

Pillars of Excellence Accreditation Program Standards and Expectations for Fraternities and Sororities

Fraternity & Sorority Life provides students with an environment that fosters personal and professional growth. Through leadership opportunities, excellence in scholarship, and philanthropic involvement, students are able to build their resumes and make important connections that will better prepare them for life after CSU. In addition, Fraternity and Sorority Life can offer students a higher level of engagement in their university and the Columbus community.

Mission of Fraternity and Sorority Life

Fraternities and sororities provide students with the opportunity to become part of a collective group of men and women that share mutual ideals and values. These nationally recognized fraternal organizations promote and foster an environment of servant leadership, scholastic achievement, civic engagement, diversity, and inclusion.

The fraternity and sorority members at Columbus State University represent top leaders, scholars, mentors, community members, and athletes at the University. Therefore, certain standards must be maintained. It is in accordance with the mission and purpose of the Office of Student Life and Development and the department of Fraternity and Sorority Life that we have high expectations for members of the Fraternity and Sorority Community at Columbus State University. We expect that all members of the community follow these standards. This is with the understanding that if these standards are not met, chapters falling below the acceptable level will be placed on automatic probation and must meet with the Fraternity and Sorority Advisor. The organization on probation will be placed on good standing until all minimum standards are completed in a time frame of one semester. Failing to do so, the chapter will be placed on suspension. Chapters on probation or suspension will not be allowed to participate/host any social programs. The chapter leadership will meet with the Fraternity and Sorority Life Staff to set goals and develop an individualized success plan.

In this regard, Columbus State University has established the following norms and expectations for fraternities and sororities:

- Objectives and activities that are in accord with the goals and values of the University.
- A culture that contributes to the advancement of our local and global communities.
- An atmosphere that promotes excellence in life-long learning, cultural enrichment, and service to others.

Overview

The Columbus State University Community Standards was adopted in August 2014. The Community Standards were reviewed and updated in August 2015 and again in January 2017. The Community Standards were created in accordance with the mission and purpose of Fraternity and Sorority Life. In the spring of 2017, the Community Standards were transformed into the Pillars of Excellence, an Accreditation Program with the purpose to take the fraternity and sorority community at CSU to the next level of efficiency and success. The Pillars of Excellence Accreditation Program will serve as the guiding pathway to success for the chapters.

Members of the community are expected to follow these standards to the best of their ability. Chapters not meeting the minimum requirement will be placed on automatic probation. These initiatives will continue to reinforce the university core values while expanding the leadership and growth opportunities for the Fraternity & Sorority community.

Fraternity and Sorority Life, in cooperation with Student Life and Development, and the fraternity and sorority leaders have identified the following areas of focus:

- Academic Achievement
- Campus Involvement
- Community Service
- Chapter Management and Leadership
- Membership Development and Education
- New Membership Development and Education
- Recruitment and Intake
- Philanthropy
- Housing

Annually, fraternities and sororities will be recognized for excellence in each of the areas included in the Pillars of Excellence Accreditation Program. Each pillar represents the essential foundation to have a successful fraternity and sorority at CSU. Each Standard is built on the previous standard. Chapters who complete up to Outstanding Standard will automatically receive the *President's Seal of Approval*. This recognition represents the top achieving chapters on campus.

For the purpose of this document, we would define the following terms:

1. **Pillars:** Represent the areas of focus the organizations must work on. There are nine categories that represent a specific value of the Greek Community here at Columbus State University.
2. **Standards:** The four standards (*Minimum, Satisfactory, Outstanding, and Excellence*) represent the level of accomplishment a chapter can achieve in each Pillar. You may already perform items listed in certain standard.
3. **Chapter Designations:** These are parallel to Levels of Accomplishment in each Standard. These are awards chapters can receive at Fraternity and Sorority Life Award Reception.

