GREEK LIFE ASSESSMENT PROCESS (GREEK - LAP)

“Developing members that are dedicated to learning, personal growth, knowledge creation, and the betterment of society.”
What is Accreditation?

- **Accreditation** is an annual assessment process implemented by the Office of Student Activities & Greek Life in 2018. It is a comprehensive review and assessment of all facets of chapter operations and is a key process in the development and maintenance of chapter standards.

The purpose of the Greek Life accreditation process is:

- Showcase Greek Life and the individual organizations contributions to campus life
- Reflection of chapter development, membership development, leadership development, community service, academic achievement and philanthropic efforts
- Cultivation of chapter pride and historical documentation of annual success
Fraternity & Sorority Life Expectations

- Participate annually in the Greek-LAP
- Earn a minimum of “Accredited” status during the accreditation year
- Challenge chapter appropriately to meet “Accredited with Excellence” status
- Seek support and resources from governing councils, the Fraternity & Sorority Life Advisors, and the Office of Student Activities and Greek Life
Greek – LAP Requirements

- Chapters are required to submit an annual report and conduct a presentation to a panel of faculty, staff, students, and alumni.

- Chapters are rated and given feedback through reports and chapter development questions. Chapters are encouraged to consider this feedback in their planning for the following year.
Accreditation Metrics & Rubric

Chapters will be evaluated on four metrics.

The metrics are the following:

- Leadership & Member Development
- Organizational Operations
- Community Service & Engagement
- Academic & Intellectual Advancement

Additional criteria to consider: brotherhood/sisterhood activities, exploration of post-graduate opportunities, and professional/career development activities.

Please click here for the Accreditation Metrics. To view the rubric, click here.
Accreditation Metrics - Leadership & Member Development

- This metric focuses on the development of individual members through the fraternity or sorority experience. Chapters are evaluated on cultivating leadership within their organization, promoting positive contributions from each active brother/sister, participation in programming through the national organization and building a strong sense of belonging.

- Criteria in this metric include but are not limited to: new and continuing member development programs, Ritual, brotherhood/sisterhood activities, leadership development programs, participation at conferences (regional or national) and campus leadership roles.
## Accreditation Metrics - Leadership & Member Development

<table>
<thead>
<tr>
<th>Accredited with Excellence</th>
<th>Accredited</th>
<th>Unaccredited</th>
<th>Unacceptable</th>
</tr>
</thead>
<tbody>
<tr>
<td>✔ Chapter has a robust and formalized membership development plan (including New Member programming, continuing membership education and brotherhood/sisterhood activities)</td>
<td>✔ Chapter has a formalized membership development plan (including New Member programming, continuing membership education and brotherhood/sisterhood activities)</td>
<td>✔ Chapter has a dated/unused membership development plan (i.e. only New Member programming, limited continuing membership education and weak brotherhood/sisterhood activities)</td>
<td>✔ No formal new member plan and/or chapter deviates from plan</td>
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<tr>
<td>✔ Chapter practices Ritual and integrates it into member experiences</td>
<td>✔ Chapter practices Ritual</td>
<td>✔ Chapter inconsistently or incorrectly practices Ritual</td>
<td>✔ Chapter does not practice Ritual</td>
</tr>
<tr>
<td>✔ Chapter membership consistently attends IFC/PANHEL Leadership and Greek 101 development trainings and implements learnings, best practices, and recommendations</td>
<td>✔ Chapter membership consistently attends IFC/PANHEL Leadership and Greek 101 development trainings</td>
<td>✔ Chapter membership inconsistently participates in IFC/PANHEL Leadership and Greek 101 development trainings</td>
<td>✔ Chapter membership does not attend any IFC/PANHEL Leadership and Greek 101 development trainings</td>
</tr>
<tr>
<td>✔ Many chapter members are highly involved in other campus leadership roles (i.e. Red Cap, Resident Assistant)</td>
<td>✔ Chapter members participate in additional leadership development opportunities (i.e. Leadership Quest, NGLA)</td>
<td>✔ Small percentage of chapter members are involved in other campus leadership roles (i.e. Red Cap, Resident Assistant)</td>
<td>✔ Chapter members are not involved in other campus leadership roles</td>
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<tr>
<td>✔ Chapter members participate in additional leadership development opportunities (i.e. Leadership Quest, NGLA)</td>
<td>✔ Chapter has an officer transition and training procedures</td>
<td>✔ Chapter members do not participate in additional leadership development opportunities (i.e. Leadership Quest, NGLA)</td>
<td>✔ Meaningful brotherhood/sisterhood activities do not exist</td>
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<tr>
<td>✔ Chapter has a thorough officer transition and formal training procedure</td>
<td>✔ Chapter has an officer transition and training procedures</td>
<td>✔ Chapter does not have any formalized officer transition and training procedures</td>
<td>✔ There are no continuing member education programs/plans</td>
</tr>
<tr>
<td>✔ Chapter members are able to reflect and connect leadership experiences to their membership</td>
<td>✔ Chapter members are able to reflect and connect leadership experiences to their membership</td>
<td>✔ Chapter members are able to reflect and connect leadership experiences to their membership</td>
<td>✔ Officer Transitions/training is non-existent</td>
</tr>
</tbody>
</table>
Accreditation Metrics - **Organizational Operations**

