

Five Pillars Accreditation Model 2019-2020

The purpose of this process is to provide an opportunity to improve and enhance Greek Life Experiences of Hobart men and WS women. The standards and expectations within the Pillars of Excellences are consistent with the values set forth by our respective fraternities and sororities at their founding. Each module will focus on a key Pillars of Greek life: Academics, Service, Philanthropy, Greek Development and Stewardship. A committee will be selected to review the submissions. Each module will have an expert in that area evaluate and make recommendations. This committee would interchange over time.

The Pillars of Excellence are not meant to be a competition between chapters, rather it is an individual Assessment and celebration for each chapter to that allows chapters, in partnership with Student Activities to evaluate current programming and operations, identify areas of strength and areas where improvement is needed. There will be opportunity to grow based upon how well the pillars are fulfilled. It is an opportunity to connect with members of campus they may not usually interact in areas that they may not usually venture as well as a time for reflection and introspection.

This report will include highlights, learning points/challenges with the ability to look back and reflect and move forward positively. The information collected will be reported and shared throughout campus and to National offices. The results will be transparent and reported to the Greek section of the website.

- Each chapter should create a report and submit materials to their portfolio with a monthly check in with Student Activities. The process will span a calendar year (January through December) which coincides with the executive board leadership transition.
- Submissions should include goals, reflection, documentation, pictures and media. Submissions should cover both individual and group material.
- There will be a rubric point scale for the pillars.
- Reflect on the semester/year and describe what you have learned, challenges that you overcame, and goals for the future.
- Chapter must be in good standing with the Colleges and have an active faculty/staff advisor. Maintain a positive relationship with faculty/staff advisor and meet with them regularly.
- The assessment rubric is based on a five star system. Each Greek organization must meet an average of 3 stars to successfully complete accreditation. Awards would be given based on the assessment rubric and demonstrated growth in each of the five categories.
- Each pillar will be individually evaluated by an expert in that field/department.
- Each pillar should include information about how the goal was completed with examples.

Failure to meet accreditation requirements may result in:

- House will lose recruitment privileges
- No social event hosting
- Not able to participate in Greek Week
- Loss of IFC voting privileges
- Loss of campus housing
- Loss of Colleges' recognition

Pillars of Excellence are listed as follows:

Formatting for Success:

For each category please follow the same format/font. Please submit each category separately. Include details with each submission that best defines that category.

This information should include:

- Date
- Location
- Event/activity
- Who/How many members were involved
- How many hours were spent participating
- A description of what was done
- How it matches the categories criteria
- How the activity reflects the values and mission of the organization
- What the organization got was affected by participating in this activity
- Please outline specific highlights such as funds raised and include pictures as applicable.
- Please include specific person as applicable.
- Please include how the submission fits the Greek curriculum model

- I.e. The XYZ Greek Organization rang bells for the Salvation Army on December 15th at the Plaza. 15 members participated for ran hour each. We feel that this fits the Community Engagement category and will make this annual activity. One of our core values is community service.

- Please see thee examples in each category to help decide what category best fits the activity.
- Please refer to the feedback from previous process as applicable



Academics: Demonstrate that, as a whole and individually, members have made significant progress towards graduation by engaging in the use of academic support services and creating academic programming within your organization. Year to year growth and improvement should be shown through your academics.

This category includes three distinct areas of excellence:

Academic success: taken as a whole and individually, the organization has made progress towards graduation and demonstrated a commitment to their academics.

- Have overall grade point averages above 2.5 or higher
- Demonstrate two-semester grade point averages at or above Hobart men's and WS Women's average
- Improve GPA and academic performance of members over the previous year
- Have a significant percentage of members on the Deans' List and on track to graduate
- Have multiple members achieving awards at Charter Day /Moving Up (list)
- Have members completing abroad experiences, summer research projects, Honors projects
- Have multiple members that are part of Honor Societies including discipline-specific societies

Academic support and development: taken as a whole and individually, the organization has engaged in the use of academic support services and the development of their academics

- Develop and implement a fraternity scholarship program
- Appoint and utilize a scholarship chair or committee
- Require/expect a routine schedule of study hours
- Provide study group opportunities for members in common classes
- Participate in CTL-organized peer mentoring programs, as either Fellows or students
- Provide academic skill development workshops, readers' colleges, or training sessions
- Work with student support services (i.e., the CTL, Centennial Center, CCESL, and Career Services) on academic programming for the fraternity.

Academic initiatives: taken as a whole and individually, the organization has created academic and professional programming to support the academic development of its members and the campus, such projects may include:

- Sponsor and host Greek-sponsored lectures and talks
- Attend, as an organization, campus talks and lectures related to the organization's values
- Organize faculty and staff discussions and talks
- Collaborate and contribute with other student and academic groups on campus engagements and initiatives around academics
- Develop relationships with faculty and staff members on academic grounds
- Participate and support members at student research presentations (such as Summer Research projects, and the Senior Symposium
- Provide member-led educational and development projects to the campus community



Community Engagement: Organization must demonstrate that they have organized multiple service events which have a positive impact on Geneva or a national cause. These events ideally would be connected to the organization mission. The organization must identify a charitable or social justice cause(s) and be able to understand and educate HWS about that cause. Fundraising in only one aspect to community engagement. The organization should strive for a team-oriented approach, where all members are engaged with whatever cause the group selects. The organization should also reflect on different models of service and citizenship, and move toward a more systematized and structural approach to change-making. The key question should be: how are we intervening to meet a demonstrated community need, or to change an unjust structure, in order to have lasting impact, rather than a short-term, band-aid approach?

