STANFORD UNIVERSITY

Standards of Excellence 2014-2015
Inaugural Year

Purpose

Stanford University is proud of our rich history and vibrant Fraternity and Sorority Life community that dates back to the founding of the institution in 1885. In an effort for each social Greek letter organization to reach their full potential, share their accomplishments with the University community and contribute to the overall narrative of the Fraternity and Sorority Life community, the Standards of Excellence (SOE) was designed and implemented in Fall 2014 by the Fraternity and Sorority Life Program in Residential Education.

The purpose of the program is to improve the quality of Stanford's social Greek letter organizations and the experiences these organizations provide to their membership. The program is designed to simultaneously challenge chapters to positively impact both Stanford University and the larger community beyond campus.

The Stanford University SOE will assist chapters of the African-American Fraternal and Sororal Association (AAFSA), Interfraternity Council (IFC), Intersorority Council (ISC), and Multicultural Greek Council (MGC) strive for chapter/fraternal excellence through organizational reflection and self-assessment. Throughout the academic year, Fraternity & Sorority Life will work with chapters to create a holistic narrative to illustrate each organization's commitment to chapter operations, Stanford University, and the greater community. It is our hope that the Standards of Excellence will also provide meaningful reflection for chapters to self assess their strengths and shortcomings, where they currently are as a chapter and where they hope to be in the years to come.

Fraternity and Sorority Life will utilize the Standards of Excellence Program as an opportunity to assess chapter performance. Recognition will be granted every year based on the performance of the chapter. There will be three classifications assigned to chapters based on a written and in person presentation. Each score will correspond with a score, which will determine, what, if any, further action is needed by the chapter. The table below outlines the three possible outcomes.

Score	Action
1 - Exceeds Expectations	University recognition received.
2 - Meets Expectations	University recognition received. List of suggestions are provided to chapter to take chapter to the next level.
3 - Needs Improvements (Warning/ Review Level)	Chapter placed on probationary status and given 1 quarter to improve to meet expectations. List of suggestions of improvement to be provided to chapter.

The program will be evaluated yearly in an effort to continue to advance the Stanford Greek community.

Program Outline

The Stanford FSL Standards of Excellence program will evaluate organizations within the framework of the Social Change Model and the commitment by the members or the organization and the organization as a whole in the following areas:

- Commitment to the fraternal organization
- Commitment to the greater Stanford Community
- Commitment to Civic Responsibility

The program is designed to follow the academic year, beginning in Fall and concluding in Spring. Details of important dates and deadlines are further outlined within this document. To ensure objective and balanced evaluation, only members of Fraternity and Sorority Life will evaluate chapter submissions.

Inaugural Year timeline

Distribution of Standards of Excellence (soft): December 19, 2014
Distribution of Standards of Excellence (finalized copy): January 5, 2014
Standards of Excellence from each chapter due: May 1, 2015
Presentations delivered: Month of May, before May 29, 2015
Results regarding status delivered to chapters: On or before June 19, 2015

Recognition status is for academic year 2015-2016
Chapters who we received an overall rating of 3 will have fall quarter to meet meet expectations and re- present in January of winter quarter 2016.

Use of Results

The Stanford University Fraternity and Sorority Life (FSL) Standards of Excellence (SOE) is not intended as a competition for Greek organizations, but a proactive program. Stanford's Greek organizations should use the Standards of Excellence Program as a means for honest self-evaluation to drive individual chapter excellence.

Chapters that have not met the expectations of Fraternity and Sorority Life program will be required to work with their FSL advisor, alumni advisors and others to develop an action plan for immediate improvement over the course of the following quarter and will be reevaluated. The results will also allow chapters the opportunity to see what their areas of strength are and what they need to improve to enhance their organization.

Submission Details & Guidelines:

Submission dates will be established every year. In general chapters will submit their Standards of Excellence electronically at the beginning of Spring quarter every academic year. They will then present throughout the month of May and receive their score and feedback by the end of the academic year. Chapters who meet expectations will receive University recognition for the

following year. Recognition does not carry over from year to year and must be established every year. Chapters who fail to meet expectations will be placed on probation and have one quarter to improve and receive recognition. Failure to receive recognition after probation will result in a removal of an organization and if housed, the facility.

Electronic submission is preferred unless a hard copy is requested. Chapters may submit documents, photos and/or videos to demonstration that they are achieving the desired outcome and goals of the Standard of Excellence. All submission must be organized so that evaluators can find supporting documents easily. However, this is not meant to be a giant checklist. Chapters can be creative in how they show their chapter meets each criteria.

