UMKC
FRATERNITY & SORORITY AFFAIRS

Minimum Expectations
2022-2023

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Introduction

The UMKC Fraternity and Sorority Affairs Minimum Expectations have been developed to guide the community in a direction where we are transparent about our experiences (both challenging and uplifting), following our inter/national policies and procedures, operating in an effective manner that aligns with the university, and living our values every day. In order to allow chapters to prepare and excel with the Minimum Expectations, the full Fraternity and Sorority Affairs calendar will be sent no later than June 1st of each academic year. Chapters will be informed of where they stand within the Minimum Expectations at the midpoint and end of each semester. Chapters who fail to meet the Minimum Expectations will be held accountable in several capacities.

1) Mechanisms for accountability are placed within this document for specific expectations that require an immediate response.
2) Fraternity and Sorority Affairs will compile a single-page Community Report at the end of each academic year that will provide the following data to external entities and be published on the Fraternity and Sorority Affairs webpage:
    - Chapter membership numbers (initiates and new members)
    - Semester GPA (Fall and Spring)
    - Status with Minimum Expectations (Met, Advisory, Restrictive, Disciplinary)
    - Violations to the Student Code of Conduct
    - Inter/National Awards & Recognition
    - Community Service Hours and Philanthropic Donations
3) **Chapters who fail to meet 5 or more Minimum Expectations will result in a change in status within Fraternity and Sorority Affairs for the chapter at the end of each academic year.**
    a. 1st Year Minimum Expectations Not Met = "Advisory Status"
    Chapter will be placed on advisory status and participate in monthly meetings with Fraternity and Sorority Affairs in order to provide additional support to meet the minimum expectations by the end of the academic year. At these meetings, strategies for success will be negotiated between the chapter president and Fraternity and Sorority Affairs.
    b. 2nd year Minimum Expectations Not Met = "Restrictive Status"
    Chapter will be placed on restrictive status and participate in monthly meetings with Fraternity and Sorority Affairs in order to work toward meeting the minimum expectations by the end of the academic year. The specifics of the restrictive status will be determined by Fraternity and Sorority Affairs, the chapter/graduate advisor, and the chapter president and provided in a written document that must be signed by each of the parties listed above. This may include suspending social privileges.
    c. 3rd Year Minimum Expectations Not Met = "Disciplinary Status"
    Recognition of chapter will be evaluated after not meeting the minimum expectations for three academic years.

In addition to accountability, Fraternity and Sorority Affairs will provide recognition within the community as detailed within this document. This will include a "Year in Review" document that will be distributed to university administrators, provided physically and electronically to parents of interested students when requested, and made available on the Fraternity and Sorority Affairs webpage. This will include stories from Fraternity and Sorority Affair members about their experiences within their own chapter and our community here at UMKC.

This document will take effect May 2022 and remain unedited until May 2023.

UMKC and Fraternity and Sorority Affairs

All student organizations at the University of Missouri-Kansas City, including social fraternities and sororities, assume an obligation to behave in a manner compatible with the University's function as an educational institution and voluntarily enters into a community of high achieving scholars. Student must adhere to community standards in accordance with the university's mission and expectations. These expectations have been established in order to protect a specialized environment conducive to learning which fosters integrity, academic success, personal and professional growth, and responsible citizenship. Fraternities and sororities must review and adhere to the following guidelines to ensure congruence with the university.

- University of Missouri System Collected Rules
- University of Missouri System Student Code of Conduct
- University of Missouri System Student Organizations
- Office of Student Involvement – Student Organization Reference Guide

Failure to abide by university or system policies and procedures will result in action through the individual and/or organization student conduct process as necessary.

Inter/National Affiliation All social fraternities and sororities at the University of Missouri-Kansas City must be affiliated with an inter/national fraternity or sorority and comply with all inter/national fraternity and sorority policies and procedures. Failure to abide by the inter/national fraternity or sorority policies and procedures will result in communication to the inter/national fraternity or sorority to address the challenges.

Governing Councils All social fraternities and sororities must affiliate with one of the following governing councils unless other permissions have been granted by the Office of Student Involvement and Fraternity and Sorority Affairs. Through this affiliation, all organizations must abide by the governing documents for their respective council.

