

Expectations for Excellence

2022

Fraternity/Sorority Name:

[Insert text here]

Number of Undergraduate Chapter Members:

[Insert text here]

Number of Members Joining Spring 2022:

[Insert text here]

Number of Members Joining Fall 2022:

[Insert text here]

Organization Mission/Creed:

[Insert text here]

Instructions:

- In January, organizations will write their goals for the year. Each goal should be written in 1-3 sentences.
- In November, organizations will submit a 3-5 sentence evaluation for each goal they wrote. They also will provide a summary of their accomplishments and challenges in each standard.
- Items in **RED** should be submitted in January. Items in **BLUE** should be submitted in the November report.

STANDARD #1: EQUITY

Description: We commit to diversity, inclusion, and access while working to deconstruct systems of power and privilege in our organizations and community. Our members develop skills, knowledge, and understanding to demonstrate cultural humility, value and respect diverse and intersectional experiences, become aware of implicit bias and privilege, and take action to create change.

Recommendations for reaching the “accomplished” or “excellent” rating:

addressing systemic racism; revising policies/traditions that made members feel excluded; advocating for social equity and racial justice; removing heteronormative practices; participating in a discussion on allyship; co-sponsoring a Medallion workshop hosted by the Burgett Intercultural Center such as Safe Zone training; holding additional programs such as those recommended in the minimum standards.

Minimum Requirements:

- 1. The organization holds one conversation or program related to diversity, equity, and inclusion.**

Goal	Goal Evaluation
[Insert text here]	[Insert text here]

- 2. The organization identifies at least one initiative to celebrate, support, or explore the experiences of BIPOC students and/or other minoritized groups (ex. LGBTQ+ members, international support) in the chapter. They are able to explain why they selected that initiative and how it enhances the chapter’s work in equity.**

Goal	Goal Evaluation
[Insert text here]	[Insert text here]

- 3. The organization has policies/bylaws in place to discuss diversity, equity, and inclusion. These policies include a process for addressing incidents of bias.**

[insert the text of bylaws related to DEI and your process for addressing incidents of bias]

- 4. If the chapter was involved in any bias-related incidents processed through the university (ex. a student filed a bias-related incident report for the chapter), the chapter describes its investigation and follow-through of that report regardless of the university’s finding.**

[Write N/A if there were no bias-related incidents for your organization. Otherwise, provide your description here]

Additional Goals:

Additional Goals	Additional Goal Evaluations
[Insert text here]	[Insert text here]
[Insert text here]	[Insert text here]
[Insert text here]	[Insert text here]
<i>Add additional goals as necessary.</i>	<i>Add additional goal evaluations as necessary.</i>

Organization Self-Assessment:

Provide each ranking for your organization on a scale of 1-10 (1 = poor; 10 = excellent).

- Rate your chapter’s performance in this standard as of January : [Insert ranking number in January]
- Rate where you expect your chapter to perform at the end of this year based on your goals for this standard: [Insert ranking number in January]
- Rate your chapter’s performance in this standard as of November: [Insert ranking number in November]

Summary of Accomplishments and Challenges:

Provide a short narrative (approximately one paragraph) of your accomplishments, strengths, and challenges in this area that were not reflected in your goal evaluations. In addition to that narrative, you may also include a bulleted list of programs, statistics, etc. to demonstrate how your organization fulfilled this standard.

[Insert narrative here in November]

Standard #2: Accountability and Harm Reduction

Description: We employ strategies to resolve issues of inappropriate conduct, including violations of college or inter/national organization policy, and we hold members accountable to our stated values as well as the values of the institution. We conduct ourselves with honesty, dedication, and fairness and are responsible for making our community ever better through our actions, our words, and our dealings with others. We take responsibility and initiative for reducing and preventing harm to our members by promoting their physical, mental, and spiritual wellness.

Recommendations for reaching the “accomplished” or “excellent” rating:

Programs on dating and relationships, sexual assault awareness, sexual health education, alcohol education and other drug awareness, social justice, hazing prevention, risk management, fiscal responsibility, etc.; plan to assist a member in crisis using resources like University Counseling Center and the CARE Network; working with university resources to improve standards process; reviewing past incidents to develop stronger procedures, training a standards officer, having a predetermined list of possible consequences for misconduct, etc.

Minimum requirements:

- The chapter holds at least one program related to mental or physical wellness.**

Goal	Goal Evaluation
[Insert text here]	[Insert text here]

- The organization is not found responsible for any violations of the standards of student conduct; if that occurs, the organization should describe the violation and provide a reflection with a detailed plan for improvement. This plan should include a description of the incident(s), a thorough reflection on what the chapter has learned, and concrete steps the chapter will take to make sure this behavior is not repeated in the future.**

[Write N/A if there were no violations of the standards of student conduct. Otherwise, provide your description here]

- The organization has policies/bylaws in place to address and resolve misconduct (ex. Standards Board, Accountability Chair).**

[insert the text of policies/bylaws related to addressing and resolving misconduct]

Additional Goals:

Additional Goals	Additional Goal Evaluations

[Insert text here]	[Insert text here]
[Insert text here]	[Insert text here]
[Insert text here]	[Insert text here]
<i>Add additional goals as necessary.</i>	<i>Add additional goal evaluations as necessary.</i>

Organization Self-Assessment:

Provide each ranking for your organization on a scale of 1-10 (1 = poor; 10 = excellent).

- Rate your chapter’s performance in this standard as of January : [Insert ranking number in January]
- Rate where you expect your chapter to perform at the end of this year based on your goals for this standard: [Insert ranking number in January]
- Rate your chapter’s performance in this standard as of November: [Insert ranking number in November]

Summary of Accomplishments and Challenges:

Provide a short narrative (approximately one paragraph) of your accomplishments, strengths, and challenges in this area that were not reflected in your goal evaluations. In addition to that narrative, you may also include a bulleted list of programs, statistics, etc. to demonstrate how your organization fulfilled this standard.

