Community Standards

The Purpose of the Community Standards: To intentionally integrate the core principles of fraternity/sorority affiliation with the actions and behaviors of members and to promote the overall advancement of UMSL’s undergraduate fraternity and sorority community.

The University, in conjunction with the Office of Student Life, is dedicated to continuously engaging and developing its undergraduate fraternity and sorority members to enhance the management and quality of the fraternity and sorority experience at the University of Missouri – St. Louis (UMSL). The Community Standards for Fraternities & Sororities is an agreement between the member chapters of the Panhellenic Association, Multi-Greek Council, and Interfraternity Council with their respective governing councils and the University.

By outlining a clear, but comprehensive, set of minimum standards for UMSL’s Greek-lettered organizations, the groundwork has been created to achieve the following:

I. to improve the management and quality of Greek-lettered organizations while also maintaining the development and shared expectations of members,
II. provide a framework by which each chapter can evaluate and progress its contributions to the greater UMSL community,
III. quantify and document chapter activities and successes, and
IV. create an assessment tool for the OSL to determine the recognition status of chapters.

Benefits afforded to Fraternities and Sororities at UMSL
Based on adherence to the UMSL Fraternity & Sorority Life Community Standards, fraternities and sororities are afforded the following benefits:

- Office of Student Life staff dedicated to the advisement of the Fraternity & Sorority Community who receive ongoing training and professional development
- Assistance with recruitment and intake processes including collection of recruitment applications, roster cards, GPA verification, and technical support
- Inclusion in office presentations to University support services upon request (for example, New Student Programs, Admissions, etc.)
- Financial support toward recruitment materials and educational programming
- Resources for advisors and presidents including manuals and ongoing trainings
- Reports compiled are including but not limited to membership rosters, grade reports, service hours, social events, and chapter officer contact information
- All rights afforded to other student organizations recognized by the Office of Student Life including right to reserve space, have a student organization mailbox, listing in University publications and/or webpages, right to request SABC funding(See Student Organization Handbook)
**Relationship between the University and Fraternity & Sorority Life**

The Office of Student Life, a department within the Division of Student Affairs, seeks to “help students develop as life-long learners and leaders by providing quality programs and services that complement and enhance the academic experience” including support of student organizations and fraternities and sororities. Fraternities and sororities must serve the purpose and mission of the University of Missouri – St. Louis and the Office of Student Life and must embrace and uphold the Standards of their respective National Organizations. These organizations have the unique and additional responsibility to hold their fellow organizations accountable for actions that violate University policies, the policies of their governing councils, and the values common to all members of the UMSL Fraternity & Sorority Community. The Office of Student Life has a primary responsibility to assist chapters, directly or by identifying available University resources, to meet and to exceed the Community Standards.

**Scope of Community Standards:**

The annual review of chapter performance (August - May) will be based on the following areas of the Community Standards:

I. Academic Achievement  
II. Risk Management & Legal Liability  
III. Membership Development & Education  
IV. Unity, Diversity, & Community Engagement  
V. Community Service & Philanthropy  
VI. Chapter Management  
VII. University Requirements

**Submission of Community Standards**

Chapters are responsible for submitting all forms and supporting documentation in a timely fashion. All forms and documentation should be submitted to the Fraternity & Sorority Life portal on TritonSync: [http://umsl.edu/go/communitystandards](http://umsl.edu/go/communitystandards)

**Chapters do NOT need to submit the following:**

- University Requirements  
  - Conduct Violations  
  - GPA Standard  
  - President’s Meetings  
  - Fraternity & Sorority Life Leadership Retreat  
  - Leadership Trainings  
  - Governing Council Dues Payment

**Chapters should submit the following no later than two weeks after each event:**

- Academic Achievement  
  - Academic Success Presentation
• Risk Management & Legal Liability
  o Alcohol Education Session:
    o General Risk Management Educational Sessions
• Membership Development
  o Fall Chapter Development Event
  o Spring Chapter Development Event
• Unity, Diversity, & Community Engagement
  o Council Programming
  o All-Fraternity & Sorority Life Programming
  o Diversity education presentation
  o Campus & Community Involvement
• Service and Philanthropy
  o Community Service participation
  o Philanthropy participation