- The Collegiate Panhellenic Council (CPC) as guided by the National Panhellenic Conference (NPC).
- The Interfraternity Council (IFC) as guided by the North American Interfraternity Conference (NIC).
- The National Pan-Hellenic Council (NPHC) as guided by the National Pan-Hellenic Council (NPHC).

Failure to abide by the governing documents of the council will result in the disciplinary actions outlined within the governing documents of the respective council.

Administration

Maintaining an open relationship and accurate documentation with the Office of Student Involvement and Fraternity and Sorority Affairs is essential to the support and development of social fraternities and sororities at UMKC. To this end, chapters must meet the following expectations to ensure a positive and transparent relationship is maintained.

1) **Student Organization Re-Registration** Annually the Student Government Association, the Office of Student Involvement, and Fraternity and Sorority Affairs shall review the status of all organizations to determine whether they meet eligibility requirements specified in this document and are actively conducting their affairs in accordance with University regulations. This process is known as Student Organization Re-registration and must be completed on RooGroups. Social fraternities and sororities must align with general student organization re-registration practices and provide the following information in addition to general student organization registration.
    - Identify the following officers:
        - President
        - Vice President
        - Treasurer
        - Recruitment/Intake Officer(s)
        - New Member Education officer(s)
        - Risk Management Officer
        - Social Officers(s)
        - House Manager (when applicable)
        - Academic/Scholarship Officer
    - Provide a copy of insurance
    - Provide a copy of Crisis Management Plan (A national version is appropriate, here is an example if needed)
    - Provide a copy of Inter/National Risk Management Policies

    If the Student Government Association, the Office of Student Involvement, and Fraternity and Sorority Affairs determine that an organization is ineligible for recognition or is inactive, the organization, faculty advisor, chapter advisor, and inter/national fraternity or sorority shall be notified of each deficiency. The organization shall remain unrecognized or inactive until the proper steps are taken to reactivate the organization under the guidelines outlined in this publication and the Student Organization Reference Guide.
    (Submitted via RooGroups)

2) **Roster Maintenance** All fraternities and sororities must conduct regular roster maintenance to ensure the most accurate and up-to-date roster is held within Fraternity and Sorority Affairs. The roster on file with Fraternity and Sorority Affairs will be used to determine attendance requirements, thus it is in the best interest of the organization to maintain an up-to-date roster.
    (Verified by Fraternity and Sorority Affairs)
    - Chapter rosters will be finalized 1 month prior to the Friday of finals week. This finalized roster will be used to calculate the chapter and community GPAs and to develop individual chapter grade reports.
        - Fall 2022 Deadline November 16th at 11:59 PM.
        - Spring 2023 Deadline April 12th at 11:59 PM.
    - Roster Addition Forms on RooGroups must be completed for every member who:
        - Transferred to UMKC and into Chapter/Colony from another campus
        - Accepted an invitation to membership outside of the formal recruitment time period (CPC-COB/COR, IFC- Outside of recruitment week, NPHC & Gammas N/A)
        - Status change within the national organization (returned to good standing)
        - Returned to UMKC after a period of not being enrolled in classes
        - Other: (this must be described in the box or will be denied)
        Notes:
        - Collegiate Panhellenic Council (CPC) chapters – During the formal recruitment period this is not necessary as the bid list will serve this purpose.

- Interfraternity Council (IFC) chapters – During the formal recruitment period this is not necessary as the bid list will serve this purpose.
- National Pan-Hellenic Council (NPHC) chapters – During the intake time period this is not necessary as the Verification of Aspirants Form will serve this purpose.
- Sigma Lambda Gamma - During the intake time period this is not necessary as the Verification of Aspirants Form will serve this purpose.
  Failure to add members to the roster will result in grades not being provided for the member until chapter completes the Roster Addition Form. If not completed by the deadline their grades will be withheld from chapter until the following semester.
- Roster Removal Forms on RooGroups must be completed for every member who:
  - Depledged (was not initiated)
  - Terminated their membership – Self
  - Terminated their membership – Chapter
  - Inactive Status (but will hopefully return at some point)
  - Graduated
  - Alumni Status (but has not graduated yet)
  - Transferred to different institution
  - Other: (this must be described in the box or will be denied)

  Failure to remove members by the final deadline will result in their recorded GPA being maintained on the individual chapter grade report. If the member has graduated or left UMKC this GPA will appear as a 0.00.
- Fraternity and Sorority Affairs will provide a copy of the current roster on file upon email request from the chapter. A 1-2 business day turnaround time should be expected for roster requests.

