

Greek Life Chapter Recertification
Augustana College

Purpose

The purpose of the Greek Life Chapter Recertification Process is to ensure that Augustana College sororities and fraternities are aligned with college expectations and Greek Life standards. The recertification process offers an opportunity for a thorough, systematic, impartial, community-based examination, evaluation and self-evaluation of how effectively a Chapter is working, as part of the ongoing pursuit of higher levels of achievement and quality, and to ensure each Chapter member is positioned for success at Augustana College and beyond.

The Greek Life Chapter Recertification will occur in two parts: Part I is a Safety/Risk Management review, and Part II is a review of the mission, values, scholarship, leadership, service and social development opportunities offered by the organization. This two part review will help to ensure that the Chapter operations and activities remain consistent with and supportive of the mission and community principles of Augustana College.

Description of Key Components

Timeline: The process may begin any time between September 1 and March 31. The recertification process is generally completed within 8 weeks.

Part I Topics: Safety/Risk Management

Part II Topics: Mission, Scholarship, Leadership, Service, Social Development, and Brotherhood / Sisterhood

Recertification Team: Selected by the Vice President and Dean of Students, the Recertification Team is comprised of 3 faculty and staff members within the Augustana community.

Written Report and Questionnaire: The Chapter should provide a reflective essay that articulates how the Chapter has acted and will continue to act consistent with the Mission of Augustana College, how the Chapter upholds and will continue to uphold community principles of Augustana, how the Chapter lives out and will continue to live out the cornerstones of Greek Life, and how the Chapter safeguards against hazing and promotes the safety of students and others participating in or affected by the group's or members' activities. The written report should be no less than 6 pages and no more than 20 pages with 1" margins and size 12 font. Additionally, the Chapter will respond to a series of questions independent of the written report.

Chapter Presentation: The Chapter will prepare a 20 minute presentation to the Recertification Team. This presentation should address the Chapter's sense of the value it brings to its members and the Augustana community, along with the current and future strengths of the organization. The presentation should be delivered in a professional manner and will be scored using a presentation rubric. All members are allowed to attend the presentation but only 8 or fewer active members are allowed to participate in the delivery. The Recertification Team will ask questions of the presenters following the presentation.

Recertification Team Interviews: The Recertification Team will conduct interviews as a part of the process. Those interviews may be individual or in groups and can include anyone, both internal and external to the Chapter, they deem necessary. The interviews assist in determining the levels of achievement the Chapter meets in each evaluated topic.

Scoring System: Part I - Safety and Risk Management is a pass/fail review. Part II - Each of the additional six topics has a scoring system of 0 through 3 points which are assessed through the use of rubrics. To earn 3 points in a category, the Chapter must meet the expectations of all 3 thresholds; the 1 point, 2 points and 3 point values must all be met to earn full points. For example, if a chapter accomplishes the 1 point threshold and the 3 point threshold, but doesn't accomplish the 2 point threshold, the chapter will only earn 1 point for that category. The 3rd point cannot be earned if the 2nd point is unearned. To earn maximum points, chapters must meet all thresholds within a topic.

The topics are weighted as follows: Mission and Community principles is worth 20%, Scholarship is worth 15 %, 4 other topics are each worth 10%, the written materials count 15% and the presentation counts 10%.

Standing Structure and Notification: A Chapter will receive a single standing classification based on the scoring system. There are three classifications that a Chapter can earn: meeting expectations, meeting expectations with conditions, and failing to meet expectations. The Pass / Fail decision made in Part I determines if Part II will occur. If a Chapter fails Part I, the organization receives a Failing to Meet Expectations classification. Further information regarding standing can be found later in this document.

Public Comment: Community members will have the ability to submit written comments during a specific timeframe after the Recertification Process has started. See Process #9.

Administrative Staff for 2019-20

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Recertification Team Members will be selected by the Dean of Students and identified prior to initiation of the recertification process.

Responsibilities

Dean of Students Office:

1. Select and prepare members of the Recertification Team.
2. Provide Recertification Team with aggregate data on the number of Student Conduct violations of its members for the period of the last 4 years. Reported violations are limited to alcohol, drug, and hazing charges for which the Chapter members were found responsible.
3. Provide Recertification Team with detailed information on charges for which the Chapter was found responsible.

Office of Student Life and Leadership:

1. Provide Recertification Team with College and Greek Life policies.
2. Provide Recertification Team with Greek Life Educational Programming offered over the past four years.
3. Assist Chapters with the Recertification Process generally.

