

## **Pillars of Excellence Accreditation Packet**

Recognized fraternities/sororities at Babson College are required to meet or exceed specific standards and expectations to receive accreditation each year. The purpose of this process is to provide an opportunity to improve and enhance fraternity/sorority life experiences at Babson for our collegiate men and women. The standards and expectations within the Pillars of Excellence are consistent with the values set forth by our respective fraternities and sororities at their founding.

The Pillars of Excellence is not a competition between chapters; rather it is an individual assessment for each chapter to utilize. This program allows chapters, in partnership with key College administrators, to evaluate current programming and operations, identify areas of strength, and areas where improvement is needed.

Each chapter will be evaluated based on their contributions throughout the previous calendar year to each of the five pillars that guide the Fraternity and Sorority Community at Babson College: *Scholarship, Leadership, Service, Respect, and Unity*.

Following the review of the submitted packet, the outgoing and incoming executive boards of each chapter will be invited to present to the reviewers the following:

1. Highlights of chapter success and achievements
2. Chapter challenges and how they were managed
3. Goals or focus for the next calendar year

No feedback prior to the presentation will be shared with chapters, as the presentation and follow-up Q&A will serve as a dialogue with reviewers, rather than a defense of chapter accomplishments. Final scores and comments will be reviewed with each chapter president by their direct staff advisor. The following academic year, chapters will use their Star Level as a guide for improvement, specifically when working in partnership with their respective staff adviser.

Based on the percentage of points received in each category, chapters will be placed in the following levels of excellence:

- **Four Star Level** - Chapters achieving 95% or more of available points
- **Three Star Level** - Chapters achieving 85% or more of available points
- **Two Star Level** - Chapters achieving 75% or more of available points
- **One Star Level** - Chapters achieving 74% or less of available points

Chapters achieving the One Star Level will be placed on supervision for the entire academic year.

### ***Supervision***

Chapters placed on supervision will work with a professional staff member to plan and strategize improvements in order to address challenges highlighted through the Pillars of Excellence Accreditation

process. This status does not restrict any chapter function or community participation, but allows for a partnership with the administration to work toward improvement.

1. Must meet twice per semester – a meeting must be scheduled within the first two weeks of classes each semester.
2. Chapter e-board members (Chapter Advisors are welcome) must be a part of these meetings so the responsibility does not fall solely on the president.
3. Chapters are responsible for creating plans for improvement and maintaining strong communication with the administrator responsible for fraternity/sorority life.

***Failure to set-up/attend these meetings will result in communication with a chapter's National Headquarters to determine next steps. Chapters achieving One Star Level three years consecutively will be considered for removal from campus.***

**Check-list of elements to include following** a cover letter reflection on the year's successes/challenges:

#### Scholarship

- Reflection from scholarship chair on their role and accomplishments
- Scholarship Plan
- Reflection of academic successes and challenges over the past two years
- Name and contact info for faculty/staff advisor
- Letter/Email from faculty/staff advisor demonstrating their continued support

#### Leadership

- A reflection from the attendees of a national convention or other national/regional leadership program, describing the experience and how it benefited the chapter and fraternity/sorority community
- A reflection on how the chapter and its members have worked to maintain a positive chapter image and contribute to a positive fraternal image on campus
- List of each chapter members involvements submitted in an excel file
- New Member Education plan including calendar, goals, outline of sessions, and expectations
- List of educational/chapter enrichment programs the chapter held – include title, date, description and percentage of chapter in attendance
- A list of Chapter Goals and delegated responsibilities.
- Letter/Email from Advisory Board demonstrating their support & involvement with the chapter.

#### Service

- List of service hours for all members submitted in an excel file
- List of philanthropic events that the chapter held – include title, date, cause, description that includes how it relates to the organizations values and/or philanthropic mission, total spent on the event, total raised, and how the event educated participants on the cause they were supporting
- List of service projects that the chapter held – include title, date, cause, description that includes how it relates to the organizations values and if co-sponsored

#### Respect

- Overview of standards process
- Reflection from standards chair and/or committee about successes and challenges in Spring/Fall
- Submit detailed safety, wellness, and risk management plan

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- A reflection outlining everything the chapter has done to help prevent hazing in their organization and on campus – please include for any program the title, date, and description
- A reflection from the officer/chair responsible for Diversity, Inclusion, and Equity on their work over the past year and what goals the chapter still wants to work on

