

**NC State University
Department of Fraternity and Sorority
Life**



NC STATE UNIVERSITY

FRATERNITY AND SORORITY LIFE

**Standards Program
for
Fraternities and Sororities**

**A Challenge to:
Have Integrity
Be Accountable
Seek Distinction**

Implemented: August 18, 2004
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NC State University

Standards Program for Fraternities and Sororities

Mission Statement:

There is a common set of principles to which all fraternities and sororities ascribe. The Standards Program at NC State aims to challenge the Fraternity and Sorority Community membership to live up to those highest principles and ideals upon which our respective organizations were founded. Knowing that individual members' and chapters' actions reflect on all fraternities and sororities at NC State and nationwide, our community can only be as strong as its weakest link. The Standards Program will challenge the NC State fraternity and sorority members to have integrity – steadfast adherence to the oath we took as we made a lifelong commitment to our respective fraternity/sorority. By providing a set of standards that reflect these common principles, the Standards Program provides fraternity and sorority members at NC State a level of accountability, with an opportunity to seek distinction. In the end, the goal of the Standards Program is simple. As members of fraternities and sororities, we should be better for our affiliation, the campus improved for our involvement, and the greater community enhanced for our contribution.

Our Fraternity and Sorority Community Shared Principles and Standards

I. Academic Achievement

Fraternities and sororities espouse concern for the academic success and progress of individual members. The University expects that its students will pursue academic achievement as their highest priority. Fraternities and sororities positively affect intellectual development and should demonstrate this shared principle by assisting the performance of its members. Each fraternity and sorority shall have:

- A. An Academic Chair
- B. An Academic Advisor
- C. Developed an academic support program that challenges members and potential members to strive for academic success, provides scholastic support, and recognizes both improvement and excellence in academic performance. A copy of the implemented academic support program for members should be submitted annually.
- D. Understanding that you are what you recruit. Accepting members who are above average academically, or who exceed admission standards, often sets those individuals up for academic success and ultimately sets the chapter up for exemplary chapter grades.
 1. It is suggested New Members with a High School weighted GPA below a 3.5 should not be offered bids. New Members with an existing college GPA below a 2.5 should be offered membership with caution. Fraternity and Sorority Life only supports extending membership to students full time enrolled and matriculated into a degree seeking program. (Chapters that fail to exercise these cautions with more than one new member annually, will see a reflection in their assessment of this standard.)
 2. A Chapter's New Member GPA, as reported by the Department of Fraternity and Sorority Life each semester, should meet or exceed their same sex average. The minimum acceptable GPA is 0.10 below that average.
- E. Sororities should meet or exceed the all women's GPA each semester. Fraternities should meet or exceed the all men's GPA each semester. If a chapter's grades fall below that benchmark, the chapter should demonstrate a continued improvement by 0.05 each semester. (Mid-year assessment will reflect Spring to Fall while end of the year assessment will reflect Spring to Spring). Chapters may ask to be compared to the sex and race of their peer group for this assessment.

Implementation: *Fall 2004 through Fall 2005, Fall 2011, and Fall 2017*

- ✓ *Each fraternity and sorority will be responsible for delivering their academic support program to the Department of Fraternity and Sorority Life on or before September 1st of the academic year.*

- ✓ *Submit and maintain up to date contact information for chapter officers and advisors using the Department [Chapter Officer Roster forms](#). Forms should be submitted no later than May 1st for Officers beginning their term in Fall and December 1st for officers beginning their term in the Spring.*

II. Alumni/Graduate Chapter Engagement

- A. The University believes that an active, involved chapter advisor is a key ingredient to a successful chapter. Because of this, each chapter shall have a chapter advisor who either lives or works within the local area, and who has the support of the inter/national organization. This chapter advisor should remain close to the daily operations of the fraternity/sorority, and be of support and assistance to chapter officers and serve as a liaison between the fraternity/sorority and the University.
- B. Chapter alumni and graduate chapters can play a positive role in the life of the chapter and its members. Too often chapters do not provide opportunities for alumni members to be involved in chapter activities nor do they keep alumni informed about chapter life and events. Chapters will be asked to annually publish (electronic or paper) an alumni newsletter, co-sponsor an event with a local graduate/alumni chapter, or host a minimum of one program that involves alumni or graduate members. The University will assist in identifying addresses of alumni if needed.
- C. Submit annually, a plan to cultivate alumni engagement. Your plan should address levels of alumni, if relevant, by generation. This plan should be submitted by March 1.
- D. Complete annually, a chapter advisor assessment to be shared with the primary chapter advisor. All members of the executive board will be invited to participate. Evaluations should be completed no later than October 1.