Chapter Under Recertification:

1. Chapter provides current constitution, bylaws, and officer and membership rosters to the Recertification Team.
2. Chapter completes a written report. See Key Components for details.
3. Chapter completes a questionnaire and provides supporting materials as necessary.
4. Chapter leadership is expected to meet with Recertification Team. Leadership is made up of Chapter President, Vice President, New Member Educator, Service Chair, and Social Chair.
5. Chapter prepares and delivers a 20 minute presentation for the Recertification Team. See Key components for details.

Chapter Recertification Team:

1. Reviews documents, data and all Chapter Recertification supporting materials
2. Interview Chapter leaders
3. Attends Chapter presentation
4. Uses rubrics to evaluate progress.
5. Compile a report communicating findings highlighting positive qualities and recommendations for improvement
6. Share findings with Chapter leadership, Dean of Students Office, and Office of Student Life and Leadership designating one of the following:
 - i. Chapter Meets Expectations
 - ii. Chapter Meets Expectations Conditionally
 - iii. Chapter Fails to Meet Expectations

Process

- 1.) SELECTION OF CHAPTERS TO UNDERGO RECERTIFICATION. A call for volunteers within the Greek community will occur each academic year seeking Chapters that will volunteer to participate in the recertification process. Generally, 3 – 5 Chapters will participate during each academic year. Chapters should expect to participate in the recertification process once every 3-4 years.
 - a. Chapters participating in the current year's Recertification Process will be posted on the Augustana Greek Life webpage.
 - b. Chapters involved in conduct matters may be re-evaluated off cycle or more frequently than every 3-4 years.
 - c. Chapters will be selected to participate if there are an insufficient number of volunteers.

- 2.) NOTICE OF RECERTIFICATION. A Chapter will be informed of its participation in the Greek Life Recertification Process through written communication from the Associate Vice President and Dean of the Office of Student Life or his or her designee.
- 3.) LENGTH OF RECERTIFICATION. A Chapter Recertification process generally takes 8 weeks once the Recertification process is initiated. The Recertification process may be expedited in certain circumstances, as deemed appropriate by the Vice President and Dean of Students.
- 4.) INITIAL RECERTIFICATION MEETING. Following notification of participation, Chapter leadership will meet with the Associate Vice President and Dean of the Office of Student Life and Leadership or the Coordinator of Greek Life to discuss the recertification process, documentation that will be required from the Chapter, and to answer any questions about the recertification process.
 - a. During this meeting, the Chapter will be made aware of the 7 topics and accompanying rubrics that will contribute to the overall evaluation of the Chapter. These 7 topics are divided into two parts. Part I occurs first, and will focus on Safety/Risk Management. After Part I is successfully passed, Part II occurs next and will focus on: Mission, Scholarship, Leadership, Service, Social Development, and Brotherhood / Sisterhood.
 - b. The Chapter will be informed of its responsibilities during the recertification process which includes providing current Chapter constitution, bylaws, and officer and member rosters, completing the written report and recertification questionnaire, preparing and delivering a presentation to the Recertification Team, and Chapter leaders (and possibly others) participating in interviews with Recertification Team.
 - c. The Greek Life Coordinator or designee will be available to assist the Chapter with the recertification process.
 - d. The Chapter will be informed of the individuals who will be conducting the initial recertification (the Recertification Team), including the individual who chairs the Recertification Team (the Recertification Team Chair).
- 5.) DOCUMENT RESPONSE TIME. The Chapter will typically have a maximum of 28 days (4 weeks) to provide required materials to the Recertification Team Chair. These materials should be shared electronically. If any supporting materials are unable to be shared electronically, they should be hand-delivered to the Recertification Team Chair. In the case of an expedited recertification, the Chapter may be requested to provide the required materials in less time, but in no event will the Chapter have less than 21 days to provide materials to the Recertification Team.
- 6.) STUDENT ORGANIZATION CONDUCT INFORMATION. In addition to documents shared with the Recertification Team by the Chapter, within 28 days (4 weeks) of initiation of the recertification, the Dean of Students Office will provide the Recertification Team with information regarding any disciplinary charges for which the Chapter was found responsible as a student organization. Additionally, aggregated and depersonalized conduct history of violations of Chapter members will also be provided to the Recertification Team. Violations to be shared include alcohol, drug, and hazing charges by Chapter members. This aggregated data will list only the number of violations for which a member was found responsible, and will not be identified in any way to an individual member or the specific nature of the violation. Neither the Recertification Team nor the Chapter will have access to details regarding individual student violations, including who was charged with the violation, the specific nature of the violation, or the sanction imposed.
- 7.) INFORMATION FROM THE OFFICE OF STUDENT LIFE. The Office of Student Life and Leadership will also prepare standard documents for the Recertification Team within 28 days (4 weeks) of initiation of the Recertification. Those documents should be electronically shared with the Recertification Team Chair. These materials include

any relevant College and Greek Life policies, educational programming offered over the last 3 years, and any other information deemed relevant for the Recertification by the Office of Student Life.

