

Chapter Operations Rubric

		Level 1	Level 2	Level 3	Level 4	Level 5
Chapter Management		<p>The organization does not have a constitution on UR Connect. The organization is not familiar with, nor do they stay up to date with revisions for their constitution. Organization does not discuss the constitution.</p> <p>The organization, if at all, hold unorganized and non-scheduled meetings.</p> <p>The organization does not have processes and procedures in place to deal with internal conflicts in regards to the operations of the organization and internal communication.</p> <p>The leadership makes all decisions and does not communicate regularly with membership. Membership is unaware of information presented at Greek Council.</p>	<p>The organization is familiar with their constitution but are not up to date with relevant revisions. Organization is not familiar enough with their constitution to abide by it.</p> <p>The organization holds meetings regularly.</p> <p>Organization does not have regular goals set.</p> <p>The organization does not have set process to deal with internal conflicts.</p>	<p>The organization is familiar with their constitution but are not up to date with relevant revisions.</p> <p>The organization holds meetings regularly. Organization doesn't make any effort to alter their meeting structure to make better use of their time.</p> <p>Organizational goals are set each semester and explained to all members.</p> <p>The organization has set process and effectively utilizes procedures for internal conflicts.</p>	<p>The organization has an updated constitution on UR Connect. Org.'s constitution is reviewed on a regular basis and is up to date with relevant revisions. Organization intentionally abides by their constitution.</p> <p>The organization holds constructive and effective meetings consisting on updates from every chairperson and an opportunity for opinions. Every semester org. goals are established with feedback from all members.</p> <p>The organization has set process and effectively utilizes procedures for internal conflicts.</p>	<p>The organization has an updated constitution on UR Connect. Org.'s constitution is reviewed on a regular basis and is up to date with relevant revisions. Organization intentionally abides by their constitution. All members are educated about the constitution and have easy access.</p> <p>The organization holds constructive and effective meetings consisting on updates from every chairperson, accountability for chairpersons who do not complete their job and an opportunity for opinions. Every semester org. goals are established with feedback from all members.</p> <p>The organization has set process and effectively utilizes procedures for internal conflicts.</p>
	Risk Reduction	<p>Org. does not have a dedicated nor trained person planning social events.</p> <p>Org. does not host any educational sessions on risk or areas of risk.</p> <p>Org. does not have member expectations document.</p>	<p>Org. sends someone to semester trainings to understand the policy.</p> <p>Organization does not host any educational sessions on risk or areas of risk.</p> <p>Org. has member expectations document.</p>	<p>The organization takes steps to proactively minimize the negative affects of being a social organization on this campus by havening an internal position responsible for reviewing all events hosted by the organization.</p> <p>Organization hosts occasional educational sessions for</p>	<p>The organization takes steps to proactively minimize the negative affects of being a social organization on this campus by havening an internal position and committee responsible for reviewing all events hosted by the organization.</p>	<p>The organization takes steps to proactively minimize the negative affects of being a social organization on this campus by havening an internal position and committee responsible for reviewing all events hosted by the organization. The members of this</p>