3) **UMKC Homes In-house Roster** Chapters who hold a lease with UMKC Homes must submit a roster of members living in the house. The roster must include first name, last name, phone number, and email address. This should be submitted no later than August 15th and January 15th. If members are living in the house over the summer, a roster must be submitted by May 15th. In the event that a resident moves out of the house, a new in-house roster must be submitted
   (Submitted via RooGroups)

4) **Chapter One-on-Ones** Twice a semester, during the academic calendar year, the chapter president, or another executive board officer when necessary, must schedule and attend a one-on-one meeting with Fraternity and Sorority Affairs.
   (Verified by Fraternity and Sorority Affairs)
   - One must take place within one month of the start of classes each semester
     - Fall 2022 Deadline September 23rd
     - Spring 2023 Deadline February 24th
   - The two one-on-one meetings cannot take place during the same month.
   - One-on-ones must be rescheduled within 1 week of absence.

5) **FSA President Meetings** Twice a semester during the academic calendar year the chapter president must attend the community wide Presidents Meetings.
   (Verified by Fraternity and Sorority Affairs)
   - A one-on-one meeting with Fraternity and Sorority Affairs must be scheduled within 1 week of missing a Presidents meeting.

6) **Chapter/Graduate Advisor Relationship** Each fraternity and sorority must have a chapter advisor, who is to be selected by the international or national headquarters or chapter. The chapter advisor serves as a liaison to the University and international or national headquarters. Chapter and/or graduate advisors must maintain a relationship with Fraternity and Sorority Affairs. This can occur through:
   a. Conducting a one-on-one meeting at least once per semester with the Coordinator for Fraternity and Sorority Affairs (if necessary, this may occur by via phone or Zoom); or
   b. Attending the advisor roundtable scheduled once per semester.
   (Verified by Fraternity and Sorority Affairs)

Recruitment/Intake and New Member Education

Fraternity and Sorority Affairs supports the growth and success of all social fraternities and sororities at UMKC. Chapter members must realize that bringing new members into an organization is based upon the aspirants/potential new member's possession of specific qualifications. Individual chapters must be guided by selection standards which will promote the building of a strong and effective chapter. Member selection guidelines should be listed in the chapter's constitution and/or by-laws and articulated to aspirants/potential new members. To this end, chapter members, aspirants/potential new members, and advisors must adhere to the following expectations regarding intake/recruitment and new membership education.

1) **Display of Accurate Information** Accurate information about membership must be displayed on the chapter RooGroups page. This includes:
   - GPA requirement for membership eligibility
   - Membership Cost
   - Anti-Hazing Policy

   (Verified by Fraternity and Sorority Affairs)

2) **Verification of Membership Eligibility** Students will only be eligible for membership in any social fraternity or sorority if they have completed a Grade Release and Enrollment Verification form prior to being offered an invitation to membership (a bid). A 2-business day turnaround time should be expected for any Grade Release and Enrollment Verification Forms submitted.
   (Verified by Fraternity and Sorority Affairs)
   Notes**:**
   - Collegiate Panhellenic Council (CPC) chapters – During the primary recruitment period this will be included in the registration process and verification will be provided via Campus Director. For informal recruitment (COB/COR) the Grade Release and Enrollment Verification Form must be submitted **before** a bid is extended.
   - Interfraternity Council (IFC) chapters – During the formal recruitment period this will be included in the registration process and verification will be provided via the registration method. For informal recruitment the Grade Release and Enrollment Verification Form must be submitted **before** a bid is extended.
   - National Pan-Hellenic Council (NPHC) chapters – This form is included in the Membership Intake Guide and must be completed at the time of the informational session and submitted to the Coordinator for Fraternity and Sorority Affairs within 2 business days of the session.
   - Sigma Lambda Gamma - This form is included in the Membership Intake Guide and must be completed at the time of the informational session and submitted to the Coordinator for Fraternity and Sorority Affairs within 2 business days of the session.