[Insert narrative here in November]

STANDARD #3: Leadership

Description: We encourage the development of strong leaders within our chapter by promoting leadership training opportunities for our officers and our members. Through formal and informal positions, everyone in our organization can be a leader. Members leverage the strengths of the community to reach common goals and use interpersonal skills for coaching and development. Members also engage meaningfully outside their organization, learning about diverse and intersectional experiences in the campus and city communities. Through a process of learning and applying skills, members can accomplish measurable and meaningful change.

Recommendations for reaching the “accomplished” or “excellent” rating:

Participation in the Medallion Program; attendance and participation in the College’s and/or FSA sponsored leadership development programs; actively seeking various outside national, local, and campus training and conference opportunities; etc.; having at least two members of the organization participate in the mid-year leadership training, participating in the new member educator’s training; having at least 80% of members attend at least one Medallion workshop; having every member of the organization involved in at least one organization outside their own chapter; participating in community-engaged learning opportunities.

Minimum requirements:

- 1. 90% of new members have completed all components of the new member orientation program.**

Goal	Goal Evaluation
[Insert text here]	[Insert text here]

- 2. At least two members of the organization (or one for a single member chapter) participate in the fall leadership training.**

[Provide the names of the individual who participated in Fall Leadership Training]

- 3. The organization has a leadership transition process (ex. Shadowing period, shared google doc, transition event).**

[Describe and evaluate your leadership transition process]

Fraternity and Sorority Affairs will verify the following minimum requirements separately:

1. The organization has a representative at 75% or more of the monthly fraternity and sorority president’s meetings.
2. The organization has a representative at 75% or more of their governing council meetings.

Additional Goals:

Additional Goals	Additional Goal Evaluations
[Insert text here]	[Insert text here]
[Insert text here]	[Insert text here]
[Insert text here]	[Insert text here]
<i>Add additional goals as necessary.</i>	<i>Add additional goal evaluations as necessary.</i>

Organization Self-Assessment:

Provide each ranking for your organization on a scale of 1-10 (1 = poor; 10 = excellent).

- Rate your chapter’s performance in this standard as of January : **[Insert ranking number in January]**
- Rate where you expect your chapter to perform at the end of this year based on your goals for this standard: **[Insert ranking number in January]**
- Rate your chapter’s performance in this standard as of November: **[Insert ranking number in November]**

Summary of Accomplishments and Challenges:

Provide a short narrative (approximately one paragraph) of your accomplishments, strengths, and challenges in this area that were not reflected in your goal evaluations. In addition to that narrative, you may also include a bulleted list of programs, statistics, etc. to demonstrate how your organization fulfilled this standard.

[Insert narrative here in November]

STANDARD #4: Belonging

Description: We promote a positive community within our organization by creating and participating in programs that enhance our members' experience. Members feel connected, building mutually beneficial relationships that allow us to test ideas, challenge assumptions, and navigate conflicts. We value our differences, our environment, and our individual and collective contributions. Through our shared experience, members enjoy their time with one another.

Recommendations for reaching the “accomplished” or “excellent” rating:

Nurturing multiple identities such as being a resident advisor, an athlete, or a student government officer; creating programs that address individual members' interests; building relationships with other groups/organizations; promoting events to enhance the bonds of our members, having a chapter retreat focused on building relationships between all members in the chapter, brotherhood/sisterhood events, Meliora Weekend and reunion events, Founder's Day, bringing speakers/workshops to the chapter, etc.; participation/sponsorship of religious or cultural programs, programming for your residential community, working with diverse student organizations, participation in College Community Weekends and Orientation Programs, signature events.

Minimum Requirements:

- The organization identifies at least **three** initiatives that are important for creating a sense of belonging and community in the chapter. For each initiative, they are able to explain why they selected that initiative and how it contributes to the chapter's sense of belonging.

Examples: monthly movie night; weekly chapter dinners; Meliora Weekend celebration, Founders' Day celebration; providing time at chapter meetings each week to highlight members' events they want their siblings to support; annual chapter retreat.

Goal	Goal Evaluations
[Insert text of initiative #1 here]	[Insert text here]
[Insert text of initiative #2 here]	[Insert text here]
[Insert text of initiative #3 here]	[Insert text here]

Additional Goals:

Additional Goals	Additional Goal Evaluations
[Insert text here]	[Insert text here]
[Insert text here]	[Insert text here]

[Insert text here]	[Insert text here]
<i>Add additional goals as necessary.</i>	<i>Add additional goal evaluations as necessary.</i>

Organization Self-Assessment:

Provide each ranking for your organization on a scale of 1-10 (1 = poor; 10 = excellent).

- Rate your chapter's performance in this standard as of January : [Insert ranking number in January]
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Summary of Accomplishments and Challenges:

Provide a short narrative (approximately one paragraph) of your accomplishments, strengths, and challenges in this area that were not reflected in your goal evaluations. In addition to that narrative, you may also include a bulleted list of programs, statistics, etc. to demonstrate how your organization fulfilled this standard.

[Insert narrative here in November]

Final Reflection

Having completed the report for the 11 standards of the Expectations for Excellence, please provide this final reflection on your organization's overall performance and future direction. Please limit your response to 300 words per prompt.

Strengths & Challenges

Based on the standards of the Expectations for Excellence, please reflect on your organization's greatest strengths and challenges from the previous year.

[Insert text here]

Organization Priorities

Please describe your top three priorities for chapter improvement in the upcoming year.

[Insert text here]