- 8.) THE RECERTIFICATION TEAM. The Recertification Team is selected by the Vice President and Dean of Students. The team is comprised of 3 employees of the Augustana community and will typically include representation from both faculty and staff. A Recertification Team Chair will be assigned who will serve as the point of contact for the Recertification Team. Individuals must meet with the Dean of Students and Associate Vice President and Dean of the Office of Student Life and Leadership (or designees) prior to their participation to review Augustana community principles and College and Greek Life conduct policies and Greek Life practices.
- 9.) PUBLIC COMMENTS. After the initial Recertification meeting and while documents are being prepared for submission to the Recertification Team, the Office of Student Life and Leadership will provide a time-limited opportunity for community comments about the Chapter under Recertification. These comments may not be submitted anonymously, will not be shared publicly, and will be submitted electronically through the Greek Life webpage. These comments will be made available to the Recertification Team.
- 10.) THE START OF THE RECERTIFICATION. Upon receipt of all required materials from the Chapter, the Recertification Team will convene to begin its review of materials. The Recertification Team will review the submitted materials, review public comments (if any), hear a presentation from the Chapter, and interview members.
 - a. The Chapter is required to present a formal, professional presentation not exceeding 20 minutes to the Chapter Recertification Team. See Key Components for more details.
 - b. The interviews conducted will include executive board members but the Recertification Team may interview anyone they feel necessary including but not limited to non-executive active members, potential new members, non-member students, faculty, staff, and alumni if deemed appropriate by the Recertification Team. See Key Components for more details.
- 11.) PART I PASS / FAIL DETERMINATION. The Recertification Team will assess the Chapter in two parts, with the focus of Part I being safety and risk management. The Recertification Team will assess a Pass / Fail standing based on a series of questions addressing best practices in safety and risk management. The Recertification Team will determine if the Chapter has demonstrated adherence and dedication to safety and risk management within their organization. If the Recertification Team determines that the Chapter passes Part I, then recertification process will continue to Part II. If the determination is that the Chapter fails Part I, then the Chapter must fully address issues related to its failure before recertification continues. Please see following information for more details.

The Recertification Team may choose to conduct meetings in a manner that addresses topics under both Part I and Part II, or the Team may choose to hear information related to Part I and then schedule additional meetings to hear information related to Part II.

- i. If Parts I and II are conducted independently of one another and Part I results in a Fails to Meet Expectations standing, Part II may not occur. It will be at the discretion of the Recertification Team to determine if Part II is necessary. That determination may include consideration of facts specific to its findings and recommendations for Part I.
- ii. In any event, a Chapter will not receive a recertification under Part II unless and until the Chapter passes Part I.

- 12.) DETERMINATION OF PART II RUBRIC SCORE. The Recertification Team will individually score each category within all 8 required rubrics in Part II. This occurs after the Recertification Team has determined the Pass/Fail standing of Part I. All 3 individual scores will be added together to generate the total cumulative score for each

rubric. Remember, topical areas are weighted. A total Recertification score will be determined by adding the final weighted score of each individual rubric. See Examples of an individual rubric and scoring below.

The final recertification score will inform the committee of the standing recommendation for Part II. The Chapter President will be made aware of the final overall score and each earned topical score as well.

Example – Service Rubric

	Individual Service Hours	Group Service Project	New Member Service Hours	Reviewer Total
Reviewer #1	3 Points	3	2	8
Reviewer #2	3	2	2	7
Reviewer #3	2	2	1	5
Total Rubric Score				20 X 10% (weighted score)
Total Weighted Score				2.0

Scoring

TOPICAL AREA	Categories within Topic	Total Individual Reviewer Points Possible	Maximum Points Possible	Weighted %	Maximum Weighted Points Possible
Mission and Community Principles	5	15	45	20% of Total Score	9
Scholarship	4	12	36	15% of Total Score	5.4
Leadership	4	12	36	10% of Total Score	3.6
Service	4	12	36	10% of Total Score	3.6
Social Development	4	12	36	10% of Total Score	3.6
Brotherhood / Sisterhood	4	12	36	10% of Total Score	3.6
Chapter Presentation	4	12	36	10% of Total Score	3.6
Written Report	4	12	36	15% of Total Score	5.4
TOTALS	33	99	297	100%	37.8