3) **Anti-Hazing Compliance Form** All UMKC fraternities and sororities must submit this form to certify compliance with the university's hazing policy and Missouri state law. This form will remain in effect until an updated one is filed with OSI at the beginning of each semester or whenever new members are accepted. The Coordinator for Fraternity and Sorority Affairs will inform the chapter leadership of the due date based on the membership recruitment timeline.
   (Submitted via RooGroups)

4) **Membership Planning and Notification** As membership intake and recruitment are conducted in different manners, the chapters must follow the information for their respective councils as described below.
   (Verified by Fraternity and Sorority Affairs)
   Interfraternity Council and Collegiate Panhellenic Council
   Formal Recruitment
   Calendar of Events Submitted to FSA by August 12th - This must include a timetable new member activities or events with dates and times. Activities to include on the calendar, when applicable:
   - Bid Activities

- Start date of the new member's official process/education
- New member meetings, retreats, overnight activities,
- Big brother/big sister activities
- Initiation date
- Any additional dates pertinent to a specific organization.
(Submitted via RooGroups)

Informal Recruitment

Membership Recruitment Guide - The purpose of this document is to provide the fraternities and sororities of the University of Missouri – Kansas City, their Advisors, and prospective members with a source of information regarding Membership Recruitment outside of the formal recruitment timeframe in August, and membership education during any membership recruitment timeframe. Chapter Members, Chapter Advisors and the Office of Student Involvement will work together to ensure a successful and positive experience for all involved.

- The chapter must set up a meeting 7 days prior to the start of any informal membership recruitment activities to review University and FSA policies.
- The chapter should come prepared with a calendar including official recruitment dates, Bid Day/Bid Distribution, New Member Meetings, and Initiation.
- Deadlines for subsequent forms will be assigned at the initial meeting with Fraternity and Sorority Affairs

(Verified by Fraternity and Sorority Affairs)

National Pan-Hellenic Council and Sigma Lambda Gamma

Membership Intake Guide - The purpose of this document is to provide the fraternities and sororities of the University of Missouri – Kansas City, their advisors, and prospective members with a source of information regarding Membership Intake. Chapter Members, Graduate Advisors, and the Office of Student Involvement will work together to ensure a successful and positive experience for all involved.

- Notice of Intention to Conduct Membership Intake must be submitted before the Coordinator for Fraternity and Sorority Affairs will sign and complete any paperwork for the national fraternity or sorority. This must happen before any informational sessions can occur.
- Deadlines for subsequent forms will be assigned at the initial meeting with Fraternity and Sorority Affairs

(Verified by Fraternity and Sorority Affairs)

Risk Management and Harm Prevention

UMKC Fraternity and Sorority Affairs' primary focus is to foster an environment which is safe and conforms to fraternal values. FSA will take a values-based approach in developing its expectations, mitigating risks, creating a more inclusive environment, and promoting accountability throughout the community.

Fraternity and Sorority Affairs and its chapters will:

- Abide by all federal, state, local, and university regulations established
- Abide by all Inter/National policies and procedures
- Enforce policies and provide education to prevent hazing violations
- Reduce risks associated with the consumption and distribution of alcoholic beverages
- Collaborate in developing strategies which address individual chapter risk management issues
- Work with FSA governing bodies to establish a safe environment which promotes fraternal values

To this end, chapters must meet the following expectations to ensure a safe environment is maintained.

1) **Event Notification Form** Chapters or colonies hosting any event on-campus, in UMKC Homes chapter facilities, or off-campus where alcohol will be present must submit an Event Notification Form through RooGroups at least 7 calendar days prior to the event.
   (Submit via RooGroups)

   To locate the Event Notification Form:
   1. Log into RooGroups
   2. Go to the page of the organization you are submitting the form for.
   3. Select Manage Organization in the top right-hand corner of the page.
   4. Select the Menu icon at the top left-hand corner of the page. It appears as three lines.
   5. Select the Events option.
   6. Select the blue Create Event button at the top right-hand corner of the page.
   7. Complete each page accurately and in its entirety.
   8. Click SUBMIT at the end of the form.

   a. **Events on Campus** All student organizations planning to host any event on campus must follow the guidelines outlined in the Student Organization Reference Guide. At a minimum, these must be submitted by the 7-day Fraternity and Sorority Affairs deadline.