Implementation: Fall 2004, and Fall 2017

- ✓ *Submit and maintain up to date contact information for chapter advisors using the [Department Chapter Advisor Roster forms](#). Forms should be submitted no later than September 1st each year.*
- ✓ *File with the Department of Fraternity and Sorority Life, a copy of your alumni newsletter, or fill out a program evaluation form on the alumni event hosted by the chapter. The newsletters or program must be on file, no later than May 1st of each year.*
- ✓ *File with the Department of Fraternity and Sorority Life, a copy of you alumni engagement plan by March 1*
- ✓ *Submit the outcome of your chapter advisors assessment by October 1*

III. Campus Leadership and Involvement

- A. A fraternity/sorority chapter's image is formed greatly by its involvement in campus activities. Being involved in campus activities that are not just strictly Greek-letter organization sponsored events is very important to our image on campus. By being involved, we can build a more positive image of the fraternity/sorority community. Each chapter is asked to participate in the following activities each year to accomplish this goal: (standards are grand-fathered in each year until highest percentage is reached)
 - 1. 200% of the chapter must cumulatively attend four all-campus events annually, preferably two each semester. Events must represent one of each of the following four areas: Campus Pride and Traditions, Career and Academic Enhancement, Campus Life, and Diversity and Inclusion. Diversity and Inclusion events will be most meaningful if members are learning about culture and identities other than their own. Any event requiring participation of chapters to meet council obligations are excluded. Organization meetings or events primarily sponsored by chapters or councils do not fulfill this standard.
 - 2. 75% of the chapter membership must participate in one organization outside of their Greek-letter organization. Chapters may also report members serving in leadership roles, for distinction only.
- B. Chapter may sponsor non-educational programs intentionally open to the campus and file evaluations of those programs for distinction only.

Implementation: Fall 2004 through Fall 2006, Fall 2011, and Fall 2017

- ✓ File with the Department of Fraternity and Sorority Life, a copy of a program evaluation form by May 1st each year.
- ✓ File with the Department of Fraternity and Sorority Life, a member activity list by December 1st and May 1st each semester.
- ✓ Submit and maintain up to date contact information for chapter advisors using the Department [Chapter Advisor Roster forms](#). Forms should be submitted no later than September 1st of each year.

IV. Council Involvement

The University believes that chapters are successful when they collaborate with their inter/national organizations and become active participants in the respective campus governing body. Because of this belief, all chapters must:

- A. Be recognized by a governing council and maintain good standing.
 - 1. NPC groups must be recognized by the Panhellenic Association.
 - 2. NIC groups must be recognized by the Interfraternity Council.
 - 3. NPHC groups must be recognized by the NPHC of NC State.
 - 4. Membership to the Multicultural Greek Council is open to all fraternities and sororities regardless of national affiliation, should the local organization meet the council requirements for membership.
- B. Have 200% of the chapter cumulatively participate in a minimum of four events, one with each council and/or chapter from each council. Events can be attended or co-sponsored. Events involving alcohol or recruitment/intake do not qualify.

Implementation: Fall 2004 – Fall 2011, and Fall 2017

- ✓ Councils will provide documentation of any chapter(s) that are not in “good standing,” with their respective council no later than May 1st.
- ✓ File with the Department of Fraternity and Sorority Life, a copy of a program evaluation form no later than May 1st each event attended or co-sponsored.

V. Educational and Learning

- A. To enhance the individual and personal development of members, each chapter will provide high-impact experiences and learning opportunities that promote intellectual growth, cultural and self-awareness, leadership, teamwork, and critical and creative thinking. Chapters should engage in at least three programs/workshops a semester (six total). Programs may occur during chapter meetings or be open to the campus. If a chapter co-sponsors an educational program with another chapter, that program may be eligible to cover both educational programming and council involvement standards, thus allowing chapters to collaborate and not create duplicate programming requirements. Chapter sponsored/co-sponsored programs should have >50% of the chapter membership present to qualify. Educational programs should encompass at least two of the following outcomes: Healthy Relationships, Diversity and Inclusion, Alcohol and Other Drugs, Mental Health, Values Alignment, or Accountability. Educational programs are most effective when they address knowledge, skills and attitudes.
- B. All members are required to complete Hazing Prevention 101 and a supplementary Fraternity and Sorority Life online module within their first semester of membership. (Note, for the first year the program is offered, all members will complete the program). Chapter officers are required to repeat the program on an annual basis, no later than August 30th.
- C. Chapters must participate in at least one EPIC (Encouraging Positive Interventions within Chapters) program annually. Chapters will rotate topics once per year, and by the third year will complete programs a topic on Sexual Assault Prevention, Diversity and Inclusion, and Alcohol and Other Drugs. (Note, the first year Fraternity and Sorority Life will be piloting programs so chapters can participate upon request for distinction only. This programming requirement will begin Fall 2018).

