

DELTA GAMMA

Scholarship

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

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

Standard	Where did you rank yourself in March 2006?	Plan for Year	Did you achieve your plan? How did you achieve your plan? Note any changes and reasons.	Where do you rank now?
<p>1. We demonstrate that we respect the educational goals of each individual.</p> <p><i>Examples: programs which address individual members' interests, monitoring and modifying fraternity/sorority time commitments which prohibit interference with academic pursuits.</i></p>	<p>4</p>	<p>Our plan is to:</p> <ol style="list-style-type: none"> 1. Combine required DG events to maximize efficiency and minimize time commitment, especially during exams. 2. Find ways to allow members to make school first priority without compromising their commitment to DG. 3. Co-sponsor a housing project with KAPLAN which addresses graduate school admission, the topic voted on by the chapter. 4. Keep members aware of scholarship opportunities. 5. Maintain high chapter-wide academic achievement by rewarding the high achievement of individuals. <p>Background Information about DG: Our sorority has put into effect a system that enables each member to put their school work first as well as stay</p>	<p>The ways in which we implemented our plans are:</p> <ul style="list-style-type: none"> • We continued our policy that allows our members to be excused from programs when they have a class conflict, review session, lab, or workshop. • We rewrote the attendance policy to allow a few “passes” from events which aren’t a direct conflict but fall on nights where members anticipate a lot of work. • Through a calendar planning session in which all officers attended on Apr 7, we were able to combine events to satisfy several DG membership requirement. • A housing project with Kaplan is scheduled for November 14 to discuss general graduate school admissions topics, such as writing an effective personal statement and changes to the GRE. • Any scholarship opportunities which come up, such as fellowship applications, are presented in chapter by the 	<p>5</p>

DELTA GAMMA

		<p>focused and active in outside clubs and groups that they are passionate about. Our system excuses every sister from attending an event if they: have a direct class conflict, a review session, lab or a workshop. Additionally, all events are planned around the member's schedules to keep absences both in DG and out of DG at a very low percentage.</p>	<p>director of scholarship and added to the CMT minutes.</p> <ul style="list-style-type: none"> • We added an "A bag" to chapter in which members submit their names if they received an A on a paper or exam. If their name is pulled they receive a prize. • We held a scholarship award ceremony on Apr 23 where members received awards for various academic achievement, such as "most improved GPA," or "most likely to be seen in the library." <p>The changes that we have made have been very effective. By combining events, we were able to lessen the time that girls spend at DG functions without losing efficiency or lessening the importance of certain traditions we have. By placing such an emphasis on scholarship, we've fostered an atmosphere where members are proud of and recognized for their accomplishments. The effectiveness of these changes can be seen in the increase of number of members on the Dean's List.</p>	
<p>2. We support real learning through advocacy of and sponsorship with College programs and offices.</p> <p><i>Examples: Writing Fellows, workshop leaders, Learning Assistance Services, the College Center for Academic Support, the Career Center, teaching assistants.</i></p>	<p>2</p>	<p>Our plan is to:</p> <ol style="list-style-type: none"> 1. Share information about UR services (Learning Assistance Services, Academic Support, UHS, UCC, etc.) in our new member orientation. 2. Add to the chapter minutes the events brought up by sisters involved in UR services (undergraduate councils, Career Center, etc.) 	<p>The ways in which we implemented our plans are:</p> <ul style="list-style-type: none"> • Information about the various academic services was relayed during the OFSA New Member Orientation, which all DG New Members were required to attend. • Chapter minutes now include all information presented about scholarship opportunities by the Director of Scholarship. 	<p>4</p>

DELTA GAMMA

		<p>3. Encourage chapter to utilize school-sponsored programs and offices.</p> <p>Background Information about DG: We have several teaching assistants in our chapter covering a range of different topics such as Biology, Latin, Spanish, and Psychology</p> <p>Many of our members make use of the school employment and club opportunities. Job and program titles include: Interfaith Chapel Manager, Georgen Athletic Center Team Manager, UR student Health Advisory Committee member, Student Judicial Advisors, Peer Career advisors, Student Government Cabinet, Heath and Society Undergraduate Council, Intern at the Memorial Art Gallery.</p> <p>Delta Gamma has installed study hours where DG's are encouraged to study together and a mentoring system for our new members so that younger girls can seek help from older girls in related areas of study. We compile a list of the majors and minors of each sister so that the younger girls know where to go for advice about good professors, good classes, etc.</p>	<ul style="list-style-type: none"> • The LAS study group schedule was presented in chapter, Oct 22 • Information on tutoring by LAS, Tau Beta Pi, and Writing Fellows was compiled and left in the DG lounge for easy access. <p>This was originally an area of weakness for us. Since our members had achieved so well on their own we had relied too heavily on in-house tutoring. We don't have a way to document whether or not these programs have been effective, but at least members know more about the resources which the school provides in addition to the resources DG provides.</p> <p>We currently hold a 3.6 GPA. We have sisters who held positions and are in Classics Honor Society, Undergraduate Chemistry Council, Psych Undergraduate Council. We have a long list of girls on Deans List and who are in National Society of Collegiate Scholars, Phi Alpha Theta Honor Society, Society of Undergraduate Biology Scholars, Order of Omega, Golden Key Honor Society and the Eastman School of Music Deans List.</p>	
--	--	--	--	--

