

**Expectations for Excellence
2009**

Phi Kappa Tau
December 1, 2009

2009 Expectations for Excellence

Scholarship

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

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

Standard

1. We demonstrate that we respect the educational goals of each individual.

Examples: programs which address individual members' interests, monitoring and modifying fraternity/sorority time commitments which prohibit interference with academic pursuits.

Where did you rank yourself?

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

Plan for Year

- Simon School Lecture Series to begin in January
- Continue to sponsor brotherhood events in Spring and Fall with the Career Center
- Collaborate with LAS as we have in the past to have brotherhood event on efficient time management with a goal of one LAS program per year
- Work with River Campus Libraries to volunteer for Nielly Series Lectures or Plutzik Reading Series
- Brotherhood Study Sessions in Gleason Library/Upstairs ITS -- Every other week before or after Chapter -- potentially including a brotherhood dinner
- Study Break for December -- Computer game tournament

Did you achieve your plan?

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

Phi Kappa Tau fulfilled its plan for individual educational goals. Here are our successful events:

- Continued building of our academic library of notebooks, homework, projects, exams, and books 2008
- Volunteered for MLK speaker Andrew Young
- Three brotherhood study sessions in upstairs ITS per semester as part of new member program
- Study abroad discussion and Q&A led by 5 brothers who have studied abroad along with a representative from the study abroad office
- RCCL Group Management and Individual/Group Goal Setting Program

STRENGTHS: Have repeated successful programs, making them easier to ammend and continue

WEAKNESSES: A weekly study session maybe more effective.

OPPORTUNITIES: Brothers have a wide variety of majors and experiences, which affords us the opportunity to learn from one another, in areas that we may individually lack.

OVERALL: An area where we have improved through the permanence and extension of successful programs

Where do you rank now?

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

Plan for Upcoming Year

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The plan for the next year will be a continuation and expansion of events and programs that were successful this year.

- Continue volunteering for Simon School Lecture Series
- Continue work with RCCL to promote and manage our individual and group goals, substituting for LAS program
- Continue our success with Neilly Series Lectures or Plutzik Reading Series
- Continue brotherhood study sessions in Gleason Library/Upstairs ITS, adding more brotherhood dinners
- Study Break for December -- Computer game or some sports tournament

Where will you Rank?

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

Standard

2. We support real learning through advocacy of and sponsorship with College programs and offices.

Examples: Writing Fellows, workshop leaders, Learning Assistance Services, the College Center for Academic Support, the Career Center, teaching assistants.

Where did you rank yourself?

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

Plan for Year

- Volunteer for Neilly Lecture Series and Plutzik reading series
- Once-a-semester Career Center program as a primer on CC resources. Will occur in February in anticipation of job/internship applications
- RCCL Programs for organizational as well as individual success: Goal Setting in Spring for Executive Board; Programming 101 in Spring and Campus Club Connection in Fall for all brothers.
- LAS Program for time management in Spring

Did you achieve your plan?

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

We achieved most aspects of our plan. Successful events:

- Volunteered to usher for MLK speaker Andrew Young
- Helped with Neilly Series lectures
- Held RCCL Program for goal setting and programming within the fraternity and also for individual success

Additional events which helped achieve our goal:

- Fire safety program in conjunction with local fire department to raise fire hazard awareness and fire safety techniques
- Informational meeting with the Study Abroad office discussing all aspects of the study abroad program

STRENGTHS: Tips from RCCL Program on Meeting Management helped with organization within the fraternity.

WEAKNESSES: Not all aspects of the initial plan were recognized, although alternative programs were established which fulfilled the goal of the plan.

OPPORTUNITIES: Regular interaction with these offices allows for more permanent programs.

OVERALL: Although we did not keep to the initial plan, we still achieved our intended goal.

Where do you rank now?

2009 Expectations for Excellence

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

Plan for Upcoming Year

Phi Tau will be utilizing resources provided by offices and programs of the University to educate its members and promote real learning. In the future we will try to run such programs with other organizations to increase participation.

-- Volunteer for Neilly Lecture Series and Plutzik reading series

-- Once-a-semester Career Center program as a primer on CC resources. Will occur in February in anticipation of job/internship applications

-- RCCL Programs for organizational as well as individual success: Goal Setting in Spring for Executive Board; Programming 101 in Spring and Campus Club Connection in Fall for all brothers.