Evaluation

Chapters completing the Pillars of Excellence Accreditation Program will be evaluated on the following scale:

Pillars of Excellence	Points Available		Points Received
Academic Achievement	60	Each chapter is eligible to receive additional points by completing individual items in each pillar.	
Campus Involvement	60		
Community Service	60		
Chapter Management & Leadership	55		
Membership Development & Leadership	80		
New Membership Development & Education	60		
Recruitment & Intake	20		
Philanthropy	60		
TOTAL	460		
Housing*	45		
Total	505		

*Denotes points available to only applicable chapters

Levels of Accomplishments and Chapter Designation	
Diamond Chapter:	<i>Excellence Standard: Well above Expectations in 6 Pillars.</i> Organizations achieving a Diamond Chapter Designation are performing well above all expectations set forth at CSU. This is the highest ranking a chapter can achieve.
Gold Chapter:	<i>Outstanding Standard: 4 Pillars</i> Chapters achieving an Outstanding Standard Designation are accomplishing four Pillars
Silver Chapter:	<i>Satisfactory Standard: Above Expectations in 6 Pillars</i> Organizations achieving a Silver Chapter Designation are performing above expectations set forth at CSU. Chapter in this level still have room to improve overall.
Bronze Chapter:	<i>Minimum Standard: Meets Expectations in all Pillars</i> Organizations achieving a Bronze Chapter Designation are only meeting the minimum requirements in all areas to be active on campus.
Unsatisfactory Chapter:	<i>Poor Standard: Fail to meet Minimum Standards in at least one pillar</i> Organizations with an Unsatisfactory Designation are not meeting the minimum standards in at least one area of focus. These chapters will be closely monitored by the Fraternity and Sorority Advisor and be place on probation.

All the items listed in this document must be turned in through the Monthly Reports due on the first (1st) of every month. Failure to submit the reports on time will result in penalty towards the chapter. The minimum level must be completed by all fraternities and sororities at CSU annually. The annual year will consist from June to May in order to maintain an active and good standing status with the university. The four Levels of Accomplishment listed above will promote growth and will lead to award and recognition opportunities during the Annual Student Recognition Reception.

Frequently Asked Questions

1. What is the Pillar of Excellence Accreditation Program?

The Pillars of Excellence Accreditation Program is the community standards chapters must complete in order to be in good standing with the university. Each pillar represents an area fraternity and sorority Life should focus in order to succeed as an organization.

The Accreditation Program is a self-evaluation initiative in which chapters can self-identify in what areas they are successful or face challenges.

2. Why did Columbus State University move to an Accreditation Program for the Fraternity and sorority community?

The Accreditation Program is a road map to success for each individual organization. Through the Pillars of Excellence Accreditation Program, the department of Fraternity and Sorority Life will be able to keep track of all the initiatives and programs each organization accomplish, as well as assess the community.

3. Are we required to participate and complete in all listed activities in the Pillars of excellence Accreditation Program?

Each chapter is required to achieve the minimum standard in all Pillars of Excellence. Failure to do so will result in violation of policies. There is no requirement for chapters to achieve an Excellence Standard, but it is highly encouraged. Most of the activities and requirements are the minimum most of the national organizations already require.

4. When do the Pillars of Excellence Accreditation Program come to effect and how should we submit our reporting?

The Pillars of Excellence Accreditation Program will come in effect as a Pilot Program in fall 2017. Each organization is required to look over the document and see the deadlines posted in each standard. Chapters can submit information through the Chapter Monthly Reports.

5. Will my organization be ranked against other organization on campus?

Each organization will receive a designation according to the level of accomplishment. Organizations will not be compared to another chapter. The Pillars of Excellence Accreditation Program is a self-evaluation. Therefore, each chapter has the opportunity to showcase their success and be recognized for their accomplishment and hard work.

6. What if my chapter achieves an Unsatisfactory Designation?

Chapters that fail to meet the minimum standards and receive an unsatisfactory designation will work closely with the Fraternity and Sorority Life staff on a regular basis to set goals and refocus their energy and commitment to their own organizations. Chapters will lose social privileges for one semester.

7. Can I duplicate answers throughout the document?

Yes. Many of the activities and requirements presented in the Pillars of Excellence Accreditation Program are the minimum most of the national organizations already require. We want to make sure each chapter is working in a smart way utilizing on campus resources and the Fraternity and Sorority Life programs to

fulfill their requirements.

8. How do I submit my materials for the Pillars of Excellence Accreditation Program?

Every item on each standard has a deadline and how to submit materials. The best way to turn any material is through the Chapter Monthly Reports. These reports can be found in the Fraternity and Sorority Life Website. Make sure you are keeping track of dates. Some items the office will be able to collect without submission from chapters.

