

Westminster College
Fraternity and Sorority Life Manual

W e s t m i n s t e r C o l l e g e

Fraternity and
Sorority *Life*

Office of Fraternity and Sorority Life | 2023-2024 Edition

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Welcome to Fraternity and Sorority Life

I. Purpose

This manual is designed for Westminster College students, staff, and faculty members, as well as any outside parties interested in information, guidelines, and policies that govern Fraternity and Sorority Life at Westminster College.

II. Why Join the Fraternity and Sorority Community at Westminster College?

The Westminster College fraternity and sorority community is one where individual members are living their fraternal values, where member chapters are making positive contributions toward the leadership learning, scholastic development, social consciousness, and personal development of each brother and sister, and where the collection of individual chapters together are adding value to the overall educational experience.

For over 140 years fraternity and sorority life has been part of the Westminster College experience, taking on different forms to respond to changing times. Westminster College affirms that fraternities and sororities contribute significantly and positively to the quality of the undergraduate experience. Through their individual chapter ideals, goals, and activities, they provide opportunities for the development of leadership skills, civic involvement, social growth, and the forging of important life-long relationships. Community service, intramurals, academic programs, social events, leadership, and education are all important aspects of fraternity and sorority life. Enhancing these opportunities is part of the bonds of brotherhood and sisterhood that are experienced by fraternity and sorority members. These bonds last a lifetime and are at the heart of the fraternity and sorority experience. Members have an immediate and lasting social and business network with alumni across the country and around the world, made possible by the common values and ideals that are shared by fraternity and sorority members, regardless of their affiliation. These networks are helpful throughout the college years and beyond.

The relationship between Westminster College and the fraternity and sorority community is mutually beneficial. Strengthening our fraternity and sorority community will help to reach the goal to distinguish our student development programs around the Westminster College values. Fraternity and sorority chapters enhance the quality of life for students by increasing the range of opportunities for meaningful participation leading to personal growth and development. Thus, in recognition of this mutual enhancement and benefit to both the College and the students who are and will be members of the fraternity and sorority community, in the spirit of cooperation, and in an effort to strengthen the fraternity and sorority community at Westminster College the College hereby affirms the values of brotherhood/sisterhood, scholarship, leadership, service, alumni relations, financial management, involvement, education, health/wellness, and individual growth and development as articulated in this document.

If you are considering joining a fraternity or sorority, it is important to research the different organizations on campus. Joining a fraternity or sorority is a lifelong commitment that goes beyond your time at Westminster College. For many, there is a local and national support network as well. On campus, fraternity and sorority students are not only supported by their chapter but also by the fraternity and sorority community as a whole. At Westminster College, students have the ability to join a fraternity or sorority, play a sport, be involved in various clubs and organizations, and maintain a focus on academic excellence. Although each organization has

a different mission and was founded for different purposes, the fraternity and sorority community is mutually connected through four pillars: Brotherhood/Sisterhood, Scholarship, Leadership, and Service.

III. Office of Fraternity and Sorority Life

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Governance & Leadership

Interfraternity Council

The Interfraternity Council (IFC) on campus serves as the governing body for the six (6) recognized fraternities and it serves as the primary liaison between the fraternity community and Westminster College. The Interfraternity Council has an executive board made up of 6 fraternity members. These officers work to foster a thriving and healthy community for the individual chapters on campus. This executive board works to plan events, educational sessions, and member and chapter development opportunities, as well as coordinates the formal recruitment process for the fraternity community. For all Westminster IFC governing policies and procedures, please refer to the [IFC Bylaws](#). The North-American Interfraternity Conference (NIC) is a support for local Interfraternity Councils. The NIC provides additional support and resources for campuses that can be located at <https://nicfraternity.org/>.

Panhellenic Association

The Panhellenic Association on campus serves as the governing body of the three (3) recognized National Panhellenic Council (NPC) sororities and the primary liaison between the sorority community and Westminster College. Panhellenic has an executive board made up of 6 sorority members that work year-round to foster unity between the sororities on campus, plan Panhellenic events, provide educational programs, host formal recruitment, and much more. The three NPC sororities at Westminster College are Alpha Gamma Delta, Kappa Alpha Theta, and Kappa Kappa Gamma. Our focus is not only on sorority life; our goal is to bring women together through various activities. For Westminster Panhellenic governing policies and procedures, please refer to the [Panhellenic Constitution/Bylaws](#). The National Panhellenic Conference (NPC) is a support for local Panhellenic Associations. NPC provides guidelines, support, and resources for College Panhellenics and chapters. To learn more about NPC visit their website at www.npcwomen.org.