-- LAS Program for time management in Spring

STRENGTHS: Additional RCCL Programs will help all brothers better understand the functions of our group at the university

WEAKNESSES: While there will be many programs, few of them will be our creation or administered or led by brothers -- most are done through university offices

OPPORTUNITIES: Always more programs to educate members via pre-established programs.

Opportunity for brothers to collaborate and create an event specially tailored to our group's goals

OVERALL: New programs will give members a well-rounded introduction to the available resources on campus offered through the university

Where will you Rank?

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

Standard

3. We promote the development of educational opportunities that include the broader campus community and our members.

Examples: discussions on academic topics of interest, workshops on applying for internships and fellowships, programs preparing for graduate and medical school.

Where did you rank yourself?

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

Plan for Year

-- Study abroad presentation by brothers who have spent time abroad with a study abroad representative.

-- Internship and Job forum for brothers including our experiences: where we were, what we were doing, how we go the position. Will also include staff from Career Center to answer questions and explain resources of Career Center Library. Will occur in the Spring.

Did you achieve your plan?

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

We have achieved the goals of our plan and added the reach of them. Successful programs include:

-- Study abroad discussion led by 5 brother who have studied abroad, along with a study abroad representative. Will bring our own knowledge to help with the Study Abroad Expo, in January.

-- Co-sponsored VOX women's caucus week of Planned Parenthood

--RCCL Group Management/goal setting replaced the Career Center Program

--We took our fire safety knowledge gained by our individual program last Spring, and brought it to the broader student community, by proving an Off-Campus Fire Safety presentation in Wilson Commons.

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STRENGTHS: We are a small group, but we have found programs that fit our individual characteristics and used them to bring the knowledge that we gain to the rest of the University community.

WEAKNESSES: The loss of the Career Center Program.

OPPORTUNITIES: As we add more members, it will allow us to increase the size of these programs and perhaps re-add the Career Center Program.

OVERALL: We have used our group's ability to gain knowledge to increase the educational opportunities of others.

Where do you rank now?

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

Plan for Upcoming Year

Our plan is to build upon the successful programs that we did last year and add permanence.

-- Intra-Fraternity Study Abroad Program, along with volunteering to set up and help run a table.

-- Continue the Off-Campus Fire Safety Program, but add it to the broader Universities fire education programs

--Continue RCCL management programs

Where will you Rank?

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

Community Building and Leadership

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

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

Standard

1. Just as we promote the values, history, achievements, efforts, and traditions of our chapter and of the larger fraternity and sorority community, we also respect the values, history, achievements, efforts, and traditions of other organizations.

Examples: collaboration with the College's New Member Orientation Program, participation in Meliora Weekend, collaboration and participation with other groups' activities.

Where did you rank yourself?

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

Plan for Year

- Co-Sponsor River Campus Open with Sigma Chi to raise money for charity in late April. Participation goal was approximately 100.
- Encourage member participation at other groups' events through E4E Calendar Announcements at weekly Chapter Meetings and sending link to calendar website with Chapter Minutes
- Co-Sponsor/coordinate with Phi Sigma Sigma's Rock-a-Thon
- Meliora Weekend Alumni Event for Fall
- Participate in other groups activities including Alpha Traz, Anchor Slam, Anchor Splash, etc.
- Participate in Relay For Life and raise \$500 as a fraternity
- Participation in Spring and Fall by at least 2 brothers in New Member Orientation Program
- Volunteer for LEGO Tournament
- Co-sponsor open risk management programs on Sexual Health and Fire Safety
- Work with Red Cross during annual Blood Drive

Did you achieve your plan?

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

- We achieved our plan and were met with success in most of our programs. Successful events:
- Surpassed our goal for Relay for Life (raised over \$500 as a fraternity)
 - Hosted Meliora Weekend Open House BBQ for Alumni and Friends at Phi Kappa Tau.
 - Also, held a Alumni Networking event for friends and brothers, during Meliora Weekend
 - Co-Sponsored The Second Annual River Campus Open with Sigma Chi to raise money for Aid in Africa
 - Co-sponsered Phi Sig's Spring Rock-a-Thon and attended Phi Sig's Fall Rock-a-Thon, substituting further participation to our Off-Campus Fire Safety Presentation
 - Participation in Red Cross Blood Drive
 - Off-Campus Fire Safety Presentation allowed us to extend the knowledge and efforts of the fire marshal Kevin Chandler

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STRENGTHS: River Campus Open continues to grow, and required extensive coordination with Sigma Chi.