*At any time during the process, the Recertification Team Chair may request additional information (writing or verbally) from the Chapter, any interviewees, people who submitted comments, the Office of Student Life and Leadership, the Dean of Students Office, or others who can provide helpful and relevant information. As noted above, information regarding student disciplinary matters will not be provided to the Recertification Team beyond the aggregated numbers of violations of Chapter members.

13.) THE RECOMMENDATION OF THE RECERTIFICATION TEAM. The Recertification Team will make an initial overall recommendation of standing of the Chapter under Recertification. This verbal recommendation includes sharing information on points earned in each topic review and the rationale for the standing recommendation. The point ranges for different standing classifications (below 20, between 20 and 27.99, and 28 and above) inform the recommendations made by the Recertification Team. However, the Recertification Team is able to recommend a standing not supported by the point total. Reasons for this could include but are not limited to exceptional efforts or glaring deficiencies in particular rubrics or information captured beyond the rubrics by the Recertification Team that positively or negatively impacts the finding. It is the Chapter's obligation and responsibility to demonstrate and support the basis for its standing in each category. This recommendation will be discussed with the Vice President and Dean of Students. Following this discussion, the Vice President and Dean of Students may request further deliberation and reconsideration by the Recertification Team or he / she can permit the Recertification Team to submit final written recommendations. The President of the College may also participate in the recommendation rational discussion if he/she so chooses. Standing categories include:

- a. Meeting Expectations (28 Points and Above)
 - i. Indicates the Chapter fully lives out (ie, demonstrates, supports, and actions are aligned with) the Mission and Community Principles of Augustana College and embodies best practices of Greek Life. Recommendations may be provided but the Chapter is not required to take action on those recommendations. This categorization allows the Chapter to remain in the standard cyclical rotation of Chapters being recertified.
- b. Meeting Expectations with Conditions (20 – 27.99 Points)
 - i. Indicates the Chapter partially lives out the Mission and Community Principles of Augustana College and partially lives out best practices of Greek Life. Chapters that receive this rating will have certain actions that must be completed in order to elevate status to "Meeting Expectations." Failure to fulfill the conditions within the allotted time frames may result in the Chapter receiving a "Fails to Meet Expectations" status.
- c. Fails to Meet Expectations (Below 20 Points)
 - i. Indicates the Chapter is not displaying conduct, decisions, and/or actions that are aligned with the Mission and Community Principles of Augustana College and/or is disregarding or failing to implement best practices of Greek Life. Chapters that receive this standing will be automatically placed on probationary status, pending completion of any required actions. Chapters receiving this status may also receive suspension or discontinuation of their charter.

14.) FINAL STANDING NOTIFICATION. Following sharing rationale, the Recertification Team must submit their findings and rationale in writing to the Vice President and Dean of Students for Part I (pass/fail) and then Part II. The Vice President and Dean of Students will then issue a final decision on standing. That final standing evaluation is shared with the Chapter President in writing. If the evaluation includes required actions, then deadlines will be established or clarified for the Chapter to complete any required work. The College President, Associate Vice President and Dean of the Office of Student Life and Leadership, the Associate Dean of Students (Chief Conduct Officer), the Chapter Advisor and Recertification Team members also receive the final standing notice.

15.) COMMUNITY NOTICE. The result of the Chapter Recertification determination is considered public and will be posted on the Augustana Greek Life webpage.

16.) **STANDING EVALUATIONS OTHER THAN “MEETING EXPECTATIONS.”** If the Chapter receives an evaluation of “fails” in Part I or “Meeting Expectations with conditions” or “fails to meet expectations” in Part II, then they will be provided with actions that must be taken to improve their standing to “Passes” or “Meeting Expectations.” The Chapter will be provided a reasonable amount of time to complete the required action. In the event the Chapter receives an evaluation of “Fails” in Part I or “Fails to Meet Expectations” in Part II, the Chapter will automatically be placed on probationary status. The Dean of Students may also determine, with or without the recommendation of the Recertification Team, that the Chapter be placed on suspension or lose a new member class until the required activities are completed. The Dean of Students may also determine that a Chapter’s charter be discontinued. Chapters with required activities must submit proof of completion of these activities to the Coordinator of Greek Life. If the completion of required work warrants further review, the Recertification Team will reconvene. The Coordinator of Greek Life will serve as a resource to Chapter Leadership to assist the Chapter in moving forward and adhering to any deadlines.