Overview of Fraternity & Sorority Organizations

Role of Fraternity & Sorority Organizations on Campus

Each fraternity and sorority organization, under the guidelines of its individual organization/chapter constitution and bylaws, is solely run by the members of that chapter/colony. However, each chapter/colony is also expected to uphold its responsibilities as set forth by Westminster College which include:

- Encouraging and stimulating intellectual growth by promoting the intellectual and cultural life of the College.
- Promoting academic excellence by maintaining a chapter GPA of at least 2.5.
- Promoting academic excellence by hosting programs and events that promote academic success.
- Providing leadership experience for members of their respective organizations.
- Providing healthy social interaction opportunities.
- Providing a system of support for its members as they go through developmental changes.
- Upholding the College's anti-hazing policy.
- Upholding Westminster College policy to remain in good standing.

Values of Fraternity & Sorority Life

Brotherhood/Sisterhood

Fraternities and sororities provide a sense of community that in turn helps students stay engaged and involved on campus. The fraternity and sorority community at Westminster is a home away from home for many students. Developing a sense of brotherhood or sisterhood is at the core of the experience. Membership in a fraternity or sorority is lifelong and creates relationships and memories that last.

Leadership Development

Joining a fraternity or sorority provides a variety of opportunities where members can learn leadership skills, which are beneficial beyond time spent at Westminster College. Fraternity and sorority members also serve in various leadership positions throughout campus, including Student Government Association, Resident Advisors, Freshman Seminar Mentors, and being on a variety of athletic teams.

Academic Excellence

Scholarship is of high importance for the fraternity and sorority community at Westminster College. The chapters on campus strive to succeed academically, often providing members with support and encouragement through mentoring or study sessions.

Service

The members of the fraternity and sorority community are committed to service. Fraternities and sororities are dedicated to serving organizations and donating their time and money to national philanthropic organizations that are supported by each chapter. Members are encouraged to complete at least 5 hours of community service.

Recognition of New Fraternity & Sorority Organizations

The expansion processes for the Interfraternity Council and Panhellenic Council are outlined in the respective governing documents.

Recognition of Fraternity & Sorority Organizations

All fraternity and sorority organizations must be officially recognized by the College. Fraternity and sorority organizations are expected to follow the standard rules for recognition as detailed within this document.

a. **Removal of Recognition** The Inter/National organizations may withdraw the recognition of their fraternity/sorority organization by withdrawing their charter or may take other disciplinary action, including the temporary suspension of that recognition. In addition, Westminster College may also suspend or withdraw the recognition of fraternity/sorority organizations under certain circumstances. In the case of any suspension by the College, requirements for reinstatement shall be clarified in the written notification of the suspension of recognition.

b. **System Expansion** Within the fraternity and sorority community, there are two governing boards – the Interfraternity Council and the College Panhellenic Council. The rules and procedures for expansion vary for each of the governing boards. Each governing board has prescribed rules pertaining to expansion. Subject to the discretion of those governing boards, expansion should be considered as an effort to strengthen the entire organization, with each member organization's best interests in mind as well as those of the larger College community.

Organizational Requirements

Have and maintain at least five members to either be granted recognition or to be eligible to maintain recognition as a campus organization thereafter. There must be at least five students enrolled and registered for classes during each of the fall, winter, and spring terms.

Educate all of its new and initiated members about the requirements of the organization's constitution and bylaws (including National or International policies, where applicable), all rules and policies of the Office of Fraternity and Sorority Life, Westminster College, and applicable local, state, and federal laws.

Maintain current membership records with the Office of Fraternity and Sorority Life (all New Members will be recorded through Bid Day and through regular roster updates; all resignation paperwork from the Office of Fraternity and Sorority Life must be completed when individuals terminate their membership with the organization).