WEAKNESSES: Lack of sponsorship with Rock-a-Thon, during Fall semester, occurred as a result of efforts being allocated to other events. Hope to increase participation, with co-sponsorship, both semesters, as our numbers grow.

OPPORTUNITIES: Many opportunities for involvement in annual groups and events, which will make organizing future events easier.

OVERALL: Planning of and participation in activities with other groups has extended further to the whole student body.

Where do you rank now?

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

Plan for Upcoming Year

Our goals for the next year will be to increase the community attendance of planned programs.

-- Co-Sponsor River Campus Open with Sigma Chi to raise money for charity.

-- Continue encouraging member participation at other groups' events through announcements at Chapter Meetings and Chapter Minutes

-- Co-Sponsor/coordinate with Phi Sigma Sigma's Rock-a-Thon

-- Make Meliora Weekend Alumni Open House Barbeque an annual event to further strengthen our ties with Alumni

-- Participate in other groups activities including Alpha Traz, Anchor Slam, Anchor Splash, etc.

-- Continue participation in Relay For Life and raise \$500 as a fraternity

-- Participation in Spring and Fall by at least 2 brothers in New Member Orientation Program

-- Continue risk management programs and events, including the Off-Campus Fire Safety Presentation

Where will you Rank?

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

Standard

2. We promote individuals' search for purpose and passion. We acknowledge that our members have multiple identities and interests and support and nurture these identities.

Examples: nurturing multiple identities such as being a resident advisor, an athlete, a workshop leader, or the provision of leadership opportunities within our organization for younger members.

Where did you rank yourself?

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

Plan for Year

-- Creation of new event in New Member Program that is a discussion of Exec Board Positions including duties and responsibilities, done by current officers

-- Highlight at weekly Chapter meeting a different club or organization that one of our members are also a part of-- what they do, when they meet, etc

-- Fraternity event to have brothers go to a home Squash Match, Lacrosse Game, Baseball game, and Football games throughout year

Did you achieve your plan?

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

2009 Expectations for Excellence

Phi Kappa Tau has achieved this plan, and we have also went beyond our expectations.

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- Encouraged attendance of Varsity Squash Team home games
- New Members are encouraged to run for Exec Positions immediately -- many will take positions their first semester as brothers
- held an event to raise support for WRUR DJ's Escape Pod
- Held a concert for a Rise UP Roof Beams (a band that one of the brothers grew up with)
- Worked with the Debate Union to present a public debate
- Organize at chapter brotherhood groups for varsity sports games
- Attended crew meets, supporting Andrew Tufts

STRENGTHS: Our programs are diverse and reflect the brothers own interests.

WEAKNESSES: Many of these programs change from semester to semester, making them more difficult to plan.

OPPORTUNITIES: Our broad base of interests affords us ample opportunity to support other groups and interest.

OVERALL: Brothers involvement is encourage by their own identities.

Where do you rank now?

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

Plan for Upcoming Year

The plan for the next year involves strengthening our programs, through increased membership next semester.

- Continuation of new event in New Member Program that is a discussion of Exec Board Positions, along with shadowing
- Highlight at weekly Chapter meeting a different club or organization that one of our members are also a part of
- Fraternity event to have brothers go to home Squash Match, Lacrosse Game, Basketball, Baseball, and Football games throughout year

Where will you Rank?

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

Standard

3. We provide practice and context. We encourage our leaders to attend training and to participate in hands-on experiences through service and leadership positions in the group and in the greater student community.

Examples: participation in the College leadership skills training series, conference attendance, participation in major service days, promotion of individual philanthropies.

Where did you rank yourself?

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

Plan for Year

- Continue with RCCL Presentations:
- Promote future Paychex Leadership Institute in Chapter and via email
- Encourage all members to apply for Order of the Omega via Chapter announcements and passing out applications, as well as email reminders
- Send two brothers (ideally Executive Board Members) to Regional Leadership Convention

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Did you achieve your plan?

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

Our plan to promote leadership was partially successful. The RCCL presentation on was helpful in showing us how to best utilize our individual and organizational time. However, we were not able to send any brothers to National Conference.