DELTA GAMMA

<p>3. We promote the development of educational opportunities that include the broader campus community and our members.</p> <p><i>Examples: discussions on academic topics of interest, workshops on applying for internships and fellowships, programs preparing for graduate and medical school.</i></p>	<p>4</p>	<p>Our plan is to:</p> <ol style="list-style-type: none"> 1. Encourage the use of resources outside of UR to enrich academics. 2. Plan a housing project which addresses member's concerns with graduate education. 3. Continue to offer a program which encourages participation in study abroad programs. <p>Background Information about DG:</p> <p>Since several of our sisters opt to go abroad to expand their horizons and enhance their studies, Delta Gamma has installed a meeting time where sisters who have gone abroad facilitate question and answer sessions and an open forum for those members who are considering the study abroad program. They have also encouraged many Delta Gammas to make use of the abroad office and their facilitations as well.</p>	<p>The ways in which we will implement our plans are:</p> <ul style="list-style-type: none"> • A housing project with KAPLAN on graduate school admissions is scheduled for Nov 14. It will address general admissions questions, as well as writing an effective personal statement, and changes to the GRE. • A Scholarship enrichment event involving sister's study abroad experiences and the Study Abroad Office is scheduled for Nov 28. <p>Particularly with the graduate school program with KAPLAN, continuing education is extremely important to our members.</p> <p>Whenever a senior completes a graduate school entrance exam, or gets accepted to a program, DG recognizes them with an award in chapter. While the program hasn't happened yet, there's been a lot of enthusiasm and interest in it.</p>	<p>4</p>
--	----------	---	---	----------

DELTA GAMMA

Community Building and Leadership

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

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

Standard	Where did you rank yourself in March 2006?	Plan for Year	Did you achieve your plan? How did you achieve your plan? Note any changes and reasons.	Where do you rank now?
<p>1. Just as we promote the values, history, achievements, efforts, and traditions of our chapter and of the larger fraternity and sorority community, we also respect the values, history, achievements, efforts, and traditions of other organizations.</p> <p><i>Examples: collaboration with the College's New Member Orientation Program, participation in Meliora Weekend, collaboration and participation with other groups' activities.</i></p>	<p>4</p>	<p>Our plan to further promote the awareness and respect of other organizations is to:</p> <ol style="list-style-type: none"> 1. Volunteer as a sorority to participate in Meliora Weekend, in addition to encouraging members to volunteer individually. 2. Increase chapter attendance at other organization's functions. 3. Increase new member involvement with other panhellenic organizations. 4. Plan a housing project with UHS to address an issue pertinent to college-age women. <p>Background Information about DG: We had Delta Gamma representation this year as many volunteered to help out with Meliora Weekend. Many</p>	<p>The ways in which we implemented our plans are:</p> <ul style="list-style-type: none"> • We opened up our alumni brunch to include parents and other relatives during Meliora Weekend. • When other organizations hold events, these have been relayed during chapter and added to the minutes. This has included forming a "Derby Days" team for Sigma Chi this fall, donating to and having our president handcuffed in Alpha Phi and Alpha Delta Phi's upcoming "Alpha Traz," forming a team for Gamma Phi Beta's November 4th "Moonball" tournament, and donating to and attending many other events. In addition, many other non Greek activities have been added to the DG calendar, such as Yellow Jacket, After 	<p>4</p>

DELTA GAMMA

		<p>girls also helped out at the College's New Member Orientation and came back to campus early to help out. Delta Gammas are part of the Meridian Society and learned all the history and culture of the University of Rochester so that they could teach it to potential students.</p> <p>We have two members on the panhellenic executive board, and a member was the chair of Greek Week last spring. We participate in several other Sorority and Fraternity events including showing our support of such philanthropic events as Sigma Chi's "Derby Days", Alpha Phi and Alpha Delta Phi's "Alpha Traz", Delta Kappa Epsilon's Phi Sigma Sigma's "Rockathon," Kappa Delta's Shamrock Project, Alpha Phi Omega's, Chi Omega's "Giving Tree" project and Chi Phi's food drive.</p> <p>We also participate in several non Greek activities and show our support in a variety of other outlets. We attend Yellow Jackets, After Hours, Vocal Point and Midnight Rambler shows and events, Ballet Performance Group shows, athletic events and ADITI events. We support the UR Cinema Group, Amnesty International and Intramurals such as Group fitness and Yoga.</p>	<p>Hours, Vocal Point, Midnight Ramblers, Ballet Performance Group, athletic events, and cultural events such as ADITI's "Mela."</p> <ul style="list-style-type: none"> • New Members were required to attend all OFSA New Member events, including meetings, socials and Jr. Panhellenic events. • A housing project with UHS was scheduled for October 28, but due to low attendance and technical problems it will be rescheduled hopefully for later in the semester. <p>For the most part, our attendance and respect of other organizations has been very good. As a chapter, we can be found at most events, particularly at ones in which a member is participating. The events with other Panhell sororities in particular have been very useful, and I think the strengthening of relationships between chapters can be seen in both the high numbers of potential new members finishing recruitment, and the good attitudes of all the women at various panhell events.</p> <p>There's definitely more that we could have done during Meliora Weekend, although the brunch with DG alumni and parents was well attended and successful, and when we create our calendar for next fall that is</p>	
--	--	--	--	--

