



# Fraternity and Sorority Affairs

## Pillars of Excellence Program

## **What is the Greek Pillars of Excellence Program?**

APSU's Greek Pillars of Excellence Program (GPEP) is the process of reviewing chapters for the attainment of minimum expectations as well as chapter-focused outcomes. The purpose is to ensure chapters are relevant to their inter/national organization, governing council, and Austin Peay State University. All chapters are required to take part in this program.

## **How does my chapter develop a GPEP plan?**

- Each year, chapters will set goals with their FSA liaison for the upcoming calendar year.
- Chapters will review their own inter/national organization's mission and demonstrate that they are achieving outcomes in relation to their mission.
- Chapters should consider the directives and goals of their inter/national organizations as they relate to the pillars of excellence when demonstrating their achievement of outcomes.

## **How will my chapter's Pillars of Excellence Plan be evaluated and reviewed?**

- Each chapter will submit and present a Greek Pillars of Excellence plan annually to the GPEP Committee.
- The GPEP Committee will evaluate achievement of chapter goals as defined in the chapter's one- year GPEP plan.
- Chapters will achieve pillar(s) by meeting 75% of their goals under each pillar.

## **What happens if my chapter "needs improvement"?**

- Underperforming chapters will improve chapter outcomes in the deficient area(s) with guidance from the Assistant Director of Student Life & Engagement.
- **Chapters must show signs of improvement** to be recognized as a Greek Pillar of Excellence organization
- **Improvement is defined as utilizing your plan from last year to show current improvement as it relates to your Greek Pillars of Excellence review this year.**
- Chapters underperforming for **greater than one year without signs of progress** will be further reviewed, and the GPEG Committee may recommend these chapters' recognition be revoked.

## **What is the timeline for the Greek Pillars of Excellence Program?**

- **January/February:** Chapters will formulate and review their plan with advisors and past leadership to begin implementing their chapter's Greek Pillars of Excellence plan.
- **January – December:** Chapters will meet with their FSA Chapter Liaison regularly and continue to work towards chapter outcomes outlined in their Greek Pillars of Excellence Plan. Chapters will submit documentation for goal completion throughout the year.
- **Following January:** Chapters will prepare and present their Greek Pillars of Excellence plans to the GPEP Committee.

## **Pillars of Excellence Foundations**

The Pillars of Excellence Foundations are minimum expectations that all chapters are expected to complete.

- Chapters will complete all administrative tasks on time (e.g., submit rosters, pay council dues, pay rent if applicable)
- 75% of membership attend the All-Greek Meetings
- Presidents attend all Chapter Presidents Meetings
- Chapters complete all RSO requirements including trainings and re-registrations before the deadline set by SOC
- Chapters must have a listed and confirmed Faculty/Staff advisor
- Chapter must participate in or host risk reduction trainings **(85% of chapter must attend one training of each category annually for credit)**. Chapters hosting trainings must get approval from the Fraternity/Sorority Affairs office to confirm the training meets the requirements for credit.
  - Hazing
  - Drug and Alcohol
  - General Risk
  - Sexual Assault prevention and education/Bystander intervention
- Chapter should not have any major judicial violations.
- A minimum of 2 members, preferably officers, attend FLEX (Greek track) & Ziegler Leadership Conference.
- Chapter Presidents attend FSA Leader Retreat in January
- Chapters maintain a minimum chapter GPA of 2.5
- Chapters must attend council meetings and events deemed “mandatory” by the respective governing council and announced at least two weeks in advance of the meeting/event.
- 75% of membership attend fall and spring Greek opening program (Greekfest)
- Chapters will participate in a minimum 75% of orientation events and preview days
- Each chapter must set and communicate with members the chapter’s required minimum expectations for community service and philanthropy.

## **Pillars**

There are 6 Pillars under the Pillars of excellence program. Each chapter will establish a goal for each topic under each pillar. These goals will be chapter specific and should use the S.M.A.R.T. goals method.

### **Pillar 1: Chapter Management**

Goal Topics:

- Chapter finances
- Chapter policies and procedures
- Chapter Communication plan and efforts
- Chapter Event management

### **Pillar 2: Member & Chapter Development**

Goal Topics:

- Leadership development
- New member development
- Career development
- Skills development

### **Pillar 3: Academic Excellence**

Goal Topics:

- Academic programming- (host or attend programs around academic success)
- Academic support- providing resources for underperforming members (e.g., scholarship plan)
- Academic achievement Recognition- acknowledging academic achievement of members (e.g., hosting scholarship dinner, weekly recognition of those who did well on coursework)
- Chapter academic goals (e.g., chapter GPA)

### **Pillar 4: Campus & Greek Relations**

Goal Topics:

- APSU pride (e.g., sporting event attendance, campus involvement beyond members being involved)
- Inter-greek relations
- Alumni relations
- Campus department/organization relations