17.) **APPEALS.** Appeals can only be submitted by a Chapter undergoing recertification when a Chapter receives a standing of “fails” on Part I or “fails to meet expectations” in Part II. To appeal the standing decision of the Dean of Students, the Chapter has 10 days from receipt of the written report to submit a written appeal to the President of the College. Grounds for appeal are limited to (1) the failure to follow established review procedures which substantially and adversely affected the outcome, (2) an evaluation that is wholly unsupported by the evidence, (3) the imposition of a restriction on the future activities of the Chapter that is disproportionate with review findings, or (4) new information exists that would materially alter the standing decision and was not available at the time of the review. The President or his/her cabinet-level designee will hear the appeal. That written appeal must state the specific reason for the appeal.

Evaluated Topics

The Chapter Recertification is modeled after the CAS- Council for the Advancement of Standards in Higher Education. See standards below, which the Chapter has the burden of proof of demonstrating its compliance and achievements.

PART I: Safety & Risk Management

Safety/Risk Management

Chapters are expected to demonstrate their focus on and prioritization of safety overall. Collaboration with the campus community on topics related to physical safety and emotional well-being of its members and the college community is expected; also expected is the implementation of procedures to identify and assess risk and appropriately respond to risk, while advancing the mission of Greek Life at Augustana and promoting best practices in Greek Life.

Recertification of this area will include, but is not necessarily limited to:

- a. Chapter should outline duties of Risk Management chair and role they play in Chapter
- b. Chapter should provide open communication to all members about Crisis Management Plan
- c. Chapter should have sober siblings at events where alcohol is present at and communicate the role the sober sibling should play
- d. Chapter should offer training and developmental workshops for members surrounding risk management and the promotion of best practices

- e. Chapter should provide Informal and formal rush and New Member Period schedules and mitigation efforts of student safety concerns and violation of Greek Life and Student Code of Conduct policies.
- f. Chapter has not engaged in hazing or other risky behavior putting members, prospective members, other students or visitors at risk

IF Chapter has been found responsible for hazing or other behaviors that have placed its members or any other individual at risk in the past three years, then the Chapter must demonstrate that it has fully considered the activity that led to the offense, and that it has taken measures to prevent a reoccurrence of the incident in the future. Ways to demonstrate this must reflect the specific activity that the Chapter was found responsible for, but may include the following:

- i. A description of how the Chapter has fully assumed responsibility for the conduct including what specific changes have been made to ensure similar infractions do not occur again.
- ii. The conduct history of the Chapter since the offense occurred
- iii. A description of what steps the Chapter took to restore its focus on safety after the incident, and whether there is evidence that this effectively rebuilt the trust of the Augustana community, including alums
- iv. Specific Actions taken by the Chapter to respond to the incident, including any policies or procedures that were implemented and whether the Chapter took appropriate disciplinary action against those responsible for the misconduct.
- v. A description of how the Chapter involved the Greek Council or other appropriate groups to ensure a culture of no hazing and a culture that does not place its members or other individuals at risk.
- vi. If the infraction involved hazing or other safety issues, whether the Chapter has submitted its processes and plans to outside review and supervision by an appropriate and qualified third party.

Notwithstanding any points awarded, Chapters that (a) have been subject to discipline by the college over the past three year that failing to fully and adequately address the issues causing the discipline or (b) do not fully demonstrate a firm commitment to safety of members, prospective members, other students or visitors will presumptively be considered to fail to meet expectations.

Chapters that are classified as Failing to Meet Expectations in Part I may not advance to Part II. It will be at the discretion of the Recertification Team to determine if Part II is necessary. The Recertification Team may choose to conduct the process in a manner that addresses topics under both Part I and Part II simultaneously, or the Team may choose to hear information related to Part I and then schedule additional meetings to hear information related to Part II.

