Fraternity/Sorority:       Reviewer:           Date:         

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| Expectations for Excellence Evaluation & Feedback |

Dear Reviewer – Thank you for taking the time to be a part of the review process for the Expectations for Excellence. If you have any concerns or questions, please feel free to reach out to *FSAGA@ur.rochester.edu*.

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| Role of the Reviewer |

Your role as a reviewer is to assess the organization’s performance in each standard of the Expectations for Excellence and to provide feedback to help the organization improve in the future.

When giving feedback, try and consider the example questions, while being concise and specific. Feedback should be in the third person to ensure consistency and anonymity.

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| Description of Ratings |

**Excellent.** The organization is a model group in this standard.

**Accomplished**. The organization meets all required minimum expectations and demonstrates the achievements expected from a University of Rochester sorority or fraternity in its additional plans, activities, and reflection.

**Minimum.** The organization meets all required minimum expectations for this standard but overall has room for growth**.**

**Unacceptable.** The organization did not meet minimum expectations for this standard.

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| 1 Equity |

*We commit to diversity, inclusion, and access while working to deconstruct systems of power and privilege in our organizations and community.*

# Minimum Expectations:

* The organization holds one conversation or program related to diversity, equity, and inclusion.
* 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 can explain why they selected that initiative and how it enhances the chapter’s work in equity.
* The organization has policies/bylaws in place to discuss diversity, equity, and inclusion. These policies include a process for addressing incidents of bias.
* 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.

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|  | Unacceptable | Minimum | Accomplished | Excellent |
| Please rate the chapter’s performance in this standard. |  |  |  |  |

**Feedback on the organization’s performance in this standard:**

**What suggestions, resources, insight, etc. do you believe will help the organization to improve in this standard?**

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| 2 Accountability and Harm Reduction |

*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.*

# Minimum Expectations:

* 75% of members participate in SWARM training annually (not required in 2022)
* The chapter holds at least one program related to mental or physical wellness.
* 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.
* The organization has policies/bylaws in place to address and resolve misconduct (ex. Standards Board, Accountability Chair).

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|  | Unacceptable | Minimum | Accomplished | Excellent |
| Please rate the chapter’s performance in this standard. |  |  |  |  |

**Feedback on the organization’s performance in this standard:**

**What suggestions, resources, insight, etc. do you believe will help the organization to improve in this standard?**

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| 3 Leadership |

*We encourage the development of strong leaders within our chapter by promoting leadership training opportunities for our officers and our members.*

# Minimum Expectations:

* 90% of new members have completed all components of the new member orientation program.
* At least two members of the organization (or one for a single member chapter) participate in the fall leadership training.
* The organization has a leadership transition process (ex. Shadowing period, shared google doc, transition event).
* The organization has a representative at 75% or more of the monthly fraternity and sorority president’s meetings.
* The organization has a representative at 75% or more of their governing council meetings.

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|  | Unacceptable | Minimum | Accomplished | Excellent |
| Please rate the chapter’s performance in this standard. |  |  |  |  |

**Feedback on the organization’s performance in this standard:**

**What suggestions, resources, insight, etc. do you believe will help the organization to improve in this standard?**

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| 4 Belonging |

*We have systems in place to ensure effectiveness within our leadership roles, including purposeful transition of our officers, effective internal and external communications, and the timely recording and reporting of important decisions, events, and transactions.*

# Minimum Expectations:

* 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 can explain why they selected that initiative and how it contributes to the chapter’s sense of belonging.

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|  | Unacceptable | Minimum | Accomplished | Excellent |
| Please rate the chapter’s performance in this standard. |  |  |  |  |

**Feedback on the organization’s performance in this standard:**

**What suggestions, resources, insight, etc. do you believe will help the organization to improve in this standard?**

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| Final Remarks |

**Please provide the top three (3) aspects the organization should improve upon.**

**Please provide the top three (3) strengths you believe the organization can and should leverage moving forward.**

**Please provide any overall comments and recommendations pertaining to the organization’s entire report.**