The remaining documents are due no later than May 1 of each year or the designated deadline, whichever occurs first:
• Academic Achievement
  o Academic Support Program
  o Academic Probation Program
  o Academic Advisor
• Risk Management & Legal Liability
  o Risk Management Representative
  o Risk Management Plan
  o Chapter Code of Conduct
  o Chapter Judicial/Standards Process
• Membership Development
  o Membership Development Program
• Recruitment/Intake
  o Written recruitment/intake program or plan
• Chapter Management
  o Governing Documents
    ▪ Certificate of Liability Insurance (February 1)
    ▪ Letter of good standing from (Inter)National Headquarters
  o Events Calendar
    ▪ Fall Events Calendar (September 30)
    ▪ Spring Events Calendar (February 1)
Academic Achievement

The goal of fraternity and sorority chapters at the UMSL should be to maintain a chapter grade point average equal to or higher than the all undergraduate men's/women's semester average. Chapters below the all undergraduate men's/women's average must show improvement each semester to meet all the men's/women's average.

Academic programming – During the academic year, chapters must fulfill at least three of the following requirements:

I. Academic Support Program: Submit a written academic success/scholarship program for initiated and new members and demonstrate how the plan is being implemented.
   * Documentation: Provide a copy of written academic success program. May be inter/national program but must demonstrate localization to the UMSL chapter.

II. Academic Success Presentation: Chapters will be awarded for academic related presentations hosted with at least 60% attendance of the entire chapter. Presentations should be conducted by a trained presenter and may include the following topics: study abroad, study skills, time management, graduate school presentations, alumni mentor program, etc.
   * Documentation: Provide a letter or form signed by the presenter including the topic, date, location, length of program, and number of attendees.

III. Academic Probation Program: Submit a written academic program for those members that have been placed on academic probation either by the University (2.0 or below) or the chapter.
   * Documentation: Provide a description of the standards, enforcement mechanisms, and assistance programs and signature of chapter advisor verifying that the requirements are enforced and that an academic assistance program has been utilized.

IV. Academic Advisor: Have an active UMSL faculty or staff member as an academic advisor.
   * Documentation: Provide a form with (1) the advisor’s name, department, campus address, campus phone, and email (2) written job description outlining the role and/or duties of the faculty advisor, and (3) brief statement from the faculty/staff advisor documenting how the advisor was involved with the chapter.
Risk Management & Legal Liability

Excellent fraternity and sorority chapters place a strong emphasis on risk management, risk reduction, adherence to Fraternity & Sorority and University policies, and encourage responsible chapter events. Each chapter is obligated to provide a safe environment, and to respect the rights of others in all aspects of chapter activities.

Risk Management – During the academic year, chapters must fulfill at least four of the following:

I. Risk Management Representative: The chapter has an elected/appointed risk management officer/chair/representative whose duties include, but are not limited to, coordinating risk management programs, overseeing chapter functions, being responsible for adherence to the University, local chapter, and (inter)national risk management policies, and if applicable, fire code/safety compliance.
   * Documentation: Copy of the section of the chapter’s bylaws that indicate the duties of the position and the names of the member(s) who held the position during the year.

II. Risk Management Plan: The chapter has a written risk management plan that addresses how the Risk Manager executes chapter safety and well-being.
   * Documentation: Provide a copy of risk management plan. May be inter/national risk plan, but must demonstrate localization to the UMSL chapter.

III. Judicial/Standards Process: Each chapter will hold members accountable for membership expectations through an internal judicial board. It is strongly recommended that an advisor be part of the process or aware of the actions of the board.
   * Documentation: A copy of the chapter’s judicial procedures and sanctioning guidelines or brief description of the chapter’s process for internal discipline.

IV. Chapter Code of Conduct: The chapter has a written Code of Conduct or membership contract which includes member expectations regarding alcohol and drugs, hazing, fighting and other risk management issues.
   * Documentation: A copy of the Code of Conduct must be turned in, along with a statement of compliance signed by every chapter member, each semester.

