Interfraternity Council
On-Campus Learning Community

A New Program

East Tennessee State University

Fraternity and Sorority Life

Division of Student Life and Enrollment

Proposed Implementation Date: <u>Fall 2019</u>

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Appropriateness to Mission

Description, scope, and purpose of the program
Fraternities have provided decades of connection to the university and engagement in a robust student life experience. In recent history, chapters quickly repeat through healthy and unhealthy stages of organizational development as demonstrated by high-level risk management concerns, low academic achievement, reduced interest in the fraternity experience, and lowered involvement in university activities.

To disrupt this cycle, the university has committed to providing quality on-campus facilities to establish an Interfraternity Council (IFC) Learning Community with paid partnership from fraternities. This IFC Learning Community is undertaken with the following objectives in mind:
- Building community within and among the chapters
- Increasing retention by providing a sound environment for academic and social support
- Providing space for small group meetings and academic enrichment activities
- Offering visibility to groups that are fostering social and moral character development, good citizenship, and a commitment to true fraternal culture and the values of ETSU.

These objectives will be achieved through the implementation of elevated standards for programming and activities executed by the chapters occupying these spaces, and assessed each semester by Fraternity and Sorority Life staff. With the implementation of the Chapter Assessment Program (CAP) found in Appendix A, the intentional efforts to: improve academic achievement and new member education; increase campus engagement and leadership development; participate in philanthropic endeavors and diversity celebration; cultivate alumni and community relations, and; care for the health and safety of members will be rewarded. Likewise, attention will be given to chapters failing to satisfactorily meet standards outlined in the CAP.

In short, the University offers these facilities for meetings of Organization members, alumni and guests and for use as a gathering place for academic enrichment and Organization activities, as well as support for IFC Learning Community standards and programming as a holistic intervention to revitalize the Interfraternity Council fraternity membership experience at ETSU.

Alignment with University mission and goals outlined in its strategic plan
The mission of the university includes enriching experiences in community-based education, regional stewardship by promoting service and civic engagement, providing a total university experience with diverse and robuse student activities, and service to students. Fraternity is designed to meet each of these goals with the curriculum and structure that each group holds individually based around the following pillars: service, philanthropy, leadership, moral, and personal development, and scholarship.

The IFC on-campus learning community model supports the following goals in the strategic plan: maximizing the student experience inside and outside the classroom (student life, scholarships, academic, and recruitment), teaches diversity and inclusion of people and ideas, supports excellence in teaching through a variety of iniatives, and leads in the community through community engagement and service.

Appropriateness to university strategic direction
There has been a long-time initiative to find a home for NIC-affiliated fraternities on-campus at ETSU. Driven in part by the Tree Streets neighborhood (Southside Neighborhood Organization, SNO), the leadership of fraternity alumni and advisors, and requests for students to have additional resources on campus. With records dating back to 1979, the university has attempted to find appropriate lodgings to support this request. Since the Culp Center began its renovations, students have been able to highlight and clearly articulate the type of space they are looking for to create a well-rounded experience on campus.

The IFC on-campus learning community model aligns in its form most fully to the first point of the strategic framework to support a strategic growth agenda that maximizes the student experience inside and outside the classroom. This is done by providing students peer-educational opportunities with an emphasis on the academic experience.

Need

A brief overview of needs are:

- Funding for one (1) new graduate assistantship position
- Continued funding for three (3) existing graduate assistantship positions
- Continued access to D2L Fraternity and Sorority Life management page
- Support and emphasis of intentional partnerships with various campus departments, especially: Public Safety, Counseling Center, Center for Academic Achievement, Dean of Students, University Health Services, Career Center,

ETSU fraternity and sorority life students want help executing programs and want to learn how to be more organized and advance their leadership development. They want a place to support casual bonding activities between classes, a space to study, and a place to hold leadership meetings. This model will provide access to those needs.