DELTA GAMMA

			<p>something we can add.</p> <p>Unfortunately, the housing project with UHS was poorly attended and a poor representation of our chapter. We will be taking steps to make sure that it doesn't happen again, because it showed a lack of respect for both the member who planned it, UHS for helping co-sponsor it, and the speaker who came. In order to keep it from happening again, more frequent reminders are going to go out about the event, and more of an emphasis will be giving on the importance of having attendance at these events.</p>	
<p>2. We promote individuals' search for purpose and passion. We acknowledge that our members have multiple identities and interests and support and nurture these identities.</p> <p><i>Examples: nurturing multiple identities such as being a resident advisor, an athlete, a workshop leader, or the provision of leadership opportunities within our organization for younger members.</i></p>	<p>4</p>	<p>Ways in which we plan to promote individuals further are to:</p> <ol style="list-style-type: none"> 1. Encourage members to learn from each other in group study sessions by making member's study schedules available to the chapter. 2. Encourage members to take non-DG related leadership positions by relaying opportunities in chapter. 3. Continue to develop leadership in both New Members and underclassman by delegating smaller positions or projects from them. 4. Encourage the development and 	<p>The ways in which we implemented our plans include:</p> <ul style="list-style-type: none"> • Member's study schedules was compiled and handed out in chapter on September 17. • Leadership opportunities are announced in chapter by girls either involved in the organizations, or by any officer who has found opportunities related to their position. These opportunities have then been added to the chapter minutes. This has included opportunities in ACJC, RA, D'Lion, Student Government, and various subcommittees. • We've created positions within the New Members such as Jr. Panhell 	<p>5</p>

DELTA GAMMA

		<p>nurture of cultural identities.</p> <p>Background Information about DG: We have D'lions and Freshman Fellows in Delta Gamma. We have members on the Track Team, the Field Hockey Team, the Basketball Team, the Swim Team, the Soccer Team, and the Badminton Team. We also have active horse back riders, squash players, and a constant attendance at the gym.</p> <p>Within our organization, Delta Gamma provides leadership opportunities for new members from the start of their new member pursuit. They are encouraged to hold positions in their respective classes which relate to philanthropy and sisterhood bonding. We have a Junior Pan-Hellenic Delegate.</p> <p>Also, sisters of Delta Gamma are not required to hold a position in order to run for President or any VP position. This means that New Members initiated this semester may run for president for the December 2006-2007 term. In addition, Delta Gamma has numerous director positions that give girls responsibility without requiring the same time commitment as being a Vice President.</p> <p>Delta Gamma nurtures multiple identities by not only allowing but encouraging continued</p>	<p>delegate, Jr. philanthropy chair, etc. We've also delegated more responsibility to members of "crews," so for example, an underclassman was in charge of all the PR for a housing event, giving her experience in that position.</p> <ul style="list-style-type: none"> • When a member is elected to a leadership position she's recognized by our Honor Board with an award during chapter. • We also began to include etiquette tips during chapter which include appropriate behavior for certain situations, different cultures or different religions. <p>The plans did seem to be effective. We graduated 26 seniors in the spring, and the newest class of new members was larger than any other. Because of older members having to give up positions due to unforeseen circumstances, several positions opened up, and each was filled by members of the newest class. When a senior who had previously had a position on ACJC announced that applications were being taken, several members applied, and one was chosen as the only female Greek representation. With elections coming up, we're more confident with the installation of the underclassmen as officers because of the leadership</p>	
--	--	--	--	--