Unity

- List of non-chapter specific non-FSL events that the chapter, as a whole, supported – please include the name of the event, date, and description of how the chapter supported
- List of campus wide programs and events that the chapter, as a whole, supported – please include the name of the event, date, and description of how the chapter supported
- List and brief description of all collaborations with other fraternal organizations that were alcohol free
- List and brief description of all programs and events hosted by other chapters that the chapter supported
- List of IFC and Panhellenic events or programs that the chapter participated in
- A write-up describing the efforts that the chapter has taken to build positive relationships among the fraternity/sorority community



**SCORING RUBRIC BY PILLAR**

<b>Scholarship</b>  <i>As members of fraternities/sororities at Babson College, we strive to exceed the academic expectations of our National Organizations and those of the College. We are committed to supporting the scholastic endeavors of all members through programming and use of campus resources.</i>	Points Available	Points Awarded
Chapter has an overall grade point average that is at or above the Babson College All Men's/All Women's average for the fall and spring semesters. <i>(chapters do not need to submit any data as it will be taken directly from semester grade reports)</i>	5 points	
Chapter's new member class(es) has an overall grade point average that is at or above the Babson College All Men's/All Women's average for the semester of their new member period. <i>(chapters do not need to submit any data as it will be taken directly from semester grad reports)</i>	2 points	
Chapter has an appointed/elected scholarship officer with a clearly established mission.	3 point	
Chapter has a documented scholarship program that is tailored to chapter specific challenges and strengths, beyond their nationally recommended plan.	3 points	
Chapter demonstrates cumulative grade point average maintenance or improvement from semester to semester. <i>(chapters do not need to submit any data as it will be taken directly from semester grad reports)</i>	2 point	
Chapter demonstrates semester grade point average maintenance or improvement. <i>(chapters do not need to submit any data as it will be taken directly from semester grad reports)</i>	2 point	
Chapter has and utilizes an on-campus academic/scholarship advisor in terms of programming and interaction.	3 point	
COMMENTS:	TOTAL POINTS  (out of 20)	

<p><b>Leadership</b></p> <p><i>As members of fraternities/sororities at Babson College, we are committed to excelling as leaders. We consistently educate ourselves and our members, strive to create well-rounded collegiate experiences, and serve as role models to our peers.</i></p>	Points Available	Points Awarded
Chapter participates in council meetings, trainings, and activities. (taken from data on file within each council and in the student life suite)	3 points	
Chapter discusses, approves, and assesses strategic goals on an annual basis.	2 points	
Chapter has at least one representative (non-delegate) serving as an officer for the appropriate governing council. (taken from data on file within each council and in the student life suite)	1 point	
Chapter members attend national convention or other national/regional leadership programs hosted by their national organization or other fraternal association.	2 point	
Chapter maintains and promotes a positive image of themselves and Fraternity & Sorority Life to those in the greater Babson Community.	2 point	
The majority of chapter members are actively involved in at least one other organization at Babson College AND Chapter members hold leadership positions on campus (clubs/orgs, Peer Mentor, RA, etc.) <i>(chapters must submit an excel spreadsheet of each members involvement)</i>	1 points	
Chapter has identified and overcome/achieved a significant organizational challenge or goal over the past calendar year.	2 points	
Chapter has a documented comprehensive member development plan (including new and active members) that is tailored to the needs of your chapter	4 points	
Chapter holds at least two educational programs (chapter enrichment ex. Personal finance, interviewing, cooking, dancing, etc...) for its members each semester.	2 points	
Chapter collaborates with an Alumni/ae Advisor or Advisory Board	1 point	
COMMENTS:	TOTAL POINTS  (out of 20)	