All items must be turned in 3 weeks prior to the Fraternity and Sorority Life Award Reception to be considered for chapter designations.

9. What does Probation means and how it will affect my organizations?

Probation is equal to Unsatisfactory Designations. Chapters that fail to achieve minimum standard in all Pillars of Excellence will be automatically placed on Probation and will work closely with the Fraternity and Sorority Life staff in order to establish goals and develop a plan to achieve minimum standards.

10. How will Chapter Designations affect our chapter?

Chapter designations are awarded according to the level of accomplishment. Chapters Designations will be available for the public to see through all marketing materials and publications.

Academic and Scholarship Development

Minimum Standard

1. Chapters achieve and maintain a semester GPA of 2.50 for both the fall and spring semester. *No submission required.*
2. The chapter elects or appoints a member to oversee all academic and scholarship programs. *Due Sept. 1st on Monthly Reports.*
3. Chapters will select a member of the Columbus State University staff/faculty to serve as the on campus Advisor. *Due on Sept. 1st on Monthly Reports.*
4. Chapters will develop annually and submit a copy of its academic achievement plan. *Submit to Fraternity and Sorority Advisor by last Monday of August.*

Satisfactory Standard

1. Achieve and maintain a semester GPA of 2.70 for both the fall and spring semester. *No submission required.*
2. Host a program or workshop that involves a member of the Columbus State University teaching faculty. *Due April 1st on Monthly Report.*
3. Set an expectation that all executive board officers perform at a higher level than the minimum for membership. *Due April 1st on Monthly Report.*
4. Develop annually a written incentive and recognition plan for outstanding academic performance. *Due April 1st on Monthly Report.*

Outstanding Standard

1. Perform above the all fraternity/all sorority grade point averages for both the fall and spring semester. *No submission required*
2. Will academically place on probation all members that have not achieved a 2.0 semester GPA for one (1) consecutive semester. *To be reported on the Monthly Report.*
3. Host and/or co-host an academic/scholarship session opened to the CSU fraternity and sorority life community. *Due April 1st on Monthly Report.*

Excellence Standard

1. Perform above the all-male and all-female campus GPA. *No submission required.*

Campus Involvement

Minimum Standard

1. Remain active as a Registered Student Organization. *No submission required.*
2. 50% of the chapter membership participates in a club or organization outside of the chapter. *Due April 1st to the Fraternity and Sorority Advisor.*
3. Host one (1) event per semester with another Greek organization from each governing council (NPHC, CPH, and IFC). *Due April 1st on Monthly Report.*
4. Achieve 50% participation in at least one Greek wide events such as Greek Block Party, Greek Week, Variety Show, and Homecoming. *Submitted through Greek Programming Board attendance sheets.*

Satisfactory Standard

1. Host one (1) event annually with a non-Greek organization. *Due April 1st on Monthly Report.*
2. At least 70% of chapter membership is involved in a CSU non-Greek sponsored organization. *Due April 1st to the Fraternity and Sorority Advisor.*
3. Achieve 70% participation in Greek wide events such as Greek Week, Variety Show, and Homecoming. *Submitted through Greek Programming Board attendance sheets.*

Outstanding Standard

1. Host two (2) events annually with a non-Greek organization. *To be reported on the Monthly Report.*
2. Attend all their respective council specific meetings each semester. *No submission required.*
3. At least 75% of chapter membership is involved in a CSU non-Greek sponsored organization. *Due April 1st to the Fraternity and Sorority Advisor.*

Excellence Standard

1. Host two (2) events per semester with another Greek organization from each governing council (NPHC, CPH, and IFC). *To be reported on the Monthly Report.*
2. Have 85% participation in Greek wide events such as Greek Week, Variety Show, and Homecoming. *Submitted through Greek Programming Board attendance sheets.*

Community Service

Minimum Standard

1. Elect or appoint a member to oversee all community service events and programs. *Due Sept. 15*
2. Members complete five (5) hours of community service each semester. *Due December and April 1st in the Monthly Report.*
3. Achieve 50% of participation in University Wide Community Service events such as CSU Day of Service, MLK Day of Service, and Greek Life Day of Service. *Submitted through Greek Programming Board attendance sheets.*