DELTA GAMMA

		<p>participation in these groups upon becoming a new member and an initiated sister.</p>	<p>training they've gotten through various programs.</p>	
<p>3. We provide practice and context. We encourage our leaders to attend training and to participate in hands-on experiences through service and leadership positions in the group and in the greater student community.</p> <p><i>Examples: participation in the College leadership skills training series, conference attendance, participation in major service days, promotion of individual philanthropies.</i></p>	<p>3</p>	<p>Some ways in which we want to encourage further leadership are to:</p> <ol style="list-style-type: none"> 1. Send representatives to a DG national conference. 2. Require attendance of officers at Panhell officer and exec forums. 3. Make members aware of and encourage participation in various service organizations 4. Recognize leadership efforts within the chapter. 5. Create a relay for life team. <p>Background Information about DG:</p> <p>This semester we have had an officer's training workshop to set chapter goals for the semester and to develop good leadership qualities. In addition, every semester (as is also required by Delta Gamma Executive Offices) we have a 'Leadership for Life' activity that encourages sisters to strive for leadership positions in and out of college and to maintain the values gained in Delta Gamma for life.</p>	<p>The ways in which we implemented our plans are:</p> <ul style="list-style-type: none"> • Our president attended the national DG conference on June 21-June 26 • A majority of the officers attended all Panhell forums, and the ones who had a conflict were briefed during the next CMT • Our philanthropy chair has kept us informed of various short-term and long-term service projects, including events on-campus and in the city of Rochester. • We co-sponsored an event with the Mt. Hope Family Center in the end of April to raise money for their summer camp, and successfully raised over \$1,000. • We also gave out awards at the end of last year to those members who completed the most service hours, both in general and for our specific philanthropy. • We created a DG team for Relay for Life which ran last spring 	<p>4</p>

DELTA GAMMA

		<p>We participate in major service days such as Relay For Life which helps raise money for Breast Cancer and also help out with Co-Sponsoring and participating directly in the Health Promotion Office's Annual Sexual Health Awareness Fair known as the Pleasure Party.</p> <p>We require each sister to complete several hours of service work, but provide plenty of opportunities to do so. As for promoting individual philanthropies, here are a list of just some of the philanthropies we actively support:</p> <ul style="list-style-type: none"> • Amnesty International • Red Cross Blood Drive • Jamnesty- through Amnesty Int. again, to raise money for African children's education • Giving Trees and Food Shelf donations • Cuba material drive donations • Mt. Hope Family Center volunteering • Cameron Community Center volunteering • Locks of Love • Relay for Life • The Association for the Blind and Visually Impaired (ABVI) volunteering • Service for Sight • Camp Good Days and Special Times volunteering • Kids Adjusting Through Support (KATS) through Camp Good Days 	<ul style="list-style-type: none"> • On October 31, we had two community service events which were organize and run by DG's in conjunction with two other groups. <p>Particularly in the areas of service, our plans have been very successful. We are well recognized with many organizations beyond the Rochester campus.</p> <p>We have created our own two philanthropy events – Anchorslam and Anchorsplash – that we conduct every year. The proceeds are donated to Service for Sight and another charity of our choosing.</p> <p>Delta Gamma also accumulated 484 service hours in 2005. Additionally, 297 hours have been accumulated in one month (from the start of the Spring 2006 semester to present)</p>	
--	--	---	--	--

DELTA GAMMA

		<ul style="list-style-type: none"> • Strong Memorial Hospital volunteering • The formation and managing of bereavement groups on campus • Check Out Hunger through the FoodLink Organization • Helping Hands Organization volunteering • Habitat for Humanity • Breast Cancer Research and Awareness Donations 		
<p>4. As part of a larger community, we foster the ability of students to work across boundaries by promoting co-sponsorship and planning of programs with diverse groups.</p> <p><i>Examples: participation/sponsorship of religious or cultural programs, participation in special cultural programs service days or "months," multicultural recruitment strategies.</i></p>	<p>1</p>	<p>Some ways in which we intend to encourage diversity are to:</p> <ol style="list-style-type: none"> 1. Organize an event with SALSA to learn how to salsa dance. 2. Get more involved in cultural events such as the Hip Hop Club. 3. Ask MGC groups to co-sponsor events with us in order to foster relationships with diverse groups. <p>Background Information about DG: A large number of our sisters attend church and Hillel services and events on a regular basis. We attend Sigma Beta Ro diversity events (fusion for example) as well as ADITI functions.</p>	<p>The ways in which we implemented our plans are:</p> <ul style="list-style-type: none"> • We contacted many MGC and cultural groups to co-sponsor events with us and will continue in the future. • Our VP Social Standards reads culture tips concerning different religions and cultural practices at each chapter to raise awareness. • On November 13th, we are scheduled to host a pie eating contest as a part of Greek Week with several FPC and MGC groups. <p>This is by far our weakest area. While we have tried hard to incorporate more diverse programming by creating new member events which are also culturally significant, we have yet to complete one. We will continue to look for co-sponsors for events which we program, and for the calendar planning</p>	<p>2</p>

DELTA GAMMA

			<p>we schedule for the end of every semester, we will try to aim for several more opportunities for diversity programming in case some fall through.</p> <p>We have no results to show for a more focused concentration on diversity, but in realizing it is a weakness of ours, we can at least take steps to ameliorate it.</p>	
--	--	--	---	--

