

## **Characteristics/elements of a successful chapter:**

Academic success: - study hours do not comprise an academic program

- mandate members in academic difficulty to meet with academic adviser or seek assistance from an academic support program
- have minimal individual standards as well as articulated chapter goals (for example – our chapter will be above the all-male GPA)

Alumni/ae involvement: - an advisory board comprised of individuals from different "eras" of the chapter

- an adviser who is reasonably nearby, meets on a regular schedule with executive board and attends chapter meetings once to twice a month
- chapter web site has information for alumni/ae
- Predictable communication with alumni/ae, be it through newsletters, events, etc.
- an alumni association with its own officers and program
- alumni/ae are part of the solution

Risk management: - some attention to the risk management practices and procedures of the national organization

- some attention to the Code of Student Conduct and/or other policies of the institution and the fraternity/sorority office
- good relationship with local enforcement agencies and fire department (if there is a chapter facility)
- emergency and fire safety equipment in working order
- if there is a chapter facility – public space is kept clean and in good order; private space is kept within reasonable conditions
- House corporation or landlord plays an active role in management of the property
- Educational discussions about risk management concerns: fire safety, alcohol, sexual assaults

Leadership development: - officers and others participate in leadership development opportunities offered by Greek system, the institution, and the national organization

- attend regional and national conferences/conventions
- have a chapter program that identifies potential leaders early and “groom them” for future positions
- have a strong, functioning, committee system

New member development: - NO HAZING

- allow adequate time to meet academic obligations
- have clearly articulated guidelines and standards
- Initiated members have as many obligations as the new members
- New member period is a reasonable length – 4-6 weeks

- New members should be initiated at least 4 weeks before the end of the semester – in fall – prior to Thanksgiving break; in Spring- by mid-April
- Rituals are held “sacred” and new members are prepared in an appropriate manner for their “first encounters” – alcohol is not a part of the ritual

Campus Involvement: - members participate in at least one other campus-based organization

- members are encouraged to serve as resident assistants in the residence halls
- members participate in student government or other governing agencies
- qualified members join and actively participate in honor societies
- Members and/or chapter participate in campus events – Homecoming, I-M sports, athletic events, etc.

Recruitment: - is easier if the chapter has a high level of campus involvement

- involves the entire chapter membership – each member must bring potential members to the attention of the greater chapter
- recruitment efforts are “dry”
- recruitment is 24/7/365
- recruit in the summer if possible
- do not discount transfer or older students
- a successful recruitment program does not set up “artificial barriers” – for example – a potential member must attend “x” amount of events before a bid can be extended; if chapter is ready to extend the bid and the person ready to receive it – do it
- recruitment committee that works with recruitment chair
- recruitment events focus on creating relationships, sharing information, and measuring potential new member interest in the chapter
- chapter never “settles” – there are always potential new members to find
- current new members are a critical link to the next series of potential new members

Attitude: - chapter has a mindset that it is going to be the best chapter on campus

- chapter has clearly articulated goals and standards
- chapter has both short-and long-term goals
- Chapter seeks recognition by applying for awards, etc.
- Chapter members are respectful of other students and individuals

Institution: - chapter leadership develops relationship with key administrators and service providers

Alcohol (and other illegal or inappropriate activities and substances) is not the driving force of the chapter – the reason it exists

- “dry” or “moist” facilities tend to be in far better condition and are more likely to house a successful chapter than a facility that is “wet” or “drowning”

### **Characteristics/elements of an unsuccessful chapter:**

Academics – scholarship program might be study hours

- no articulated goals
- no criteria for new or initiated members
- consistently on the low end of system GPA standings

Alumni involvement – either absolutely none, or just the few grads from last year who show up for the Homecoming party

- no alumni adviser, or one who is only available by e-mail and does not meet with exec board or attend chapter meetings – the adviser “in name only”
- the alumni are part of the problem, not the solution

Risk management – total disregard for any practices, policies or procedures

- if chapter has facility – total disregard for maintenance of facility

Leadership development – none to very little

- no attendance of regional or national meetings
- no participation with institutional programs

New Member development – HAZING is the program

- unreasonable time demands placed on new members
- unreasonable expectations placed on new members
- new members are entirely unprepared for first encounters with ritual

Campus involvement – only sign of involvement are the articles in the local press about all the risk management concerns that characterize the chapter

Recruitment – throw a few flyers around or send a message out on face book

- rush only those who show up
- alcohol and “fun” are the incentives to join
- happens one or two days each semester

- chapter just “settles” for whatever they get –no motivation to seek out others

Attitude – is usually defensive

- does not trust others
- everyone is out to get us
- usually have an ill-formed perception of self and others
- chapter is usually looking for or creating trouble

Institution – no relationship, except maybe with the dean or disciplinary officer

- Institution and /or Greek adviser would not shed a tear if the chapter were to disappear
- National office is just waiting for that next violation so they can suspend the chapter without any challenges from the equally as ineffective alumni of the chapter

Alcohol and other illegal and inappropriate substances and practices: the chapter is “synonymous” with these concerns – look them up in the Webster’s Dictionary and the chapter is listed as the example