-- RCCL Meeting Management Presentation for Executive Board on Meeting Management
-- Promoted Paychex Leadership Institute in Chapter and via fraternity email, three brothers on Exec Board have applied

--Creation of a New Member Program to train future Exec Board Positions, with shadowing

STRENGTHS: RCCL Presentation was extended to entire brotherhood

WEAKNESSES: Phi Kappa Tau's National Conference is difficult to attend and takes early planning.

OPPORTUNITIES: RCCL Presentations and other leadership trainings could be extended to entire community

OVERALL: We have made great progress to train our leaders and incorporate our new members into these leadership positions.

Where do you rank now?

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

Plan for Upcoming Year

-- Continue with RCCL Presentations:

-- Promote future Paychex Leadership Institute in Chapter and via email

-- Encourage all members to apply for Order of the Omega via Chapter announcements and passing out applications, as well as email reminders

-- Send two brothers (ideally Executive Board Members) to Regional Leadership Convention

Where will you Rank?

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

Standard

4. As part of a larger community, we foster the ability of students to work across boundaries by promoting co-sponsorship and planning of programs with diverse groups.

Examples: participation/sponsorship of religious or cultural programs, participation in special cultural programs service days or "months," multicultural recruitment strategies.

Where did you rank yourself?

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

Plan for Year

-- Sponsor or Co-sponsor an event during African American History Month (February)

-- Promote attendance at multicultural events on campus through announcements at weekly Chapter meetings and notes in Chapter minutes to be emailed

Did you achieve your plan?

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

2009 Expectations for Excellence

We have not yet achieved our goal of co-sponsoring events with more diverse groups. But, announcements at Chapter and through email has spurred brothers' participation in the events of diverse groups.

--Co-sponsored an Entrepreneurial talk on Africa

STRENGTHS: Co-sponsorship of an African American History Month Event will give us a strong foundation, in this standard.

WEAKNESSES: No brother lead programs.

OPPORTUNITIES: The University's strong dedication to diversity affords us many opportunities to help other diverse groups with programs.

OVERALL: One of our weakest areas, but we have set up a strong foundation to lead to further improvement.

Where do you rank now?

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

Plan for Upcoming Year

Our group needs to work with groups to co-sponsor events for this category.

-- Sponsor or Co-sponsor an event during African American History Month (February)

-- Continue to promote attendance at multicultural events on campus through announcements at weekly Chapter meetings and fraternity emails

Where will you Rank?

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

2009 Expectations for Excellence

Programming

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

Standard

1. We encourage students' enjoyment and participation in campus and community activities, and we support and revitalize traditions of The College and of the fraternity and sorority community.

Examples: attendance at athletic events, cultural group events, fraternity or sorority-sponsored campus events, performing groups, Fashionably Late programs.

Where did you rank yourself?

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

Plan for Year

- Announcements of Expectations for Excellence Calendar events at Chapter meetings and inclusion of link to calendar website in weekly minutes
- Goal of every brother attending a minimum of three events sponsored by other groups per semester -- including fraternity/sorority, performing groups, Fashionably Late, athletics.
- Co-Sponsor River Campus Open with Sigma Chi in Late April (goal of 100 participants)

Did you achieve your plan?

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

We did achieve our goals this past year:

- Brotherhood attendance at squash match in Spring Semester, along with basketball and football in the Fall.
- Participation in Relay for Life
- Co-Sponsored and participated in Spring Red Cross Blood Drive
- Co-Sponsored River Campus Open with Sigma Chi, with over 150 participants

STRENGTHS: River Campus Open was continues to grow; it is definitely the largest, most successful program for Phi Kappa Tau this year.

WEAKNESSES: Attendance at other groups events is difficult to enforce, but group attendance increases the likelihood that all brothers wil participate.

OPPORTUNITIES: The River Campus Open has become so successful, we may be able to hold another tournament in the Fall next year.

OVERALL: The River Campus Open, with the other events, allows our Fraternity to bring events that we enjoy to the broader University community, while supporting charity.

Where do you rank now?

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

Plan for Upcoming Year

2009 Expectations for Excellence

- Continue announcements of Expectations for Excellence Calendar events at Chapter meetings and minutes
- Encourage every brother attending a minimum of three events sponsored by other groups per semester, through setting up group attendance ahead of time
- Continue to co-Sponsor River Campus Open with Sigma Chi in Late April

Where will you Rank?

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

Standard

2. We respect the welfare of others and actively promote safety. We encourage and create safe, comfortable, non-alcoholic events and environments for all students. When alcohol is part of an event, we focus on strategies which enhance safety and reduce harm.