Annual Renewal of Recognition for Fraternity & Sorority Organizations

Each year in January, the fraternity and sorority organizations must renew their recognition, along with every other campus organization. To renew their recognition, representatives from each organization must attend the Leadership Workshop that happens in January. Any questions about the renewal process can be directed to the Office of Fraternity and Sorority Life or the Office of Student Life.

Privileges of Recognized Fraternity & Sorority Organizations

College recognition connotes an affiliation with Westminster College and therefore includes certain privileges. Specific Privileges for College fraternity and sorority organizations & societies are as follows.

A recognized fraternity/sorority organization:

1. May be identified as a recognized Westminster College organization;
2. May recruit eligible Westminster College undergraduates based on the organization's individual subjective selective criteria;
3. May host and register social functions with alcohol;
4. May receive "college-approved" residential status, and thus accommodate undergraduate students in compliance with town ordinances and College policy;
5. Greek-letter organizations & societies residing in a College-owned facility will be provided with accommodations that are, at a minimum, comparable with the expectations for other Residential facilities on campus.
6. May receive organizational membership lists and verification of membership status for individual members;
7. May receive the privilege of receiving grade reports and academic information;
8. May have an organizational mailbox through the Office of Fraternity and Sorority Life;
9. May organize with other Greek-letter organizations & societies into one or more various governing councils to address issues of common interest to the council member organizations, operate and organize inter-organizational events, and to regulate and/or govern the behaviors and activities of the member organizations;
10. May coordinate with the Business Office to post the appropriate individual member dues, rent, and fees for members;
11. May fundraise and solicit on campus according to College and departmental guidelines;
12. May reserve/rent facilities or equipment, and make purchases through the use of College accounts;
13. May use the facilities and services of Westminster College subject to availability, payment of any charges, and according to policies for their usage;
14. May receive assistance with contracts and services;
15. May receive crisis support;
16. May receive the assistance of Campus Safety and Security in protecting the organization and its property from disruptions, thefts, damage, and other intrusions by persons who are not members or guests of the organization;
17. May receive the assistance of the college in communicating with organization alumni and/or alumnae (access to the contact information on a case-by-case basis; consultation with college staff regarding fund-raising among alumni members, etc.);
18. May receive assistance from the Office of Fraternity and Sorority Life in the organization's operation, assistance with questions, and programming ideas from professional staff.

Responsibilities of Fraternity & Sorority Organizations

1. Uphold the mission of the College and exhibit the highest standards and values of Integrity, Fairness, Respect, and Responsibility.

2. Comply with the constitutions and other rules of the organizations at the inter/national, regional, state, and chapter levels.
3. Operate their chapters in a responsible manner, including conducting regular chapter meetings, elections of officers, and establishing annual goals and objectives.
4. Select new members in accordance with inter/national standards and consistent with College Panhellenic Council or Interfraternity Council (IFC) and College regulations.
5. Be represented at meetings called by IFC or Panhellenic or the College and maintain good standing with the IFC or Panhellenic as a governing board. Chapters shall have representatives appointed to their respective fraternity/sorority peer judicial board. These boards shall be organized by IFC and the College Panhellenic and are responsible for the primary adjudication of disciplinary matters associated with fraternity and sorority chapters within their jurisdiction.
6. Follow responsible self-governing practices.
7. Provide membership education programs.
8. Maintain a successful internal peer review system to permit their chapter to hold members accountable to their own values, as well as the values and policies of the organization and the College.
9. Maintain insurance and risk management policies that protect the member organizations and the College in the case of an accident or other occurrence; chapters are strongly encouraged to work toward minimizing their risks and liabilities in the design and implementation of all programs and activities.

Recruitment and New Member Process

Formal Recruitment & Membership

The Interfraternity Council conducts a hybrid recruitment early in the fall semester open to unaffiliated students. The Interfraternity Council encourages chapters to participate in informal recruitment, meaning the chapters have the ability to recruit new members in the fall or spring semesters. If a student is interested in seeking membership after the formal recruitment process has concluded, they should talk to the leadership of the particular chapter they are interested in to learn if they are still accepting new members. Specific details about the informal recruitment process can be found in the Interfraternity Council Bylaws.

