

## Standards of Excellence Pilot Program

### 2025 Overview and Assessment

Link to SOE Submission Form: <https://cglink.me/2sy/s553>

Link to Individual Awards Form: <https://cglink.me/2sy/s554>

*\*Adapted from the University of Missouri's Standards of Excellence Program\**

The Standards of Excellence is the University of North Alabama Fraternity and Sorority Life's program focusing on chapter development, recognition of achievements, awarding chapter efforts, and ongoing feedback. This program is a pilot program in the Fall 2025 semester to give FSL organizations an outline of expectations and achievements to strive to meet in a multitude of operational and functional areas. The Standards of Excellence program provides guidelines for continuous improvement of operations, ideas for further development of existing programs, and opportunities to reflect on organizational progress throughout the academic year.

#### Timeline of Implementation:

**August 19, 2025:** SOE Pilot Program introduced to chapter presidents and advisors

**September 2, 2025:** Review of SOE Pilot Program at Presidents' Roundtable Meeting (additional officers invited to attend for training purposes)

**November 3, 2025:** SOE submission form goes live on Campus Groups

**November 4, 2025:** Additional SOE Pilot Program workshop held after Presidents' Roundtable Meeting (additional officers/incoming officers invited to attend for training purposes)

**January 31, 2026:** SOE and Individual Awards submissions close on Campus Groups

**April 2026:** University Awards Gala, Daniel R. Leasure Chapter of the Year and Fraternity Man/Sorority Woman awards distributed

**April 2026:** FSL Awards Ceremony, Standards of Excellence Awards distributed

**July 2026:** Standards of Excellence feedback reports distributed

#### Standards of Excellence Evaluation Process and Recognition:

The program's three components focus on content submission, recognition, and feedback. Chapters are expected to submit content for all eight (8) focus areas of the program. Content should include a list and explanations of your chapter's programming, responses to the reflection questions in the submission form, and any additional documentation that gives more

clarity on your chapter's programming. Please also include any recognition you may have received in the different focus areas (ex: certificates, trophy photos, or awards from your inter/national conference).

Once the submission deadline on January 31<sup>st</sup> passes, all chapter submissions will be reviewed by external judges selected by FSL. The judges will review each focus area, provide written feedback, and submit scores using a point scale of 1-3 (1: Below Expectations; 2: Meets Expectations; 3: Exceeds Expectations). These scores will be used to determine where chapters land with the recognition levels included in the table below.

Feedback for the Standards of Excellence program will be given to chapters in the summer. Chapters will receive a feedback document reflecting their scores in the different focus areas, any judge feedback, and a record of the chapter's attendance at FSL's various programming opportunities. This feedback report will reflect the chapter's involvement in community events and provide avenues for chapters to improve their operations and performance year over year.

Recognition Levels	Criteria
Developing	Organizations that Meet Expectations in less than four (4) Focus Areas
Chapter of Achievement	Organizations that Meet Expectations in four (4) Focus Areas
Chapter of Excellence	Organizations that Meet Expectations in all eight (8) Focus Areas
Honors Chapter	Chapters that Exceed Expectations in four (4) Focus Areas and Meet Expectations in the other four (4) Focus Areas
Council Excellence Cup	The organization who demonstrates the greatest achievement among all recognized fraternities and sororities in their respective council (awarded by the four councils)
Daniel R. Leasure Fraternity/Sorority Chapter of the Year	The organizations who demonstrate the greatest achievement among all recognized fraternities and sororities. To qualify, chapters must earn at least the Chapter of Excellence recognition level, answer the final question on the submission form, and optionally submit letters of support.
Certificate of Excellence	An organization can be distinguished in specific Focus Area categories based on high performance and achievement

Things to Remember:

- Fraternity and Sorority Life staff are available to support chapters planning their form submission
- This work should be a collective effort of chapter officers, not the work of one individual
- Give yourself an appropriate amount of time to complete your submission – you will gain the most from a well-rounded submission
- Use Microsoft Word or Google Docs to work on responses before submitting your Standards of Excellence form on Campus Groups
- Work with your chapter officer board and chapter advisor to plan your submission process
  - The content of your submission should not be a surprise to your advisor
- The Standards of Excellence is meant to be a developmental program to recognize your chapter's success and help set goals for the future. We encourage you to do your best!
- **Programs will qualify for Standards of Excellence submission if they are:**
  - **Substance (i.e. alcohol and/or illicit drugs) Free**
  - **85% attendance of the intended audience (i.e. 85% of new members attend the specified new member program; 85% of seniors attend the senior send off event)**
  - **Programming for the UNA community and/or co-sponsored with another chapter/organization will have the 85% attendance requirement waived.**
- The format of submission is left up to the individual chapter. Chapters are encouraged to utilize any reports already produced for inter/national headquarters, etc.
- Chapters should thoughtfully articulate the impact of the event, program, service, etc. and the growth shown by the chapter's participation. Consider explaining how this submission differs or deepens the chapter's participation compared to previous years.
- Consider creating a position, or adding a responsibility to an existing position, that understands, tracks, and submits the Standards of Excellence form.

## Standards of Excellence Submission Form Structure

This section contains all information and questions included in the Standards of Excellence submission form. There are eight (8) focus areas based around chapter operational programming:

- Academic Achievement and Support
- Alumni and Graduate Chapter Engagement
- Campus and Community Engagement
- Chapter Management
- Council Engagement
- Health, Safety, and Wellness
- Leadership Development
- Member Development

Each area will include three (3) essay reflection questions, and submission requests. Please note, to be eligible for the Daniel R. Leasure Fraternity/Sorority of the Year award, your chapter must have reached the Chapter of Excellence recognition level by submitting and earning at least 'Meets Expectations' in all eight (8) focus areas. It must also answer the essay question at the end of the form and may provide up to two letters of support from outside entities (optional).

Some questions require additional documentation to confirm the information shared through your chapter's essay submission. The supplemental materials should confirm and enhance what you share in your responses to the open-ended essay questions. Any documentation submitted to your organization's inter/national headquarters for assessment/reporting requirements is welcome and preferred.

### **Focus Area 1: Academic Achievement and Support**

North Alabama's fraternity and sorority community prioritizes academic excellence and provides support for members' intellectual development and success. The following standards will be used to evaluate each chapter's progress toward excellence in academic achievement and support.

- Please submit your chapter's Academic Achievement and Support plan. Your plan should address the following:
  - Describe how your chapter supports members who are not meeting the organization's academic standards.
  - Describe how your chapter celebrates the academic successes of its members.
- What are your chapter's strengths when it comes to Academic Achievement and Support?
- What are some growth areas for your chapter in Academic Achievement and Support?
- What outcomes does your chapter's Academic Achievement and Support plan include?  
Please select all that apply:
  - Time management
  - Study skills
  - Teamwork and collaboration
  - Academic mentoring/tutoring
  - Connecting coursework to career aspirations
  - Building faculty relationships
  - Other
- Upload any supplemental information you are submitting to your Inter/National Office around Academic Achievement and Support.

### **Focus Area 2: Alumni and Graduate Chapter Engagement**

Fraternities and sororities at North Alabama encourage active and positive relationships with alumni and graduate chapters to foster continued involvement and support. We believe that fraternities and sororities should discover and implement opportunities for alumni and graduate chapter members to remain involved in and informed of chapter activities. The following standards will be used to evaluate each chapter's progress toward excellence in alumni and graduate chapter engagement.

- Please submit your Alumni and Graduate Chapter Engagement plan. Your plan should address the following:
  - How does your chapter keep alumni informed? (Ex: Newsletter, email list, meeting minutes)

- In what ways does your chapter keep your alumni engaged? (Ex: hosting alumni events, attending alumni club/chapter meetings and events)
- What are your chapter's strengths when it comes to Alumni and Graduate Chapter Engagement?
- What are some areas of growth for your chapter around Alumni and Graduate Chapter Engagement?
- What outcomes does your chapter's Alumni and Graduate Chapter Engagement plan include? Please select all that apply:
  - Networking and job opportunities
  - Mentorship opportunities
  - Communication (newsletters, marketing)
  - Promoting relationships with alumni
  - Promoting collaboration among chapter officers and corresponding alumni advisory board members
  - Celebrating alumni achievements and milestones
  - Maintaining a robust alumni database
  - Other
- Please submit any supplemental documentation that is submitted to your Inter/National Headquarters around Alumni and Graduate Chapter Engagement.