Satisfactory Standard

1. Members complete ten (10) hours of community service per semester. *Due December and April 1st in the Monthly Report.*
2. Achieve 70% of participation in University Wide Community Service events such as CSU Day of Service, MLK Day of Service, and Greek Life Day of Service. *Submitted through Greek Programming Board attendance sheets.*
3. Chapter co-sponsors a community service event with another Greek organization from their same governing council. *To be reported in the Monthly Reports.*

Outstanding Standard

1. Members complete fifteen (15) hours of community service per semester. *Due December and April 1st in the Monthly Report.*
2. Sponsor a community service event per semester with another fraternity or sorority. *Reported in the Monthly Reports.*
3. Host a community service event annually open to the entire CSU community. *Due April 1st in the Monthly Report.*

Excellence Standard

1. Incorporate education about the cause being supported into at least one community service event. *Submit to the Fraternity and Sorority Advisor.*
2. Co-sponsor a community service event per semester with a non-Greek student organization. *Reported in the Monthly Reports.*
3. Achieve 85% of participation in University Wide Community Service events such as CSU Day of Service, MLK Day of Service, and Greek Life Day of Service. *Submitted through Greek Programming Board attendance sheets.*

Chapter Management and Leadership Development

Minimum Standard

1. Elect or appoint a member who will receive and keep track of all chapter finances. *Due Sept. 15*
2. Develop annually and submit a copy of the Chapter Crisis Management Plan. *Due October 1st to the Fraternity and Sorority Advisor.*
3. Has an active chapter advisor who attends at least two (2) chapter meetings a semester. *Due Sept. 1 in the Monthly Report.*
4. Complete the Columbus State University Fraternity and Sorority Monthly Reports every 1st of each month. *No submission required.*
5. Chapter president or designee attends the Annual Fraternity and Sorority Leadership Retreat. *No submission required.*

Satisfactory Standard

1. Hosts an officer transition retreat or meeting. *Reported in the Monthly Reports.*
2. Have an annual membership retention rate of 75% from August to April. *No submission required.*

Outstanding Standard

1. Has an annual membership retention rate of 85 % from August to April. *No submission required.*
2. Chapter presidents attended all Presidents Meetings. *No submission required.*

Excellence Standard

1. Has an annual membership retention rate of 95 % from August to April. *No submission required.*
2. Chapters officers attend all required inter/national organization trainings and programs. *Reported in the Monthly Reports.*

Membership Development and Education

Minimum Standard

1. Attend and/or provide programming for members in all of the following topics with 50% attendance from members. *Reported in the Monthly Report.*
 - Alcohol and/or drug use and abuse
 - Hazing
 - Sexual Misconduct/Domestic Violence/Stalking/Bystander Intervention
 - Ritual Education

Satisfactory Standard

1. Attend and/or provide programming for members in all of the following topics with 60% attendance from members. *Reported in the Monthly Reports.*
 - Risk Management
 - Civic Engagement
 - Servant Leadership
2. Host one (1) member only alcohol – free brotherhood/sisterhood event each semester. *Reported in the Monthly Reports.*

Outstanding Standard

1. Attend and/or provide programming for members in all of the following topics with 70% attendance from members. *Reported in the Monthly Reports.*
 - Career Development and Exploration
 - Alumni Engagement

Excellence Standard

1. Attend and/or provide programming for members in all of the following topics with 80% attendance from members. *Reported in the Monthly Reports.*
 - Diversity and Inclusion
 - Civic Engagement
 - Personal Wellness
 - Sustainability
2. Host a chapter retreat with the intention to set goals, develop relationships, and plan for the future. 75% of chapter membership must be in attendance. *Submit Retreat agenda and goals to the Fraternity and Sorority Advisor.*

New Membership Development and Education

Minimum Standard

1. Submit the new member education plan to be implemented by the chapter any semester there are new members/intake processes. *A copy of the new member education plan must be submitted by August 20 for fall new member education and January 16 for spring new member education.*
2. Attend the Affiliation Education program new members. *Reported in the Monthly Reports.*
 - Alcohol and/or drug use and abuse
 - Hazing
 - Sexual Misconduct/Domestic Violence/Stalking/Bystander Intervention
 - Ritual Education
3. For NPHC organizations: New members meet with the Fraternity and Sorority Advisor to discuss the policies and procedures. *Reported in the Monthly Report.*
4. The new member class maintains a minimum of a 2.50 semester GPA. *No submission required.*