Conduct information that has resulted in a formal conversation with the Fraternity and Sorority Life Program office, referral to the Organizational Conduct Board process or referral to the Provost's Committee will be included. It is preferred that the chapter disclose this information and include it in their narrative, however information will also be provided by the Fraternity and Sorority Life advisor.

Statement of Shared Fraternity and Sorority Life Program Values
- Promote sense of belonging and ethic of care for each other
- Foster strong & vibrant communities where people learn together outside of the classroom and feel connected to something larger than themselves
- Emphasize campus contribution, relevance and connection to the academic mission of the institution (social, service, community)

Guiding Row Philosophy
- Promote student driven identity experiences & responsible self-efficacy
- Cultivate strong ethic of leadership & service: work builds team; learn by doing
- Embrace interpersonal relationship & cultivate social vibrant and responsible atmosphere
- Ambassador for the Row area that includes independent living and fraternity and sorority life

Guiding ResEd Philosophy
- Cultivate depth and breadth of student experiences - work together to solve complex problems
- Foster strong and meaningful lifelong relationships
- Create intimate community where students are challenged to synthesize and learn together
- Emphasize creativity and entrepreneurial spirit

Program Components:

The three umbrella components of the Standards of Excellence are Commitment to Fraternal Organization, Commitment to the Stanford Community and Commitment to Responsible Citizenship. The following outline serves to briefly expand upon on these identified elements, which collectively support chapter excellence. These individual elements are to serve as components of the chapter narratives. Chapters with facilities will have to complete the additional component, Commitment to Responsible Stewardship.

Below are description of each category that will be evaluated within the umbrella. Following the descriptions of questions are a variety of questions to consider when building your chapter narrative.

Commitment to Fraternal Organization (8 Key Areas)

Each Organization needs to demonstrate a commitment in the following categories:

Member Development
Greek organizations thrive because of their collective members' commitment to the chapter. Greek organizations have a responsibility to develop the affinity of their members for their organization as well as the intellectual and social pursuits of their membership from invitation to graduation.

Organizational Values
Chapter members, who collectively represent an organization, are expected to exemplify both the founding values, missions, objectives, and purposes of their organization as well as values of the University. Chapter has clear organizational values, weaves them throughout their chapter and commits to them regularly in their actions and events.

Leadership Development
Leadership development is provided to all members of the organization throughout the entire member experience in an effort to professionally develop members, as well as strengthen the chapter as a whole. Chapter creates a "pipeline" for leadership with multiple members in every stage of development in the organization having that opportunity to contribute to the chapter.

Community Building
Each chapter plans and provides multiple opportunities throughout the quarter to build and increase supportive brotherhood or sisterhood between members.

Recruitment, Intake and New Member Education
Membership recruitment and intake and new member education are prioritized as one of the most imperative chapter developments throughout the year. Chapters will provide new member experiences that serve as catalysts for personal growth, academic success, leadership development, connection to the chapter, participation in University events and life long affinity with the national organization and university. Alcohol is strictly prohibited from involvement in recruitment, intake or new member education formally or informally.

Chapter Management
Organization holds regular executive board and chapter meetings to conduct business as well as executive board and chapter retreats. Chapter hosts officer trainings and transitions and attends national or regional conference to receive training. Chapter participates in required university based trainings and seeks other ways to develop their leaders from available on campus and off campus resources. Chapter has means for holding members accountable and exercises solid communication within the chapter and between leadership.

Financial Management
Chapter functions free of debt, has an operating budget and manages finances thoughtfully and in accordance with chapter values. Chapter seeks on campus sources of funding, keeps the

chapter apprised of the financial health of the chapter and looks to the long term health of the organization by saving money for future generations of chapter members or emergencies.

Intellectual Vitality
The chapter openly values, supports and provides opportunities for intellectual conversations, pursuits and for members to achieve intellectual growth and academic achievement through maintaining high standards.

Items that will need to be submitted in addition to providing a narrative about the above 8 areas:

Quarterly Roster Verifications
Chapter will need to provide a current roster via CardinalSync to verify cumulative chapter G.P.A., size and number of people in each social class.

Commitment to Stanford University Community (6 key areas)

Campus Contribution & Involvement
Chapters are uniquely positioned to contribute to the larger Stanford community with member participation and involvement in co-curriculars, campus events, campus leadership, and advocacy/awareness efforts.

Life-Long Affinity
Chapters recognize the value of building and sustaining life-long personal and organizational connections and thoughtfully maintain these relationships with their alumni. Chapters have a dedicated Chapter Advisor and a Chapter Advisory Board and, possibly an alumni chapter with whom the chapter is connected.

Communication
Chapters practice open, forthcoming, and active communication in an effort to create sustainable relations with their Fraternity and Sorority Life Program office, Residential Education and the larger Stanford community. Chapter also actively publicize their events, mission, vision through website, print, social media and any other method they desire.