### **Focus Area 3: Campus and Community Engagement**

Members participate in high-impact practices that foster meaningful connections on campus while also engaging in service, service-learning, and philanthropic efforts that positively impact the local, state, regional, and (inter)national communities. The following standards will be used to evaluate each chapter's progress toward excellence in campus and community engagement.

- Please submit your chapter's Campus and Community Engagement plan. Your plan should address the following:
  - How does your chapter engage with the UNA community?
  - How does your chapter engage with the greater Shoals area community?
  - How does your chapter recognize and celebrate individual members who are engaged and/or serving as leaders on campus?
  - How does your chapter communicate community service opportunities to its members?
  - What partnerships does your chapter have within the Florence, Shoals, and/or inter/national communities?
  - How does your chapter celebrate its members who go above and beyond in community service, philanthropy, or service-learning projects?

- What are your chapter's strengths when it comes to Campus and Community Engagement?
- What are some areas of growth for your chapter around Campus and Community Engagement?
- What outcomes does your chapter's Campus and Community Engagement plan include? Please select all that apply:
  - Individual level:
    - Leadership roles in campus organizations
    - Time management skills
    - Resume enhancement
    - Building cross-organizational networks
    - Identifying, seeking out, and collaborating with other organization leaders with similar objectives
    - Participation in community groups or clubs
    - Greater awareness of local issues
    - Increased volunteer hours
    - Developing professional and social networks
  - Chapter level:
    - Strengthen partnerships with other campus organizations
    - Recognition as a leading organization
    - Enhanced effectiveness in recruiting members
    - Promoting and engaging members as leaders in other organizations
    - Facilitate member involvement in civic engagement opportunities
    - Building strong community partnerships
    - Organizing chapter-wide service projects
    - Fostering a chapter culture of social responsibility
    - Engaging alumni and families in civic engagement opportunities
- Please submit any supplemental documentation submitted to your Inter/National Headquarters around Campus and Community Engagement.

#### **Focus Area 4: Chapter Management**

Chapter operations are carried out in an organized, efficient, and timely manner to ensure accurate record-keeping with the Office of Fraternity and Sorority Life at the University of North Alabama. The following standards will be used to evaluate each chapter's progress toward excellence in chapter management.

- Please submit your chapter's Chapter Management plan. Your plan should address the following:

- How does your chapter maximize organization and efficiency in its day-to-day operations?
- How does your chapter effectively communicate chapter-wide updates outside of formal meetings?
- How does your chapter keep track of membership changes and ensure that they are reported to FSL and I/HQ in an efficient manner?
- How does your chapter hold members accountable for being current on monthly/semesterly bills?
- What are your chapter's strengths when it comes to Chapter Management?
- What are some areas of growth for your chapter around Chapter Management?
- What outcomes does your chapter's Chapter Management plan include? Please select all that apply:
  - Accurate and up-to-date records
  - Timely reporting and documentation
  - Financial accountability
  - Operational continuity (officer training/transitions)
  - Communication and collaboration
  - Event and program management
  - Recognition and accreditation readiness
  - Other
- Please submit any supplemental documentation submitted to your Inter/National Headquarters around Chapter Management.

### **Focus Area 5: Council Engagement**

Fraternities and sororities maintain positive relationships with other chapters, collaborate with their inter/national organizations and actively participate in their respective governing councils at North Alabama. The following standards will be used to evaluate each chapter's progress toward excellence in council involvement.

- Please submit your chapter's Council Engagement plan. Your plan should address the following:
  - How does your chapter engage with and/or support its respective council?
  - What does your chapter do to build relationships with other chapters in its council?
  - What does your chapter do to build relationships with chapters in the other three councils?
- What are your chapter's strengths when it comes to Council Engagement?
- What are some areas of growth for your chapter around Council Engagement?



- What outcomes does your chapter's Council Engagement plan include? Please select all that apply:
  - Individual level:
    - Understanding of council governance and involvement
    - Enhancing relationships across Greek-letter organizations
    - Awareness of inter-chapter issues and council-level challenges
    - Networking with leaders from other chapters
  - Chapter level:
    - Improved chapter representation and visibility
    - Collaboration on council-wide initiatives
    - Opportunities for joint programs
    - Encouraging members to seek leadership positions
- Please submit any supplemental documentation submitted to your Inter/National Headquarters around Council Engagement.