Examples: alcohol and drug awareness, risk management, fiscal responsibility, social relationships and date rape, diversity and tolerance, hazing, community building.

Where did you rank yourself?

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

Plan for Year

- General Risk Management Presentation in early February 2008
- Drug and Alcohol Awareness and Sexual Health Program through UHS Health Promotion Office
- Presentation by Security, Scott Hughey, and Alicia Citro on Date Rape for January 2008
- Presentation by Fire Marshall on safety in regards to off-campus housing: fire codes, general fire safety, etc.
- Participation by two brothers in New Member Orientation Program per semester

Did you achieve your plan?

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

We achieved our plan to promote safety and welfare via risk management presentations on various topics throughout the year:

- General Risk Management Presentation for brotherhood by Board of Governors member in March and October
- Drug and Alcohol Awareness Presentation by UHS Health Promotions to brotherhood in Spring
- Sexual Health Awareness Presentations by UHS Health Promotions to brotherhood in Spring
- Intra-Fraternity Fire Safety presentation lead by Kevin Chandler in the Spring was transformed to our own Fraternity lead Off-Campus Fire Safety Presentation in the Fall.

STRENGTHS: Our Off-Campus Fire Safety Presentation allowed us to bring the safety education opportunities afforded to us by our Fraternity, to the broader University community.

WEAKNESSES: Many of our programs are run through the UHS Health promotions Office; may want to search out another group as well to increase diversity

OPPORTUNITIES: Work with the Fire Marshall has great potential to strengthen our fire safety events.

OVERALL: Presentations are a good way to educate members about alcoholic and non-alcoholic risks, and efforts are being made to bring this knowledge to others.

Where do you rank now?

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

Plan for Upcoming Year

2009 Expectations for Excellence

The plan for the next year is to continue our successful risk management presentations, while attempting to spread the knowledge to others:

- General Risk Management Presentation in early February 2009
- Drug and Alcohol Awareness and Sexual Health Program through UHS Health Promotion Office
- Presentation by Fire Marshall on general fire safety, in Spring, and Fraternity run Off-Campus Fire safety Presentation in Fall.
- Participation by two brothers in New Member Orientation Program per semester

Where will you Rank?

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

Standard

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

Where did you rank yourself?

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

Plan for Year

- Continue with current presentations for Risk Management: Sexual Health, Alcohol/Drugs, General
- Presentation by Fire Marshall on safety in regards to off-campus housing
- Overview of Student Handbook Presentation, possibly by Security
- Date Rape Risk Management Presentation

Did you achieve your plan?

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

We have achieved our plan, and currently abide by all policies and regulations as done in the past. Risk management presentations keep our members informed of dangers. However, the overview of the Student Handbook was done at Chapter; we hope to have it presented by a University representative next semester.

- Sexual Health and Alcohol/Drug Awareness programs as well as General Risk Management
- Fire-safety programs have expanded greatly.

STRENGTHS: Fire-safety presentations include many other aspects of the law, policies and regulations.

WEAKNESSES: Date Rape Risk Management Presentation was encompassed by both the Sexual Awareness and Alcohol Awareness Programs, thus was not done on its own.

OPPORTUNITIES: Our relationship with the local authorities allows us the opportunity to have them walk through the house and make safety suggestions.

OVERALL: This is an area where we have great potential to build on the programs that create a strong foundation.

Where do you rank now?

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

Plan for Upcoming Year

2009 Expectations for Excellence

We will continue to abide by all policies and regulations as done in the past and continue to educate members and the community as to these policies and regulations

- Continue with current presentations for Risk Management
- Continue presentation by Fire Marshall on safety in Spring and Own Farternity presentation in Fall
- Overview of Student Handbook Presentation, possibly by Security in Spring
- Date Rape Risk Management Presentation

Where will you Rank?

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

Non-academic Student Conduct

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

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

Standard

1. We have a list of specific conduct expectations, supplementing but not assuming The College's list.

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

Where did you rank yourself?

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

Plan for Year

- Rules and Conduct guides provided by National
- New member handbooks

Did you achieve your plan?

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

We achieved our plan.

- The Constitution and Statutes as well as New Member Program were reviewed by new officers each semester
- New member handbooks describe behavior expected of the new members

Where do you rank now?

