

University of North Carolina at Chapel Hill
Carolina Fraternity and Sorority Standards of Excellence Program

Adopted Fall 2007

Part I: Preamble

The Purpose of Carolina Fraternity and Sorority Standards of Excellence Program is to establish standards to ensure that every Greek organization at Carolina is well managed and is fully committed to the highest quality of student experience for each of its members, with particular emphasis on academic achievement and campus involvement.

The fraternity and sorority community at the University of North Carolina at Chapel Hill has experienced almost constant change throughout its' 150-year history. The number and type of Greek organizations have varied from year to year. While some organizations consistently distinguish themselves as excellent members of the University community, others find it difficult to maintain a high level of commitment to their values and stated purpose. In recent years there has been an emergence of religious and multicultural fraternities and sororities that have added significantly to the diversity of the Greek community at Carolina. There remains a strong desire for students to belong to fraternal organizations, to work together to achieve common goals, and to develop leadership skills within the group and as members of a larger University community. Fraternities and sororities continue to play an important role in the life of the University and its students.

The University has challenged the Greek Community at Carolina to adopt Standards of Excellence that will form a basis for cooperation and interaction for the benefit of the University and Greek Community. The Greek community and the University recognize that the Standards of Excellence Program will encourage the success of Greek organizations and will provide a framework for self-assessment, individual and group accountability, greater achievement of organizational goals, and the development of programs and practices that will lead to substantial enrichment of the fraternity and sorority experience. This program recognizes and rewards those organizations that consistently exceed expectations as well as provides guidance and support to those organizations that fail to meet the expectations of the University and the Greek Community.

The Fraternity and Sorority Standards of Excellence Program provides a framework for defining the relationship between the University, the Panhellenic Council, the Greek Alliance Council, the Interfraternity Council, and the National Pan-Hellenic Council, and the individual chapters who make up membership of the four councils. The Standards of Excellence Program is a joint undertaking by the University and members of the Greek Community at Carolina for the purpose of assuring outstanding quality, continuing growth and improvement of the Greek Community. Organizations that comply with the Standards of Excellence Program will be recognized as Fraternities and Sororities by the University of North Carolina at Chapel Hill.

Relationship between the University and Fraternity and Sorority Life

The University of North Carolina at Chapel Hill's overall mission "exists to teach students at all levels in an environment of research, free inquiry, and personal responsibility; to expand the body of knowledge; to improve the condition of human life through service and publication; and to enrich our culture." Consistent with the University's commitment to fraternity and sorority life, it seeks to develop the students' capacity to work independently and interdependently within the University system. As chapters endeavor to meet and exceed the Standards of Excellence, the University stands ready to assist in every way that it is able. Numerous University resources are available to chapters, their leaders and their members. The Office of Fraternity and Sorority Life has a primary responsibility to assist chapters, directly or by identifying available University resources, to meet and to exceed the Standards of Excellence.

Part II: The Standards

Standard One. Chapter Plan and Communication Responsibilities

A. Chapter Plan Due: Within 30 days after the installation of new officers (date will vary by chapter)
Chapter Responsibilities:

1. During the transition to new officers the outgoing and incoming officers must develop a Chapter Plan (or update an existing plan) that address, at a minimum, the following areas:
 - a. advisor structure
 - b. academic programs
 - c. membership development
 - d. new member program initiatives
 - e. risk management/national compliance
 - f. financial matters/budget management
 - g. community service and
 - h. campus involvement.
2. The Chapter Plan must be submitted to the Office of Fraternity and Sorority Life within 30 days after the installation of new chapter officers. (For GAC and NPHC Groups this might be in late April or early September, for PHC and IFC groups, this will most likely be in January.)
3. Chapters who fail to submit the information by the required deadline will be reported to their respective councils and shall be placed on social probation by the council until all reporting deficiencies have been cured. If a chapter is reported to its council twice within a 2 year period for any chapter reporting deficiency, the council may refer the chapter to the Fraternity and Sorority Standards Review Board for further investigation of the problem and for development of an appropriate remedial course of action.