Satisfactory Standard

1. The new member class maintains a minimum of a 2.70 semester GPA. *No submission required.*
2. Retain a minimum of 80% of the men and women who have accepted bids per academic year. *No submission required.*

Outstanding Standard

1. The new member class maintains a minimum of a 3.00 semester GPA. *No submission required.*
2. Retain a minimum of 95% of the men and women who have accepted bids per academic year. *No submission required.*
3. Hosts a new member event with another fraternity and sorority new member class. *Reported in the Monthly Reports.*

Excellence Standard

1. Create and send a letter to the parents of all new members reviewing member expectation, financial commitment, and contact information for chapter officers and advisors. *Submit letter to the Fraternity and Sorority Advisor by November and April 1st.*

Recruitment/Membership Intake

Minimum Standard

1. Elect or appoints a member responsible for coordinating the recruitment/intake of new members. *Due Sept. 15th.*
2. Create and submit a recruitment/intake plan per semester including: Important dates, comprehensive set of goals, and comprehensive financial information regarding cost of membership. *Due September 1st to the Fraternity and Sorority Advisor.*
 - For IFC: Submit all recruitment events prior the semester starts
 - For CPH: Submit all primary recruitment and COB plans
 - For NPHC: Submit the NPHC Intake Packet

Satisfactory Standard

1. Have no violations/infractions from recruitment/intake process. *No submission required.*
2. Achieve 100% participation of the required number of members to attend in Recruitment/Intake events hosted by the councils and/or Fraternity and Sorority Life. *Submitted through attendance sheets.*
 - For IFC: IFC Recruitment Information Night
 - For CPH: Panhellenic Pride Week Events
 - For NPHC: Nine Torches

Philanthropy

Minimum Standard

1. Elect or appoint a member to oversee all philanthropy events and programs. *Due Sept. 1st*
2. Host one philanthropy event per academic year. *Reported in the Monthly Reports.*
3. Register all events through CSUinvolve and the Fraternity and Sorority Life department. *No submission required.*
4. Report all funds raised through philanthropic activities on the Monthly Report Form and provide documentation of the payment of the funds.
5. Cumulative achieve 50% of participation in at least two (2) other organizations' philanthropy events annually. *Due April 1st to the Fraternity and Sorority Advisor.*

Satisfactory Standard

1. Cumulative achieve 65% of participation in at least two (2) other organizations' philanthropy events annually. *Due April 1st to the Fraternity and Sorority Advisor.*
2. Hosts one (1) philanthropy event per semester open to the entire CSU Community. *Reported in the Monthly Reports.*
 - At least one event must cater to the Muscogee County youth population. This includes, but is not limited to: Boys and Girls Club, Big Brothers/Big Sisters, Girls, Inc., Muscogee County Schools, etc.

Outstanding Standard

1. Host one (1) philanthropy event annually with another Greek organization from a different governing council. *Reported in the Monthly Reports.*
2. Cumulative achieve 50% of participation in one (1) University Wide Philanthropy Event such as Cougarthon. *Due April 15st to the Fraternity and Sorority Advisor.*

Excellence Standard

1. Achieve 70% of participation in at least one (1) other organization's philanthropy events per semester. *Due April 1st to the Fraternity and Sorority Advisor.*
2. Incorporate education about the cause being supported into at least one philanthropy event per semester. *Due April 1st to the Fraternity and Sorority Advisor.*
3. Cumulative achieve 70% of participation in one (1) University Wide Philanthropy Event such as Cougarthon. *Due April 15st to the Fraternity and Sorority Advisor.*

Housing

Minimum Standard

1. Elect/appoint a Corporation Board Officer. *Due August 15th to the Fraternity and Sorority Advisor.*
2. Complete and pass a Fire Safety Inspection every academic year. *Due during the first month of each semester. Submit proof to the Fraternity and Sorority Advisor.*
3. Conduct an annual Fire Safety educational program for all residents of the chapter facility. *Due August 15th to the Fraternity and Sorority Advisor.*
4. Complete a Fire Drill for the chapter facility or participate in the University managed Fire Drill for the facility annually. *Due August 15th to the Fraternity and Sorority Advisor.*
5. Submit a copy of insurance. *Due September 1st to the Fraternity and Sorority Advisor.*
6. Submit a complete roster of members residing in the chapter facility each semester, including winter and summer breaks. *Due August 15th, January 15th, and May 15th to the Fraternity and Sorority Advisor.*