	Organization has not violated any expectations or has violated expectations of the ASUR, Greek Council or IFC/Panhell Const. only or a violation of a University Policy.	Organization has not violated any expectations or has violated expectations of the ASUR, Greek Council or IFC/Panhell Const. only or a violation of a University Policy.	membership on hazing, alcohol, drugs and sexual misconduct. Org. has member expectations document signed by active members yearly. Org. has process to address members who violate the document. Organization has not violated any expectations or has violated expectations of the ASUR, Greek Council or IFC/Panhell Const. only and NOT a violation of a University Policy.	Organization hosts occasional educational sessions for membership on hazing, alcohol, drugs and sexual misconduct. Org. has member expectations document signed by active members yearly. Org. has process to address members who violate the document. Organization has not violated any expectations.	committee represent incoming and outgoing leadership. Organization hosts regular education sessions for members on the three main areas of risk for Greek Life (hazing, alcohol/drug and sexual misconduct) Org. has a member expectations document signed by active members yearly outlining behavioral, attendance, hazing, conflict, alcohol and drug expectations. Org. has process to address members who violate the document. Organization has not violated any expectations.
	Level 1	Level 2	Level 3	Level 4	Level 5
University Advisor	The organization does not communicate with their advisor. They failed to complete their advisor contract and lack a means of communication with their advisor.	The organization has completed the advisor contract, however the means of communication is ineffective or lacking. There is minimally semesterly interactions between the advisor and the org.	The organization has completed the advisor contract, however the means of communication is ineffective or lacking. There is minimally bi-semesterly interactions between the advisor and the org.	The organization and their advisor have a clearly defined relationship and know what is expected of one another. There is minimally monthly interactions between the advisor and the org.	The organization and their advisor have a clearly defined relationship and know what is expected of one another. Both hold each other accountable in clear and effective ways. There are minimally monthly interactions between the advisor and the org.
F i s	Level 1	Level 2	Level 3	Level 4	Level 5

	<p>The organization does not have an outlined budget plan.</p>	<p>The organization does not have outlined budget OR does not effectively follow or adhere to their outlined budget plan.</p> <p>Org. does not have outlined process for purchases.</p> <p>Org. does not regularly audit.</p> <p>Org. does not have dues contracts.</p> <p>Org. does not check ASUR Club Account semesterly.</p>	<p>The organization does not have outlined budget OR does not effectively follow or adhere to their outlined budget plan.</p> <p>Org. does not have outlined process for purchases.</p> <p>Org. does not regularly audit.</p> <p>Org. has dues contracts.</p> <p>Org. checks ASUR Club Account semesterly.</p>	<p>The organization outlines a semesterly budget, published to all members, within the income expected and effectively adheres to their outlined budget plan.</p> <p>Organization has outlined process for purchasing big ticket items (i.e. two signatures on checks or limit of persons with access to bank cards).</p> <p>Org. has established outline for auditing books.</p> <p>Org. has dues contracts.</p> <p>Org. checks ASUR Club Account semesterly.</p>	<p>The organization outlines a semesterly budget, published to all members, within the income expected and effectively adheres to their outlined budget plan.</p> <p>Organization has outlined process for purchasing big ticket items (i.e. two signatures on checks or limit of persons with access to bank cards).</p> <p>Org. has established outline for auditing books yearly with advisor notification, as well as transitioning names on accounts.</p> <p>Org. has contracts for payment plans that ask members to pay throughout the semester with a possibility of losing member privileges if payment is not made.</p> <p>Org. checks ASUR Club Account semesterly.</p>
House Management	Level 1	Level 2	Level 3	Level 4	Level 5
	<p>The organization fails to maintain the house and has irregular upkeep. Safety expectations have been a concern. There is vandalism, damage or cleaning charges.</p>	<p>The organization does not maintain the house condition and has regularly struggled with the cleanliness, damages and violation of University Policies.</p> <p>The organization has fines and/or concerns during inspections. Safety</p>	<p>The organization maintains house well, but has struggled with the condition of the house.</p> <p>The organization has little to no fines or concerns during inspection. Safety of the house is not a concern.</p>	<p>The organization maintains the house with regular house cleanings. Org. has expectations that every member is responsible for condition of house.</p> <p>The organization had no fines or concerns during inspection.</p>	<p>The organization maintains the house with regular house cleanings before and after events. The house manager educates the membership on the Org. House Handbook. Org. has expectations that every member is responsible for condition of house.</p>