- D. Chapters are encouraged to provide Training for members covering healthy relationships, trauma informed survivor support, and an overview of important terminology and procedures regarding Title IX.

Implementation: Fall 2004 – Fall 2005, and Fall 2017

- ✓ After each program has been completed, the fraternity/sorority will be responsible for filling out a program evaluation form. Three program evaluation forms are due no later than December 1st and the remaining three are due no later than May 1st of each academic year.
- ✓ Chapters educational programs must encompass two of the following topics: Healthy Relationships, Diversity and Inclusion, Alcohol and Other Drugs, Mental Health, Values Alignment, or Accountability.
- ✓ Chapter members must complete both Hazing Prevention & the Fraternity & Sorority Life module in their first semester of membership
- ✓ Chapters must participate in at least one EPIC program each year and must complete all three programs covering each of the following topics by the end of the third year: Sexual Assault Prevention, Diversity and Inclusion, Alcohol and Other Drugs.

VI. Financial Stewardship

- A. Sound financial practices reflect stewardship of chapter resources and create transparency, which allow members to evaluate their return on investment. Every chapter is asked to submit documentation of/ or a chapter budget that is approved by their chapter advisor in projected, mid-year, and end-of-year reports. The end of the year report must include a financial analysis, graph or paragraph form, of the academic year.
- B. Chapters are asked to maintain good financial standing with their respective council, the university, and housing agencies, if applicable, by paying dues and bills in a timely manner.
- C. Chapters may file evaluations of fundraisers hosted to supplement chapter finances for distinction only.

Implementation: Fall 2004 –Fall 2005, and Fall 2017

- ✓ By September 15th, submit documentation that the chapter has prepared a budget, presented it to the general body, and that the said budget has been approved by the chapter advisor, including his/her signature.
- ✓ A final, end of the year report must be completed, evaluating the chapter's successes and challenges in managing their finances. A template will be provided, should be signed by the chapter advisor, and will be due to Fraternity and Sorority Life no later than May 1st.or
- ✓ By September 15th, chapters seeking assistance with budget development/ chapter finance matters may submit a projected budget signed by the chapter advisor, president, and treasurer must be prepared for Fraternity and Sorority Life. This projected budget can simply be a graph or chart of a rough estimate of where funds will go during the course of the year. Budget contents should be grouped by category (i.e. recruitment/intake, housing, philanthropy, brotherhood/sisterhood, social, etc). There is no need to itemize expenses or detail vendors.
- ✓ A mid-year report of the budget is due February 15th.
- ✓ A final, end-of-the-year report of the actual budget and fund distribution, and completed budget evaluation will be due to Fraternity and Sorority Life no later than May 1st.

VII. Leadership Development

One of the primary goals of the fraternity/sorority community is to further the development of leadership skills and abilities within their members. One means to that end is the fostering of leadership potential within members throughout all stages of their academic experience. Highly educated and responsible leaders set an example through their leadership involvement.

- A. Leadership Development within your organization

1. Officer Transitions – plan a retreat/meeting time for newly elected officers to be properly transitioned by outgoing officers. Chapter advisor, Graduate Chapter, or National/Regional Consultant involvement.
 2. At least one person from your chapter should attend a leadership program and/or business meeting sponsored by your national/regional organization
 3. The executive board of each chapter should prepare goals that move the chapter towards excellence as defined by their organization standards and that satisfy all areas of the Standards Program
- B. Leadership development via Fraternity and Sorority Life and other campus resources
1. Chapter President attends the Department's Leaders Retreat (proxy = conditional)
 2. Chapter President should attend 70% of monthly presidents' roundtables.
 3. No less than 5% of your membership should register for and attend a Leadership Development Series workshop of their choice, coordinated by the Center for Student Leadership, Ethics and Public Service.
 4. Encourage members to enroll in USC 298, a Greek Leadership course aimed at Emerging Leaders, offered by Fraternity and Sorority Life for 2 academic credits.
 5. Nominate qualifying members for Order of Omega
 6. Encourage membership to take advantage of other leadership training opportunities offered by the campus or fraternal community such as UIFI, LeaderShape, NBGLC, AFLV, etc.