The College Panhellenic Council also conducts formal recruitment at the start of each fall semester, open to unaffiliated students. Westminster's College Panhellenic Council follows all resolutions and recommendations for recruitment as outlined by NPC. An allocation system is also used for the women's process, and the Panhellenic Council and College work to ensure parity among all organizations. In some instances, chapters may be able to participate in recruitment beyond the formal recruitment period. Some chapters may be eligible to participate in continuous open recruitment and offer membership to unaffiliated students through this process in either the fall or spring semesters. However, it should be noted that not all chapters may participate in continuous open recruitment.

Recruitment Events

Recruitment procedures are agreed upon by each Governing Council within the Fraternity and Sorority community. Events must abide by all regulations regarding membership recruitment,

including conducting all recruitment events and new member activities without alcohol. The Panhellenic Council and the Interfraternity Council coordinate pre-recruitment events to introduce incoming students to the respective communities prior to the start of the formal recruitment period. For additional Recruitment policies, please refer to the Panhellenic Recruitment policies and the IFC Recruitment policies.

New Member Education Program and Policies

A. New Member Educators

New member educators are responsible for filing new member education plans with the Office of Fraternity and Sorority Life and making their organizations fully aware of all new member policies. Submitting the New Member Education program to the Office of Fraternity and Sorority Life is a component of the Fraternity and Sorority Annual Feedback Criteria.

B. New Member Education Program

“New Member” means pledge, associate member, etc. New member education shall begin immediately after the end of formal recruitment or the pledging ceremony. *Fraternity and sorority chapters have eight weeks from the date of affiliation/induction to conclude all new member education and initiation activities.* Initiation for these chapters must be completed no later than one week before the week of final exams. There should be no “new member” activities between the hours of 12 a.m. (midnight) and 7 a.m. The purpose of the fraternity and sorority new member education program is to help students be successful academically and socially at Westminster College as well as to introduce them to the responsibilities of membership in a social organization. Each organization has its own new member education program, and the curriculum will vary among each group. For women’s organizations, their new member education immediately follows formal recruitment and occurs in the fall semester. Their new member education program concludes with an initiation ceremony. For fraternity members, completion of the formal new member education program as well as meeting the minimum academic standards of the Interfraternity Council are two of the prerequisites for initiation into membership. The actual initiation ceremony is scheduled by each individual fraternity in accordance with College policies and typically occurs around mid or late November.

C. New Member Education Policies

New member education is an organization’s means of specifying plans and programs for the meetings, educational programs, etc. that new members complete. The New Member Education process should outline details of the New Member Education program. The New Member Education materials should be submitted and reviewed prior to the start of recruitment activities. When these documents are submitted to the Office of Fraternity and Sorority Life, the documents should have signatures and approval of the program by the New Member Educator, the Chapter President, and the Chapter Advisor. Any activity that occurs outside the parameters described in the approved new member education program is not permitted.

Per the Westminster College Student Handbook, Westminster College is committed to providing a learning environment free of all forms of violence, abuse, intimidation, fear, discrimination, and coercive conduct, including hazing. We offer many clubs and organizations, in addition to our many NCAA (Division III) athletic teams, that students may elect to participate in during their four years. All individuals have a right to be treated with respect and free from any form of

physical, mental, and/or emotional abuse. Hazing is a serious offense and is a violation of the College's core values of fairness, integrity, respect, and responsibility. Hazing also violates Missouri law, and individuals who engage in behaviors that constitute hazing may be subject to criminal prosecution. For specific information regarding the Westminster College Hazing policy, please refer to the Westminster College Student Handbook.

Fraternity and Sorority Life Academic Reports

At midterm and the end of each semester, the Office of Fraternity and Sorority Life will prepare a grade report to be sent to Chapter Presidents. The midterm grade report will only include students who are not passing one or more courses at the midterm point. The end-of-semester report will include a list of individual grades, a chapter summary, and fraternity/sorority community summary data. Based on the semester, the Office of Fraternity and Sorority Life reserves the right to not share one or more of those documents with chapter leaders. If a chapter has fewer than 5 members or new members, the new member summary or chapter summary information will not be reported to other community members in the end-of-semester report. All academic information shared in these reports is confidential and is not to be shared with others. These reports should be shredded when no longer needed to keep this information confidential. Students must complete Grade Release Forms to provide permission to share their academic information on the reports.