Collaboration and Maintenance of Inter-Greek Relations
Chapter encourages and fosters cooperation and collaboration with other social Greek letter organizations by organizing and engaging in chapter activities such as programs, community service, philanthropy, co-curricular events.

Council Involvement
Chapters recognizes the value of their collective strength within their respective councils and contribute to each council by promoting, attending, participating in events and programs, providing leadership and supporting efforts.

Organizational Culture
Chapter maintains a healthy culture of friendship, responsibility, accountability, and care for each other and demonstrates a commitment to the values of the Fraternity and Sorority Life program and Residential Education.

Commitment to Responsible Citizenship (6 key areas)

The following topic areas need to have at least 80% attendance of active members to meet expectations for this section. Attendance lists, presenter, date and time information need to be included. Higher percentage of attendance or more programs than that specified will lead to a greater score in this area.

Service and Philanthropy
To exemplify the Stanford value of service and global impact, chapters will explore, develop, and lead opportunities for development through active community service and philanthropy activities and efforts. Chapter is encourage to have a minimum of one philanthropic fundraising event, one group community service event and an average of 5 hours of community service per member, per quarter.

Health and Wellness
Chapter will present or attend at least one program a year around mental health and well-being, stress reduction, physical health, happiness or another program identified by the chapter.

Social Excellence
Greek organizations and members will abide by the University alcohol policy. Chapters and chapter members are to uphold a mature, safe, and responsible standard when hosting or attending any social event or activity. Chapter will host at least one program or session event around alcohol and other drug education. Greeks at Stanford will not condone harmful use of alcohol or controlled substances by its members or guests. Social events should be well planned and organized and registered in a timely manner per university guidelines. Chapter members, outside of leadership, will participate in party planning training.

Inclusion and Diversity
Chapter will have at least two programs a year geared toward having discussions about diversity, the intersectionality of identity, social justice and living and creating an inclusive environment.

Sexual Assault Prevention and Education
Chapter will have at least two programs a year geared toward educating members about sexual assault, providing resources and discussions around preventing sexual assault and providing bystander education.

Hazing Prevention
Chapter will provide at least one educational program a year geared toward discussing hazing, what constitutes hazing, and discussions about how to prevent and combat hazing, including how to intervene. Chapter will complete all necessary university paperwork as it relates to hazing prevention.

Commitment to Stewardship - Only for Chapters with a facility (5 key areas)

The ability to live together as an organization is a privilege given only to social Greek letter organizations. With that privilege it is important that housed chapters also meet the following

criteria. Failure to meet expectations in this area may result in housing probation or social suspension or complete removal from the facility when paired with other elements of this review.

Occupancy
Chapter must maintain occupancy with members. No more than 5% of the house occupancy per quarter will be that of non-members (also known as boarders). Two consecutive quarters of over 5% occupancy with non-members may trigger a review, three consecutive quarters of over 5% occupancy with non-members may constitute a removal from the chapter facility. Chapter ensures that all members are aware of their particular method of how members are assigned to the house and assigned rooms in the house per their Housing Preference Policy (HPP). Chapters must submit Housing Preference Policy annually in March to the FSL office and ensure all chapter members complete the Greek Housing Agreement (GHA) which reviews tier usage in the housed Greek community.

Selection and Training
Chapter complies with Residential Education application and selection process. All paid staff positions and housed chapter presidents attend required Residential Education class in spring quarter and fall training before the academic year begins.

Financial Status
Chapter uses board bills and university collected social dues in a responsible way and in accordance with university policy. Financial Manager communicates with point person in Residential Education to resolve financial issues in a timely manner. Chapter makes an effort to build up reserve fund and maintain a minimum of 5,000. Chapter follows guidelines set forth by Residential Dining Enterprises (R&DE) Student Housing to arbitrate and/or pay and close damage bills in a timely manner (every quarter).
Stewardship and Communication with R&DE Student Housing
Chapter keep facility clean, communicates regularly with their designated R&DE Student Housing Building Manager (HBM) and closes the chapter facility in accordance with R&DE Student Housing guidelines in Winter Quarter and Spring Quarter. Chapter works with R&D to report damage in a timely manner and requests as related to the facility.

Communication with Residential Education
Residential Education paid staff will communicate with their university supervisors and advisors in accordance with guidelines set forth in training. This includes RA and Manager communication regarding emergency protocol, mandated reporting, etc.

