STOCKTON UNIVERSITY

Fraternity and Sorority
Growth & Recognition Plan

Introduction

At the conclusion of the 2013-2014 academic year, the Office of Student Development in conjunction with the Greek Council researched the evaluation and recognition processes of fraternities and sororities at colleges and universities across the U.S. in order to establish an evaluation system for Stockton University that would work for our community.

We found that an evaluation system is important for fraternal organizations to identify what areas needed improvement while also measuring success. An evaluation process could help formulate chapter goals while providing benchmarks for growth. As a result, this information could also be used for recognition and awards processes.

The evaluation process is organized into a rubric, divided into five levels of accomplishment: Show-Cause, Improving, Fundamental Standard, Accomplished Standard, and Distinguished Standard. A chapter may place into one of these levels depending on the standard they reach. Points will be awarded dependent on the standard met.

While the evaluation consists of several levels of accomplishment, there are expectations for each chapter before they may even accomplish the fundamental standard. The following items make up the minimum standards for chapters to remain in good-standing with Stockton University:

- **Annual Report**: Each chapter must submit its Annual Report *(the Growth & Recognition Plan)* for review as directed by the Office of Student Development
- **(Inter)National Good Standing**: Each chapter must remain in good-standing with their inter/national organization
- **Finances**: Each chapter is required to pay all Student Development, Council, and University bills on time and in full
- **GPA**: Each chapter is required to achieve at least a 2.5 GPA each semester
- **Insurance**: Each chapter must submit a Certificate of Insurance as outlined by the Stockton University Insurance Requirements in the Fraternity & Sorority Operations Manual
- **Intake/Recruitment**: Each chapter submits recruitment/intake paperwork on time and is not documented for hazing related activities
- **Membership Updates**: Each chapter president must update their membership roster as directed by the Office of Student Development
- **Programs (Student Development and/or Council Sponsored)**: Each chapter is required to participate in all workshops, seminars and programs sponsored by Student Development and the governing councils
- **Advisor(s)**: Each chapter has at least one advisor who’s name and contact information is on file with the Office of Student Development
- **University/Student Development Policies**: Each chapter and its members must comply with all University and Student Development rules, regulations and policies as they apply to recognized fraternities and sororities
Assessment Process

Stockton’s chapter standards reflect the following areas: Potential Members, New Members, Collegiate Members, Alumni Members, Organization Management, and Values Integration. To make the standards document simplified, we have organized the standards into the following five sections to be evaluated:

1. Academic Achievement
2. Leadership Development
3. Programming
4. Chapter Operations
5. Risk Reduction

Each section has a specific rubric to utilize when evaluating a chapter so that there is little room for subjectivity. Chapters will know exactly what is expected and what is needed to go above and beyond the fundamental standard.

Timeline

All activity occurring between January 1st and December 31st will be included in the annual assessment. The Advisory Team will meet to review printed materials in the first few weeks of January the following year. Chapters will conduct presentations the week before the start of the spring semester through the second week of classes. Feedback will be provided to chapters within a week following the presentation.

Greek Life Advisory Team

The advisory team is a group that will meet on a regular basis to review the status of the Greek Community and make recommendations for continuous improvement. This team will be comprised of the following members:

- Assistant Director for Student Development (chair)
- Director of Student Development (ex-officio member)
- 1 representative from the Dean of Students Leadership Team
- 2 representatives from the Greek Alumni Board (candidates do not need to be Stockton graduates, the ideal group makeup will be 1 IFC/NPC chapter advisor and 1 NMGC/NALFO/NPHC chapter advisor)
- 2 representatives from the Greek student body (candidates must hold a position on an active chapter or council executive board, candidates may not be a chapter or council president, the ideal group makeup will be 1 IFC/NPC chapter member and 1 NMGC/NALFO/NPHC chapter member)
- This group will meet as needed to conduct business. Each member is asked to make a commitment to the team for at least two consecutive years except for the students who may be appointed annually. During the assessment process, the team will review all documents submitted by each chapter, bear witness to all chapter presentations, determine the accreditation of each chapter and submit recommendations for each chapter’s action plans. It is also recommended that team members are replaced on a rotating basis in order to keep continuity and consistency.
Accreditation Levels and Responsibilities

Distinguished Chapters
- Chapter has a range score of **138 points to 162** points on the overall assessment
- Chapter is functioning on a very high level of achievement
- Chapter will receive recognition and awards
- Chapter will be given a “sustainability plan” to assist them in maintaining their success and helping others to make the community stronger

Accomplished Chapters
- Chapter has a range score of **114 points to 137** points on the overall assessment
- Chapter is functioning on a high level of achievement
- Chapter will receive some recognition and awards
- Chapter will be given a “focused improvement plan” to assist them in maintaining their success and setting new goals for higher achievement

Fundamental Chapters
- Chapter has a range score of **89 points to 113** points on the overall assessment
- Chapter is meeting all basic expectations or recognition
- Chapter will be given a “quality improvement plan” to assist them in maintaining their success and setting new goals for higher achievement

Improving Chapters
- Chapter has a range score of **63 points to 88** points on the overall assessment and;
- The Chapter is meeting at least 75% of the fundamental standards
- Chapter will be given a “corrective action plan” that focuses on the areas not achieved and will be reviewed quarterly throughout the next assessment cycle

Show Cause Chapters
- Chapter has a range score of **62 points or below** on the overall assessment;
- Chapter is not meeting basic expectations of recognition and is required to participate in an immediate “show cause hearing”
- If chapter passes the “show cause hearing” it will be placed on a “corrective action plan” that focuses on the areas not achieved and will be reviewed monthly throughout the next assessment cycle
- If chapter does not pass the “show cause hearing”, the chapter **may lose recognition**.
- Show Cause Hearing Timeline
  - All Show Cause Hearings must be completed and outcomes determined before room selection
  - If determined that the Show Cause Hearing should occur prior to the Formal Recruitment Period, it should be conducted during the 3rd week of the spring semester and results should be communicated by the 5th week of the spring semester. In this case, the chapter would not be permitted to distribute bids or conduct intake until after the hearing results are determined.
Accreditation Rewards and Recognition

Distinguished Chapters (in addition to recognition for “Fundamental Chapters”)
- Listed as Distinguished Chapter on website
- Article of recognition submitted to the Argo
- Recognition on the Stockton campus TVs at the beginning of each semester
- Recognition at the Greek Awards
- Letter to National Headquarters information of chapter achievements

Accomplished Chapters (in addition to recognition for “Fundamental Chapters”)
- Letter to National Headquarters information of chapter achievements

Fundamental Chapters
- Full rights and privileges of a recognized student group at Stockton
- Ability to reserve space on campus
- Website space through Office of Information Technology
- Listing in the club directory and brochures

Improving Chapters
- Chapter will be given a “corrective action plan” that focuses on the two areas not achieved and will be reviewed quarterly throughout the next assessment cycle
- Chapter must focus on improvement and will lose some rights and privileges of recognition
- Letter to National Headquarters informing of chapter status and “corrective action plan”

Show Cause Chapters
- If chapter passes the “show cause hearing” it will be placed on a “corrective action plan” that focuses on the areas not achieved and will be reviewed monthly throughout the next assessment cycle
- Chapter must focus on improvement and will lose some rights and privileges of recognition
- Letter to National Headquarters informing of chapter status and “corrective action plan”
- Request for chapter consultant visits from Inter/National Headquarters
- Not eligible for Stockton awards