Fraternity and Sorority Housing Policies

Westminster College owns and manages five fraternity facilities on campus – Beta Theta Pi, Delta Tau Delta, Phi Delta Theta, Sigma Alpha Epsilon, and Sigma Chi. The Kappa Alpha Order facility is not owned and operated by the College, so the fiscal responsibility for the operation of the men's social fraternity house lies with the fraternity House Corporation (College and chapter alumni) and current membership through the officers of each chapter. The House Corporation is responsible for determining the charges for room and board, maintenance and cleaning schedules, and overall operations of the housing facility.

All facilities, regardless of ownership, are required to pass an annual fire and safety inspection each summer before students can occupy the facility at the start of each academic year. Because the fraternity houses are considered College approved housing and their property is owned by the College, the College has specific expectations regarding the appearance and upkeep of the facility and surrounding grounds. Each chapter is responsible for maintaining its yards, parking lots, dumpsters, and various other fraternity spaces. It is an expectation that all yards are maintained and presentable no later than 8:00 am every morning. Failure to do so may result in a monetary fine for the organization, and repeated non-compliance could result in College disciplinary action.

Fraternity Costs

The cost of living in a fraternity house varies and is often comparable to living in college residence halls. Students are encouraged to talk to current chapter leadership to learn specifics about the costs and billing schedules for their organization.

Eligibility

All first-year, full-time college students are required to live in campus housing, such as the Quadrangle, the Triangle, the Groves, or the Westminster Apartments. All returning students or students who have completed at least one year at a college or university are eligible to live in fraternity facilities. Fraternity and sorority organizations have different methods for assigning members to live in the facility and for the room selection process. For individual questions about the policies, please contact the respective chapter leadership.

Housing Contract

Each individual organization has a housing agreement with the institution. For additional questions about fraternity and sorority facilities and occupancy requirements, please refer to the respective housing contracts.

Housing Assignment Requirements

All housing rosters and room assignments for the Spring semester are due to the Office of Residential & Fraternity and Sorority Life within two weeks of the last day of classes in the Fall semester. In the Spring semester, sorority housing rosters and room assignments are due within one week of the completion of the RA selection process. For the fraternity facilities, housing rosters and room assignments are due to the Office of Fraternity and Sorority Life within two weeks of receiving the end-of-semester grade report from the Office of Fraternity and Sorority Life.

Process to Request to Live Out of the Facility

If a member would like to request to live out of the fraternity or sorority facility, an email with approval from the Chapter Advisor and/or House Corporation President must be sent to the Director of Residential Life and Assistant Director of Fraternity and Sorority Life. Once the advisor provides approval, the member can request other on-campus or off-campus living. Without approval from an advisor, the member will automatically be placed into their chapter housing facility and billed accordingly until approval is provided.

Faculty Advisors

Each student organization must have an advisor who is approved by the Office of Fraternity and Sorority Life. Since academic excellence is a value of the fraternity and sorority community, fraternity and sorority organizations have faculty advisors, in addition to their chapter advisory team. The faculty advisor serves as a resource for the organization regarding academic support and other needs. The chapter president is responsible for updating the faculty advisor and engaging in regular communication with the faculty member. If any organization chooses to change faculty advisors, they need to contact the Office of Fraternity and Sorority Life. A list of all Faculty Advisors is kept on file with the Office of Fraternity and Sorority Life. A full list of Faculty Advisor Expectations can be found [here](#).

Accountability

Westminster College Group Accountability Statement

Westminster College has always emphasized the importance of individual responsibility and accountability in the lives of its students. This statement of group accountability acknowledges that unacceptable behaviors by individuals functioning as members or officers of a student

organization may have consequences for those individuals as well as for the organization. Also, the privilege of being an officer of a student organization carries with it the responsibility for the reasonable anticipation and prevention of foreseeable violations of Westminster College policies.