Satisfactory Standard

1. Create and submit a policy prohibiting the use of candles for events and ceremonies taking place within university buildings. *Due August 15th to the Fraternity and Sorority Advisor.*
2. Appoint a member to serve as House Manager. This member will serve as liaison between their organizations, the Office of Fraternity and Sorority Life. *Due August 15th to the Fraternity and Sorority Advisor.*
3. All events AND meetings in Greek-themed housing MUST be registered through CSUinvolve. *No submission required.*

Awards and Recognition

All chapters are eligible to receive awards and to be recognized. All Awards description will be enclosed in an application packet that can be found online. All chapter awards will be determined based on the information submitted by the chapter as part of the Pillars of Excellence Accreditation Program

1. Fraternities and Sororities perform at a higher level than any other student organization. It is the intention the Pillars of Excellence is a self-governing and self-evaluation document.
2. All Chapters are expected to complete all items at the Minimum standard Level in all nine (9) areas of focus on an annual basis (June – May).
3. The Chapter Awards presentations, although an interactive approach to apply for awards, not all chapters participated or were properly recognized. With the Pillars of Excellence, each organization will be ranked on its own and are eligible for chapter awards during the Student Recognition Reception. The Pillars of Excellence will also identify areas where the Fraternity and Sorority Life Programs can help the organization improve overall.
4. Awards and Recognition will be presented in the following Manners:
 - a. **Chapter Designations:** Each organization will be initially awarded with a specific designation according to the level of accomplishment achieved. All chapter designations will be appropriately displayed in all marketing and informational materials.
 - b. **Chapter of the Year Excellence Award:** Chapters that complete all Minimum, Satisfactory, Outstanding, Excellence standard in all nine (9) applicable Pillars and have the most value points from each standard.

Chapter Designation	
Diamond Chapter:	<i>Excellence Standard: Well above Expectations in 6 Pillars.</i> Organizations achieving a Diamond Chapter Designation are performing well above all expectations set forth at CSU. This is the highest ranking a chapter can achieve.
Gold Chapter:	<i>Outstanding Standard: 4 Pillars</i> Chapters achieving an Outstanding Standard Designation are accomplishing four Pillars.
Silver Chapter:	<i>Satisfactory Standard: Above Expectations in 6 Pillars</i> Organizations achieving a Silver Chapter Designation are performing above expectations set forth at CSU. Chapter in this level still have room to improve overall.
Bronze Chapter:	<i>Minimum Standard: Meets Expectations in all Pillars</i> Organizations achieving a Bronze Chapter Designation are only meeting the minimum requirements in all areas to be active on campus.
Unsatisfactory Chapter:	<i>Poor Standard: Fail to meet Minimum Standards in at least one pillar</i> Organizations with an Unsatisfactory Designation are not meeting the minimum standards in at least one area of focus. These chapters will be closely monitored by the Fraternity and Sorority Advisor and be placed on probation.

Awards and Recognition

Other Chapter Awards:

- Excellence in Campus Involvement Award
- Academic Performance Award
 - Overall GPA, New Member GPA, and Most Improved GPA
- Excellence Award on:
 - Academic Achievement
 - Community Service
 - Chapter Management and Leadership
 - Membership Development and Education
 - New Membership Development and Education
 - Recruitment and Intake
 - Philanthropy
 - Housing

Individual Awards:

- Fraternity Man of the Year
- Sorority Woman of the Year
- Jasmine Reid Unsung Hero Award
- Outstanding Fraternity/Sorority Chapter President
- Living Your Values Award
- Outstanding Fraternity/Sorority New Member of the Year
- Outstanding Chapter Advisor
- Outstanding Faculty Advisor

**This document has been adapted from the Columbus State University Community Standards, Valparaiso University Standards and Expectations, Baylor University Herbert H. Reynolds Recognition Program, and University of West Georgia FSL Handbook*