorority business meetings so that attending them is not overwhelming to members.**

-We will continue to use the practice of **delegation to ensure that duties are performed efficiently.** Each officer is responsible for a specific task in the sorority. Officers are grouped by department. Each department is led by a Vice president, who holds bi-weekly department meetings.

-As a means of tracking each officer's progress, all elected officers **complete an officer report each month which is turned into our chapter advisor and Managing Regional Coordinator.**

-**The President, Vice Presidents and the Recording Secretary make up the Executive Board which meets weekly to review the happenings of the chapter, all of which are documented through various International Forms, which are sent to our International Headquarters** at certain times throughout the year. This system which ensures that all tasks are carried out in a timely accurate and efficient manner, will continue to be followed for the coming year.

-In addition to this, we have a **Collegiate Leadership Consultant from International, who visits each semester in order to meet with officers, discuss their position and offer suggestions.**

-**Recording Secretary:** In addition to Officer Reports and International forms, the Administrative department's Recording Secretary **keeps a record of minutes from chapter and executive meetings.**

Did you achieve your plan?

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

-We have achieved our plan by continuing to implement bi-weekly department meetings, where every Vice President meets with the department to discuss progress and brainstorm. This has proved to be a good system of improving the efficiency in completing tasks and maintaining communication.

-In October 2008 the Collegiate Leadership Consultant visited our chapter and met with each officer to discuss progress and make suggestions for improvement. She also held a helpful workshop to improve officer transitioning and delegation skills.

-Elected officers complete a monthly officer report to review progress, challenges, and successes of their department. They are reviewed by our chapter advisor and Regional Coordinator and suggestions for improvement are made.

-The weekly meetings of the executive board to discuss and document the happenings of the chapter continue to be a system that ensures tasks are held in a timely, accurate and efficient manner.

-The recording secretary continues to record the minutes of the chapter and executive meetings and additionally, a google documents account has been established where she posts the minutes of these meetings to ensure all members of the chapter stay informed and update on our progress.

Where do you rank now?

5 – Very High X4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

-We plan on continuing the weekly executive board meetings and bi-weekly department and chapter meetings.

-Monthly officer reports will also continue to encourage each officer to reflect on the department's progress as well as think of ways to improve.

-The Collegiate Leadership Consultant(CLC) will continue to be scheduled to visit and hold workshops and meetings with each officer to ensure everything is running as efficiently and accurately as possible.

-The Google Documents account will continue to be updated weekly with the minutes of each meeting to keep the chapter informed so decisions can be made in a timely manner.

-With the tips suggested by the CLC we plan to further improve delegations skills to ensure that tasks are being fairly distributed and done in a timely manner.

Where will you Rank?

5 – Very High X4 3 – Average 2 1 – Very Low

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 X3 – Average 2 1 – Very Low

Plan for Year

-The structure of the Executive Board and the hierarchy of positions continue to provide several opportunities for our members to experience managing peers in a business setting.

-When new officers are elected, the outgoing Administrative Vice President is responsible for holding an officer transitioning. (See FIRST SECTION OF ORGANIZATIONAL MANAGEMENT).

-A member of our sisterhood serves on the Campus Leadership Advisory Board, which is working on creating leadership programs. (See Community Building and Leadership Section).

-Members have been and will continue to be encouraged to attend University leadership programs, such as the Leader to Leader course. (See Community Building and Leadership Section).

-Three members of our Executive Board attend the Regional Leadership Conference, which provided workshops aimed at improving department management. (See Community Building and Leadership Section).

Did you achieve your plan?

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

-We have achieved our plan by continuing to offer training in various aspects of management. The responsibilities of each officer allow each member to grow and improve their management skills.

-The hierarchy of positions continue to provide several opportunities for our members to experience managing peers in a business setting.

-The outgoing AVP will continue to be responsible for ensuring officer transitioning is done properly.

Where do you rank now?

5 – Very High X4 3 – Average 2 1 – Very Low

Plan for Upcoming Year

-The structure of the Executive Board and the hierarchy of positions continue to provide several opportunities for our members to experience managing peers in a business setting.

-When new officers are elected, the outgoing Administrative Vice President is responsible for holding an officer transitioning. (See FIRST SECTION OF ORGANIZATIONAL MANAGEMENT).

-Members will continue to be encouraged to attend University leadership programs, such as the Leader to Leader course. (See Community Building and Leadership Section).

-Three members of our Executive Board will attend the Regional Leadership Conference, which provided workshops aimed at improving department management. (See Community Building and Leadership Section).

Where will you Rank?

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