		expectations have been a concern.			The organization had no fines or concerns during inspection.
<p style="text-align: center;">Example of an organization at Level 1</p> <p>We do not have regular meetings and our meetings are very unorganized. We do not have an updated constitution and no means of internal communication.</p> <p>We have no member expectations. We have no Risk Reduction educational events. We do not have a good understanding of the University’s policies on risk (including Hazing Policy, Code of Conduct, Party Policy, etc.) We have a social chair who likes to host parties, but they don’t really know what to do to plan a party or what a license is.</p> <p>We have no contract with our advisor. We rarely meet with them. We have little to no means of communication. Most of our members don’t know who our advisor is.</p> <p>We do not have a budget plan. We are in deficit. Our members are not aware of where our dues go. We have had purchases made without consulting the membership.</p> <p>We do not have a house manager. We have no official practices to maintain the condition of our house. Doors and alarms remain unlocked. It usually take a week for items to be cleaned after parties.</p>			<p style="text-align: center;">Example of an organization at Level 5</p> <p>We have regularly scheduled organized meetings that effectively allow for internal communication among general members and executive board members within the organization. We review our constitution annually and set goals for each semester. We have processes and procedures in place to resolve any conflicts or issues that may arise.</p> <p>We have a committee of members who are responsible for educating the organization on responsibilities for hosting events, reviewing all social events before org. finalizes plans, and we have a yearly session on the three risk areas for Greek Life. We have clearly written out member expectations. We hold our members accountable with a board review process internally. We have never violated any major policies of the ASUR, Greek Council or IFC/Panhell Constitution.</p> <p>We have a clear and detailed contracted signed and agreed upon between our organization executive members and the advisor. We meet regularly to discuss tasks and goals for the following week.</p> <p>We have a clearly outlined budget plan set by our constitution that we regularly update. All members are aware of where their dues go. Only two people can sign checks and only a few people have access to our financials including an alumni advisor. There is a clear check and balance to ensure fraud is unlikely.</p> <p>We hold members accountable for regular cleanings as an organization, did not have any damages caused by members nor alumni, and all members are aware of the house alarm, where cleaning supplies are located, and the expectations of the house condition.</p>		
<p style="text-align: center;">Optional Questions for Interviews</p> <ol style="list-style-type: none"> 1. Describe your understanding of your Organization’s constitution. 2. Describe how to make changes to your constitution. 3. Do you feel comfortable proposing constitutional changes? 4. Describe how conflict is handled in your organization. 5. Describe how your organization views hazing. Alcohol use. Drug use. Sexual misconduct. Difficult party situations. 6. Do you feel comfortable attending parties hosted by your organization? With other organizations? 			<p style="text-align: center;">Responses from Interviews</p> <p>Name: Response:</p> <p>Name: Response:</p>		

<ol style="list-style-type: none"> 7. Describe how your organization approaches party and event planning. Do all members have a voice in planning events/parties? 8. Describe your organization's expectations for you. Other members. 9. Describe the process of how members are held accountable for negative behavior or behavior that violates policy. Is this process fair? Why or why not? 10. Describe your relationship with your organization's advisor. 11. Describe how you know how your dues are spent. 12. Is there a clear payment plan system outlines for all members? 13. Describe where fiscal policies are outlined. Describe how they are followed. 14. Describe how the majority of your membership understands the supplemental house handbook. 15. Describe how the house is maintained throughout the year. 16. Describe how active members support the house condition. 	<p>Name: Response:</p> <p>Name: Response:</p> <p>Name: Response:</p>
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<p>Average Score from Rubric: 0 1 2 3 4 5</p>	<p>Reasoning for Score:</p>
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Rituals and Values Rubric

		Level 1	Level 2	Level 3	Level 4	Level 5
Embodying your Values	Level 1	Org. has no knowledge of their organizational values	Org. has a limited knowledge of their organizational values	Org. members have a general understanding of their organizational values.	Org. members have a good understanding of their organizational values.	Org. members have complete knowledge and can immediately relay organizational values and how the Org. provides value to them, personally.
Chapter Educational Programs	Level 1	Org. does not host educational events nor support educational events on campus.	Org. does not typically or consistently promote further education for active members or supporting events and activities on campus.	Org. promotes their values by holding a limited amount of educational events for members only or only for the community. Org. occasionally sends members to attend activities and events on campus.	Org. promotes their values by holding educational events both internally (within the chapter) and externally (within the community). Org. sends members to attend activities and events on campus.	Org. consistently promotes their values by holding frequent and varied educational events both internally (within the org) and externally (within the University and Greek community). Organization regularly incentivizes and sends members to attend activities and events on campus (i.e. CDI speakers, plays, choral performances, educational events).
Recruitment	Level 1	Org. does not discuss recruitment. Org. does not host recruitment education for members. Organization has NOT recruited the minimum number needed for organization to remain healthy.	Org. discusses recruitment occasionally. Org. does not host recruitment education for members. Organization has NOT recruited the minimum number needed for organization to remain healthy.	Org. discusses recruitment occasionally. Org. holds recruitment education for members. Organization has recruited the minimum number needed for organization to remain healthy.	Org. discusses recruitment throughout the year and a position or committee that is responsible for developing opportunities for potential members to learn about the organization. Org. holds recruitment education for members.	Org. discusses recruitment throughout the year and has a clear recruitment plan and a position or committee that is responsible for developing opportunities for potential members to learn about the organization. Org. holds recruitment education for members