- This metric focuses on the efficiency and effectiveness of the chapter. Chapters are evaluated on goal-setting and follow-through, self-governance, day-to-day functions, financial management, internal accountability practices and use of external resources (i.e. national organization support, campus experts and alumni networks).

- Criteria in this metric include but are not limited to: use and revision of chapter by-laws, fiscal responsibility, active standards/conduct processes, implementation of standard operating procedures, member engagement in governance, risk management practices, organizational planning and feedback activities, compliance with University requirements/mandates and recruitment.
Accreditation Metrics - Organizational Operations

Accredited with Excellence
- Chapter by-laws are reviewed/revised annually
- Chapter is financially stable and fiscally transparent
- Chapter has a functioning standards/judicial board and consistently holds members individually accountable for poor behavior or conduct violations
- Chapter uses positive incentives to promote values adherence
- Chapter has buy-in from across the membership, responsibility is shared across the entire membership
- Chapter regularly attends meetings with their governing council, The Office of Student Activities & Greek Life, and/or advisors
- Chapter uses best practices in regards to recruitment
- Chapter follows International Headquarters (IHQ) policies and procedures in regards to organizational governance
- Chapter sets goals and makes progress towards goals

Accredited
- Chapter by-laws are reviewed annually
- Chapter is financially stable
- Chapter has a functioning standards/judicial board and holds members individually accountable for poor behavior or conduct violations
- Chapter uses incentives to promote values adherence
- Chapter has buy-in from across the membership, responsibility is shared across most of the membership
- Chapter regularly attends meetings with their governing council, The Office of Student Activities & Greek Life, and/or advisors
- Chapter uses best practices in regards to recruitment
- Chapter follows International Headquarters (IHQ) policies and procedures in regards to organizational governance
- Chapter sets goals and makes progress towards goals

Unaccredited
- Chapter by-laws are not reviewed annually
- Chapter struggles with financial stability
- Chapter has a standards/judicial board in name only, and does not hold members individually accountable for poor behavior or conduct violations
- Chapter does not promote values adherence
- Chapter has a small group of members who keep the chapter functioning, responsibility is not shared across the entire membership
- Chapter inconsistently attends meetings with their governing council, The Office of Student Activities & Greek Life, and/or advisors
- Chapter struggles with sustainable recruitment
- Chapter does not follow International Headquarters (IHQ) policies and procedures in regards to organizational governance
- Chapter may set goals
- Chapter fails to meet goals regularly

Unacceptable
- Chapter by-laws do not exist and/or have not been reviewed or revised in some time
- Chapter is not financially stable
- Chapter does not have a functioning standards/judicial board and does not hold members individually accountable for poor behavior or conduct violations
- Chapter has a small group of members who keep the chapter functioning, responsibility is not shared across the entire membership
- Chapter does not regularly attend meetings with their governing council, The Office of Student Activities & Greek Life, and/or advisors
- Chapter does not respond to reasonable requests from the university
- Chapter does not have sustainable recruitment practices and/or violates governing council recruitment policies
- Chapter goal-setting does not exist
This metric focuses on the contributions that the chapter makes to the Greek, University of Hartford and greater Hartford communities. Chapters are evaluated on service and philanthropic activities, conduct record, promotion of diversity, equity & inclusion, relationship with key partners and campus involvement.

Criteria in this metric include but are not limited to: community partnerships, service engagement, conduct record, collaboration with Greek and other student organizations, participation in campus organizations and events, efforts to promote a culture of inclusion, and communication with alumni advisor and/or networks.
Accreditation Metrics - Community Service & Engagement

**Accredited with Excellence**
- Chapter members understand, value and can communicate mission of service organization(s)
- Chapter has meaningful and sustained partnership with community organization(s), regularly communicates and evaluates needs
- Chapter members reflect critically about service experiences
- Chapter offers direct, indirect and advocacy service opportunities
- Chapter has not been found responsible for violations of Code of Conduct or State law
- Chapter resolved minor conduct issues proactively and collaboratively
- Chapter members are highly involved in other student organizations or campus activities
- Chapter regularly collaborates with other campus groups
- Chapter has an alumni advisory board and regularly communicates with advisor/board
- Chapter hosts alumni engagement activities or programs and communicates regularly with alumni (i.e. newsletter, Facebook group)
- Chapter explores relevant issues facing the University of Hartford, the Greek community & their chapter and examines their role in solving those problems (i.e. campus climate)
- Chapter actively explores, promotes, and demonstrates an understanding of diversity, equity & inclusion with awareness, knowledge, skills, and action