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

Plan for Upcoming Year

Within our constitution we have a set of by-laws and rules that we all must follow and always follow accordingly.

- These will be reviewed by the Executive Board as new officers take positions before the Spring Semester and modified if necessary
- New Member Orientation Process will be reviewed and updated based on model provided by National
- Implementation of a new executive position: Standards Chair. Standards Chair will be responsible for setting and enforcing in-house rules and regulations for all members

Where will you Rank?

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

Standard

2. We have several mechanisms for educating members about conduct expectations, both proactively and reactively.

Examples: new member orientation, general programming, a predetermined list of possible consequences for misconduct, and written material (such as a newsletter).

Where did you rank yourself?

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

Plan for Year

- New Member Orientation Program for the chapter will be expanded and revised based on new National Program and school's anti-hazing documents
- Creation of a monthly newsletter to alumni to update them on what is happening for membership, programming, Meliora Weekend, and other events
- Continuing and expanding risk management series for brothers and larger community -- Sexual Health, General Risk Management, Alcohol/Drug awareness, Date Rape, Fire Safety, Student Conduct

Did you achieve your plan?

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

We accomplished most of the basic ideas of our plan, but more expansion is needed:

- Open Risk Management Presentation on Fire Safety and co sponsored women's health caucus
- Current New Member program has been successful in educating about chapter and national history, risk management, and hazing.
- Weekly Chapter minutes sent out within two days of chapter
- Alumni Newsletter sent out about every two months.

STRENGTHS: Risk Management and New Member program are a balance of professional and member run programs to support conduct expectations

WEAKNESSES: The Alumni newsletter is still not monthly, although we are working on ways to update the process and send out a newsletter every month

OPPORTUNITIES: Keeping alumni updated with monthly newsletters can create good relationships with the current fraternity and past members.

OVERALL: Successful programs thus far, easy to coordinate and very informative

Where do you rank now?

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

Plan for Upcoming Year

- Expansion of risk management program for brothers and community, as well as more presentations with other groups on campus
- Establishment of a monthly comprehensive newsletter to Alumni
- Continuation of recording weekly Chapter minutes
- Updating the New Member Orientation program based on National and University guidelines regarding conduct and hazing

Where will you Rank?

2009 Expectations for Excellence

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

Standard

3. We have a system of internal accountability. This supplements the College, and does not usurp jurisdiction. Both informal and formal means of conflict resolution are addressed, and care is given to ensure that such systems are fair and consistent.

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

Where did you rank yourself?

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

Plan for Year

- The outgoing and incoming Presidents will review the standards process and make any changes they feel are necessary.
- Risk management presentations will continue to serve as preventative measures to avoid situations that would require standards board.

Did you achieve your plan?

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

Although we did not need to use formal means of conflict resolution, the standards and practices we implemented are a reliable way to make sure that conflicts are resolved.

- We have a written standards process that is reviewed annually. The President acts as the Standards Officer and the board is appointed by him. Standards board did not have to be used in the last year.
- Risk Management presentations to prevent violations that would require Standards Board such as drug/alcohol, hazing, and student conduct problems

STRENGTHS: Outlines practical means of conflict resolution

WEAKNESSES: President is automatically Standards Officer, which can cause problems if he is unwilling or unable to do the duties of the Standards Officer as well as his duties as president.

OPPORTUNITIES: Standards Process is able to be modified if the need arises

OVERALL: System is effective and regularly updated

Where do you rank now?

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

Plan for Upcoming Year

- President will review the standards process and make changes accordingly
- Preventative education through risk management presentations
- Standards Officer to become a separate executive position responsible for enforcing standards for all members, mediating informal conflicts, and convening the Standards Board for formal conflicts

Where will you Rank?

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

Standard**4. We have an effective means of communication with the administration about conduct-related issues.**

Examples: establishing regular meetings with various campus offices, creating key leadership positions within the organization, and the development of systems and protocols.

Where did you rank yourself?

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

Plan for Year

- Bi-Weekly Meetings with Director of Fraternity and Sorority Affairs by relevant Executive officers (President, VP Programming, Rush Chair)
- Bi-Weekly Meetings with Chapter Advocate, Dean Burns
- Monthly Board Of Governors Meeting
- Meeting with entire Chapter and Director of Fraternity and Sorority Affairs at the beginning of each Semester to educate them on the goals of OFSA and discussion of E for E development

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

Communication with various campus offices did not fully meet our goals:

- Meetings with Director of Fraternity and Sorority Affairs was not as regular as planned as was more often than was realistic
- Communication with Chapter Advocate was regular through email and visits
- Board of Governors did meet on a Monthly Basis
- Did have a meeting to discuss the Fraternities Expectations for Excellence report and presentaion, along with suggestions and critiques.