PART II: Mission, Scholarship, Leadership, Service, Social Development, and Brotherhood/Sisterhood

2. Mission and Community Principles

The mission of the sorority/fraternity Chapter aligns with the Augustana College Mission while offering the Chapter a clear vision of purpose, values and behaviors required for new member and active participation. The activities of the organization should respect, conform to and advance the Community Principles of Augustana College. Recertification of this area will include, but is not necessarily limited to:

- a. Chapter Constitution & other governing documents
- b. Chapter member involvement in co-curricular activities.
- c. Promotion of activities that support the mission of the organization

3. Scholarship

Chapter members engage in the pursuit of knowledge, value critical thinking skills, and contribute to the learning process in classrooms and through experiential learning opportunities. Members practice academic integrity and commit themselves to lifelong learning. Fraternities and sororities promote members' academic success and recognize individual and organizational achievement. Recertification of this area will include, but is not necessarily limited to:

- a. Promoting positive educational outcomes for Chapter members, including specific activities that support the academic achievement of Chapter members.
- b. Chapters share scholarship programs to ensure an academic focus for new and active members.
- c. Chapter meets with faculty advisor.
- d. Chapter operates under a plan to support academic achievement and intellectual engagement of its members.

4. Leadership

As self-governing bodies, fraternities and sororities develop transferable leadership skills for all members. Greek Life members are actively involved in the cycle of leadership by mentoring new members and applying leadership skills throughout Augustana College and the greater community to affect positive change. The leadership lessons learned by fraternity and sorority members serve as preparation for meeting challenges beyond the Augustana experience. Members and organizations are respectful of the recruitment process, show support for College and Greek Life activities, and contribute to the overall success of the Greek community. Recertification of this area will include, but is not necessarily limited to:

- a. Chapter must articulate a vision for their organization that aligns with the Chapter and Institutional mission; set goals and objectives; prescribe and practice ethical behavior; recruit, select, supervise, and develop others in the organization.
- b. Chapters share the results and accomplishments as a result of participating in the Greek 5-Star Program.
- c. Governing documents are in writing and available to members upon request.
- d. Chapter funds are budgeted and members have the opportunity to review budget information upon request.

5. Service

As Men and Women for and with others, Greek Life recognizes the significance of giving of themselves for the betterment of all. Members are called to embrace and educate others of the injustices present in our world today, and the vast needs met through non-profits and community-based organizations. Beyond this, it is everyone's responsibility to be agents for change, and this pledge is evident in the philanthropic endeavors, service and learning, and support of all individuals within the community and beyond. Recertification of this area will include, but is not necessarily limited to:

- a. Promoting sponsorship of and participation in community service projects.

- b. Chapters share information about their philanthropy and how they support the organization/charity annually.
- c. All members participate in community service

6. Social Development

The Greek Organization, through ongoing Chapter educational programs, sponsors activities that enable its members to make informed decisions regarding alcohol, drugs, and the fostering of interpersonal relationships. In developing responsible social activities, fraternity and sorority members live with personal integrity and respect the policies of Augustana College. The Greek Community and its members hold themselves and others accountable for their actions. To fully express their potential, students create relationships with administrators, faculty, alumni, advisors, and local community members during and after their tenure at Augustana College. Recertification of this area will include, but is not necessarily limited to:

- a. Chapter shares policies and initiatives designed to educate and hold members accountable surrounding the use of alcohol, drugs, and hazing.
- b. Chapter offers education and participates in campus-based programming involving issues of sexual violence.
- c. Chapter offers education and participates in campus-based programming involving issues of diversity, equity and inclusion.
- d. Chapter offers social opportunities for members to grow interpersonally and holds Chapter members accountable when falling short of stated expectations, values and behaviors.
- e. Chapter actively participates in Intramurals
- f. Chapter sponsors at least two alcohol free events

7. Brotherhood/Sisterhood

Through beliefs of common values and the celebration of Chapter tradition, fraternities and sororities seek to forge bonds between members that transcend the collegiate experience. Bonds are strengthened through social events, philanthropy, service to others and leadership opportunities. This shared experience perpetually ties members to alumni through mutual support and understanding. These deep connections between members form the foundation of Greek Life on Augustana's campus. Recertification of this area will include, but is not necessarily limited to:

- a. Chapter shares the intended purpose, activities and intended outcomes of their new member program.
- b. Chapter provides an outline on how they approach sisterhood/brotherhood development for active members.
- c. Chapter models diversity, equity and inclusion efforts.

Greek Life Recertification Rubrics

PART I: Safety and Risk Management

Assessment Sheet

1. Does the Chapter outline duties of Risk Management chair and the role they play in Chapter?

NOTES:

2. Does the Chapter provide open communication to all members about Crisis Management Plan?

NOTES:

3. Does the Chapter have sober siblings at events where alcohol is present at and communicate the role the sober siblings play?