Implementation: Fall 2004 – Fall 2005, and Fall 2017

- ✓ *File with the Department of Fraternity and Sorority Life, a copy of a program evaluation form for A.1. and A.2., no later than two weeks after each event held/attended and by May 1st. Summer events must be submitted September 1st.*
- ✓ *File with the Department of Fraternity and Sorority Life, a copy of the executive board goals no later than two weeks after the first day of classes each semester (September 1st and February 1st). The second semester of the executive board term should include progress toward the first semester goals as well as any additional goals for the term.*
- ✓ *Attendance will be taken at the presidents' retreat*
- ✓ *A program evaluation form can be submitted to document attendance at an LDS Session, or other leadership opportunity, for distinction only*

VIII. Membership Development

- A. The process of selecting and educating new members is essential to the positive development of chapters. The new member education/intake program must be conducive to the strong academic performance of every new member, help educate the new member on fraternity/sorority history, and be in compliance with national policy. NC State has developed membership procedures toward this goal. To this end, chapters must comply with Department procedures regarding membership recruitment/intake, selection, and education.
- B. Keeping up to date records of active members is essential to the business of the chapters, councils and the university. The assessment of council dues, grade reports, and compilation of statistics all depend upon accurate chapter rosters. Chapters must maintain an up to date membership roster with the Department.
- C. Brotherhood/Sisterhood events are critical elements of healthy membership. Chapters should take care to develop events that exist for the sole purpose of members spending **quality** time with other members. Both formal and informal interaction is appropriate. This would include chapter intramural teams, chapter retreats, movie night, or bowling, etc. The intention of this standard is for chapters to intentionally create two events a semester, outside of chapter meetings, that are either for members only or members and their families, with a majority of the membership participating.

- D. In addition to selecting new members, a chapter must retain its membership. There are two critical periods of membership during which chapters are likely to lose members, the new member period and the senior year. Chapters would be greatly served by developing retention efforts targeted at its membership during those times. Chapters could also focus on how to prepare graduating members for active roles in Graduate or Alumni Chapters. In short, retention efforts should address how the chapter maintains relevance to its members during all stages of lifelong membership.
- E. Capitalizing on the energy and enthusiasm of new members is a critical aspect of organizational growth and sustainability. Connecting new members to meaningful experiences and relationships are key to maintaining their excitement and dedication. While there will always be some members who decide not to persist due to normal attrition, fraternities and sororities have a responsibility to ensure new members engaging in a positive, safe, and constructive, experience reflective of the values of NC State University. To that end, chapters should be able to demonstrate an 85% initiation rate. Those who fall below should submit an end of the year reflection as to why retention goals were not met.

Implementation: Fall 2004 – Fall 2005, and Fall 2017

- ✓ *Comply with the Department procedures for membership selection*
- ✓ *Submit and maintain an up to date membership roster with the Department. New members must be added in accordance with the Membership Guidelines timeframe. All members to be removed from the roster must be submitted to the Department on the appropriate form no later than November 1st and April 15th each year. Members may only be added or removed using the Department Membership Roster Addition and Membership Roster Change of Status Forms or the Verification of New Members Forms located on the Fraternity and Sorority Life website.*
- ✓ *Submit to the Department of Fraternity and Sorority Life, a program evaluation form for any brotherhood/sisterhood events held. Forms must be submitted by December 1st and May 1st of each semester. Semester-long events, such as intramural or step teams, only need to be submitted once.*
- ✓ *Submit to the Department of Fraternity and Sorority Life, a written retention plan for maintaining relevance to members throughout their lifelong affiliation. Plans are due by September 1st each year. Revised plans may be submitted by February 1st.*

IX. Outreach and Civic Engagement

Fraternities and sororities are committed to developing citizenship through service and outreach. Given the educational value that such service generates, all chapters asked to demonstrate that commitment. In addition to coordinating service projects and philanthropic events, chapters are asked to encourage their membership to become active volunteers. NC State and the surrounding community offer many opportunities to give. Furthermore, it is imperative that chapters strengthen the Fraternity and Sorority Community by supporting each other's philanthropic events.