STRENGTHS: Meetings to discuss our Fraternities Expaectations for Excellence gave us great direction for planning and events

WEAKNESSES: Did not take advantage of all opportunities for guidance from Office of Fraternity and Sorority Affairs

OPPORTUNITIES: OFSA and Advocate have been eager to help and offer advice in the past

OVERALL: Communications with admnistration and OFSA is getting better, but we still have room to grow.

Where do you rank now?

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

Plan for Upcoming Year

- Bi-monthly Meetings with Director of Fraternity and Sorority Affairs by an Executive officer
- Bi-Weekly Meetings with Chapter Advocate, Dean Burns
- Monthly Board Of Governors Meeting
- Meeting with entire Chapter and Director of Fraternity and Sorority Affairs at the beginning of each Semester to discuss our Expectations for Excellence and the University's own goals for Greek life

Where will you Rank?

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

2009 Expectations for Excellence

Organizational Management

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

Standard

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

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

Where did you rank yourself?

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

Plan for Year

-- Position descriptions and expectations provided by national
-- Organized and customized for chapter, made more readily available before elections
-- We will continue to encourage members to run for Executive Board Positions, along with training and shadowing

Did you achieve your plan?

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

Our plan was achieved:

-- Executive position summaries were made for new officers in the Spring and Fall.
-- All members of the organization are encouraged to hold positions from the semester they join, and will commonly sit on Executive Board
-- Each new brother is issued the Membership Manual of Phi Kappa Tau provided by National office, and also a local Membership Binder.
-- Officer descriptions are given emailed out before election both Spring and Fall.
-- Chapter meetings are run according to the outline in the Phi Kappa Tau Ritual Book.

STRENGTHS: Position information is made available by national, but is customized based on local traditions and needs

WEAKNESSES: Officer transition is not a formal process

OPPORTUNITIES: Training and shadowing of Executive Board Members by New Members gives New Members the opportunity to decide which role fits best for them.

OVERALL: Successful, although training and shadowing could be made more formal.

Where do you rank now?

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

Plan for Upcoming Year

Next years plan will focus on maintaining our success while improving shadowing and training of Executive Board Members:

-- Successful processes will be continued and/or expanded
-- We will continue to encourage members to run for Executive Board Positions, along with the education of these programs.
--Also, incorporate more position information/training in New Member Program

Where will you Rank?

2009 Expectations for Excellence

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

Standard

2. We have clear and fair guidelines for decision-making, and involve our members as much as necessary when making decisions that will have an impact upon the group as a whole.

Examples: rules of order for chapter meetings, election rules, or guidelines for resolving conflicts between and among members.

Where did you rank yourself?

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

Plan for Year

- Meeting guidelines and election rules provided by national to be revised and made available to all members
- Weekly meetings of executive officers
- Regular meetings with Board of Governors
- Email chapter minutes after each meeting by Communications Chair
- Create a document amending the format for Chapter Meetings based on RCCL suggestions to be implemented starting Spring 2008 to be kept with Ritual Book
- Develop goal-setting session for new officers during the transition, to be implemented with new officers at first Executive Board Meeting in January.
- Review of Constitution and Statutes by New Officers during Winter Recess

Did you achieve your plan?

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

Successful development of Chapter Meetings. Guidelines and election rules also revised and sent to all members.

- Chapter meetings are weekly where we discuss all past and future events, and follow the outline provided in the Ritual Book of Phi Kappa Tau. Meeting format was recently altered to incorporate suggestions from RCCL Presentation on Effective Meeting Management.
- Chapter minutes are emailed to members within 2 days. Guidelines for resolving conflicts have recently been updated.

- Monthly meetings with Board of Governors (Alumni) and President
- Standards Board position has also been created this semester

STRENGTHS: Communication among brothers is very open and suggestions and ideas are welcome at chapter meetings and through email

WEAKNESSES: Reviewing the guidelines for election rules was difficult to enforce.

OPPORTUNITIES: New Standards Board position gives us the opportunity to hold brothers more accountable.

