

The University of North Carolina at Chapel Hill Fraternity and Sorority Performance-Based Recruitment Policy

The University is committed to supporting co-curricular activities that provide opportunities to enhance the academic success of its students, promote leadership and good citizenship, and contribute to an environment of security and well-being for students. Inter/national social Greek-letter organizations promote scholarship and academic success as a core value, in addition to brotherhood/sisterhood, service, and leadership development.

The standards and objectives set forth in the Carolina Fraternity and Sorority Standards of Excellence Program and in this policy are designed to foster a community in which these values are supported and attained. Specifically, this policy seeks to assure that new Carolina students have opportunities to make well-considered and informed decisions about Greek membership and to join organizations whose espoused academic values match their demonstrated academic achievement. This policy also aims to provide support to students as they transition to collegiate academic life and to assist them in making choices about joining fraternal organizations.

Accordingly, those fraternities and sororities seeking to recruit, pledge, and offer membership to first-year, first-semester students shall meet the following requirements:

I. Chapter Responsibilities

1. The grade point average (GPA) for each chapter (including new members and initiated members) must meet or exceed 3.00. For purposes of this policy, the higher of (i) the chapter's current semester GPA or (ii) the chapter's cumulative GPA shall be considered.
2. Chapters must maintain an up-to-date membership roster on the University's designated chapter management program. The roster must be set no later than the end of the 13th week of any academic semester. Changes made after this deadline must be approved by a representative of the Office of Fraternity & Sorority Life and Community Involvement (OFSL-CI) in advance and will only be considered for exceptional circumstances in order to process accurate grade reports. Failure to maintain an up-to-date roster as required herein shall not be considered an exceptional circumstance.
3. In consultation with their respective governing councils, chapters participating in the recruitment of first-year, first-semester students at the beginning of the fall semester shall also facilitate a spring semester recruitment opportunity. The spring semester recruitment need not be identical to the process utilized during the fall semester, but shall provide a meaningful opportunity for students electing not to participate in fall recruitment to consider joining a fraternity or sorority.
4. Chapters participating in the recruitment of first-year, first-semester students during the fall semester will supplement the recruitment and new member education activities with effective

transition/orientation programming. This programming will be supported by the OFSL-CI. Among the topics for inclusion are time and stress management, campus life opportunities, alcohol and drug education, hazing and risk management, access to social and academic resources, and student rights and responsibilities.

II. University Responsibilities:

1. The OFSL-CI will compile and distribute chapter grades to national headquarters, chapters, and advisors (upon request). The OFSL-CI shall compile the grade report in consultation with the Office of the University Registrar to ensure that the grade report is generated at a time and in a manner to provide consistent and accurate results.
2. A representative of OFSL-CI will meet with all chapters that do not meet the academic performance standard established in this policy and will work with them to design an academic improvement plan, including utilization of other University resources where appropriate.
3. Chapters that achieve academic excellence will be recognized on an annual basis.
4. The OFSL-CI will work collaboratively with chapters and the councils to design and implement effective orientation and new member education programs. In addition, the OFSL-CI will consult with chapters and councils on the development of spring recruitment programs that are responsive to the unique needs of each individual Council.
5. The OFSL-CI shall regularly review the grade reports generated by the Office of the University Registrar, including the overall undergraduate GPA, to determine if significant changes in student academic performance warrant a recommendation to raise or lower the benchmark GPA established in Section I.1. of this Policy. Any recommendation to alter the benchmark GPA shall be submitted to the Vice Chancellor for Student Affairs for consideration.

III. Implementation and Review:

1. Chapters that do not meet or exceed the overall undergraduate GPA standard at the end of a semester will be required to meet with a representative of the OFSL-CI to develop and implement an academic improvement plan. Failure to meet with the OFSL-CI or failure to implement the academic improvement plan will result in immediate restriction on the ability to recruit, pledge, and offer membership to first-year, first-semester students until such time as the chapter is in compliance with Section I.1. of this Policy.
2. Chapters which (1) do not meet or exceed the overall undergraduate GPA standard for 2 consecutive semesters, and/or (2) fail to meet the non-academic requirements of this policy will be referred by the OFSL-CI to the Dean of Students for review and recommendation of an appropriate course of action.

For chapters that do not meet or exceed the overall undergraduate GPA standard for 2 consecutive semesters, the presumptive response shall be immediate restriction on the ability to

recruit, pledge, and offer membership to first-year, first-semester students until such time as the chapter is in compliance with Section I.1. of this Policy. This presumptive response shall be imposed unless, upon approval of the Vice Chancellor for Student Affairs, there are exceptional circumstances that provide a compelling basis for selecting an alternate response. Exceptional circumstances shall only be considered in those instances where the chapter is in full compliance with the Standards of Excellence Program and has participated in good faith in an academic improvement program with measurable and significant progress toward compliance with this policy.

3. Chapters failing to comply with or adhere to restrictions or requirements imposed pursuant to Section III. of this policy will be referred by the OFSL-CI to the Dean of Students for additional review of the non-compliance and recommendation of an appropriate course of action. Such action may include, but is not limited to, revocation of University recognition. A chapter which does not comply with restrictions on recruitment imposed pursuant to this policy shall have its University recognition removed.

4. Recommendations of the Dean of Students rendered pursuant to Sections III.2. and III.3. of this policy shall be forwarded to the Vice Chancellor for Student Affairs who shall accept, reject, or modify the recommended course of action. The decision of the Vice Chancellor for Student Affairs is final and no further review is available.

IV. Recognition Process Following Removal

1. Rescission of University recognition pursuant to this policy is for an indefinite period of time unless and until a chapter successfully petitions to regain recognition.

2. A chapter seeking to regain University recognition following its removal under this policy shall submit a written petition to the Vice Chancellor for Student Affairs setting forth the following:

- The reason(s) for seeking University recognition
- The specific initiatives and efforts undertaken by the chapter and its membership to satisfy the requirements of this policy and the Standards of Excellence, including documentation of full compliance with the requirements of this policy and the Standards of Excellence.
- Affirmation of the chapter's intent to meet or exceed the requirements for University recognition in the future

3. A chapter which loses University recognition under this policy shall not be eligible to file a petition for University recognition until the passage of at least one calendar year from the date upon which recognition was originally removed.