				Organization has recruited the minimum number needed for organization to remain healthy.	(discussion of policies in regards to snoring, drug/alcohol free events and distributes it to members?) Organization has recruited the minimum number needed for organization to remain healthy.
Retention of Members	Level 1	Level 2	Level 3	Level 4	Level 5
	Org does not have review process to understand why members or new members leave or go inactive.	Org. does not contact members who goes inactive or drop out of the process. Organization has less than 4 people go inactive each year.	Org. has contact with every member who goes inactive or drops out of the process. Organization has less than 4 people go inactive each year.	Org. has contact with every member who goes inactive or drops out of the process. Organization has less than 2 people go inactive each year. Org has internal discussions to evaluate why any new or active members leave.	Org. has an clear outline of what is expected with every member who goes inactive or drops out of the process. This includes contact with the org. advisor. Organization has less than 2 people go inactive each year. Org has internal discussions to evaluate why any new or active members leave.
New Member Process Review (completed by SLIC Staff Only)	Level 1	Level 2	Level 3	Level 4	Level 5
	Org. does not distribute a member education program to all members, not all elements of an event are outlined and on file with SLIC, new member process is not reviewed, process event does not teach a value, new member educator did not pass survey on first attempts,	Org. distributes a thorough and accurate new member education program to all members from a New Member Education who has been given an outline (on file with SLIC) of how every process event should be facilitated.	Org. distributes a thorough and accurate new member education program to all members from a New Member Education who has been given an outline (on file with SLIC) of how every process event should be facilitated.	Org. distributes a thorough and accurate new member education program to all members from a New Member Education who has been given an outline (on file with SLIC) of how every process event should be facilitated.	Org. distributes a thorough and accurate new member education program to all members from a New Member Education who has been given an outline (on file with SLIC) of how every process event should be facilitated.

	<p>and/or rituals are not on file with SLIC.</p>	<p>New Member process is occasionally reviewed and every event/expectation teaches an organizational value.</p> <p>New Member Educator has Handbook and passed survey.</p> <p>Organization has written rituals of the written process of all non-new member rituals in SLIC.</p>	<p>New Member process is occasionally reviewed and every event/expectation teaches an organizational value.</p> <p>New Member Educator has Handbook and passed survey.</p> <p>Organization has written rituals of the written process of all non-new member rituals in SLIC.</p>	<p>New Member process is occasionally reviewed and every event/expectation teaches an organizational value.</p> <p>New Member Educator has Handbook and passed survey.</p> <p>Organization has written rituals of the written process of all non-new member rituals in SLIC.</p>	<p>New Member process is regularly reviewed and every event/expectation teaches an organizational value.</p> <p>New Member Educator has Handbook and passed survey. Process did not change, unless to update to new policies.</p> <p>Organization has written rituals of the written process of all non-new member rituals in SLIC.</p>
<p align="center">Example of an organization at Level 1</p> <p>Members are unable to state how the organization has provided value to their experience at Redlands. Organization does not host any educational events. Organization hosts rush events only and does no other recruitment efforts. Organization does not have any follow-through with members who choose to leave.</p> <p>New Member process changes every semester and there are numerous events/activities that are not written correctly (or thoroughly) nor on file with SLIC. There is no feedback given about process events and there is no purpose/value to some activities.</p>		<p align="center">Example of an organization at Level 5</p> <p>All members know why they joined and how the organization has provided value to their time at Redlands. Organization has regular events that promote the value of the organization (i.e. service event with a local organization that shares values, regular opportunities for members to grow/learn (i.e. internships set-up with alumni from same field of study, chance to take leadership role on University event like a speaker or educational programming week), or partnership with other club/academic department on project.</p> <p>Organization has position or committee responsible for active member education. The committee hosts regular events for active members to assist in the continued development of active members. The educational sessions reflect a variety of areas of growth (personal, diversity, identity, current events, sustainability, etc.). These events are internal (members only), external (open to the Greek/University Community), or are supporting events in the community.</p> <p>Organization discusses recruitment efforts at every meeting by inviting and introducing potential new members to active members at organizational activities and in non-scheduled social events.</p> <p>Organization has an exit interview with the advisor or online survey with every member who goes inactive or drops out of the process. Org. leadership discusses annually the reasons why members choose to leave and makes necessary changes to org. structure.</p>			