Tips for Completion

- Inform everyone in your organization about the Standards of Excellence (SOE)
- Host an executive retreat or calendar meeting to plan how to meet the goals of the SOE
- Start early and maintain records as you go along
- Delegate pieces of the report and record keeping to interest members and officers
- Process your thoughts collectively and in smaller group meetings
- Practice articulating your goals, mission and vision during meetings with advisors, alumni or key stakeholders
- Find ways to combine goals and standards together and with other national accreditation programs to make the most of your time and your experience

- Encourage members, not in formal leadership roles, to program and plan one of the events for your organization that meets a SOE objective
- Seek advice from key campus resources and your FSL advisors

Timeline
- ❑ Program begins
  - ❑ Fall 2014 inaugural year of the SOE program
  - ❑ Every fall quarter
- ❑ Submission Deadline
  - ❑ Beginning Spring Quarter/May every year
- ❑ Feedback expected
  - ❑ Mid June, immediately following end of academic year or sooner if time permits

Appendix A

The following are a list of questions to help you think through the items that need to be included in the final submission. These questions may also be posed to you in your in person presentation.

Commitment to Fraternal Organization

1. Please describe the strengths of the chapter during the academic year. How has the organization utilized its strengths? Also, please describe the challenges of the chapter during the academic/calendar year. How has the organization addressed the area(s) of growth?

2. Explain how your organization continually educates your members. Please use specific examples of programs and experiences that illustrate the chapter's efforts. Describe two best practices for both current and new member education that the chapter has used this year to convey respect for your new members.

3. In your own words, please describe the chapter's core community values and elaborate with how the chapter exemplifies and strives to meet these values daily.

4. How does the chapter identify, support, and develop leaders? Please describe two best practices in leadership development your organization provides for its members.

5. Explain the chapter's process for building a robust and vibrant officer core. Specifically please elaborate on officer training and transition. (Note: this may include any outside programming and training.)

6. Please describe how a supportive community is formed and maintained throughout the year to produce a cohesive chapter.

7. Discuss your member intake/recruitment process. Please include the chapter's strengths and areas of challenge as they relate to chapter growth.

8. What efforts has the chapter engaged in to prevent the mistreatment of new members? Please include how the chapter evaluates its new member program.

9. Please explain and describe the chapter's judicial or standards system. How does the organization hold members accountable?

10. Please describe how the chapter values, supports, and accelerates intellectual growth and achievement. Describe two best practices that the chapter used in the past year to further academic excellence for the organization and its membership.

11. How does the chapter promote the safety of its members?

12. Please explain how the chapter helps to create a healthy living and learning environment for its members.

Commitment to the Stanford Community

1. Please describe how your organization contributes to the greater Stanford community. Furthermore, what impact is your organization making within the Greek community?

2. Please describe the chapter's participation and effort concerning alumni and advisory groups. What goals has the chapter accomplished with these efforts? How has engaging with this population benefited the chapter and its members' experiences?

3. Describe why communication is vital to the organization's success. Provide an example of when communication failed and how the organization addressed this issue.

4. Describe how your organization has benefited from participating in some form of collaboration with Greek groups (or another student group or facility). Why did your organization choose to collaborate with another organization and what impact has this interaction made on its membership?

5. How does your organization participate in leadership at the council level? Please elaborate citing an example that illustrates the chapter's value in council participation.

6. What specific impact(s) has your organization made on its respective council?

Commitment to Responsible Citizenship

1. In what ways is the chapter promoting care and responsibility to both its membership and to the larger community?

2. Describe the most impactful chapter experiences concerning health & wellness. How did the chapter respond to these experiences?

3. Briefly assess your chapter's social events over the past academic year and how these events were or were not in line with the Stanford culture and your chapters professed values. Please note that social events are not defined as only those events with alcohol.

4. How has your organization utilized proactive trainings and educational programs to promote the appropriate and desired behavior of both chapter members and guests during social events?

5. How does the chapter's participation and involvement in the community (Greek, Stanford, and beyond) relate to and promote inclusivity?

6. Explain the efforts your chapter makes to create a culture within the group that is supportive and inclusive of difference. If applicable, how do you assess the effectiveness of these efforts?

7. Discuss a movement/project the chapter promoted or engaged in that strives for change. Please be specific about this example and its effects on both members and the community.

8. Please describe how the chapter creates, encourages, and provides learning opportunities for its members through community service, philanthropy, and advocacy. Explain two examples of community service, philanthropy, or advocacy of which the chapter is proud. How has the chapter benefited from these experiences?

9. Explain how your chapter demonstrates commitment to individual health and well being of members.

10. Describe how your chapter, as a fraternal organization, is relevant on the Stanford campus and in todays modern college society.

Works Cited

Cornell University. (2014). *End of Year Report.* Ithaca, NY.

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University of Connecticut. (2014). *Project Arete Accreditation Program.* Storrs, CT.