V. Alcohol Education Session: The chapter sponsors/attends one alcohol-awareness related program with at least 80% chapter attendance at the program. Programs conducted as part of a judicial sanction cannot be included.
   * Documentation: Letter or form signed by the presenter including the topic, date, location, length of program, and number of attendees.

VI. General Risk Management Educational Sessions: The chapter sponsors/attends one risk management related program with at least 80% chapter attendance at each program. (Examples of such programs include: hazing issues, fire safety, rape/sexual assault awareness, bystander training etc.) Programs conducted as part of a judicial sanction cannot be included.
   * Documentation: same as above
**Membership Development & Education**

The strength of any Greek-letter organization is its membership. The skills, experiences, personalities, and attitudes of each member define the level of attainment possible for the chapter in leadership, scholarship, social awareness, involvement, and career preparation. These qualities are also indicative of the way the chapter maintains its traditions and imparts them to future generations. The standards of this section provide focus for a chapter's processes for inducting new members into the organization, and its programs for developing the full potential of each member.

**Membership Development** – During the academic year, chapters must fulfill at least two of the following requirements:

I. **Member Development Program:** It is expected that each chapter will, with the chapter advisor, review the new membership education plan and the membership development program that is to be implemented.

   *Documentation (submit all the following):* (1) copy of the chapter’s written new member education program (may include the national program but also must be accompanied by utilization within the local Missouri chapter), (2) schedule and description of all new member education activities, and (3) a copy of the chapter’s written plan for the continuing education of all members of the chapter

   *Ritual information should not be included*

II. **Fall Chapter Development Event:** Host, co-host, sponsor, or co-sponsor a personal development educational program per semester, with a minimum of 60% attendance of the chapter at each program. Acceptable programs include but are not limited to: environmental, leadership development, personal financial management, service learning, career development, campus involvement, social etiquette, values and ethics, etc. (Do not include academic skills, risk management, alcohol and other substance abuse, or diversity presentations/workshops they will be included in other sections)

   *Documentation: Submit attendance “sign-ins” of programs. Include the date, time, and location, length of program, presenter contact information, business card, and description for each program.*

III. **Spring Chapter Development Event:** Host, co-host, sponsor, or co-sponsor a personal development educational program per semester, with a minimum of 60% attendance of the chapter at each program. Acceptable programs include but are not limited to: leadership development, personal financial management, service learning, career development, campus involvement, social etiquette, values and ethics, etc. (Do not include academic skills, risk management, alcohol and other substance abuse, or diversity presentations/workshops they will be included in other sections)

   *Documentation: Submit attendance “sign-ins” of programs. Include the date, time, and location, length of program, presenter contact information, business card, and description for each program.*
Unity, Diversity, and Community Engagement

UMSL and the surrounding St. Louis area is a diverse community with a variety of opportunities to engage with others outside our respective chapters. Unity and diversity are values that celebrate the similar and different aspects of our organizations and the larger community. Fraternity & Sorority Life strives to be inclusive of all members of the UMSL community and larger St. Louis area.

**Unity/Diversity** – During the academic year, chapters must fulfill at least three of the following requirements:

I. **Council programming:** Host a non-alcoholic event, with a minimum of 25% attendance of the chapter, with an organization from the same council.
   
   *Documentation: submit a form signed by the presidents of each organization participating.*

II. **All-Fraternity & Sorority Life Programming:** Host a non-alcoholic event, with a minimum of 25% attendance of the chapter, with an organization from a different council.
   
   *Documentation: submit a form signed by the presidents of each organization participating.*

III. **Campus & Community Involvement:** Host a non-alcoholic event, with a minimum of 25% attendance of the chapter, in which members of the campus/St. Louis community are involved. Examples include, but are not limited to, events with local organizations (e.g. Boys and Girls Club), holiday events such as trick-or-treats and Easter egg hunts, etc. This is NOT to be a philanthropic event.
   