Proposed Program Structure

CATEGORY 1: ACADEMICS

Goal 1: Increase chapter and new member GPA

Detailed Implementation Description:
- Chapters host study hours that are posted in the chapter space
- Chapters bring in tutoring services representatives to help students understand how to access tutoring services
- Chapter members develop relationships with faculty
- Chapters create a calendar of study workshops that new members are encouraged to attend
- Chapters create a study log for active and new members
    - Chapters can develop incentive systems to reward frequent studiers and any who lead study workshops
- Chapters help individuals contact their academic advisor

Measurement:
- Chapters submit their study hour calendar to D2L at the beginning of the semester
- Tutoring program presents information during chapter meeting, which is submitted in D2L with chapter programs
- Faculty are invited to present a program to a chapter meeting or are invited to study hours submitted in D2L with chapter programs
- Chapter submits new member academic program outline to D2L prior to the start of the new member period with chapter programs

Related Costs or Needs:

Cost	Resource	Description
$0	Fraternity and Sorority Life D2L Page	Study hour calendar Tutoring program New member academic program outline
$Cost of GA 10 hours/month	Meeting with GA	Various fraternity leadership does regular check ins to ensure programming has been reported

CATEGORY 2: CONDUCT

Goal 2: Increase peer accountability

Detailed Description of Implementation:
- Chapters host regular conduct/standards meetings to discuss behaviors of membership that are inappropriate.
- Chapters undergo training for and use a restorative justice model to create outcomes instead of "punishments" as a part of their standards process.
- Chapters make appropriate referrals to agencies and departments that can provide assistance.
  - Report criminal activity to ETSU Public Safety or appropriate police entity
  - Have ready access to contact information and knowledge on how to use CARE reporting, BucsPress2, Counseling Center, and ETSU University Health Center
- Nominate individuals who are appropriate to serve as the individual responsible for chapter standards and IFC standards
- Timely use of ETSU IFC Judicial Board on appropriate matters
- ***Chapter hosts ETSU individual who can explain the use of these services at chapter meeting once per year and to every new member group.***

Measurement
- Chapter documents through appropriate internal minutes when standards meetings are held (*University recognizes these are internal documents and will not ask organizations to see these records.*)
- Chapter reports to FSL staff each month the number of standards meetings held
- Chapter reports the programs it hosts using the Chapter Assessment Program
- Chapter nominates individuals for IFC executive council positions

Related Costs or Needs

Cost	Resource	Description
$0	Fraternity and Sorority Life D2L Page	Submit descriptions of program information Submit number of standards meetings held
	ETSU representative knowledgeable about restorative justice	Annual training for all standards chairs to learn more about how to use outcomes or sanctions instead of punishments

	ETSU department representatives to present at chapter programming	Explain how to report to Public Safety, police, Counseling Center, CARE reporting, University Health Center
	Required signage provided to chapters for posting in their space	"What to do in case of emergency" Referall numbers for campus health support programs
16 hours minimum/month	Meeting with Director of FSL	Presidents meet with Director of FSL at least once a month
$Cost of GA 10 hours/month	Meeting with GA	Various fraternity leadership does regular check ins to ensure programming has been reported

CATEGORY 3: PROGRAMMING AND ENGAGEMENT

Goal 3: IFC and chapter leaders will enhance leadership development, brotherhood, and sense of connection to the university

Detailed Description of Implementation:
- Actively seek participation in university-sponsored activities like (but not limited to):
  - Resident Housing Association Leadership
  - Student Government Association
  - Alternate Spring Breaks programming
  - Intramurals leadership like refereeing
  - Interfraternity Council
  - Preview and Orientation Leaders Organization
- Serve as mentors to each other
- Nominate members and participate in national organization leadership development
- Foster values-based brotherhood

Measurement
- Fraternity representation in student clubs, organizations, and campus employment opportunities
- The expectations of big brothers and other mentorship opportunities, like other fraternity members in the same academic programs or with similar career aspirations
- Reporting leadership conference participation, nominating for national scholarships
- Members report that they are able to use the space as a casual gathering to have conversations with each other in between classes

Related Costs or Needs
Cost	Resource	Description
$0	Partnership with campus units to share lists of participants	
$Cost of GA 10 hours/month	Meeting with GA	Various fraternity leadership does regular check ins to ensure programming has been reported

CATEGORY 4: OPERATIONS

Goal 4: Chapter focus on maintaining a high-functioning operating atmosphere

Detailed Description of Implementation:
- Standards council meetings
- Executive council meetings
- Executive officers have office hours
- Meetings with FSL GA
- President meetings with FSL director
- Chapter advisor meetings
- House corporation meetings one time per semester