   b. **Events in Chapter UMKC Homes Facilities** Chapters who hold a lease with UMKC Homes may host events in their house, but these events must always be in compliance with UM System Collected Rules, UMKC Student Code of Conduct, and the Student Organization Reference Guide. Events within the homes that require an Event Notification Form include:
      - Philanthropy Events
      - New Member Education Events
      - Recruitment Events
      - Any event with more than 50 people in attendance

   c. **Events with Alcohol** Chapters hosting any event, whether occurring on or off campus, where alcohol will be present, must submit an Event with Alcohol Notification Form through RooGroups 7 days prior to the event.
      Within the form, chapters must upload the following documents to be approved by FSA:
      - A copy of the Vendor's license to serve and sell alcohol
      - A copy of the Vendor's Certificate of Insurance
      - A copy of the Vendor's proof of assumed responsibility
      Notes:
      - Along with these documents, chapters must be prepared to answer questions regarding sober monitors, transportation to and from the event, carding members, identification of 21-year olds, and a crisis management plan.

- A guest list must be submitted to the Coordinator of Fraternity and Sorority Affairs within 48 hours after the completion of the event.
- There is zero tolerance for not submitting an event that will have alcohol present. Failure to submit form or guest list in the timeframe expected will result in a meeting with FSA and chapter or colony advisors or national/regional Fraternity/Sorority representatives (directors, consultants, etc.) when advisors are not applicable. Approval will be withheld from any event submitted in RooGroups until this meeting takes place.

2) **Risk Management Training** Fraternity and Sorority Affairs will host a mandatory Risk Management Training once per year.
(Verified by Fraternity and Sorority Affairs)
- President, Vice President, and Intake officer are required to attend this training for NPHC chapters and Sigma Lambda Gamma.
- President, Social Chair, Risk Management officer, Programming officer, and New Member Education officer are required to attend this training for CPC and IFC chapters.
- Officers who are not present at the mandatory training must schedule a make-up session/meeting with FSA within one week of the training. Any new member events or events with alcohol will be denied immediately until a make-up session is held.

3) **Harm Prevention Programming** Each Fraternity and Sorority will be required to host 1 program per year that focuses on Harm Prevention. The program must be a minimum of 1 hour long and 85% of the chapter must be in attendance. This must be facilitated by an external facilitator; it cannot be facilitated by an undergraduate chapter member.
(Submitted via RooGroups)
- Once the program has been held, the chapter must submit the Harm Prevention Program Completion Form on RooGroups. This form must be completed within 48 hours of the program being held. An attendance sheet must be uploaded within the form. Failure to submit the form within the given timeframe will result in the program not being recognized by Fraternity and Sorority Affairs.
(Submit via RooGroups)
Examples of adequate programs are listed below:
  - Green Dot Bystander Intervention
  - Ask Listen Refer (Counseling Center)
  - Respond Training (UMKC Counseling Center)
  - Title IX
  - Love Mom & Dad (External facilitator required)
  - BASICS Alcohol Training (UMKC Counseling Center)
  - MOCSA Workshop
  - Safe Space Training (UMKC LGBTQIA Programs and Services)
  - Diversity Ambassador Trainings (UMKC Division of Diversity and Inclusion)
    - Introduction to Diversity
    - The Science and Impact of Unconscious Bias
    - Communicating Respectfully in a Diverse World
  - Other: upon prior approval by Coordinator for Fraternity and Sorority Affairs

5) **Risk Management Education Report** Each chapter must review their inter/national risk management policies and university policies once per academic year. The chapter must submit a Risk Management Education Report prior to the Friday of finals week in the spring semester. This form will provide Fraternity & Sorority Affairs documentation of when National and University policies were reviewed by the chapter.
- Fall 2022 Deadline December 16th at 5pm
- Spring 2023 Deadline May 12th at 5pm

(Submit via RooGroups)

Academic

It is imperative that fraternities and sororities remember that education is the primary purpose of attending the University of Missouri – Kansas City. Fraternities and sororities who sustain this commitment do so through exemplifying high levels of collective academic attainment and dedication to helping each member reach their individual academic potential. To this end, chapters must meet the following expectations to ensure scholarship is places as a top priority within each chapter.