In general, a recognized student organization may be held accountable for the behavior of its members and guests on its premises, at events sponsored (or co-sponsored) by the organization, or when a group including significant numbers of members or guests violates college policies. Organizations that violate college policies are subject to sanctions. It is the responsibility of organizational officers or those in charge of an event to identify foreseeable problems that may arise and to take timely corrective action. It is appropriate for an organization's officers or members to ask for assistance from college offices, such as Campus Security, Assistant Director of Fraternity and Sorority Life, or outside resources, such as Emergency Responders.

The conditions under which an organization maintains responsibility for violations of college policies and standards include (but are not limited to):

- The actions constituting the violation were tacitly or overtly condoned by the organization or its officers;
- The organization or its officers should have foreseen yet failed to take reasonable precautions against such actions;
- A policy or practice of the organization was responsible for a violation; or
- The behavior in question was committed by, condoned by, or involved organization officers or a significant number of organization members or guests.

In determining whether an organization or its officers failed to take reasonable precautions, the college may consider the repeated occurrence of relevant other incidents involving the organization. Possible violations of Westminster College policies should be reported to Campus Security, the Vice-President/Dean of Student Life, or the Assistant Director of Fraternity and Sorority Life.

Westminster College Organizational Accountability

1. The continued success of the fraternity and sorority community depends on the willingness of students and advisors, individually and collectively, to maintain and uphold the fraternity and sorority organizations' guiding principles. These principles can best be fulfilled by maintaining a positive working relationship between the Office of Fraternity and Sorority Life and the fraternity and sorority organizations that is based on the qualities of mutual respect, integrity, and honesty.
2. Each fraternity and sorority organization is required to establish and abide by its organizational constitution and bylaws, code of conduct, internal adjudication policy, risk management policy, and crisis management plan which includes following all rules and expectations articulated by Westminster College.
3. All fraternity and sorority organizations & societies must comply with all Westminster College policies outlined in the Student Handbook. Individual students and recognized organizations are subject to the rules, regulations, and policies that apply to all members of the Westminster community.
4. Fraternity and sorority organizations & societies may be held accountable for irresponsible behavior when it occurs inside or outside the confines of the chapter

facility, on or off-campus, or when an individual or group is engaged in an organization-sponsored or organization-related activity.

5. Fraternity and sorority organizations & societies will be held accountable through the campus Accountability Process and/or through the Interfraternity Council and Panhellenic Judicial Processes.
6. The Vice-President/Dean of Student Life and/or the Office of Fraternity and Sorority Life may withdraw Westminster College recognition or add additional stipulations for recognition of any fraternity and sorority organization at any time if it is deemed to be in the best interest of the campus community.

Promoting Campus Events

The Office of Student Life can assist campus groups with promoting their events. Posters and flyers can be brought to the Office of Student Life to be distributed in residential and common spaces on campus. Each recognized campus organization has access to post events on the Student Life calendar. This calendar promotes events on campus to all students and feeds into the Westminster Daily posts. Please check with the Student Life staff for questions about advertising for events.

Crisis Management Protocol

For all campus incidents or emergencies, please call Campus Security and Emergency Services. If you need to speak with the on-call Student Life staff member or an on-call counselor, Campus Security can connect a student to those individuals. Please refer to the Westminster College Student Handbook for additional instructions about emergency response.

Philanthropy Policy

The Interfraternity and Panhellenic Councils have a Philanthropic policy that outlines the specific requirements of the Councils. In addition to the guidelines from respective councils, there is a Philanthropic Registration Form located in the Appendices of this document. This registration form should be submitted to the respective IFC and College Panhellenic Councils at least two weeks prior to the start of the philanthropic events. This document is to be submitted in addition to the packet information required for the respective Councils.

Membership Change Process

When there is a change in membership, a Membership Change Form needs to be completed to keep accurate records and ensure there is documentation for a roster change. The Membership Change Form must be filled out for all New Members who add, withdraw membership, or are released from the chapter following bid day. For all Active Members, this form also needs to be completed to confirm a change in membership for those who withdraw or are released from a chapter based on circumstances (financial, academic, other, etc.). Rosters will not be updated without a completed form for each member in need of a change. The Membership Change Form should be completed within one week of the decision to change membership.

Annual Feedback Criteria Program

The College's vision for the fraternity and sorority community is one where all fraternity and sorority organizations and their members are provided with an enriching, educational leadership development opportunity. Thus, it is imperative for the community to have its members

connected to the core values and rituals of their organizations, the fraternity and sorority community, and the campus community at large.