DELTA GAMMA

Programming

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

Standard	Where did you rank yourself in March 2006?	Plan for Year	Did you achieve your plan? How did you achieve your plan? Note any changes and reasons.	Where do you rank now?
<p>1. We encourage students' enjoyment and participation in campus and community activities, and we support and revitalize traditions of The College and of the fraternity and sorority community.</p> <p><i>Examples: attendance at athletic events, cultural group events, fraternity or sorority-sponsored campus events, performing groups, Fashionably Late programs.</i></p>	3	<p>Ways we plan to incorporate DG more into community programming include to:</p> <ol style="list-style-type: none"> 1. Encourage and increase attendance at the events of various organizations, particularly those in which sisters are involved. 2. Strengthen relationship with the other Pan-Hellenic chapters by creating programs with them. <p>Background Information about DG: We have attended Fusion, Hockey Games, Volleyball Games, We have also attended other sorority events like "AlphaTraz," "Shamrock Project," "MoonBall," "Rock a Thon," etc, as well as non Greek events like the Vagina Monologues production, Todd Theatre productions, OBOC, Vocal Point, Ballet Performance Group, Aditi's Mela, Eastman Opera, Midnight Ramblers, Yellow Jackets, and Derby Days.</p>	<p>The ways in which we implemented our plans are:</p> <ul style="list-style-type: none"> • The members have been told about non-Greek events during chapter. These have also been included in the chapter minutes, and when a sister is involved, added to the DG calendar with enough notice. • When Panhell created the sister sorority system, we made an effort to program events with them. During the spring semester with Kappa Delta, we had an event where we met and watched <i>Desperate Housewives</i>, as well as sent them cookies congratulating them for a successful "Shamrock Project." We ran multiple recruitment workshops with Gamma Phi Beta in an effort to boost their recruitment numbers and create a stronger 	4

DELTA GAMMA

			<p>relationship with them, as well as sent a DG team to their “Moonball” tournament last semester and this semester on Nov 4. With Phi Sigma Sigma this fall so far we gave the food for and encourage attendance at a tailgating event before the Meliora Weekend football game. Due to late notice it was not mandatory.</p> <p>Again, we’ve definitely seen an improvement in inter-sorority relations. Much of this can be accounted to increased programming with other chapters, and in that way we have been very successful.</p>	
<p>2. We respect the welfare of others and actively promote safety. We encourage and create safe, comfortable, non-alcoholic events and environments for all students. When alcohol is part of an event, we focus on strategies which enhance safety and reduce harm.</p> <p><i>Examples: alcohol and drug awareness, risk management, fiscal responsibility, social relationships and date rape, diversity and tolerance, hazing, community building.</i></p>	<p>4</p>	<p>Ways in which we hope to further promote safe activities include to:</p> <ol style="list-style-type: none"> 1. Decrease social events involving alcohol and replace with other events such as bowling or apple picking. 2. Recognize publicly the sober sisters at each event involving alcohol to encourage volunteers. 3. Find ways to make the required alcohol awareness education fun. 4. Educate New Members as to exactly what is considered hazing. <p>Background Information about DG:</p>	<p>The ways in which we implemented our plans are:</p> <ul style="list-style-type: none"> • We had a bowling event October 23. • We had scheduled a day of apple picking for October 28 but got rained out. We’re trying to reschedule. • Sober sisters are thanked publicly during chapter • Hazing is clearly outlined in the New Member manual, as well as in the mandatory panhell-wide New Member Orientation, and the Human Dignity Promise which will be more fully discussed in a later section. 	<p>5</p>

DELTA GAMMA

		<p>We have Sober Sisters, Semi Sober Officers, and chaperones at every DG function applicable. We also participated in safe sexual awareness (ie the Pleasure Party).</p> <p>Once a semester, our VP Social Standards is required to make a presentation on alcohol awareness and risk management. This is done in chapter so that we have full attendance. Before each social event involving alcohol, she also briefly summarizes campus, state, and federal laws pertaining to alcohol. We have a zero hazing policy. There is no exception to this rule.</p>	<p>We have yet to have any problems concerning the safety of a member, and hopefully with these measures we've established ways for members to know if there's trouble and how to deal with it if it should occur.</p> <p>When a member fainted in chapter, emergency procedures were taken quickly and effectively to both ensure her safety and resume the meeting. The risk management procedures enabled us to handle a medical crisis calmly, quickly, and effectively.</p>	
<p>3. We comply with all policies and regulations of the institution and all local, state, and federal laws and ordinances.</p>	5	Yes - no exceptions	<p>There was no reason to make any changes because DG complies completely with all University of Rochester regulations and with local, state and federal laws. Any member violating these is taken to our judicial counsel.</p>	5

Non-academic Student Conduct

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

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

Standard	Where did you rank yourself in March 2006?	Plan for Year	Did you achieve your plan? How did you achieve your plan? Note any changes and reasons.	Where do you rank now?
----------	--	---------------	---	------------------------