1) **Minimum Chapter GPA Standards** Each fraternity/sorority organization is expected to maintain a <u>chapter and new member class GPA of a 2.5 each semester</u>, as verified by Fraternity and Sorority Affairs. If a chapter or new member class does not achieve a 2.5 semester GPA, the following steps will be taken to improve the chapter's GPA:
    a. If a chapter or new member class earns between a 2.25-2.5 semester GPA, they will be placed on Academic Advisory, and the following steps will be taken:
        ▪ The chapter will be required to set up an Academic Planning Meeting with Fraternity and Sorority Affairs within two weeks of the start of the academic semester to outline a plan to improve the overall chapter/new member GPA.
        ▪ The plan will be in the form of a typed contract, signed by the Chapter President, Scholarship Officer, and Chapter/Graduate Advisor. The plan will include the following components: requirements, incentives, programming, and goals.
        ▪ A minimum of two academic success workshops for chapter members must be included in the scholarship plan with 85% of chapter attendance.
        ▪ The President and Scholarship Officer must meet once a month with FSA to discuss successes and challenges of the new plan.
    b. If a chapter or new member class earns below a 2.25 semester GPA or if a chapter/new member class earns between a 2.25 and 2.5 semester GPA for two or more consecutive semesters, they will be placed on Academic Restriction, and the following steps will be taken:
        ▪ The same expectations set forth during the Academic Advisory.
        ▪ The chapter will be placed on Social Probation. While on Social Probation, a chapter is not permitted to have any social activities such as socials, formals, parties, intramurals, or step shows. Chapters are permitted to conduct business meetings, educational programs, community service projects, and philanthropy events.
    c. If the chapter or new member class remains below a 2.5 semester GPA after the Academic Restriction period, they will be placed on Academic Disciplinary and the following steps will be taken:
        ▪ The same expectations set forth during Academic Restriction.
        ▪ Request from FSA to inter/national headquarters for a meeting between representatives of the inter/national office, chapter president, chapter advisor, and scholarship officer.
        ▪ Along with social probation, chapters must receive approval from FSA to host any events that are not business meetings or educational programs, including service and philanthropy events.

2) **Minimum GPA Standards for Elected Council Positions** per the Student Organization Reference Guide, Council (IFC, NPHC, CPC) and Chapter Officers must possess at the time of election and maintain a 2.5 GPA for elected positions unless the council or chapter constitution states a higher GPA requirement. https://cglink.me/2n2/dd278b9dfc6ac39d4f17f95ee4a2e72919fb853b7c8bde64224a542481fca751

Notes:
▪ **Recognition** Not only does Fraternity and Sorority Affairs seek to help improve chapter and individual members GPA's, but we seek to acknowledge and recognize outstanding academic achievement. The following is a list of recognition opportunities designed to highlight the academic achievement of fraternity and sorority members and their chapters.
    - Chapters who exceed all men's/women's grade point average will be featured on social media
    - Chapters will receive a ribbon to place on their chapter banner in the Student Union displaying their specific achievement (highest NPHC GPA, highest CPC GPA, highest IFC GPA, etc.)

3) **Grade Release and Enrollment Verification Form** Students will only be eligible for membership in any social fraternity or sorority if they have completed a Grade Release and Enrollment Verification form prior to being offered an invitation to membership (a bid). A 2-business day turnaround time should be expected for any Grade Release and Enrollment Verification Forms submitted.

- Collegiate Panhellenic Council (CPC) chapters – During the primary recruitment period this will be included in the registration process and verification will be provided via Campus Director. For informal recruitment (COB/COR) the Grade Release and Enrollment Verification Form must be submitted before a bid is extended.
- Interfraternity Council (IFC) chapters – During the formal recruitment period this will be included in the registration process and verification will be provided via the registration method. For informal recruitment the Grade Release and Enrollment Verification Form must be submitted before a bid is extended.
- National Pan-Hellenic Council (NPHC) chapters – This form is included in the Membership Intake Guide and must be completed at the time of the informational session and submitted to the Coordinator for Fraternity and Sorority Affairs within 2 business days of the session.
- Sigma Lambda Gamma - This form is included in the Membership Intake Guide and must be completed at the time of the informational session and submitted to the Coordinator for Fraternity and Sorority Affairs within 2 business days of the session.