OVERALL: Strong chapter communications and rules are now receiving more enforcement structures.

Where do you rank now?

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

Plan for Upcoming Year

2009 Expectations for Excellence

We will continue to run our meetings to be as effective and regular as possible and continue to develop enforcement structures:

- Continue weekly Chapter meetings, with emailed minutes
- Monthly Board of Governors meeting
- Continue to develop and alter the Standards Board position, which will expand as the Fraternity gains members.
- Review of Constitution and Statutes by New Officers during Winter Recess

Where will you Rank?

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

Standard

3. We ensure that all important decisions, events, administrative tasks, and transactions are handled and/or recorded in timely, accurate, and efficient ways.

Examples: rosters and potential new member lists filed with the Office of Fraternity and Sorority Affairs, reports from programming and philanthropic efforts, financial materials, annual reports.

Where did you rank yourself?

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

Plan for Year

- Submission of all events to Service and Philanthropy Activity Record
- Addition of all flyers to group file
- Reports due to national and for school to be filed in OFSA
- Accomplish these goals by educating incoming officers to the necessity of submitting this documents as part of transition, i.e. Rush Chair with new member lists, VP Programming with events, etc.
- Assign task of ensuring documents are filed to VP Programming

Did you achieve your plan?

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

While some reports have been compiled, not all records are complete.

--Created an excel spread-sheet to be filled in as each portion of each event is accomplished.

STRENGTHS: The spread-sheet should help to organize events and paper work.

WEAKNESSES: Task of getting documentation to OFSA is not clearly assigned or enforced

OPPORTUNITIES: Resources exist to help us document our programs, and need to delegate responsibility for the filing of proper paperwork

OVERALL: We need to do significant work in this area but have a plan for increasing our ability to increase accountability and organization.

Where do you rank now?

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

Plan for Upcoming Year

2009 Expectations for Excellence

Over the next year it is necessary for us to get as much documentation and paperwork into the Office of Fraternity and Sorority Affairs in as timely a manner as possible

- Submission of all events to Service and Philanthropy Activity Record
- Addition of all flyers to group file
- Reports due to national and for school to be filed in OFSA
- Accomplish these goals by educating incoming officers and filling in the Excel spread sheet as each program is documented.
- Assign task of ensuring documents are filed to VP Programming, who is in charge of the Programming spread Sheet

Where will you Rank?

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

Standard

4. We provide and promote training to develop management competencies in our members.

Examples: participation in the College's leadership development series, regular meetings with the Director of Fraternity and Sorority Affairs, various conference opportunities, attendance and participation in College management and budget training meetings, manuals or guidebooks.

Where did you rank yourself?

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

Plan for Year

- Promote/Sponsor open RCCL Workshops among fraternity/University community (Skills for UR Leaders) at least 1 per semester
- Continue to have officers meet regularly with Office of Fraternity and Sorority Affairs and Chapter Advocate
- Continue to keep membership informed of leadership and conference opportunities, including Paychex Leadership Conference.
- Plan to have a chapter event of attending a Town Hall meeting on the future of the college
- Continue to advertise and promote applications for the Order of the Omega

Did you achieve your plan?

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

We achieved the goals laid out in our plan, although some were stronger than others:

- RCCL Meeting Management Program for Executive Board was opened to all brothers
- Brothers applied for Paychex Leadership Conference through promotion in Chapter emails
- Advertised and promoted applications for Order of the Omega

STRENGTHS: RCCL Presentation includes many individual and group suggestions.

WEAKNESSES: Participation in Town Hall meetings needs to be more organized and more regular

OPPORTUNITIES: Additional meetings with Office of Fraternity and Sorority Affairs will give us more input and ideas for our group to develop these competencies

OVERALL: Some members have benefited from these programs, and it will be important to get more brothers involved in them as well

Where do you rank now?

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

Plan for Upcoming Year

2009 Expectations for Excellence

This year's goal is to increase involvement of the entire brotherhood in our management development programs:

--Continue with RCCL Presentations:

-- Increase officer meetings with Office of Fraternity and Sorority Affairs and Chapter Advocate

-- Continue to keep membership informed of leadership and conference opportunities, including Paychex Leadership Conference.

-- Plan to organize ahead of time a chapter event of attending a Town Hall meeting

-- Continue to advertise and promote applications for the Order of the Omega

Where will you Rank?

5 – Very High

4

3 – Average

2

1 – Very Low