<p>1. We have a list of specific conduct expectations, supplementing but not assuming The College's list.</p> <p><i>Examples: chapter member agreements, honor codes/pledges, new member orientation handbooks.</i></p>	<p>5</p>	<p>To ensure members understand these expectations, we plan to:</p> <ol style="list-style-type: none"> 1. Supply each member with a copy of these documents to ensure they understand the rules laid out, particularly in the bylaws and standing rules. 2. Test our new members to make sure they understand the responsibilities of being a member of DG in addition to being a member of the University. <p>Background Information about DG: We have several resources where conduct expectations are clearly delineated:</p> <ul style="list-style-type: none"> • <i>New Member Handbooks:</i> We have New Member handbooks made for each new Delta Gamma explaining the expectations and responsibility that goes along with being a part of our group. • <i>Statement of Obligation:</i> We all sign a Statement of Obligation that insures that we maintain a good standing in school scholastically as well as in reputation. • <i>Human Dignity Promise:</i> We are all expected to sign the Human Dignity Promise which insures that we treat our sisters as well as those around us at the University with the utmost poise and respect. 	<p>The ways in which we implemented our plans are:</p> <ul style="list-style-type: none"> • The bylaws were sent out in an e-mail at the beginning of the semester, and each officer was supplied with an additional copy when they were being transitioned. They were distributed and voted on by the members on Sept 28. • The Statement of Obligation was signed on Oct 8, the Human Dignity Promise was also signed on Oct 8. • The New Members of the Spring 2006 class were tested on conduct expectations last spring, and the Fall 2006 class will be tested on Nov 8. <p>Our plan was achieved. The bylaws are easily accessible by all members via e-mail, and in having them voted on by all members it ensures they get read. This plan is also shown to be effective by the lack of conduct cases.</p>	<p>5</p>
--	----------	--	--	----------

DELTA GAMMA

		<ul style="list-style-type: none"> • <i>Chapter Bylaws & Standing Rules:</i> There are a number of specific chapter bylaws and standing rules which do not second guess the University of Rochester, rather ensure more order within the chapter. 		
<p>2. We have several mechanisms for educating members about conduct expectations, both proactively and reactively.</p> <p><i>Examples: new member orientation, general programming, a predetermined list of possible consequences for misconduct, and written material (such as a newsletter).</i></p>	<p>4</p>	<p>We plan to:</p> <ol style="list-style-type: none"> 1. Educate members about conduct expectations. 2. Standardize means of consequence if the case is straight-forward. <p>Background Information about DG: We make certain that members are aware of conduct expectations through written rules and systems in tact, New Member meetings and our own judicial system known as Honor Board. This judicial system in no way impedes upon any rules or standings in the University of Rochester system. It keeps members in check so that all members can maintain a comfortable, safe and productive community atmosphere.</p> <p>Additionally we all receive a regular magazine called the ANCHORA through the national Delta Gamma Organization that encourages the friendships, success and service that we do as a Rochester chapter.</p>	<p>The ways in which we implemented our plans are:</p> <ul style="list-style-type: none"> • Attendance expectations, one of the issues dealt with by honor board, were clearly delineated with the punishment for each standardized and enforced. • The attendance policy is much clearer now. Each event is strongly encouraged, but some are more mandatory than others. Those events which have a heavier penalty for missing are marked. This has increased chapter attendance at mandatory events and decreased confusion. • The Honor Board has functioned as a proactive guide for officers during transitioning. By meeting with individual officers, they give tips as to effective management of their positions and remind the consequences of failing to meet those expectations. • For 2007, one of our goals will be to address ways to keep attendance up at non- 	<p>4</p>

DELTA GAMMA

			<p>mandatory programs. Low attendance at the UHS housing project points to the need to address this concern.</p>	
<p>3. We have a system of internal accountability. This supplements the College, and does not usurp jurisdiction. Both informal and formal means of conflict resolution are addressed, and care is given to ensure that such systems are fair and consistent.</p> <p><i>Examples: standards board, standards officer, written standards process.</i></p>	<p>4</p>	<p>Our plan is to:</p> <ol style="list-style-type: none"> 1. Make the Standards Board (referred to weekly on the calendar as HB or Honor Board) more user friendly and comfortable for sisters to state concerns. 2. Make the Standards Board more approachable. 3. Encourage participation in a constant communication with the Standards Board. 4. Make the chapter more aware of how the Standards Board is run without jeopardizing its confidentiality. <p>Background Information about DG:</p> <p>We have a Standards Board known as Honor Board, which has been explained in detail in other sections. The Vice President of Social Standards holds weekly meetings where important matters are discussed, worked through, and brought to the attention of those who pertain to a particular situation. This Honor Board is strictly confidential and is run</p>	<p>The ways in which we implemented our plans are:</p> <ul style="list-style-type: none"> • The Standards Board made a presentation in chapter on Oct 8 and answered questions such as “How does it work,” “what things should be brought to honor board,” etc. • Honor Board created a suggestion box in which members were encouraged to submit (either anonymously or not) general morale issues with the chapter, recognition of positive attitudes or behavior, etc. • Honor Board also created new awards to award and increase positive behavior. This not only boosted chapter morale, but made Honor Board more approachable because they did not deal solely with punishment or negative issues. <p>Our plan was definitely achieved. Honor Board has definitely become much more approachable.</p>	<p>4</p>