University Responsibilities:

1. One chapter representative and one advisor (faculty or chapter) are required to meet with a member of the Office of Fraternity and Sorority Life within two weeks after submitting their Chapter Plan to discuss the plan and to assure that all constituencies are involved in planning and implementing the plan for the continued success of the chapter.
2. Templates and worksheets for developing the Chapter Plan will be available online on the OFSL website to assist chapters.
3. At the request of a chapter, staff members in OFSL will be available to assist the chapter with the development of its Chapter Plan.
4. Leadership development programs and additional services will be provided by the University to aid the chapters and their leaders in the development and management of their chapters.

B. Annual Report (online form) Due: April 15th each year

Chapter Responsibilities:

1. Chapters must submit an Annual Report to the OFSL prior to or on the deadline every year.
2. The Annual Report will include the following information:
 - a. Performance in meeting UNC-Chapel Hill, Student Governing Council, (Inter) National Organization and Town of Chapel Hill Regulations
 - b. Performance in individual Chapter programs
 - c. Comments from Active Advisors
 - d. Goals in Summary of the upcoming year
3. It is the obligation of the chapter president with the help of his or her executive board to complete the report in its entirety.
4. Chapters who fail to submit the information by the required deadline will be reported to their respective councils and shall be placed on social probation by the council until all

reporting deficiencies have been cured. If a chapter is reported to its council twice within a 2 year period for any chapter reporting deficiency, the council may refer the chapter to the Fraternity and Sorority Standards Review Board for further investigation of the problem and for development of an appropriate remedial course of action.

University Responsibilities:

1. Forms, worksheets and guidelines for preparing the annual report will be given to chapters
2. Staff members in the OFSL will be available to work with chapters on the preparation of their annual reports.
3. Student leadership workshops and retreats will be conducted by the OFSL to develop and improve leadership and chapter management skills.

C. Additional Chapter Reporting Responsibilities

Chapter Responsibilities:

1. All new members must register with the Office of Fraternity and Sorority Life. Note: This will be done specifically through intake and recruitment processes and will vary by council.
2. Each chapter must maintain a current roster with the Office of Fraternity and Sorority Life. In order for the office to be able to compile chapter grades, chapters must have their current chapter roster updated through the Office of Fraternity and Sorority Life Online Chapter Management Database prior to the end of the semester.
3. As soon as possible after a change occurs, chapters must update the following contact information with the office: chapter officer names, e-mails and phone numbers, faculty advisor contact information, chapter advisor contact information.
4. Require each chapter member to enter his or her individual community service and campus involvement in the online chapter management database in accord with the deadlines set each semester by the OFSL for reporting community service and campus involvement.
5. Chapters who fail to submit the information required by this section in a timely manner will be forwarded to their respective councils and shall be placed on social probation by the council until all reporting deficiencies have been cured. If a chapter is reported to its council twice within a 2 year period, the council may refer the chapter to the Fraternity and Sorority Standards Review Board for further investigation of the problem and to develop an appropriate remedial course of action.

University Responsibility:

1. The Office of Fraternity and Sorority Life will compile lists of chapter officers, council officers and alumni and chapter advisers and have those lists available and updated online.

Standard Two. Academic Standard

A. Academic Standards

Chapter Responsibilities:

1. The GPA for each chapter (including new members and initiated members) must be 2.5 or higher each semester.
2. Chapters failing to meet the academic standard for one semester will be required to meet with the Assistant Dean of Students for Fraternity and Sorority Life to develop an academic improvement plan.
3. Chapters failing to meet or exceed the academic standard for 2 consecutive semesters will be referred to the Fraternity and Sorority Standards Review Board for further investigation of the problem and to develop an appropriate remedial course of action.