**Social Justice Process**

**Accredited**
- Chapter regularly participates in service opportunities
- Chapter partners with community organization(s) and/or campus organizations
- Chapter has a meaningful service plan in place
- Chapter members have some understanding and reflection around service
- Chapter has not been found responsible for violations of Code of Conduct or State law
- Chapter resolved minor conduct issues proactively and collaboratively
- Chapter members are highly involved in other student organizations or campus activities
- Chapter collaborates with other campus groups
- Chapter has an alumni advisory board and communicates with advisor/board
- Chapter hosts alumni engagement activities/programs and communicates with alumni (i.e. newsletter, Facebook group)
- Chapter discusses relevant issues facing the University of Hartford, the Greek community & their chapter
- Chapter discusses issues of diversity, equity & inclusion.

**Unaccredited**
- Chapter lacks partnerships and direction in service activities
- Chapter does not view service as a valuable aspect of membership
- Chapter hosts poorly organized and poorly attended service opportunities
- Chapter has been found responsible for a) serious code of conduct violations b) violations of CT state law or c) multiple conduct violations over the course of one academic year
- Small percentage of chapter members are involved in other student organizations or campus activities
- Chapter collaborates with small number of other campus groups (or the same groups repeatedly)
- Chapter has an alumni advisory board in name only and does not communicate regularly with advisor/board
- Chapter hosts limited alumni engagement activities/programs and does not communicate with alumni
- Chapter does not identify issues beyond their chapter and does little to address change within the community
- Chapter does not discuss issues of diversity, equity & inclusion and does little to promote, and explore social change

**Unacceptable**
- Chapter does not participate in service activities
- Chapter is unaware/uninformed about national philanthropy
- Chapter schedules service opportunities and fails to follow through
- Chapter has been found responsible for a) serious code of conduct violations b) violations of CT state law or c) multiple conduct violations over the course of one academic year
- Chapter members are not involved in other student organizations or campus activities
- Chapter does not collaborate with other campus groups
- Chapter does not have an alumni advisor and/or does not regularly communicate with advisor
- Chapter does not have any alumni engagement activities or programs
- Chapter does not identify issues facing their chapter and does nothing to address change within the community
- Chapter does not discuss issues of diversity, equity & inclusion and does nothing to promote, and explore social change
Accreditation Metrics - Academic & Intellectual Advancement

- This metric focuses on the holistic intellectual development of the chapter. Chapters are evaluated on academic performance, the promotion of academic success and building a culture of intellectual curiosity.

- Criteria in this metric include but are not limited to: chapter and new member GPAs, Dean’s List, academic trends within the chapter, academic support resources (i.e. scholarship plan, recognition for achievement), activities that promote intellectual growth and stimulation, use of campus resources, exploration of post-graduate opportunities, professional/career development activities, articulation of how fraternity/sorority membership connects to opportunities and vice versa (i.e. study abroad) and relationship with faculty/staff advisor.
<table>
<thead>
<tr>
<th>Accredited with Excellence</th>
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<th>Unaccredited</th>
<th>Unacceptable</th>
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</thead>
<tbody>
<tr>
<td>Chapter and New Member</td>
<td>Chapter and New Member Education (NME) GPAs are above the all-greek/all-fraternity/sorority average</td>
<td>Chapter and New Member Education (NME) GPAs are below the all-greek/all-fraternity/sorority average</td>
<td>Chapter and New Member Education (NME) GPAs are consistently and significantly below the all-greek/all-fraternity/sorority average</td>
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<tr>
<td>Education (NME)</td>
<td>GPAs improve year to year or maintain high level of performance</td>
<td>GPAs decline year to year</td>
<td>GPAs consistently decline/do not show improvement year to year</td>
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<tr>
<td></td>
<td>Chapter has significant percentage of membership on Dean's List</td>
<td>Chapter has a formal scholarship plan in name only that lacks campus resources</td>
<td>Chapter does not have a scholarship plan or academic incentives/ recognition</td>
</tr>
<tr>
<td></td>
<td>Chapter has a formal scholarship plan that utilizes campus resources</td>
<td>Chapter does not use academic incentives and has limited recognition for academic achievement</td>
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<tr>
<td></td>
<td>Chapter uses academic incentives/recognition to promote achievement</td>
<td>Chapter superficially engages in intellectual development activities</td>
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<tr>
<td></td>
<td>Chapter promotes intellectual development beyond classroom learning</td>
<td>Chapter has a Faculty/Staff advisor and communicates with advisor</td>
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<tr>
<td></td>
<td>Chapter has a Faculty/Staff advisor and communicates with advisor</td>
<td>Chapter promotes professional exploration</td>
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<td></td>
<td>Chapter promotes professional exploration</td>
<td>Chapter acknowledges and/or develops connections between classroom learning and membership</td>
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<tr>
<td></td>
<td>Chapter meaningfully synthesizes connections between classroom learning and membership</td>
<td>Chapter does not identify connections between classroom learning and membership</td>
<td></td>
</tr>
</tbody>
</table>