DELTA GAMMA

		<p>smoothly and professionally. All rules of Delta Gamma and the University of Rochester are followed thoroughly.</p>		
<p>4. We have an effective means of communication with the administration about conduct-related issues.</p> <p><i>Examples: establishing regular meetings with various campus offices, creating key leadership positions within the organization, and the development of systems and protocols.</i></p>	<p>5</p>	<p>Our plan is to increase communication by:</p> <ol style="list-style-type: none"> 1. Getting in touch with more offices and groups on campus to organize mutual events and or fundraisers. 2. Increasing meetings with the Director of OFSA. 3. Utilizing our chapter consultant more often. <p>Background Information about DG: Address issues during panhellenic exec meetings to see if other chapters are having similar problems, and work towards finding a solution. There are several (already mentioned above) positions of leadership and importance within our chapter allowing girls to gain respect, confidence, poise and experience for the outside world after college.</p>	<p>We have done the following:</p> <ul style="list-style-type: none"> • Our alumni chapter consultant attended all chapter meetings, CMT and honor board meetings, and any other meeting. She's involved in virtually ever decision we make. • Many of our members have established strong and lifelong relationships with various campus faculty, offices, and students on campus. Several hold positions of power on community programs outside of Delta Gamma as well as are trusted workers in their work environments. <p>We have had no major conduct related issues which we had to discuss with administration. If we were to have them however, we have clear steps to take.</p>	<p>5</p>

DELTA GAMMA

<p>Organizational Management We manage our organization responsibly, acknowledging that our current decisions and actions affect the future of our organization over time. To that end, we develop systems and policies that are clear and productive. When making decisions as a group, we do so in a manner that is fair, consistent, value-oriented, and based upon available and verifiable data.</p>				
Standard	Where did you rank yourself in March 2006?	Plan for Year	Did you achieve your plan? How did you achieve your plan? Note any changes and reasons.	Where do you rank now?
<p>1. We have a list of specific expectations pertaining to each position of authority or responsibility within our organization.</p> <p><i>Examples: position descriptions, clear expectations in charters/constitutions/by-laws, officer handbooks.</i></p>	5	<p>Our plan is to:</p> <ol style="list-style-type: none"> Follow our officer expectations as outlined in several manuals which clearly delineate the expectations of each officer in DG. <p>These manuals work very effectively and so we felt no need to make any additional improvements on them.</p> <p>Background Information about DG: <i>Our officer expectations are outlined in the following: Collegiate Chapter Officers Manual (CCOM):</i> This manual outlines every position in our chapter. The CCOM is an important resource issued to all collegiate officers and advisors. The information outlines the responsibilities of each chapter officer and board as it relates to the Constitution and the policies and procedures of Delta Gamma. <i>Officer handbook:</i> In addition to the CCOM, each officer has a handbook pertaining to their</p>	<p>We achieved our plan by:</p> <ul style="list-style-type: none"> At the end of the spring semester, we had to institute girls with little experience with the chapter into head leadership positions, including one VP. Because the expectations were clearly laid out and we have several systems of support and assistance, they were able to transition easily and comfortably with little problems. 	5

DELTA GAMMA

		<p>specific position, so they know in great detail all requirements that they have to fulfill. <i>Chapter bylaws and standing rules:</i> Additions to these are made almost every year and we, as a chapter, vote to approve them. After we approve them, they are sent to our Regional Collegiate Specialist who must then approve them before they are accepted as our laws. The chapter bylaws were distributed and voted on by the chapter on Sept 28.</p>		
<p>2. We have clear and fair guidelines for decision-making, and involve our members as much as necessary when making decisions that will have an impact upon the group as a whole.</p> <p><i>Examples: rules of order for chapter meetings, election rules, or guidelines for resolving conflicts between and among members.</i></p>	<p>4</p>	<p>Ways we plan to increase chapter involvement in decision making are to:</p> <ol style="list-style-type: none"> 1. Make the chapter aware of what each position entails before elections and release resumes of officer candidates so as the chapter can make a well-informed decision. 2. Alert the chapter as to changes proposed in CMT unless they would create more problems within the group. 3. Increase feedback of the chapter to the executive board. <p>Background Information about DG: For chapter decision making, we take a heads down, hands up vote on almost every issue, be it whether or not to volunteer at a soup kitchen, or whether or not to hang up a congratulatory banner after</p>	<p>The ways in which we implemented our plans are:</p> <ul style="list-style-type: none"> • Each officer presented or will present her position in the chapter during the chapter meetings leading up to elections. A binder was compiled of each candidate's resume and will remain in the DG lounge until elections so members know each candidates qualifications for each position. • The honor board suggestion box has been passed around every week in chapter and members are encouraged to submit any concerns with the way the chapter is run. • We have a "fireside chat" once a semester, in which all members gather in an open forum format to publicly address any issues, and engage in a conversation with the 	<p>4</p>