#### **Focus Area 6: Health, Safety, and Wellness**

A common value among all fraternities and sororities is brotherhood and sisterhood. Our greatest expectation as chapters is to deliver on the value of brotherhood/sisterhood which entails facilitating an experience that provides physical, mental, and emotional safety. We do not just want our members to have a healthy experience, we want to ensure our community and chapters facilitate experiences in which students can thrive.

- Please submit your chapter's Health, Safety, and Wellness plan. Your plan should address the following:
  - What training or programs does your chapter engage in or provide its members?
  - How often do all members of your chapter review the organization's policies and protocols?
  - How does your chapter promote health and safety at its events?
  - How does your chapter welcome and celebrate its newest members, graduating seniors, and everyone in between?
- What are your chapter's strengths when it comes to Health, Safety, and Wellness?
- What are some areas of growth for your chapter around Health, Safety, and Wellness?
- What outcomes does your chapter's Health, Safety, and Wellness plan include? Please select all that apply:
  - Participation in wellness initiatives
  - Harm reduction and risk management strategy
  - Collaboration with campus, community, and organizational health resources
  - Member retention and satisfaction
  - Promotion of healthy relationships

- Awareness and reporting of safety concerns
- Please submit any supplemental documentation that is submitted to your Inter/National Headquarters around Health, Safety, and Wellness.

*\*Organizations found responsible for misconduct or policy violations through the Office of Student Conduct during the calendar year will earn no higher than a 'Meets Expectations' rating for this focus area.*

### **Focus Area 7: Leadership Development**

Successful organizations prioritize member development, effective leadership, strategic planning, and creating healthy environments. Other critical elements of successful leadership include building and utilizing support systems, both chapter and officer retreats, engaging in regular feedback, evaluating officer effectiveness, and evaluating an organization's overall impact. The following standards will be used to evaluate each chapter's progress toward excellence in Leadership Development.

- Please submit your chapter's Leadership Development plan. Your plan should address the following:
  - What are your chapter's goals for the school year/executive board term/cycle?
  - What strategies does your chapter use to promote continuity of goals and/or objectives beyond the annual transition of officers?
  - What resources (Ex: Inter/National organization, FSL, campus resources, Council Executive Board, alumni/graduate advisory board/chapter, etc.) does your chapter use to support its growth and leadership development?
  - How does your chapter train its leaders on navigating organizational dynamics, cultivating a healthy and safe environment, promoting accountability, and motivating its members?
- What are your chapter's strengths when it comes to Leadership Development?
- What are some areas of growth for your chapter around Leadership Development?
- What outcomes does your chapter's Leadership Development plan include? Please select all that apply:
  - Accountability and follow-through
  - Opportunities for leadership at a variety of membership levels
  - Strategic planning and goal setting
  - Member buy-in and engagement
  - Other
- Please submit any supplemental documentation submitted to your Inter/National Headquarters around Leadership Development.

### **Focus Area 8: Member Development**

Fraternities and sororities provide personal development by providing educational experiences and learning opportunities. These activities may promote career development, self-development, communication, critical thinking, leadership, professionalism, teamwork, and healthy relationships among members. The following standards will be used to evaluate each chapter's progress toward excellence in Member Development.

- Please submit your chapter's Member Development plan. Your plan should address the following:
  - How does your chapter incorporate campus resources into its Member Development programs?
  - What methods and inspiration do you use to create meaningful, developmental experiences for your members?
- What are your chapter's strengths when it comes to Member Development?
- What are some areas of growth for your chapter around Member Development?
- What outcomes does your Member Development plan include? Please select all that apply:
  - Membership retention
  - Development of personal values
  - Development of a mentorship culture
  - Collaboration and teamwork
  - Shared commitment to organizational values and mission
  - Interpersonal communication
  - Conflict resolution
  - Peer-to-peer accountability
  - Professional skill development
  - Other
- Please submit any supplemental documentation submitted to your Inter/National Headquarters around Member Development.

### **Daniel R. Leasure Fraternity/Sorority Chapter of the Year**

**To be considered for this award, chapters must answer the essay question below and may submit up to two letters of support.** Your response to the essay question should be no more than 3-4 paragraphs. Letters of support are not required to earn this award, but may help provide additional context to your essay question response.

- What value do you believe your organization brings to the University of North Alabama community and the FSL community?
- Please submit up to two letters of support from entities outside of your chapter who believe your chapter should earn this award.