<p><b>Service</b></p> <p><i>As members of fraternities/sororities at Babson College, we strive to support our communities through service-oriented, mentor-related and philanthropic endeavors.</i></p>	Points Available	Points Awarded
<p>Each chapter member (not including new members) completed eight hours of community service/semester (At least 4 hours need to be done off campus or for an external organization not related to Babson College ex. Cradles to Crayons, North Hill, Food Pantry, etc... ) For every 5% of the chapter not meeting this requirement, .5 points will be deducted. Community service hours will be given for hands on time served. Philanthropic events including 24 hour events, walks, or donating goods/blood/money will be counted based upon a reasonable conversion of time and contingent upon a chapter's involvement with organizing for the Philanthropy. Final determination for converting participation hours to service hours will be made by the Director of OFSL.</p>	4 points	
<p>At least 75% of the Chapter should participate in at least one Babson College service event per calendar year. (Chapter should submit this information with their service spreadsheet)</p>	3 points	
<p>Chapter (co)hosts at least one philanthropic event each academic year.</p>	2 points	
<p>Chapter philanthropic events include an educational component. Through advertising, activities at the event, or flyers/handouts, participants in the event understand the cause they are supporting.</p>	3 point	
<p>Chapter makes a profit for their philanthropic events. Profit is defined as raising more money for the cause than was spent on the event.</p>	2 point	
<p>Chapter sponsors or (co)hosts at least one service project each academic year. (Does not include participation in council projects unless there is a chapter specific contribution)</p>	3 points	
<p>Chapter has a minimum of 5% of members serving in Community Leadership Team roles, i.e. peer mentors, resident advisors, peer health educators, etc.... (no additional data necessary, information will be taken from the rosters submitted each semester)</p>	3 point	
<p>COMMENTS:</p>	<p>TOTAL POINTS (out of 20)</p>	

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<b>Respect</b> <i>As members of fraternities/sororities at Babson College, we value respect for ourselves, our members, and other individuals involved in our communities. We believe that respect is the foundation of strong relationships and the core to character development.</i>	Points Available	Points Awarded
Chapter has an internal standards process and utilizes it to hold members accountable. (Evaluated via administration's conversations with presidents)	3 point	
Chapter appoints/elects a Diversity and Inclusion Officer AND promotes a welcoming environment within their chapter and in the greater Babson Community.	4 point	
Chapter appoints/elects a wellness, safety and/or risk management officer AND has a chapter specific plan to address : Alcohol & Other Drugs, Personal Wellness, and Healthy Relationships	4 point	
Chapter supports Hazing Prevention, Sexual Assault Prevention, Wellness, Diversity & Inclusion efforts on campus.	3 points	
Chapter is responsive to professional staff communication and turns in all required documents, i.e. non-hazing agreements, grade release forms, dues, in a timely manner.	1 points	
Chapter's percentage of involvement in conduct related incidents (individual members) where they are found responsible does not exceed 3% of their total membership for the calendar year. (data will be taken from statistics on file with Community Standards, no further documentation is necessary)	2 point	
Chapter is not on any warning status with the College for organizational conduct cases. (data will be taken from statistics on file with Community Standards and IFC/Panhellenic, no further documentation is necessary)	2 points	
Chapter maintains positive relationships with administrators in Student Affairs by partnering with them when issues arise, communicating regularly, and being respectful of policies and procedures.	1 points	
(If in Special Interest Housing) Chapter takes care to respect the physical living space, discloses facilities issues in a timely manner, responds to requests by Residence Education Staff promptly, and submits housing rosters by the deadline established by the College.	2 points	
COMMENTS:	TOTAL POINTS  (out of 20/22)	

<p><b>Unity</b></p> <p><i>As members of fraternities/sororities at Babson College, we focus on support, collaboration, and creating positive relationships within our community to achieve great success and guarantee our legacy.</i></p>	Points Available	Points Awarded
<p>Chapter promotes bonding and support between members of the organization AND effectively manages conflict between members. Examples can include but are not limited to: Chapter retreats, sisterhood/brotherhood events without alcohol, effective conflict mediation mechanisms / workshops, open and vulnerable conversation spaces, etc.</p>	3 points	
<p>Chapter participates in other organization's (not just FSL) events on campus and goes above and beyond to build positive relationships with organizations outside of the fraternity/sorority community.</p>	3 points	
<p>Chapter participates in campus wide programs and events. Ex. Homecoming, Care Week, Wellness Week, Babson Founders Day, Sorenson Events, etc..</p>	3 points	
<p>Chapter collaborates on at least one event each year with each <i>fraternity/sorority</i> (alcohol free event).</p>	4 points	
<p>Chapter demonstrates support of each fraternal organization at Babson College by attending their programs and events, supporting their philanthropies, and/or supporting them when they are in need.</p>	3 points	
<p>Chapter participates in community building programs hosted by the Interfraternity Council and Panhellenic Council.</p>	3 points	
<p>Chapter has a structured alumni/ae engagement plan.</p>	1 point	
<p>COMMENTS:</p>	<p>TOTAL POINTS (out of 20)</p>	