Measurement
- Report the number of the following that occurred in the chapters in a monthly meeting with the Director of FSL
  - Standards council meetings
  - Executive council meetings
  - Executive officers have office hours
  - Chapter advisor meetings
  - House corporation meetings (at least one time per semester)
- No unfilled categories in the CAP
- Chapter officers have posted office hours and are there when FSL staff do walkthroughs

Related Costs or Needs

Cost	Resource	Description
$Cost of GA 10 hours/month	Meeting with GA	Various fraternity leadership does regular check ins to ensure programming has been reported

Program Goals and Student Learning Outcomes
Short-Term Goals
- All areas of the CAP are completed fully
- Semester-to-semester GPA increase for all members
- Increase in the number of individuals who participate in fraternity recruitment
- Increase in new member retention
- Increase in high-quality programming delivered at chapter meetings

Medium-Term Goals
- All member GPA average is above the all-men's GPA average
- Increase in leadership roles throughout campus
- Increase in IFC-led programming

Long-Term Goals:
- Faculty fellows who provide a mentorship relationship encouraging academic conversations

Program Staffing
Oversight and coordination by Director of Fraternity and Sorority Life
Day to day operations managed by new FSL graduate assistant position with oversight of the College Panhellenic Living Learning Community (CPHLLC) and Interfraternity Council Learning Community (IFCLC).

The remaining three graduate assistants will advise councils (NPHC/IFC/CPH), and all will share Chapter Assessment Program (CAP) responsibilities.

Planning & Assessment

Chapter must answer the following questions at the beginning of each academic semester:

1. What will the chapter do to create a learning environment?
2. What does the chapter plan on doing to partner with the university including any faculty/staff engagement and joint programming?
3. Outline the roles of the chapter members who will administer the Learning Community program in the chapter.
4. Attach a calendar outline of the types of programs that will occur over the academic semestern

Space use will be tracked by the answers to these questions, engagement in meetings with Fraternity and Sorority Life staff, and GPA. Information will be compiled and presented around the start of June 2020 to determine the success of the space and evaluate any additional needs.

Appendix A

Chapter Assessment Program (CAP)
East Tennessee State University
Fraternity and Sorority Life

Standard 1: Academics

1.1 Chapter maintains an overall semester GPA of a 2.5 or greater

1.2 Chapter maintains an overall semester GPA for active members of a 2.5 or greater

1.3 Chapter maintains an overall GPA for new members of a 2.5 or greater

1.4 Chapter completes the new member education/intake process within an eight-week period (Note: reduces to seven weeks in 2019, six weeks in 2020, and five weeks in 2021)

1.5 Chapter retains at least 80% of active members from semester to semester

1.6 Chapter retains at least 80% of new members from bid invitation/intake through induction/initiation

1.7 Chapter submits roster at the beginning of the semester by the deadline

1.8 Chapter submits roster at the end of the semester by the deadline

1.9 Chapter facilitates that each interest/new member has a signed grade release and anti-hazing policy statement for each new member before beginning any activities

1.10 Chapter submits the date, time, and location of new member ceremony proceedings to fraternity and sorority life director at least seven days in advance

1.11 Chapter submits the date, time, and location of initiation/induction proceeds to fraternity and sorority life director at least seven days in advance

Standard 2. Conduct

2.1 Chapter members abide by university values, standards, and policies

2.2 Chapter completes all sanctions in required timeline

2.3 Chapter has properly registered all events with alcohol

2.4 Chapter is documented doing something good for our campus, city, or regional community that is not community service or philanthropy related

Standard 3. Programming and Engagement

3.1 At least 80% of the chapter active members attend Fraternity & Sorority Life 201 in the fall

3.2 At least 80% of the new members attend Fraternity & Sorority Life 101 in the fall

3.3 At least 80% of the new members attend Fraternity & Sorority Life 101 in the spring

3.4 Chapter demonstrates a commitment to education of members and to lifelong learning by coordinating, hosting, or co-sponsoring programs in at least one or more of the following on a semester basis: alcohol and other drugs, sexual misconduct, health and wellness, hazing prevention, cultural competency, academics, and/or leadership.