New Member Educator has a clear resource for facilitating the New Member Process which does not change from semester to semester unless there is a policy change. Every activity teaches a value of the organization and provides a purpose for the new member. There is a survey given to new members and actives twice throughout the process to evaluate the facilitation and purpose of events. Organization has all rituals on file with SLIC.

Optional Questions for Interviews

- 1. Describe how you joined this organization.
- 2. Describe the value being Greek has brought to your experience at Redlands.
- 3. Describe your organization's value and how is it shown.
- 4. Describe what have you learned as an active member of your organization.
- 5. Describe how your organization challenges members to grow.
- 6. Describe what all active members learn as a result of being active.
- 7. Describe how your organization values learning.
- 8. Describe your organization's recruitment plan.
- 9. Describe your organization's view of recruitment.
- 10. Describe who is responsible for recruiting new members.
- 11. Describe how you recruit new members.
- 12. Have members gone inactive? If so why?
- 13. Describe how your organization addresses members who go inactive or drop out of the process.

Responses from Interviews

Name:
Response:

Name:
Response:

Name:
Response:

Name:
Response:

Name:
Response:

Average Score from Rubric: 0 1 2 3 4 5	Reasoning for Score:
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Leadership					
Executive Board Training and Transition	Level 1	Level 2	Level 3	Level 4	Level 5
	<p>The organization has system in place that is ineffective for officer transition and training. The organization's URconnect portal is not updated.</p> <p>Individuals have no say in the direction of the organization. Members of the organization don't feel respected or safe. There is no training system in place for the transition of officers for positions.</p>	<p>The organization has system in place that is ineffective for officer transition and training. The organization's URconnect portal is not updated.</p> <p>There is an ongoing creation of a training system for the transition of officers, but it has not taken action.</p>	<p>The organization has an adequate system in place for transitions of officers, for both executive and non-executive positions. The organization's URconnect portal is updated at the end of every semester with officers.</p>	<p>The organization has an adequate system in place for training and transitions of officers, for both executive and non-executive positions. The organization's URconnect portal is updated at the end of every semester with officers, important documents, pictures, etc.</p>	<p>The organization has an effective system in place for training and transitions of officers, for both executive and non-executive positions. The organization's URconnect portal is updated at the end of every semester with officers, important documents, pictures, etc.</p>
Leadership Development	Level 1	Level 2	Level 3	Level 4	Level 5
	<p>The organization does not attempt to hold events for leaders. There is no recognition of leaders.</p>	<p>Organization has not held an event though they might have planned one.</p>	<p>Each member has opportunities to speak within an organizational setting, but there are no formal opportunities for members to learn new leadership skills and formal trainings are not encouraged.</p>	<p>The organization provides sufficient educational outlets for leadership development, which is available to members.</p> <p>Organization occasionally recognizes leaders.</p>	<p>All year long, the organization provides effective, efficient and educational outlets for leadership development, available to all members. Members are able to reflect on these programs and link their</p>