University Responsibilities:

1. The Office of Fraternity and Sorority Life has the responsibility to compile and distribute chapter grades to national headquarters, chapters, and advisors (upon request).

2. The Assistant Dean of Students for Fraternity and Sorority Life will meet with all chapters failing to meet the 2.5 semester average and will work with them to design an academic improvement plan.
3. Chapters above the all mens/womens average will receive recognition on a semesterly basis.

Standard Three. Chapter and Faculty Adviser Standard

Chapter Responsibilities:

1. Chapters must have one faculty/staff adviser who is a University of North Carolina at Chapel Hill employee and are encouraged to have a second adviser that is an adviser to the chapter selected by the chapter and/or its national or regional organization.
2. The chapter's adviser or the chapter's faculty adviser must sign the Annual Report and the Chapter Plan.
3. At least one advisor is encouraged to attend the chapter advisor training and development program offered by the OFSL at least once a year. These trainings will be designed appropriate to needs of individual councils.
4. Chapters who do not have a faculty/staff adviser in place within 30 days of the beginning of each semester must meet with a staff member from OFSL.
5. Chapters failing to have a faculty/staff adviser in place for 2 consecutive semesters will be forwarded to the Fraternity and Sorority Standards Review Board.

University Responsibilities:

1. The OFSL will work to identify and recruit University faculty/staff that are willing to serve in the capacity as chapter advisors and will provide training and support for all chapter advisors. Chapters who are in need of a faculty/staff adviser may contact the OFSL for assistance.
2. The Office of Fraternity and Sorority Life will provide chapter advisor educational development programs at least twice each year. Advisers may choose which program they would like to attend.
3. The University will administer adviser listservs and e-mail communication in order to encourage and improve timely communication.

Standard Four. Chapter Education Standard

Chapter Responsibilities:

1. Chapters are required to have chapter representatives at the following programs and trainings offered by the OFSL:
 - New Member Education Workshops (new member educator and 4 reps IFC & PHC)
 - Social Host Training (social chair and 4 reps IFC & PHC)
 - Greek Orientation Program and Seminar (All New Members)
 - Fire Safety Training (Chapters with houses)
 - GAC and NPHC educational workshops (GAC and NPHC Chapter Leaders)
 - Chapter Presidents Meetings (All chapter presidents)
 - Annual Greek Leadership Retreat (Chapter presidents and council exec officers)
 - Judicial Board Educational Workshop (NPHC, GAC, and Greek Judicial Boards)
2. No exceptions will be made without prior approval from the OFSL.
3. Chapters who do not have regular attendance at these educational programs for 2 consecutive semesters may be referred to the Fraternity and Sorority Standards Review Board by the OFSL.
4. All chapters with houses must attend fire safety training each semester, no exceptions will be made.
5. Fines will be assessed for new member programs and fire safety programs by the Office of Fraternity and Sorority Life. A fine in the amount of \$100 will be assessed for failure to

attend the Fire Safety Program. A fine in the amount of \$100 per member under 75% of the new member class will be assessed for failure to attend the new member program.

University Responsibilities:

1. The OFSL will provide the curriculum/program development for the above required programs through collaboration with other University departments and the town of Chapel Hill Police and Fire Departments. These programs are innovative and leadership development based.

Standard Five. Conduct and Risk Management Standard

Chapter Responsibilities:

1. All recognized fraternities and sororities must have their own risk management program in conformity with their individual national organization.
2. All recognized fraternities and sororities at the University of North Carolina at Chapel Hill must comply with University policies, as well as applicable federal, state and local laws, including, but not limited to, state laws related to hazing and alcoholic beverages.
3. The OFSL shall refer violations of the forgoing by individual members of a Greek organization to the University Honor Court for determination of individual responsibility. The OFSL shall refer violations of the forgoing by members of a Greek organization to the Judicial Board with jurisdiction over the organization for determination of group responsibility. Serious and/or repeat violations may be referred directly to the Fraternity and Sorority Standards Review Board by the Council Judicial Board.
4. Violations of the IFC Code of Conduct shall be referred to the Interfraternity and Panhellenic Council Judicial Board. Violations of policies, rules or other regulations adopted by a Greek Council shall be referred to the appropriate Judicial Board or to the Council with jurisdiction over the organization. The Judicial Boards and/or Councils may refer such matters to the Fraternity and Sorority Standards Review Board. After exhausting all other possible appeals, an organization sanctioned by a Judicial Board or a Council for violation of Council policies, rules or other regulations may appeal the decision to the FSSRB.

University Responsibilities:

1. The University recognizes the National Pan-Hellenic Council Disciplinary Board, the Greek Alliance Council Judicial Board and the Interfraternity and Panhellenic Council Judicial Board as the Judicial Organizations that hear and adjudicate matters of misconduct for chapters within their individual councils. Individuals who violate University Policy are subject to the jurisdiction of the University Honor Court. The National Pan-Hellenic Disciplinary Board, the Greek Alliance Council Judicial Board and the Interfraternity and Panhellenic Council Judicial Board will have sole jurisdiction over group/chapter violations of their individual council policies. When it deems it appropriate, these Judicial/Disciplinary Boards shall have the option to directly refer cases to the University Fraternity and Sorority Standards Review Board. The University reserves the right to refer chapters to the Fraternity and Sorority Standards Review Board when it deems that there is concern about a repeated pattern of misconduct.
2. OFSL shall endeavor to promptly notify the national organization of any credible allegation of violation(s) of University policies, North Carolina law, and/or other serious concerns about chapter conduct and risk management practices.

Standard Six. Membership Recruitment and Intake

Chapter Responsibilities:

1. Chapters must comply with their individual council and national policies in regard to recruitment and intake.

2. Chapters who do not participate in a formally structured recruitment process through their council must be approved to begin intake/recruitment by the Office of Fraternity and Sorority Life.
3. Chapters who fail to gain approval for recruitment will be forwarded to their prospective councils for judicial review.

University Responsibilities:

1. The University recognizes the formal recruitment processes of the Interfraternity Council and the Panhellenic Council.
2. The University will approve intake process for chapters who do not participate in a formalized recruitment process on an individual basis.

Standard Seven. Community Service and Campus Involvement

Chapter Responsibilities:

1. Chapters have the responsibility to participate in community service, campus involvement, and activities outside of their own individual chapters in accordance with their national organization standards.
2. Chapter members have the responsibility to report their community service and campus involvement hours through the Office of Fraternity and Sorority Life online reporting system.

University Responsibilities:

1. The University will promote the community service hours reported, and the amount of students who are involved in organizations outside of their fraternity or sorority through ongoing chapter recognition and campus marketing and public relations.

FRATERNITY AND SORORITY RECOGNITION PROCESS

The National Pan-Hellenic, the Interfraternity Council, the National Panhellenic and the Greek Alliance Council each have their own recognition process. Initially, when a national organization would like to organize a chapter at UNC Chapel Hill, they must gain recognition through the council. As they become recognized by the council and the above university standards are met that organization will become an officially recognized fraternity or sorority at UNC Chapel Hill.

Purpose of Fraternity and Sorority Standards Review Board

The purpose of the Fraternity and Sorority Standards Review Board is to assemble a collaborative team of people on a local, campus, alumni and national level to assist the chapter to improve as the fraternity and sorority community at Carolina strives for excellence. The goal of the review board will be to make recommendations to the chapter and assist in creating positive change that will result in the continued success of the organization on campus. If an organization fails to meet the above standards they will be called to the Fraternity and Sorority Standards Review Board for consultation and to develop a plan for improvement. The Board will also deal with chapters forwarded to them by the OFSL, IFC and Panhellenic Judicial Board, the NPHC Disciplinary Committee, and the GAC Judicial Board. The directives and decisions made by this board will be educational and facilitative in nature. For an example, a chapter who has had repeated issues surrounding risk management might be directed to coordinate a presentation on a risk management topic for the benefit of the entire Greek community. If educational and facilitative measures have been exhausted the board has the authority to remove university recognition from the chapter.