DELTA GAMMA

		<p>recruitment. No project or activity can bear the name of Delta Gamma unless the majority of the chapter has approved it.</p> <p>We also have a document entitled "Changing of the Tides" which describes our election procedures. We have specific rules that we follow for conducting our elections.</p>	<p>officers about those issues.</p> <p>These measures have been effective in involving more of the chapter with each decision, which in turn increases morale. The fireside chats in particular have been incredibly useful in problem solving.</p>	
<p>3. We ensure that all important decisions, events, administrative tasks, and transactions are handled and/or recorded in timely, accurate, and efficient ways.</p> <p><i>Examples: rosters and potential new member lists filed with the Office of Fraternity and Sorority Affairs, reports from programming and philanthropic efforts, financial materials, annual reports.</i></p>	<p>3</p>	<p>Our goals for 2006 include:</p> <ol style="list-style-type: none"> 1. Make weekly chapter and Honor Board minutes more concise and complete 2. Running chapter and officer meetings more efficiently so that it takes less time but all important things are still conveyed. 3. Increasing participation in each individual crew formed within the chapter. This will prove to be an effective means of getting more done in less time 4. Keep up to date with E-Operations and make sure each individual officer is doing so. <p>Background Information about DG: The Vice President for Communications is in charge of taking minutes at both chapter meetings and CMT (Chapter Management Team, a meeting held once-a-week for officers). These minutes are sent to all chapter members and all</p>	<p>The ways in which we implemented our plans are:</p> <ul style="list-style-type: none"> • We passed around weekly checklists for each officer at weekly exec meetings to know exactly when tasks were completed • Weekly exec meetings start out with notification of upcoming deadlines • The officers delegated "subdivisions" to crew members; for example, one member of the recruitment crew was in charge of food, another of decorating, etc. This increased accuracy and efficiency because VP Membership could concentrate on other things. • Chapter minutes were standardized, and e-mails from officers were added to weekly minutes regardless of whether or not they were addressed in chapter. <p>Chapter meetings have become far shorter without us having to</p>	<p>4</p>

DELTA GAMMA

		<p>officers, respectively. These minutes are also uploaded into E-Operations, an online management system created by Delta Gamma National. E-Operations also contains a roster of all chapter members, new members, and officers.</p> <p>Honor Board minutes are taken by one of the elected members; these minutes are sent directly to our Regional Collegiate Specialist.</p> <p>Everyone in the chapter is divided into crews, which are small groups headed by each officer. Crews meet twice a month and minutes are taken at each crew meeting. These are for our own records so we can track the progress of each individual crew.</p>	<p>cut any part of it or sacrifice any completeness. This was done by officers being better prepared for the events and more confident in their positions than previously. By delegating more responsibility, officers were also able to handle the job more efficiently.</p> <p>The standardization of the minutes made information more easily available and more quickly found. Our timeliness in reporting to DG headquarter's E-Operations has been improved from last year.</p>	
<p>4. We provide and promote training to develop management competencies in our members.</p> <p><i>Examples: participation in the College's leadership development series, regular meetings with the Director of Fraternity and Sorority Affairs, various conference opportunities, attendance and participation in College management and budget training meetings, manuals or guidebooks.</i></p>	<p>4</p>	<p>Some ways in which we hope to continually provide training in members and officers are to:</p> <ol style="list-style-type: none"> 1. Schedule more meetings with the Director of Fraternity and Sorority Affairs 2. Attend national DG conferences to meet officers from other DG chapters and learn from them 3. Utilize officers with similar positions in other Panhellenic chapters to discuss and get new ideas 	<p>The ways in which we implemented our plans are:</p> <ul style="list-style-type: none"> • Our president attended the national conference on June 21-June 26* • Officers attended Panhellenic officer forum on October 19. <p>By learning from other DG chapters as well as other Panhellenic chapters, we have learned more effective ways of running certain events or positions. For example, Gamma Phi Beta's standards chair met with others to review an effective attendance policy. DG has encouraged attendance in events</p>	<p>4</p>

DELTA GAMMA

		<p>Background Information about DG: Keep members better informed of campus-wide leadership opportunities. We try to keep all members alerted to any management training sessions which come up. Any emails that are received in regards to campus leadership programs or leadership programs in the Rochester area are forwarded to all of the chapter members. It is then their decision whether or not they would like to attend. The Leadership for Life manual, which we discussed in an earlier section, contains many leadership activities and assessments. Leadership for Life activities, although most often done for officers during both transitioning and CMT, are fun and helpful ways to learn about being a better leader in both the chapter and the community.</p>	<p>like this.</p> <p>* At the conference, DG won the following awards:</p> <ul style="list-style-type: none"> • Outstanding PR plan award • Excellence in Programming award for Division 1 (Upstate New York) • Patricia Peterson Danielson award (PPD) which recognizes collegiate chapters which excel in all areas of chapter organization and programming. <p>We were additionally nominated for the following awards:</p> <ul style="list-style-type: none"> • Frankie Ladley Wakefield Parnassus award for the highest qualities of intellectual curiosity and integrity; GPA of at least 3.3 for Fall 2004-Spring 2005. • Founder's Award: for chapters that foster high ideals of friendship among college women; promote their educational and cultural interests; create in them a true sense of social responsibility, and develop the best qualities of character. 	
--	--	--	---	--