					leadership development experiences to their membership.
Individual Leadership Positions (Non-Greek Orgs)	Level 1	Level 2	Level 3	Level 4	Level 5
	There is no support for other involvements.	Members are rarely reconized, encouraged to hold leadership positions on campus or join greek honor societies.	Members are rarely reconized, encouraged to hold leadership positions on campus or join greek honor societies.	The organization provides an inclusive and encouraging environment that allows all members an opportunity to build their leadership skills within the organization as well as around campus.	Organization regularly encourages and recognizes leaders for their work. The organization provides an inclusive and encouraging environment that allows all members an opportunity to build their leadership skills within the organization as well as around campus.
<p style="text-align: center;">Example of an organization at Level 1</p> <p>The organization has no system of transitioning information at the end of each semester and members are regularly heard saying that they do not know what their leadership position entails. There is no encouragement of younger members to get involved. Outside involvement is not discussed. No one attends the end of the year banquet and no members are nominated for awards.</p>			<p style="text-align: center;">Example of an organization at Level 5</p> <p>At the end of each semester, the organization has a specific process in place for training and transitioning members into their new positions, whether that be handing down position specific binders with legacy letters, holding a meeting where the previous chair meets and trains the new chair, etc. The organization's events are coordinated and facilitated by different members allowing them to learn valuable leadership skills. Significant positions have a junior position responsible for learning the ins and out of the position. Leadership positions are given to members of differing ages to assist in the ongoing sharing of information and development of the individual. The organization holds events, in which members learn about developing their leadership style. They may hold workshops regarding professional development or bring in speakers. The organization's efforts are recognized as they may apply for Order of Omega and COAB awards. The organization is active across the University of Redlands community, serving as Orientation Leaders, Peer Mentors, A.S.U.R representatives, tutors, officers or members in various clubs, etc.</p>		
<p style="text-align: center;">Optional Questions for Interviews</p> <ol style="list-style-type: none"> 1. Describe how leadership positions transferred. 2. Describe how often you change leadership. Why? 			<p style="text-align: center;">Responses from Interviews</p> <p>Name:</p> <p>Response:</p>		

<ol style="list-style-type: none"> 3. Describe how members learn the responsibilities of every position? 4. Describe how decisions are made within the organization. Is there an executive board? If so, what are their responsibilities? 5. Describe how feedback is given to leadership? 6. Describe how your organization values leadership development. 7. Describe how your organization approaches leadership development. 8. Describe how the structure of the organization's leadership works. 9. Describe how all members have a voice in the organization. 10. Describe how your organization recognize members. 11. Describe how your organization supports involvement on campus. 12. Describe how your organization encourages leadership. 13. Describe how leaders know they are doing well. 	<p>Name: Response:</p> <p>Name: Response:</p> <p>Name: Response:</p> <p>Name: Response:</p>
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<p>Average Score from Rubric: 0 1 2 3 4 5</p>	<p>Reasoning for Score:</p>
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Community Participation