Connection to the Program

Members of a fraternity/sorority can have different connections with that organization. The most basic is the connection to the club-like activities that organizations provide (social events, intramural participation, etc.). This is the most common connection, especially for those who join without a recruitment effort that emphasizes the deeper meaning of fraternity/sorority. This is also the weakest connection, in that once those activities are no longer desirable or available a member's loyalty to the organization is lost. This is not necessarily an unhealthy connection unless those club-like activities are illegal, demeaning, or dangerous. It can, however, be a very superficial and temporary connection as people tend to grow out of their needs for these activities as they develop. Most members that see fraternities/sororities only as a place for these activities become disengaged and disappear after graduation.

Connection to the People

Some members seek out or grow into loyalty due to the close camaraderie and bond with fellow members, termed brotherhood or sisterhood. This loyalty extends beyond the club-like activities, although those activities often help promote the brotherhood and sisterhood of a chapter. On a base level, this can be a very healthy connection to the organization, nurturing long-lasting friendships and helping students learn to work and live closely with one another. The danger with this being the deepest level of connection to the organization is that members often fail to hold each other accountable for questionable behavior in an effort to maintain loyalty to one another. This can result in little confrontation or peer accountability.

Connection to the Purpose

The most difficult but meaningful affiliation to a fraternity/sorority one can have is to the core values and rituals of the organization. When one is connected at this level, one understands the true purpose of the fraternal movement and can uphold and defend the ideals of the fraternity, while still maintaining a sense of brotherhood/sisterhood and enjoyment of the club-like activities the fraternity/sorority has to offer. To reach this level, most members need to have the core values emphasized quite often through multiple facets (recruitment, new member education, member education, standards hearings, chapter meetings, etc.).

The College's vision of a Model Fraternity and Sorority Community is one in which all members are connected to the core values and rituals of their organization and the larger fraternity and sorority community, in an effort toward enhancing their own leadership development on the global campus community.

Annual Feedback Criteria Program

In order to create the Model Fraternity and Sorority Community, the College has established minimum standards consistent with the expectations of all Westminster students and organizations but has also created additional important objectives that a chapter will be encouraged to achieve. These standards and additional objectives are designed to support each chapter through a comprehensive internal reflection and evaluation period and to challenge them to demonstrate continued improvement in a variety of areas on an annual basis. These objectives

will be awarded based on criteria/documentation set forth in this document and the accompanying spreadsheet.

Purpose:

The overall goal of the Annual Feedback Criteria is to create a better understanding of how each chapter functions, illustrate what each chapter is doing well, and explore where each chapter may need additional assistance. This process is intended to help chapters understand the minimum expectations of Fraternity and Sorority Life. In addition, it gives an opportunity during officer transitions for incoming and outgoing chapter presidents to provide feedback to each other in order to improve the chapter and College processes.

Process:

Chapter presidents receive their Annual Feedback Criteria documentation from the Assistant Director of Fraternity and Sorority Life as part of onboarding material as an incoming chapter president.

Throughout the Spring and Fall semesters, chapters must complete at least 75% of the objectives within the feedback criteria. Chapters that meet fewer than 75% of the criteria will be responsible for scheduling a meeting at the end of the fall semester that will include the Assistant Director of Fraternity and Sorority Life, the outgoing Chapter President, the incoming Chapter President, and a Chapter Advisor. Additional attendees, such as executive board members or emerging chapter leaders are encouraged, but not required. This meeting will be to discuss the objectives that were not met, why they were not met, assess where the chapter needs assistance, and plan goals for the coming semesters.

The Evaluation Process

- The Office of Fraternity and Sorority Life will coordinate the annual review process.
- Chapters will provide the necessary documentation to the Office of Fraternity and Sorority Life in the time frame determined by the Assistant Director of Fraternity and Sorority Life (or specifically stated in the documentation)
- Each chapter's documentation forms are considered confidential, for the review only by the chapter, its advisors, its (inter)national organization (if applicable), and the Office of Student Life professional staff.
- The criteria/objectives are intended to be a living document, so they may be adjusted as chapters progress. After each evaluation period, the staff of the Office of Fraternity and Sorority Life will review the standards and recommend revisions.