NOTES:

4. Does the Chapter offer training and developmental workshops for members surrounding risk management and the promotion of best practices?

NOTES:

5. Does the Chapter provide Informal and formal rush and New Member Period schedules and mitigation efforts of student safety concerns and violation of Greek Life and Student Code of Conduct policies?

NOTES:

6. Has the Chapter engaged in hazing or other risky behavior putting members, prospective members, other students or visitors at risk?

NOTES:

ADDITIONAL NOTES and RATIONALE

If answered Yes to #6, advance to Page 2 of Assessment before making determination of Pass or Fail.

IF Chapter has been found responsible for hazing or other behaviors that have placed its members or any other individual at risk in the past three years, then the Chapter must demonstrate that it has fully considered the activity that led to the offense, and that it has taken measures to prevent a reoccurrence of the incident in the future. Ways to demonstrate this must reflect the specific activity that the Chapter was found responsible for, but may include the following:

Addresses Concern?

Is it clear the Chapter has fully assumed responsibility for their conduct?

NOTES:

What is the conduct history of the Chapter since the offense occurred?

NOTES:

Did the Chapter provide a description of what steps it took to restore its focus on safety after the incident, and whether this included an effort to rebuild the trust of the Augustana community, including alums?

NOTES:

What were specific actions taken by the Chapter to respond to the incident, including any policies or procedures that were implemented?

NOTES:

Did the Chapter involve the Greek Council or other appropriate groups in addressing the violation?
 NOTES:

Has the Chapter submitted its processes and plans to outside review and supervision by an appropriate and qualified third party? This should definitely be done for hazing concerns or other safety issues.
 NOTES:

Are you confident actions taken have resulted in ownership and accountability, change in culture, and that it's unlikely incidents like this will occur in the future?

Mission

Criteria	0 Points	1 Point	2 Points	3 Points	SCORE
Who we are?	Chapter simply believes they are what they do.	Chapter's sense of self is general and not distinct.	Chapter has strong connections between what the Chapter is and what it does.	Chapter's definition of self is distinct. The inner core is known and a guiding purpose and fundamental values interconnect.	
Chapter Mission Aligns with College Mission	No apparent connections.	Alignment occurs but does not guide decision making.	Decisions are based in part by org and college mission.	Decisions and actions support the community principles of the College at all times.	
Members can articulate Mission	Can't articulate the mission to self or others.	Can recite the mission but difficulty defining in own words	Can clearly explain mission in own words to others	Can relate mission to personal experience and personal growth	
Chapter embodies Community Principles	Chapter is not aware of or does not teach community principles	Chapter is aware of community principles, but does not actively embody all 5	Chapter is aware of community principles and works to incorporate them in chapter	Chapter understands and embodies Augustana's 5 community principles through new	

				member period activities and throughout the year, with themselves and the campus community	
What are our values?	Unable to articulate values	Values exist but are generic and undefined	Values are unique and evident to members and non-members	Able to explain the contributions their values make to the chapter and the Augustana community.	
TOTAL SCORE					

Scholarship

Criteria	0 Points	1 Point	2 Points	3 Points	SCORE
GPA	Chapter has cumulative GPA below 2.7	Chapter has cumulative GPA between 2.7 and 3.0	Chapter exceeds college-wide GPA for chapter gender	Chapter exceeds college-wide GPA for chapter gender by .1 or has 35% or more of chapter on Dean's List or above.	
Use of CORE	Career Preparation is not a point of emphasis in the Chapter	50% of chapter attend a Career Development workshop	80% of chapter participates in Viking Scorecard	Chapter has a plan to enhance member career development and can demonstrate use of plan	
Educational Programming	Chapter participates in 1 or zero trainings	60 % of chapters attend 2 – 3 education / trainings offered	Chapter hosts internal educational training for chapter members	Chapter hosts /coordinates educational training for others beyond their chapter Greek community	
Scholastic Responsibility	Chapter members have no goals and are unaware of available resources.	Chapter members set academic goals and Chapter	Chapter members use available On-campus	Academic Goals are reviewed 1 – 2 times per semester and	

		holds regular study hours.	academic resources when needed.	Individual member activities are limited when goals aren't met.	
TOTAL SCORE					