### **Pillar 5: Recruitment and Retention**

Goal Topics:

- Recruitment
- Retention of new members
- Retention of current members
- Trainings surrounding recruitment and retention

### **Pillar 6: Community & Philanthropic Endeavors**

Goal Topics:

- Community Service
- Philanthropy

## Pillars of Excellence Sample Rubric/Report

**Chapter:**

**Chapter Contact:**

### **Foundations**

Foundation	Completion & Documentation Status (Not Met, Partially Met, Met)	Notes
Chapters will complete all administrative tasks on time (e.g., submit rosters, pay council dues, pay rent if applicable)		
75% of membership attend the All-Greek Meetings		
Presidents attend all Chapter Presidents' Meetings		
Chapters complete the required RSO re-registration before the deadline set by SOC		
Chapters must have a listed and confirmed Faculty/Staff advisor		
Chapter must participate in or host risk reduction trainings Hazing		
Chapter must participate in or host risk reduction trainings Drug and Alcohol		
Chapter must participate in or host risk reduction trainings General Risk		
Sexual Assault prevention and Chapter must participate in or host risk reduction trainings education/Bystander intervention		
Chapter should not have any major judicial violations.		
A minimum of 2 members, preferably officers, attend FLEX (Greek track) & Ziegler Leadership Conference.		
Chapter Presidents attend FSA Leader Retreat in January		
Chapter GPA (2.5)		
Chapters must attend council meetings and events deemed "mandatory" by the respective governing council and announced at least two weeks in advance of the meeting/event.		
75% of membership attend fall and spring Greek opening program (Greekfest)		
Chapters will participate in a minimum 75% of orientation events and preview days		
Each chapter must set and communicate with members the chapter's required minimum expectations for community service and philanthropy.		

## Pillars of Excellence Sample Rubric/Report

### Pillars:

Pillar	Completion and Documentation Status (Not Met, Partially Met, Met)	Notes
Pillar 1: Goal Chapter Finances		
Pillar 1: Goal Chapter policies and procedures		
Pillar 1: Goal Communication		
Pillar 1: Goal Event Management		
Pillar 2: Goal Leadership		
Pillar 2: Goal New Members		
Pillar 2: Goal Career Development		
Pillar 2: Goal Skills development		
Pillar 3: Goal Academic programming		
Pillar 3: Goal Academic support		
Pillar 3: Goal Academic achievement		
Pillar 3: Goal Academic goals		
Pillar 4: Goal APSU Pride		
Pillar 4: Goal Intergreek relations		
Pillar 4: Goal Alumni relations		
Pillar 4: Goal Campus departments/organizations		
Pillar 5: Goal Recruitment		
Pillar 5: Goal Retention of new members		
Pillar 5: Goal Retention of current members		
Pillar 5: Goal Trainings around recruitment and retention		
Pillar 6: Goal Community Service		
Pillar 6: Goal Philanthropy		

# **Pillars of Excellence Sample Plan**

## **Pillar 1: Chapter Management**

Goal Topics:

- Chapter will have 100% of members current for dues or on a dedicated payment plan each semester.
- Chapter will review and vote on bylaws at the beginning of each semester.
- Chapter president will send biweekly emails with updates to all members.
- Chapter will track attendance at all open events using PeayMobile.

## **Pillar 2: Member & Chapter Development**

Goal Topics:

- Chapter will have an SLE staff member conduct a chapter specific leadership workshop in fall 2025.
- Incorporate the history of the Chapter in new member education through an interactive trivia game
- Chapter will host 1 event with career services on networking in Spring 2025.
- Chapter will host a tax prep workshop for members.

## **Pillar 3: Academic Excellence**

Goal Topics:

- Chapter will host one program around academic success in 2025.
- Chapter members below a 3.2 will have individualized academic plans each semester.
- Chapter will host a scholarship dinner for members that achieved a 3.5 or above each semester.
- Chapter will have a minimum new member GPA of 3.2 and a chapter GPA of 3.0

## **Pillar 4: Campus & Greek Relations**

Goal Topics:

- 50% of chapter will attend at least one APSU football, basketball, baseball, and soccer games.
- Chapter will develop and implement a mutual relationship building plan with one organization from each council.
- Chapter will host at least one alumni networking event a semester outside of Homecoming.
- Chapter will host an event with at least 2 non-Greek organizations a semester.

## **Pillar 5: Recruitment and Retention**

Goal Topics:

- Chapter will recruit a minimum of 15 members in 2025.
- Chapter will retain 85% of new members.
- Chapter will conduct a survey to ensure current members are satisfied with their experience each semester
- Chapter will host a recruitment workshop with 80% of members attending each semester.

## **Pillar 6: Community & Philanthropic Endeavors**

Goal Topics:

- Chapter will communicate two community service opportunities with members each month.
- Chapter will raise \$2500 for our local philanthropy in 2025.