A. Serve the Community.

1. Engage in a minimum of one community service project in which you give your time to a worthwhile cause each semester. If co-sponsored with another chapter, this event may satisfy part of the council involvement standard.
2. Each semester, the chapter must cumulatively acquire an average of 12 service hours per member, with >75% of the membership actively volunteering. Working or attending a philanthropy event does not count toward service hours.

B. Give.

1. Initiate and implement a minimum of one philanthropic event in which >75% of your members raise money or goods to donate to a worthwhile cause each year. This project can be your national philanthropy, if applicable. Chapters are encouraged to develop goals for funds raised on a per member basis. (i.e. \$200.00 /member x 25 members = \$5,000.00 or 10# food/member x 50 members = 500# of food). Evidence of donations are required.

2. Each organization is also asked to participate in at least one philanthropy project of another organization, preferably one from each council. While donations are also appropriate, they do not discount the value of your active participation.
- C. Raise Awareness.
1. Chapters are encouraged to demonstrate care for others by increasing awareness for causes, particularly those aligned with national efforts. Examples include creating a public or digital campaign, hosting an event, passing out information on campus, etc.
- D. Engage in Civic Action.
1. Assist members in recognizing their responsibility, as part of the larger community, to actively address social conditions through mutually beneficial and reciprocal relationships with community partners. Offer opportunities and programs that deepen students' awareness and understanding of social and political issues and challenges members to develop a framework for responsible citizenship.
- E. Most Sustainable Chapter Award (for distinction only)
1. Honors the campus chapter that has most embodied the spirit of sustainability, including social, environmental and economic aspects. Chapter programming and events may include themes of natural resources or conservation, access to education, diversity, equity, environmental justice, social justice, philanthropy or charity events. Examples include, but are not limited to: the use of the [Wolfpack Certified Sustainable Event](#) toolkit for chapter events; minimizing waste through use of composting and recycling stations at events; recycling at the chapter house; offering sustainability educational programs; attending sustainability programs on campus; volunteering with [WeRecycle](#) or [composting](#) at Carter Finley; and participating in a sustainability themed [Alternative Service Break](#) trip.

Implementation: Fall 2004 – Fall 2005, Fall 2011, and Fall 2017

- ✓ Chapters will need to complete program evaluations for all Philanthropies and submit them no later than May 1. Please include financial goals using the dollars per member formula for each philanthropic event
- ✓ The Department will use Helper Helper to track and report the number of service hours each member completed, and the agency/s where hours were volunteered.
- ✓ Submit to the Department of Fraternity and Sorority Life, evidence indicating the amount of the donation, and the agency accepting the donation, from the chapter's philanthropic event.
- ✓ Chapters must submit program evaluations demonstrating their participation in promote awareness of causes as well as engagement in civic action.

X. Responsibility, Health and Safety

- A. All fraternities and sororities shall comply with the risk management policies as set forth by their inter/national organization.
 - B. As registered student organizations, chapters are subject to the Code of Student Conduct. Additionally, all social events with alcohol are subject to RUL 11.56.01- Rule for NC State University Fraternities and Sororities Hosting Social Events.
 - C. The Department of Fraternity and Sorority Life will coordinate a minimum of one session on responsibility, health and safety each semester. Each chapter is responsible for ensuring the correct number of applicable officers attend one of the meetings. Number of attendees is relative to chapter size as published on the previous semester grade report. (see table).
- | | |
|--------|---|
| <8 | 2 |
| 8-24 | 3 |
| 25-50 | 4 |
| 51-100 | 5 |
| >100 | 6 |
- D. In the same semester a chapter takes new members, there should be education for new members that is geared toward alcohol and other drug prevention.
 - E. Chapters may file education program evaluations, which specifically address responsibility, health and safety issues such as interpersonal violence prevention, suicide prevention, bystander intervention, fire safety, etc. (for distinction only)
 - F. Chapters should encourage members to apply to serve as Certified Peer Educators for Fraternity and Sorority Life prevention efforts. (for distinction only)

Implementation: Fall 2004, Fall 2011, and Fall 2017

- ✓ *Each fraternity and sorority will be responsible for delivering their inter/national organizations risk management policy to the Department of Fraternity and Sorority Life and providing a plan of action of how the risk management plan will be utilized to prepare for chapter events. Both Risk Management policy and action plans are due to the Department of Fraternity and Sorority Life on or before September 1st of the academic year.*
- ✓ *Chapters found responsible for violating the Code of Student Conduct, RUL 11.56.01- Rule for NC State University Fraternities and Sororities Hosting Social Events, will see a reflection of that violation in the assessment of this standard.*