- Chapter and New Member Education (NME) GPAs are above the all-greek/all-fraternity/sorority average
- GPAs improve year to year or maintain high level of performance
- Chapter has significant percentage of membership on Dean's List
- Chapter has a formal scholarship plan that utilizes campus resources
- Chapter uses academic incentives/recognition to promote achievement
- Chapter promotes intellectual development beyond classroom learning
- Chapter has a Faculty/Staff advisor and communicates with advisor
- Chapter promotes professional exploration
- Chapter acknowledges and/or develops connections between classroom learning and membership
Greek LAP – Report Guidelines

- Reports should not exceed 50 pages total. The recommend length is between 25-35 pages.

- Appendices should be limited and used only if absolutely necessary as supporting documentation. Require appendices include: chapter roster (template found on the website), and community service & philanthropy logs (template found on the website).

- Reports are to be submitted approximately two weeks before your scheduled presentation (specific deadlines will be communicated in advance).

- Reports are to be submitted as one document in PDF format titled “Organization Name_2019 Accreditation” in the following way:
  - Shared as a google files with uhartgreeklifeexcellence@gmail.com

- Chapters are encouraged to highlight their year in the report, not to summarize everything that occurred in the past 12 months.

- Reports should showcase action and results and not focus on future plans.

- Reports due Monday, February 25, 2019 by 4:30pm (THIS IS A FIRM DEADLINE)
Greek LAP – Presentation Guidelines

- Presentations are to be no longer than 40 minutes. Remaining time will be used for panelist’s questions (up to 60 minutes total)

- There is no limit on the number of members who may present. Please note that the entire chapter membership is *not required to attend the presentation*.

- The presentation is open to alumni and advisors

- Chapters are encouraged to use multi-media (PowerPoint, Prezi, Google slides)

- Chapters are responsible for setting up any technology needed at least 5 minutes before the start time
  - Computer, projector, and screen are provided

- Presentation dates: Monday, March 11th, Tuesday, March 12th, and Wednesday, March 13th (Location GSU 331-333)

- Doddle Poll Sign-up: [https://doodle.com/poll/tucvfud2krw3nhua](https://doodle.com/poll/tucvfud2krw3nhua)
Accreditation Rewards and Recognition

Chapters receiving an Accredited with Excellence rating will be recognized in the following ways:

- A letter from the Office of Student Activities and Greek Life to your national headquarters noting your chapter’s achievement
- An opportunity to share your accomplishment via the UNOTES
- Chapters Accredited with Excellence will also receive preference in Accreditation presentation scheduling for the following year.
Additionally, chapters Accredited with Excellence may select from one of the following options:

- **Option 1**: An Accreditation presentation “bye” year

- A chapter may choose to opt-out of presenting the year following their Accredited with Excellence rating. A report submission is still required.

- Chapters receiving Accredited with Excellence ratings in consecutive years may not opt-out of presenting back-to-back years (i.e. if a chapter receives Accredited with Excellence in 3 consecutive years, they may only choose to opt-out every other year)

- Should a chapter encounter significant challenges or have notable conduct issues in a “bye” year, the Office of Student Activities & Greek Life reserves the right to require a presentation
Accreditation Rewards and Recognition

Additionally, chapters Accredited with Excellence may select from one of the following options:

- **Option 2**: $250 towards a chapter need

- Programs/Events: Any type of program or event (social, educational, service, philanthropic). The money will be issued at the time of the event to cover specific costs (i.e. food, security, event-related expenses). The money may not be used to purchase alcohol.

- Sponsorship: Scholarship or travel funds for individual students. Travel should be chapter or academic related.

- Donations to charitable organizations or non-profits are not permitted. University funds may not be used to write checks directly to a chapter’s philanthropic causes, but can support events that are used to raise money for philanthropic initiatives.

- Use of the $250 outside of these options must be discussed and approved by the Office of Student Activities & Greek Life in advance of any financial transfers. 
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