

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

Adopted Fall 2007; Revised and Ratified Spring 2012

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## **Part I: Preamble**

*The Purpose of the 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, social responsibility and campus involvement.*

Fraternities and sororities continue to play an important role in the life of the University and its students. One of the primary functions of fraternity and sorority chapters at the University of North Carolina at Chapel Hill is to strengthen the individual student through leadership development and community involvement. 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 and campus life in general. This program recognizes and rewards those organizations that consistently exceed expectations as well as provides guidance, support and accountability 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 and Community Involvement (hereinafter "OFSL-CI") 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**

The following Standards of Excellence exist to promote chapter growth and achievement. The Standards are applicable to all chapters and are the basis for University recognition.

**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 addresses, 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 OFSL-CI 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 OFSL-CI 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-CI website to assist chapters.
3. At the request of a chapter, staff members in the OFSL-CI 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 15<sup>th</sup> each year

Chapter Responsibilities:

1. Chapters must submit an Annual Report to the OFSL-CI 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 that 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-CI 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-CI to develop and improve leadership and chapter management skills.

### **C. Additional Chapter Reporting Responsibilities**

Chapter Responsibilities:

1. All new members must register with the OFSL-CI. 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 OFSL-CI. In order for the office to be able to compile chapter grades, chapters must have their current chapter roster updated through the “Studentlife” chapter management program not later than the end of the 13<sup>th</sup> week of any given semester. If additions, subtractions, or other substantive changes to the roster need to occur after the deadline, chapters must notify the OFSL-CI in advance.
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, and chapter advisor contact information.
4. Each chapter member shall be required to enter his or her individual community service and campus involvement in the “Studentlife” chapter management program in accord with the deadlines set each semester by the OFSL-CI for reporting community service and campus involvement.
5. Chapters that 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 OFSL-CI will compile lists of chapter officers, council officers, and alumni and chapter advisors and have those lists available and updated online.

## **Standard Two. Academic Performance Standard**

### **A. Academic Performance Standards**

Chapter Responsibilities:

1. The GPA for each chapter (including new members and initiated members) must be 2.7 or higher each semester. For purposes of this section, the higher of (i) the chapter’s current semester GPA or (ii) the chapter’s cumulative GPA shall be considered.
2. Chapters failing to meet the 2.7 academic performance standard at the end of a semester will be required to meet with a representative of the OFSL-CI to develop an academic improvement plan.
3. Chapters failing to meet or exceed the 2.7 academic standard for 2 consecutive semesters or chapters which fail to participate in the development and implementation of an academic improvement plan 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 OFSL-CI has the responsibility to 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 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 failing to meet the 2.7 semester average 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 by exceeding the all men's or all women's average GPA will be recognized on a semesterly basis.

**Standard Three. Chapter and Faculty Advisor Standard**

Chapter Responsibilities:

1. Chapters must have one faculty/staff advisor who is a University of North Carolina at Chapel Hill employee and are encouraged to have a second advisor that is an advisor to the chapter selected by the chapter and/or its national or regional organization.
2. The chapter's advisor or the chapter's faculty advisor 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-CI 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 advisor in place within 30 days of the beginning of each semester must meet with a staff member from the OFSL-CI.
5. Chapters failing to have a faculty/staff advisor in place for 2 consecutive semesters will be forwarded to the Fraternity and Sorority Standards Review Board.

University Responsibilities:

1. The OFSL-CI 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 advisor may contact the OFSL-CI for assistance.
2. The OFSL-CI will provide chapter advisor educational development programs at least twice each year. Advisors may choose which program they would like to attend.
3. The OFSL-CI will administer advisor 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-CI:
  - 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, IFC, and PHC Judicial Boards)
2. No exceptions from attendance will be made without prior approval from the OFSL-CI.
  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-CI.
  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 OFSL-CI. 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 new member will be assessed for each absence under 75% of the new member class for failure to attend the new member program.

University Responsibilities:

1. The OFSL-CI will provide the curriculum/program development for the above required programs through collaboration with other University departments and the 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 a risk management program in conformity the expectations and standards of their individual national organization. In addition, or as a part of the risk management program, each fraternity and sorority shall have a written accountability/judicial process that addresses, at a minimum, issues of hazing, alcohol and drug violations, and interpersonal violence. Chapters are strongly encouraged to involve alumni, national and local organizations, and advisors in the creation and implementation of these policies.
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 and local laws related to hazing and alcoholic beverages.
3. The OFSL-CI shall refer alleged violations of the foregoing by individual members of a Greek organization to the University Honor System for determination of individual responsibility. In addition, or in the alternative, the OFSL-CI shall refer alleged group violations by 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 OFSL-CI or the applicable Judicial Board.
4. Violations of the IFC Code of Conduct shall be referred to the IFC 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 Fraternity and Sorority Standards Review Board.

University Responsibilities:

1. The University recognizes the National Pan-Hellenic Council Disciplinary Board, the Greek Alliance Council Judicial Board, the Interfraternity Council Judicial Board, and the 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 System. The National Pan-Hellenic Disciplinary Board, the Greek Alliance Council Judicial Board, the

Interfraternity Council Judicial Board, and the 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 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. The OFSL-CI 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 and Community Involvement.
3. Chapters who fail to gain approval for recruitment will be forwarded to their respective 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 OFSL-CI 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 fraternities and sororities to achieve excellence, meet the standards of University recognition, and contribute to the success of the Greek community at UNC-Chapel Hill. The Fraternity and Sorority Standards Review Board will make recommendations to the chapter and assist in creating positive change that will result in the continued success of the organization on campus.

If a fraternity or sorority fails to meet the above standards, it will be called or referred 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-CI or respective council judicial boards. The directives and decisions made by this Board will be educational and facilitative in nature and intended to address the specific concern for which the chapter has been referred. For example, a chapter that 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 and Community Involvement has the full responsibility to assure compliance from all recognized chapters and shall, as appropriate, report any failures to meet the Standards of Excellence to the Board. 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 Dean of Students (or designee) who is responsible for overseeing the Office of Fraternity and Sorority Life and Community Involvement.

**OFSL Representative:** The Director of the Office of Fraternity and Sorority Life and Community Involvement (or designee) will serve as the OFSL-CI Representative on the Board.

**2 Council Presidents at Large:** These two students will be two of the four current council presidents. They will be interchangeable based on the availability of these students. Neither council president shall be a representative of the council to which the chapter before the Board is a member.

**2 Alumni Advisors:** Two alumni advisors from two different councils will serve on the Board. They will serve a two-year staggered term and will rotate by council. Initially, an NPHC alumnus will serve a one-year term and an IFC alumnus will serve a 2-year term. A Panhellenic alumnus will replace the NPHC representative and a GAC alumnus will replace the IFC representative. Alumni advisors to the Fraternity and Sorority Standards Review Board 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 and shall not be employed by either the Office of the Dean of Students nor the Office of Fraternity and Sorority Life and Community Involvement.

### **Case-by-Case Board Members:**

**Chapter President:** The chapter before the Board 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:** An alumni advisor or faculty advisor from the chapter 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 of which the chapter being reviewed is a part. The council president will be a voting member when the board takes a recognition vote.

### **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, OFSL-CI Representative, 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 in Fall 2007:

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  
Dena Hayse – Greek Alliance Council  
Eric Langerman – Interfraternity Council  
John Zhang - Greek Alliance Council  
Jenny Levering – OFSL