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3.5 Chapter co-sponsors a campus-wide educational program(s) with a university academic department and/or student services unit

3.6 Chapter attends required organizational district, state, regional and/or national leadership conferences/meetings.

3.7 Chapter members are involved in campus leadership roles outside of fraternity and sorority life

3.8 Chapter actively participates in individual and team intramural events and demonstrates good sporting conduct

Standard 4. Operations

4.1 The president (or approved representative) attends all President's Roundtables

4.2 The designated number of representatives attend the summer fraternity/sorority retreat

4.3 The designated number of representatives attend the winter fraternity/sorority retreat

4.4 Chapter plans for elections and trains new officers in their leadership roles and expectations through a formal transition meeting/retreat

4.5 To be eligible for a fraternity/sorority council executive board position, individuals must have a minimum of a 2.5 cumulative GPA and maintain a minimum of a 2.5 semester GPA and be in good standing with their chapter

4.6 Chapter has a faculty/staff advisor on BucHub who is not a member of the student activities staff

4.7 Chapter submits the End of Year Report to BucHub by the February 15 deadline

4.8 Chapter has completed the student organization orientation

4.9 Chapter completes student organization registration by September 30 deadline

Standard 5. Community Service and Philanthropy

5.1 Chapter completes an average of ten community service hours per active and new member each semester.

5.2 Chapter hosts at least one philanthropic project each semester to raise money or donate goods to a charity or service organization

5.3 Chapter keeps accurate record/receipts of money donated to philanthropic organizations

5.4 Chapters are sharing community service and philanthropy accomplishments with the local community and/or national organization

5.5 Chapter member(s) participate in the university's Alternative Break program

Standard 6. Alumni Engagement

6.1 Chapter maintains regular contact every semester with their alumni

6.2 Chapter has an alumni advisor/chapter advisor

6.3 Chapter has an established alumni association/graduate chapter/housing corporation that is recognized by its national organization

Appendix B

East Tennessee State University
Fraternity and Sorority Life
Chapter Assessment Program (CAP)

1. Academics	Assigned Value	Chapter Assessment

Chapter Semester GPA

1.1 Standard: Chapter maintains an overall semester GPA of a 2.5 or greater

Definition: Overall semester GPA is the average of all active and new members. Does not include members who have withdrawn/expelled/cancelled their membership. Does include members on leave/inactive periods and members graduating that semester.

Submit: Roster, D2L dropbox

Due: End of fall and spring semesters

	Assigned Value
≥ 3.50	4
3.20 - 3.49	3
2.80 - 3.19	2
2.50 - 2.79	1
≤ 2.49	0

Active Member Semester GPA

1.2 Standard: Chapter maintains an overall semester GPA for active members of a 2.5 or greater

Definition: Active members are any member listed on the roster who are not new members. Does not include members who have withdrawn/expelled/cancelled their membership. Does include members on leave/inactive periods and members graduating that semester.

Submit: Roster, D2L dropbox

Due: End of fall and spring semesters

	Assigned Value
≥ 3.50	4
3.20 - 3.49	3
2.80 - 3.19	2
2.50 - 2.79	1
≤ 2.49	0

New Member GPA

1.3 Standard: Chapter maintains an overall GPA for new members of a 2.5 or greater

Definition: New members are those who have accepted a bid or invitation of membership to the organization that semester. Does not include members who have withdrawn/expelled/cancelled their membership. Does include members on leave/inactive periods and members graduating that semester.

Submit: Roster, D2L dropbox

Due: End of fall and spring semesters

	Assigned Value
≥ 3.50	4
3.20 - 3.49	3
2.80 - 3.19	2
2.50 - 2.79	1
≤ 2.49	0

New Member Education/Intake Period

1.4 Standard: Chapter completes the new member education/intake process within the 8 week time period (note time reduces to 7 weeks in 2019 and 6 weeks in 2020)

Definition: The new member education/intake process begins when an invitation or bid is distributed or membership intake is approved and ends at induction/initiation. Representatives will submit new member ceremony and initiation/induction ceremony information. The process ends at the initiation/induction ceremony.

Submit: Grade Release Form, Induction/Initiation survey in D2L

Due: Immediately following when a new member accepts a bid

	Assigned Value
Chapter completes new member period in timeframe	4
Chapter does not complete new member education period in timeframe	0
Chapter submits high quality photo of new members	1

Active Member Retention

1.5 Standard: Chapter retains at least 80% of active members from semester to semester.

Definition: Retention totals are calculated by tracking individual members on rosters.