The Office of Fraternity and Sorority Life has the full responsibility to assure compliance from all recognized chapters. The Fraternity and Sorority Standards Review Board will meet at least once a semester, but as regularly as necessary.

Board Member Description and Selection Process of Members

There will be 7 core board members, and 4 case by case members.

Core Members: All voting Delegates

Board Chair: The Committee Chair will be the Assistant Vice Chancellor of Student Affairs who is responsible for overseeing Fraternity and Sorority Life.

OFSL Representative: The Assistant Dean for Fraternity and Sorority Life will serve as the OFSL Representative on the committee.

2 Council Presidents at Large: These two students will be two of the current council presidents. They will be interchangeable based on the availability of these students, neither one will be a representative of the council being called to the board.

2 Alumni Advisors: Two alumni advisors from two different councils will serve on this board. They will serve a two year staggered term and will rotate by council. Initially the NPHC alumni will serve a one year term IFC alumni will serve a 2 year term. Panhellenic will replace NPHC and GAC will replace IFC. Alumni advisors shall be elected by their respective councils.

Faculty/Staff Member: This will be a member of the UNC Faculty or Staff who is Greek. The Faculty/Staff member will be appointed by the University Committee on Fraternity and Sorority Life.

Case by Case Board Members:

Chapter President: The chapter may have one person on the board when their chapter is being discussed. This may be the chapter president or a representative appointed by the chapter. The chapter president will not be a voting delegate when the board takes a recognition vote.

Alumni Advisor: The alumni advisor or faculty advisor will serve on the board when their particular chapter is being reviewed. The alumni advisor will be a voting delegate when the board takes a recognition vote.

Headquarters Representative: a member from the chapters HQ or regional team is recommended to be on the phone or in attendance at the time the chapter is being reviewed. The headquarters representative will not be a voting delegate when the board takes a recognition vote.

Council President from Chapter's Council: This will be the council president from the council that the chapter being reviewed is a part of. The council president will be a voting member when the board takes a recognition vote.

Core Committee:

- Chair: DOS/OVC Representative
- OFSL Representative: Assistant Dean of Students
- 2 Council Presidents at Large
- 2 Alumni Advisors
- Faculty Member

Case by case Members:

- Chapter President (or a designated chapter representative)
- Alumni Advisor: chapter advisor or faculty advisor (decided on by the chapter)
- Headquarters representative: regional team member or director of chapter services (this person will usually be a part of the conversation via a conference call)
- Council President from the council that the chapter is a part of

Recognition Vote

When the initial recognition of a chapter or the suspension or termination of recognition of a chapter is being voted on, the vote must pass with 2/3 majority. Voting delegates will be the DOS/OVC Representative, Assistant Dean of Students, the 2 Council Presidents at Large, the 2 Alumni Advisors the Faculty Member, and the case by case alumni advisor and council president.

Appeals

Decisions made by the Standards and Recognition Review Board may be appealed to the Vice Chancellor of Student Affairs only in the case of the removal or suspension of university recognition.

THE STANDARDS OF EXCELLENCE DEVELOPMENT COMMITTEE

Proposed by the following University Committee on Fraternity and Sorority Life sub committee members:

Jim Tatum - IFC Alumni Board

Charlie Hodges - Parents Council

Laura van Rens - Panhellenic Council

Rob van der Vaart - Interfraternity Council

Paul Elliott & Qia Martin - National Pan-Hellenic Council

Denea Hayse – Greek Alliance Council

Eric Langerman – Interfraternity Council

John Zhang - Greek Alliance Council

Jenny Levering – OFSL