Family Educational Rights and Privacy Act

The Notification of Rights under the Family Educational Rights and Privacy Act (FERPA) is available at https://catalog.umkc.edu/special-notices/policy-on-student-records/. Questions concerning the University's FERPA Policy and Procedure may be directed to the Office of Registration and Records at 816-235-1125.

Leadership Development

Leadership development is a key component of fraternity and sorority membership. Here at UMKC, Fraternity and Sorority Affairs will provide leadership development opportunities for chapter and council leaders, emerging leaders, and new members through various workshops. In addition, it is an expectation that chapters make a commitment to inter/national leadership development experiences. To this end, chapters must meet the following expectations for leadership development.

1) **Fraternity and Sorority Affairs Leadership Experiences** Designated chapter members and officers must attend officer trainings hosted by Fraternity and Sorority Affairs.
   (Verified by Fraternity and Sorority Affairs)
   - President Workshop (January)
   - Risk Management Workshop (February)
     - President, Vice President, and Intake officer are required to attend this training for NPHC chapters and Sigma Lambda Gamma.
     - President, Social Chair, Risk Management officer, Programming officer, and New Member Education officer are required to attend this training for CPC and IFC chapters.
   - New Member Symposium (September)
     - Any new member who joined the community within one semester prior to the date of symposium must attend
   - Emerging Leaders Institute (October)
     - 20% of chapter required to attend
     - Sophomores and Juniors encouraged to attend

2) **Inter/National or Regional Leadership Experience** Chapter leadership must attend the national convention, leadership school, and/or regional conference of their respective inter/national fraternity or sorority.
   - Proof of registration must be submitted within 30 days of attendance.
   (Submitted via RooGroups)

3) **UMKC Student Organization Officer Training Module** Chapter President, Treasurer, and Faculty Advisor must complete the Student Organization Officer Training Module in alignment with Student Organization Recognition requirements.
   (Verified by Fraternity and Sorority Affairs)

Community Service and Philanthropy

The purpose of these expectations is to encourage the Fraternity and Sorority Affairs community to participate in meaningful service experiences and to outline guidelines of service and philanthropy to create a more uniform way of recording the outstanding service that members participate in. To this end, chapters must complete the following expectations to ensure appropriate reporting and participation in philanthropy and community service.

1) **Community Service** is a hands-on activity in which a chapter has direct interaction with the people they are helping.
   (Submit via Chapter RooGroups page)
   - Chapter members must submit community service hours to the Chapter's RooGroups page by the end of the semester in which the service was completed. Contact information of the organization being benefitted by the community service must be included. At the conclusion of each semester, the Coordinator for Fraternity and Sorority Affairs will pull all chapter service hours submitted.
   - Resource List – Fraternity and Sorority Affairs will provide an updated list of potential service opportunities in the Kansas City area. This resource list can be found on FSA's RooGroups page under Documents.
   - All community service must be unpaid and address or bring awareness to a social issue in the larger community.
   - The recipient of the service must be the community either directly (working with community members), indirectly (working with agencies that help the community), or non-directly (helping a non-profit with their operations).
   - Any planning or implementing of an event that your own organization hosts (such as philanthropy events) does not count as service.
   - If Community Service forms are not completed within the semester timeframe, the hours will not be counted towards the chapter's total.

2) **Philanthropy** is an event or program where chapters raise awareness, money, and/or goods to directly benefit an organization or group of people. Philanthropy is meant for humanitarian purposes to promote recognition of those receiving the resources, not of the people planning the event.
   (Submit via RooGroups)
   - Philanthropy Dollars/Items Form Money and/or Items donated must be recorded through the Philanthropy Dollar/Items form on RooGroups. This form must be completed within 30 days of the date of the event. Within the form, chapters must include a form of verification from the benefiting organization of the money/items donated.
     - Money raised for a cause must be recorded as philanthropy dollars.
     - Items donated for a cause must be recorded as philanthropy items.
   - Any act of raising money/items does not count for service hours, instead the dollar amount/number of items must be counted towards Philanthropic donations.
   - If Philanthropy forms are not completed within the 30-day timeline, the hours and dollars/items will not be counted towards the chapter's totals