   *Documentation: submit a form with a description of how the campus/Columbia community members were involved with the event.*

IV. **Diversity Education Presentation:** Host, co-host, sponsor, or co-sponsor a diversity education program, with a minimum of 60% attendance of the chapter at each program. Acceptable programs include but are not limited to: multiculturalism education, racial/ethnic education, LGBTQ Safe Space training, etc.
   
   *Documentation: Submit attendance “sign-ins” of programs. Include the date, time, and location, length of program, presenter contact information, business card, and description for each program.*
Recruitment/Intake
Chapters at the UMSL strive to offer membership to those who express interest and those willing to positively contribute to our community. Although chapters are very different in size, all acknowledge that without members, our chapters would not exist. Therefore, chapters at the UMSL have a strong commitment to recruitment or membership intake, in order to ensure the sustainability and growth of the Fraternity & Sorority Life Community.

Recruitment/Intake – During the academic year, chapters must fulfill the following requirement:

I. Written recruitment/intake program/plan: The chapter has a written recruitment/intake program/plan. This program/plan should include a description of recruitment/intake preparation, standards for membership, and dates and descriptions of any recruitment/intake events.

*Documentation: submit the recruitment/intake program/plan that your chapter utilizes throughout the year.

Community Service & Philanthropy

I. Individual Member Service Requirement: Each semester, every chapter will be responsible for reporting community service hours per member.

*Documentation: Hours should be recorded on the Monthly Update form to track hours by month and semester.

II. Chapter Sponsored Service Event: Each chapter will plan and coordinate or participate in at least one community service event per academic year. Community service is defined as hands-on service and does not include monetary donation or goods collected. At least 75% of the chapter must participate. (Community-wide events such as Greek Week Community Service cannot be used to satisfy this requirement.)

*Documentation: submit a summary of the community service project, and a list of all those chapter members who participated, signed by a representative from the benefiting organization.

III. Chapter Sponsored Philanthropy Event: Each chapter will be responsible for hosting one philanthropy event per academic year. Chapters may work in conjunction with its organization’s national philanthropy to satisfy this standard. A philanthropy event is defined as the raising and donating of funds or goods. Community-wide events such as the Greek Week Food & Shoe drive cannot be used to fulfill this requirement.

*Documentation: submit a summary of the chapter’s philanthropic contribution to the organization and a list of all those chapter members who participated.
Chapter Management

I. Governing Documents for Fraternities and Sororities: Each chapter must complete the verification form, with the signatures of the chapter president and advisor, noting that the documents below exist and are up-to-date. Verification forms are due as listed below.

- Current certificate of liability insurance coverage (February 1)
- Letter of verification from Inter/national organization noting the chapter is in good standing (May 1)

II. Dues Payment: Chapter and its members have paid dues on time and in full to its respective governing council.

III. Chapter Roster: Chapter must update its membership roster on the first Tuesday of every month during the academic year in the form of the Monthly Update.

IV. Events Calendar: Each chapter will submit its calendar of events, attached to a verification form, to the OSL at the beginning of each semester (September 30 and February 1).
University Requirements
During the academic year, chapters’ achievement within the Community Standards is dependent on the following:

I. Conduct: Chapters found responsible for violating the Student Organization Standard of Conduct more than two times during the academic year automatically do not meet the minimum requirements for the Community Standards.

II. Fraternity & Sorority Life Leadership Retreat: Chapter’s President attends the FSL Leadership Retreat. If the President is unable to attend, another executive council member must attend.

*Documentation: Office of Student Life will provide documentation

III. President’s Meetings: Chapter’s President attends the monthly President’s Meeting. If the President is unable to attend, another executive council member must attend.

*Documentation: Office of Student Life will provide documentation

IV. Governing Councils: Chapters attend and participate in meetings and other activities of their respective governing councils.