Leadership

Criteria	0 Points	1 Point	2 Points	3 Points	SCORE
Leadership by Presence	Not Engaged or Visible	Chapter is represented and active in Greek Council	Chapter is engaged beyond the Greek Community	75% of chapter is engaged in activities beyond Greek Life	
Collaboration	Collaboration is not practiced by chapter	Members within in chapter collaborate and work together for common goals	Collaborates with other chapters for projects and social events	Collaborates with other Greek groups and campus groups for campus projects	
Initiative	Chapter does not take initiative to complete required work, or reach for growth as a chapter	Completes required work and attends required campus events; i.e. Greek Life Educational Programming	Completes requirements but also seeks to go beyond; i.e. active in homecoming and Greek Week, supportive of other chapters initiatives	Seeks out training and feedback opportunities to enhance one's leader and leadership knowledge and skill.	
Members feel Support from	Chapter leadership is not respected, or	Members feel as though they have	Has process in place to manage interpersonal	Chapter can manage interpersonal	

Chapter Leadership	members feel unheard and unvalued	a voice in the chapter	conflict between and among individuals and groups	conflict within chapter and supports members to voice concerns	
TOTAL SCORE					

Service

Criteria	0 Points	1 Point	2 Points	3 Points	SCORE
Individual Service Hours	Chapter does not meet service requirement	Half of the chapter completed individual service requirement	For every completed term a person is active, they must have 3 hours of service (requirement)	Majority of individuals in chapter exceed service requirement	
Group Service Project	Chapter does not hold yearly group service project	Chapter hosts one service project with a designated recipient each academic year	The chapter holds 5 service projects with a designated recipient each academic year	The chapter holds 5 service projects with a designated recipient each academic year, speaks about importance of service in meetings, and reflects on service projects	
Inclusion / Social Justice	Demonstrates little to no	Identifies some connections	Chapter members	Develops and Uses Inclusion	

	understanding an acceptance of culturally different people.	between chapter members' personal decision making and certain cultural issues.	understand the importance of human difference and actively show a commitment to inclusion.	Plan for Chapter; Recognizes and celebrates multiple perspectives in intercultural experiences.	
New Member Service Hours	New Members do not participate in spring semester service	Half of the new member class completes 3 hours of service during spring semester	Each New Member completes 3 hours of service during the spring semester (requirement)	Each New Member completes 3 hours of service during the spring semester or exceeds the three hours	
TOTAL SCORE					

Social Development

Criteria	0 Points	1 Point	2 Points	3 Points	SCORE
Accountability	Chapter does not hold members accountable	Chapter looks to support from Greek Life Office for guidance on holding members accountable	Members are held accountable through system put in place by chapter	Members are held accountable through system in place and are supported by chapter	
Group Dynamics	Chapter members are isolated or not supportive of one another. Members don't have rapport with people outside of group.	Rapport between chapter members and other campus groups including; administration, faculty, and other student groups	Facilitate or coach group decision-making, goal-setting, and are able to work through conflict successfully.	Ability to help chapter members set and achieve goals and reflect on them; to address implicit conflicts and other obstacles to success.	
Self-Awareness and Continual Reflection	Chapter does not reflect on who they are and what they stand for	Reflection of chapter happens yearly before the new member period	Chapter reflects on mission and values at the beginning of the academic year and before the new member	Display congruence between chapter identity, leadership on campus, and one's	

			period as they create the NM program	professional actions	
Teamwork and Interpersonal Skills	Chapter does not offer any guidance on teamwork or building interpersonal skills	Describes and applies the basic principles of community building.	Seek opportunities to develop skills. Ability to create, nurture, and advance an inclusive, cohesive team.	Encourage chapter members engage in team and community building activities, i.e. intramural league, homecoming week, Greek Week.	
TOTAL SCORE					

Brotherhood / Sisterhood

Criteria	0 Points	1 Point	2 Points	3 Points	SCORE
Chapter offers bids to new members based on values.	No systematic process for selecting new members	Leadership uses values to invite new members but doesn't consult with active members in doing so.	Every member is active in recruitment and works to engage new members	Recruitment aligns with mission and values and is clear and known by all active members.	
Quality of New Member Program	No New Member period exists or violations of College or Greek Life Policy occurs	Chapter members know the history and traditions of the Chapter	PNMs are excited to be a part of the organization and enjoy the activities provided.	Chapter shows evidence of comprehensive, engaging and impactful new member period.	
Chapter has engaged alumni	No connection with chapter alumni	Chapter hosts an annual alumni event	Chapter has formal alumni communication annually	Chapter has active and established alumni mentoring program	
Chapter hosts brotherhood/sisterhood events	Less than 4 gatherings per year	4 – 6 events per year	6 – 8 events per year	Hosts an event monthly during academic year.	
TOTAL SCORE					