Further details here: <http://www.democraticdialogue.com/DDpdfs/WhatKindOfCitizenAERJ.pdf>

Must show year to year growth and improvement in this category.

This category includes, but is not limited to:

- Philanthropic sponsorship
- % of brotherhood/sisterhood involved
- Identify the philanthropic cause for at least one event
- At least one co-sponsored event
- Social justice and inclusivity initiatives
- CCESL Service
- Geneva 2020 initiative
- Chapter hosts its own charitable cause and includes an educational campaign to compliment the efforts.
- Submit service hours log
- Each brother/sister must contribute 10 or more hours per semester of service, this includes blood drives, fundraisers, Days of Service, Boys and Girls Club, Geneva Heroes, Neighbors Night, community lunch program, EMS, volunteer firefighters, etc.
- Fundraising for notable nonprofit or social justice causes
- Others

Please include examples of how each category was fulfilled and include number of brothers, hours and how the submission fits the pillar's description.



Campus Engagement: Demonstrate that the organization as a whole has made collective contributions to the HWS campus community. For instance: organizing campus wide programs and events, collaborating with other campus organizations, or making significant contributions to enhance the HWS community. These efforts would also ideally be connected to the organization's mission and reflective of their chapter's values. Must show year to year growth and improvement in this category.

*Individual Brothers/sisters who demonstrate campus engagement does not equate to the organization as a collective demonstrating campus engagement.

This category includes, but is not limited to:

- Collaborations with other campus clubs and organizations
- Organizing campus wide events
- Organizing and contributing to social justice and inclusivity initiatives
- First year move in at orientation
- Participation in Homecoming & Family Weekend
- Sustainability efforts
- Serving on the Orientation Team
- HSG attendance and participation
- Collaborating with on-campus offices to co-sponsor programming. Offices such as:
 - CCESL
 - Centennial Center
 - Office of Title IX Programs and Compliance
 - Intercultural Affairs
 - Office of Spiritual Engagement
 - Office of Diversity and Inclusion
- Articles submitted to the Herald or Communications for positive promotion
- Demonstrated engagement by ALL Brothers/Sisters in campus life

Please include examples of how each category was fulfilled and include number of brothers/sisters, hours and how the submission fits the pillar's description.



Greek Development: Demonstrate that the Greek organization as a whole has engaged in activities connected to the core values of the HWS Mission, demonstrate a connection to the leadership model by helping to advance the goals and purpose of the IFC. This includes programs and activities that help members develop skills, gain new understanding, and better prepare them for college life and beyond. Greek Organizations must show year to year growth and improvement in this category.

This category includes, but is not limited to:

- Programs and trainings that exemplify the shared national value of character
- Sponsor and attend at least one Title IX session
- Active participation in the Greek emerging Leaders Program
- Attend national conferences and provide supporting materials from sessions attended
- Regular attendance at IFC meetings by selected representative and participation in IFC initiatives and events
- Pay IFC dues in a timely manner
- Continuous recruitment that abides by IFC/NPC guidelines(NIC)
- Brotherhood and sisterhood events
- Maintain a consistent, positive presence on social media
- Hosting educational sessions/seminars for the benefit of the brotherhood/sisterhood
- Invite speakers from the campus community (i.e. career services, CTL) and beyond to present to the brotherhood/sisterhood
- Attend Title IX and Anti-Hazing sessions
- Host educational sessions that are sponsored/required by their national office
- Communication with alumni via newsletter, social media, or Alumni Weekend events
- Have a presence to represent the house at reunion and other alumni events
- Contribute to national Greek magazines
- Contribute to the Greek website and promotional campaigns

- Show initiative with by hosting professors, creating education displays, etc.

- Participate in the installation of other chapters and colonies as requested by national office
- Include commentary support statement from faculty advisor if feasible
- Others

Please include examples of how each category was fulfilled and include number of brothers/sisters, hours and how the submission fits the pillar's description.



Stewardship: Organization must complete all administrative tasks to run the organization properly including maintaining house budgets, house management, attending required trainings, upholding Community Standards, etc. Must show year to year growth in this area.

- House operations includes identifying a house manager who coordinates work orders and regularly conducts walkthroughs with B&G.
 - Maintain housing roster- please include updated version with submission
 - Work with Res Ed on filling open residential spaces
 - Facilitate a smooth check in and check out process
 - Maintain fire violation free environment
 - Damage inspections result in minimal or no damage beyond routine maintenance.
 - Exterior and interior of house are well maintained
 - Consistent damage may result in ineligibility to receive awards.
- Chapter has executive board and judicial board with consequences.
- New Member Education is conducted in accordance with NIC /NPC standards as well as the HWS Community Standards
- House is violation free and maintains positive working relationships with administrative offices including Student Activities, Res Ed, Campus Safety, Deans, etc.
- Submission of semester and year end reports to Greek Advisor that include roster and officer updates, etc.
- Trained TIPS monitors and successful social hosting
- Demonstrate effective methods for risk management
- Current insurance certificate is on file with the Colleges
- Active advisor and Alumni/Alumnae Advisory Board

Each pillar will be accessed utilizing a rubric. Feedback will be given for each pillar; this may include comments, suggestions for improvement, and acknowledgment for successful work.