*Documentation: Office of Student Life in conjunction with the governing councils will provide documentation

V. GPA Standard: During the academic year, chapters must fulfill at least one of the following:
   a. Fall Semester: Chapter’s fall semester GPA equals or exceeds all undergraduate men’s/women’s average
   b. Spring Semester: Chapter’s spring semester GPA equals or exceeds all undergraduate men’s/women’s average

*Documentation: Office of Student Life will provide documentation

VI. Leadership Trainings: Executive officers and general members in every chapter are expected to take part in leadership-education sponsored and provided by the University and/or the Inter/national organization of which the leaders are affiliated. These trainings include but are not limited to:
   - New Member Institute
   - The Senior Summit
   - Getcha SOME
   - Leadership On Demand

*Documentation: Office of Student Life will provide documentation
Evaluation
Each chapter will be evaluated on the Community Standards based on three criteria:

1. Documentation submitted for Community Standards
2. Mid-Year Meeting
3. Annual Review Meeting

Throughout the academic year the Office of Student Life, through the Fraternity & Sorority Life Coordinator, will work with the chapter to ensure standards are being met in a timely fashion. In addition, the Mid-Year Meeting and Annual Review Meeting will be held in the middle and at the end of each academic year.

Mid-Year Meeting
At the end of the fall semester, the current chapter president, outgoing chapter president, and chapter stakeholders (i.e. chapter advisor, faculty/staff advisor, etc.) will meet with the Fraternity & Sorority Life Coordinator to review the state of the chapter, the chapter’s progress on the Community Standards, and discuss other situations pertaining to the chapter that may need to be addressed. This is the chapter’s opportunity to ask questions and the Office of Student Life’s opportunity to gauge how a chapter is doing during the current year. At the end of the meeting, the Fraternity & Sorority Life Coordinator will share notes and feedback with the chapter.

Annual Review Meeting
At the conclusion of each academic year, the current chapter president and chapter stakeholders (i.e. chapter advisor, faculty/staff advisor, etc.) will meet with the Fraternity & Sorority Life Coordinator to review the chapter’s performance on the community standards. The meeting will address areas of strength and opportunity for the chapter. The chapter will be fully in charge of the meeting and is able to discuss any and all aspects deemed important for this meeting. At the conclusion of the meeting, the Fraternity & Sorority Life Coordinator will notify the chapter, in writing, of its standing with the University.

Explanation of Chapter Standings:

Good Standing:
Chapters that meet and/or exceed all minimum standards at the time of review will be in Good Standing with the Office of Student Life. The chapter is also in Good Standing with its respective governing council, and University recognition as an active student organization. Chapters in Good Standing will receive all rights and privileges associated with membership in its respective governing council, the OSL, and recognition as a student organization.

Warning Status:
Chapters that have not met community standards for one review year (one academic year, August-May); will be on Warning Status with the Office of Student Life. Written notification will be sent to the chapter’s advisor and executive board that the chapter has been placed on Warning Status with the OSL for not satisfying community standards. The chapter’s executive
board will be required to meet with the Fraternity & Sorority Life Coordinator to develop a plan of action to be implemented for the following review year. As part of the plan of action, some privileges may be revoked and the chapter may be required to participate in support programs to return the chapter to Good Standing.

“Show Cause” Hearing:
Chapters that have not met community standards for two consecutive reviews will be notified by the OSL to appear for a “Show Cause” hearing. The chapter will meet with a review board made up of at least five members including University staff/faculty and governing council representatives. The Fraternity & Sorority Life Coordinator will serve as an ex-officio member of the review board.

The board may make a recommendation to the OSL that a chapter should lose its active status as a student organization, which would cease all privileges associated with being a recognized student organization at UMSL. This would also require the chapter to work with the OSL and the Assistant Dean of Students for Student Affairs to develop a plan to restore its recognition status; upon implementing a strategy to meet and maintain Community Standards for Fraternities & Sororities.

Community Standards Evaluation Committee:
In an effort to continuously develop and assess the effectiveness of the minimum standards, a committee consisting of representatives from each of the following groups: fraternity and sorority governing councils, chapter presidents, UMSL faculty/staff, and chapter Alumni/ae advisors will assemble to evaluate the progress of the standards program on an as needed basis. An initial formal evaluation of the minimum standards will be conducted at the conclusion of the 2014-2015 academic year (May 2015) with bi-annual evaluations to follow, unless otherwise noted.