Submit: Roster, D2L dropbox

Due: End of fall and spring semesters

	Assigned Value
≥ 96%	4
90 - 95.9%	3
85 - 89.9%	2
80 - 84.9%	1
≤ 79.9%	0

New Member Retention

1.6 Standard: Chapter retains at least 80% of new members from bid invitation/intake through induction/initiation.
Definition: Retention totals are calculated by tracking individuals members on rosters.
Submit: Roster, D2L dropbox
Due: End of fall and spring semesters

≥ 96%	4
90 - 95.9%	3
85 - 89.9%	2
80 - 84.9%	1
≤ 79.9%	0

Submitted Beginning of Semester Roster on time

1.7 Standard: Chapter submits roster at the beginning of the semester by the deadline
Definition: Review the roster policy and procedure for instructions
Submit: Roster, D2L dropbox
Due: Beginning of fall and spring semesters

Submitted by deadline correctly	4
First submission is within 24 hours of deadline and contains errors	2
Late submission	0

Submitted End of Semester Roster on time

1.8 Standard: Chapter submits roster at the end of the semester by the deadline
Definition: Review the roster policy and procedure for instructions
Submit: Roster, D2L dropbox
Due: End of fall and spring semesters

Submitted by deadline correctly	4
First submission is within 24 hours of deadline and contains errors	2
Late submission	0

All New Members Completed Grade Release and Anti-Hazing Policy Statement

1.9 Standard: Chapter facilitates each interest/new member signing grade release and anti-hazing policy statement for each new member before beginning any activities.
Definition: Grade release and anti-hazing policy is an online signature that each member must sign before grades can be released by the univeristy to any fraternity or sorority representative.
Submit: Grade release and anti-hazing policy can be accessed via link.
Due: Within 24 hours of a member accepting a bid invitation to an organization

Submitted	4
Not submitted	0

Submit New Member Ceremony, Pledging, etc. Date/Time/Location

1.10 Standard: Chapter submits the date, time, and location of new member ceremony proceedings at seven days before the proceedings
Definition: New member ceremony/pledging ceremony information is provided to university.
Submit: New member cermony/pledging ceremony information survey in D2L
Due: Seven days before the event occurs

Submitted on time	4
Not submitted on time	0

Submit Initiation Date/Time/Location

1.11 Standard: Chapter submits the date, time, and location of initiation proceedings at seven days before the proceedings
Definition: Initiation/induction information is provided to university.
Submit: Initiation/induction survey in D2L
Due: Seven days before the event occurs

Submitted on time	4
Not submitted on time	0

2. Conduct

Chapter/Member Conduct and Behavior	

2.1 Standard: Chapter and members abide by Chapter and University values and standards
Definition: Chapter/member(s) behaviors do not result in reports or complaints.
Submit: Sanctions determined by the council judicial board or university judicial board.
Due: Ongoing

Chapter and chapter members abide by chapter and university values and standards	4
No -2 points per university finding	-2
Placed on probation by university judicial board	-4

Sanctions	

2.2 Standard: Chapter completes all sanctions in the required timeline.
Definition: Chapters who receive judicial sanctions complete them on time.
Submitted: Documentation supporting the fulfillment of the sanction shall be submitted to the appropriate individual and the director of fraternity and sorority life is cc'ed on the email.
Due: In the timeline established with the sanctions

Yes (per sanction)	1
In Progress	0
No	0

Registration of Events with Alcohol	

2.3 Standard: The chapter has properly registered all events with alcohol
Definition: Registration steps are outlined in the policy
Submitted: Via online form https://www.etsu.edu/students/sorc/forms/risk.php
Due: At least seven business days prior to the date of the function

Yes	4
Did not host any events with alcohol	4

Doing Good	

2.4 Standard: Chapter is documented doing something good for our campus, city, or regional community that is not community service or philanthropy related.
Definition: Members of the fraternity and sorority community are always representing their chapters and "wearing their letters." When outstanding positive behavior from an individual member or chapter is noticed by the community, members are living the values of their organization.
Submitted: Email, message, other. If it is a news story, submitted with the link.
Due: For bonus points, must be documented before March 15 annually. Reviewed by academic year.

Gold-level award	3
Silver-level award	2
Bronze- level award	1
Reviewed by awards committee per submission	