

# Expectations for Excellence

## Preamble

The fraternity and sorority community in the College represent an important part of the University of Rochester. In essence, the College is a learning community. Fraternities and sororities are College-sponsored and College-centered social organizations that use the following standards to promote a strong College community.

*Please note that examples used in this document are for explanative purposes only. They are meant neither to imply mandatory requirements, nor to constrain creative and thoughtful planning.*

## SCHOLARSHIP

Scholarship within the fraternity and sorority community is not measured simply by grade point average, but by the accomplishment of goals through exploration, information gathering, reflection, discussion, evaluation, and informed decision making. We recognize individuals own their education and learning is not the 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.

1. We respect and support the academic goals of our new and initiated members throughout their educational journeys.

*Examples: Utilizing Writing Fellows, workshop leaders, Center for Excellence in Teaching and Learning, the College Center for Academic Support, informing members of important academic dates, providing a chapter library/study space, etc.*

2. We support learning within the chapter by encouraging and supporting sponsorship with College programs, academic resources, and faculty, as well as the development of educational opportunities that include the broader campus community and our members.

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

## COMMUNITY BUILDING AND PROGRAMMING

The University of Rochester is a community that welcomes, encourages, and supports individuals who desire to contribute to and benefit from the institution's mission. Our chapter builds 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.

### *Within the Chapter Community*

1. We respect and promote the values, principles, and ritual of our organization through both our internal operations and programming and our continual membership education.

*Examples: values-based recruitment, discussing creed/values at chapter meetings, educating new and initiated members on the values and history of the organization, adhering to the ritual of the organization, hosting founder's day events, applying for national fraternity/sorority awards, etc.*

2. We support our members' multiple identities and interests outside the chapter and integrate these passions into our organization's programming and activities.

*Examples: nurturing multiple identities such as being a resident advisor, an athlete, or a workshop leader; creating programs which address individual members' interests; monitoring and modifying fraternity/sorority time commitments which prohibit interference with academic pursuits, etc.*

### *Within the Campus and Greater Rochester Community*

1. We create and participate in programming that exemplifies the values, history, traditions, and principles of our organization and the College.

*Examples: collaboration with the College's New Member Orientation Program, planning annual events that advance the organization's mission, participation in College community weekends, collaboration and participation with other groups' activities, etc.*

2. We support philanthropy and community service through fundraising and active participation in service events.

3. We offer and participate in programs designed to enrich the intellectual, social, and cultural interests of the campus and Rochester communities by promoting co-sponsorship and planning of programs with a variety of groups.

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

## **CHARACTER AND VALUES**

We demonstrate our commitment to the communal principles of fairness, freedom, honesty, inclusion, responsibility, and respect through proactive approaches to student conduct. Each individual in our chapter strives to exemplify the values and standards of our organization and of the College. Our policies and expectations reflect the highest ethical standards of good citizenship, honesty, propriety, and regard for the rights of others.

1. We educate our members on specific conduct expectations and hold members accountable to our stated values and the Communal Principles of the College through our internal standards process.

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

2. We have risk management systems in place and educate our members on strategies to enhance safety and reduce harm to ensure compliance with University and national organization policies and local, state, and federal laws.

*Examples: Programs on alcohol education and other drug awareness, risk management, fiscal responsibility, sexual health education, sexual assault awareness, dating and relationships, diversity and inclusion, hazing, community building; etc.*

3. We utilize University resources to strengthen risk management and communication strategies and to resolve issues of inappropriate conduct.

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

*Note: Discuss any conduct issues that occurred for the organization and how they were resolved.*

## **LEADERSHIP AND ORGANIZATIONAL MANAGEMENT**

We actively recruit and prepare leaders within a global society. We manage our organization responsibly, acknowledging that our current decisions and actions affect the future of our organization. To that end, we develop systems and policies that are clear and productive and train members to effectively sustain these structures. 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.

1. We actively promote valuable leadership opportunities for our chapter members within the organization. We employ leadership development through training and transitions.

*Examples: participation in the College's leadership development series; regular meetings with Fraternity and Sorority Affairs staff; actively seeking various outside national, local, and campus training and conference opportunities; attendance and participation in College management and budget training meetings; etc.*

2. We provide a list of specific expectations pertaining to each position of authority or responsibility within our organization, and have mechanisms in place to hold members accountable for these roles.

*Examples: a contingency plan in place, position descriptions, clear expectations in charters/constitutions/by-laws, officer handbooks, manuals or guidebooks, etc.*

3. We integrate systems that ensure 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 Fraternity and Sorority Affairs, reports from programming and philanthropic efforts, financial materials, annual reports, housing assignments, etc.*

4. We demonstrate effective internal communication systems, have clear and fair guidelines for decision making, and ensure all members have an equal voice.

*Examples: running effective chapters, use of technology, voting rules, etc.*