3) **Greek Day of Service** – Each year Fraternity and Sorority Affairs will host a Greek Day of Service. This event will require 25% minimum of each chapter's attendance per the current roster housed with FSA. Failure to meet this percentage will result in the chapter planning and hosting the next Greek Day of Service.
   (Verified by Fraternity and Sorority Affairs.)
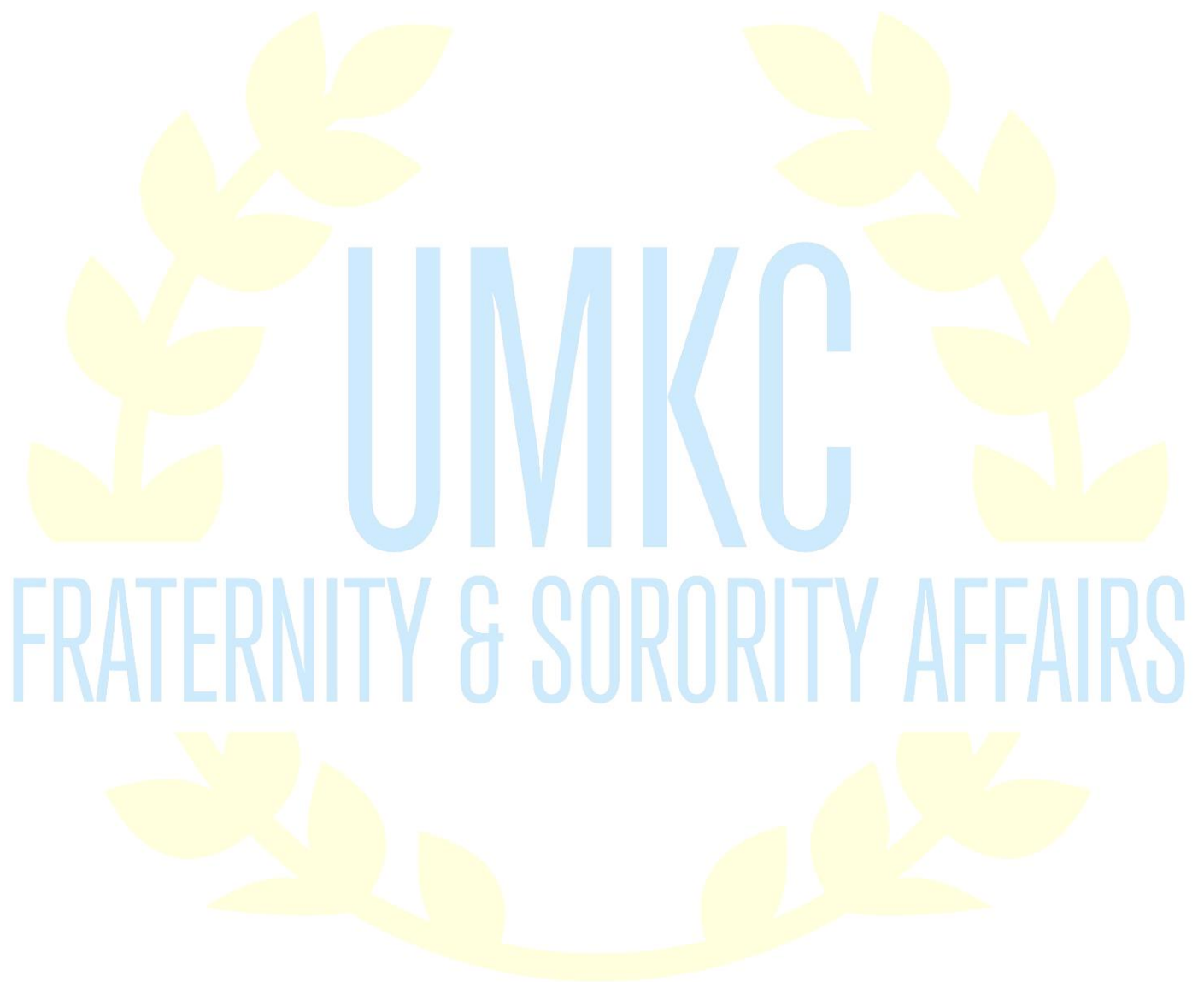
If you have any questions regarding this document, please contact the Coordinator for Fraternity and Sorority Affairs for further clarification.

Contact Information

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