Categories for Evaluation

- Academic Standards and Achievement (supports NIC push to increase academic focus for councils and chapters)
- Community Relations/Philanthropic Work
- Chapter Leadership and Management
- Membership Development (creates collaboration between groups as well as allows Greek organizations to connect with independent students and create connections)
- Risk Management/Social Responsibility/Conduct (support NIC Drug and Alcohol policy along with NPC policy)
- College Administration/Relations

Appendices

Appendix A

Westminster College Philanthropic Event Registration

All fraternity/sorority philanthropy events which are open for campus and/or public participation must be registered with the Panhellenic or Interfraternity Council at least two (2) weeks prior to the first event date. Please fill out the following information and submit the registration packet to receive approval.

Chapter: _____

Philanthropic Organization Name: _____

Dates: _____ **Chapter Philanthropy Chair:** _____

All registered philanthropy events/activities must follow these guidelines:

1. Entry fees for designated philanthropy weeks cannot exceed \$150, and the same fee must be charged to all fraternity and sorority participating groups.
 - a. Individual events may also have entry fees but must be standard for all participants.
2. Philanthropy events cannot exceed four consecutive mandatory attendance days, and events should conclude by 11:00PM.
 - a. During the week, one event must include either an on or off-campus service-oriented activity that is not mandatory.
3. All scheduled activities must be in compliance with NIC and NPC guidelines and all campus policies. The following events/activities are NOT permitted during philanthropy activities:
 - a. Scavenger Hunts (for items or people)
 - b. Suck-Up/Appreciation/Loyalty Days
 - i. Any other activities that include bribing or coercive behaviors.
 - c. Hazing
 - d. Presence or use of alcohol
 - e. "People Auctions"
 - f. Events that encourage negative competition or interactions among chapters
 - g. Homemade skits/songs that are disparaging or condescending to another fraternity or sorority or student group/population.
4. Advertisements, flyers, t-shirts, etc., must reflect the philanthropy and be in good taste. T-shirt proofs must be attached to this form in order to receive approval.
5. All events must be open to all participants at all times. All events must be available for public viewing.
6. Activities and events may not be altered once the schedule has been approved by the Panhellenic or Interfraternity Councils.
7. When soliciting participation for an event, all eligible groups must receive a registration packet with all of the following information at least two (2) weeks prior to the first activity:
 - a. Education about the selected philanthropy
 - b. A complete schedule of events (where and when each event is held)
 - c. Event rules and scoring guidelines (if applicable)
 - d. Contact information for the philanthropy chair and chapter president.

Date	Time	Location	Event Description

Do you plan on allowing other student organizations (non-FSL) to register for your event(s)?
 _____ **YES** _____ **NO**

Awarding of Points:

If you plan on awarding points for your philanthropy events, the reward structure must be advertised and included with the registration packet. Points may not be awarded for events/activities not included in the registration packet or inclusive of the activities above.

Philanthropy Chair Signature

Chapter President Signature

Council Officer or FSL Advisor Signature upon receipt

Date

Appendix B
Fraternity and Sorority Life Membership Change Form

Semester: _____	Date: _____
Name of Person Submitting Update: _____	
Chapter: _____	Position: _____

Member Name: _____ Year in School: _____
Has this member been initiated into your chapter (Y/N): _____ If yes, Date Initiated: _____
Add: Drop: Released:

*NOTE: "Drop" indicates an individual chose not to remain a member of the chapter. "Released" indicates the chapter decided to cancel an individual's membership.

Reasons for Membership Change (check all that apply)

Fraternity/Sorority Life is Not a Fit Financial Discipline Academic
 Other (please be specific): _____
Comments: _____

Chapter Representatives

Student Reporting: _____
(Name-Print) (Name-Signature) (Date)

Chapter President: _____
(Name-Print) (Name-Signature) (Date)

Chapter Advisor: _____
(Name-Print) (Name-Signature) (Date)

*NOTE: An Advisor's signature is necessary only when this form relates to the change in status of an active (initiated) member.

Office Purposes Only

Received by: _____ Date Received: _____