Governing Body: ASUR, Greek Council, Inter-	Level 1	Level 2	Level 3	Level 4	Level 5
	Organization did not attend a majority of all-Greek Council, IFC, and Panhellenic Council meetings. Org. did not pay dues on time.	Organization had some attendance at all-Greek council, IFC, and Panhellenic Council meetings. Org. did not pay dues on time.	Organization had regular attendance at all-Greek council, IFC, and Panhellenic Council meetings with a few absences. Org. paid dues on time.	Organization had full and regular attendance at all Greek Council, IFC, and Panhellenic Council meetings. Org. paid dues on time.	Organization had full and regular attendance at all Greek Council, IFC, and Panhellenic Council meetings. Org. paid dues on time.
Greek Community	Level 1	Level 2	Level 3	Level 4	Level 5
	Organization did not participate in All-Greek events, as well as events put on by other organizations. Org. participated some or none of Greek Week/Greek Cup and Lip Sync. Org. hosted no alcohol-free social event.	Organization had some participation at All-Greek events, as well as events put on by other organizations. Org. participated in some of Greek Week/Greek Cup and Lip Sync. Org. hosted no alcohol-free social event.	Organization had regular participation in most All-Greek events, as well as events put on by other organizations. Org. participated in most of Greek Week/Greek Cup and Lip Sync. Org. hosted one alcohol-free social event.	Organization showed strong attendance and participation at All-Greek events, as well as events put on by other organizations. Org. participated in Greek Week, Greek Cup events, and Lipsync. Organization hosted a few alcohol free social activities.	Organization showed strong attendance and participation at All-Greek events, as well as events put on by other organizations. Org. participated in Greek Week, Greek Cup events, and Lipsync. Organization hosted many alcohol free social activities.
University Community	Level 1	Level 2	Level 3	Level 4	Level 5
	<p>Showed no support of University held events.</p> <p>Organization did not participate in intramurals and did not have any involvement in the community.</p>	<p>Showed minimal support of University held events.</p> <p>Organization had one or less intramural teams.</p> <p>Organization planned but never hosted recognition event.</p>	<p>Showed support of University held events with attendance in some intramural teams, and some large-scale University events.</p> <p>Organization hosted annual recognition event for group on campus with minimal attendance.</p>	<p>Showed ongoing support of University wide events with attendance in some intramural teams, and most large-scale University events.</p> <p>Organization hosted annual recognition event for group on campus.</p>	<p>Showed ongoing support of University wide events with attendance in all intramural teams, and large-scale University events (Relay for Life, Andershon Halloween Carnival, Fall/Spring Fest, Sustainability Fair, Multicultural Festival). Organization hosted annual recognition event for group on campus (professors, custodians, academic department, women leaders, etc.).</p>
A I U	Level 1	Level 2	Level 3	Level 4	Level 5

	Does not participate in Homecoming nor have positive interactions with alumni. No communication with alumni. No alumni organization. No Alumni Advisors.	Organization supports homecoming event with alumni. Organization promotes positive relationship with alumni while maintaining healthy boundaries.	Organization supports homecoming event with alumni. Organization communicates successfully with alumni regularly through alumni house newsletters and mailers. Organization promotes positive relationship with alumni while maintaining healthy boundaries.	Organization supports homecoming event with alumni. Organization communicates successfully with alumni regularly through alumni house newsletters and mailers. Alumni leadership meet with executive leadership on a regular basis. All members have regular interactions with alumni leadership/advisors. Organization promotes positive relationship with alumni while maintaining healthy boundaries.	Organization supports many alumni events annually (more than Homecoming lunches). Org. communicates successfully with alumni regularly through alumni house newsletters and mailers. Alumni leadership meet with executive leadership on a regular basis. All members have regular interactions with alumni leadership/advisors. Organization promotes positive relationship with alumni while maintaining healthy boundaries.
Parent Community	Level 1	Level 2	Level 3	Level 4	Level 5
	No contact with parents.	Org. does not communicate with parents, but has a plan to in the future.	Org. communicates and engages with parents occasionally.	Org. communicates and engages with parents regularly. Ex. when a member joins organization, invites parents to open events (Homecoming, graduation, annual celebrations, etc.), and provides updates with parents regularly.	Org. communicates and engages with parents regularly. Ex. when a member joins organization, invites parents to open events (Homecoming, graduation, annual celebrations, etc.), and provides updates with parents regularly. Org. communicates with potential parents online.
Example of an organization at Level 1			Example of an organization at Level 5		

<p>Organization missed multiple Greek Council meetings and owes \$25 in attendance fines for the Fall semester. Organization did not attend any greek functions (Greek Week, Greek Cup). Org. attended recruitment events (Lipsync, Presents) but did not participate. Organization did not host any social events without alcohol. Organization did not participate in any University events. Organization did participate in intramurals and had multiple conflicts with other teams for unsportsmanlike conduct. Organization participates in after football game party on the row, but alumni complain about alcohol policy and feel they weren't educated on Homecoming plans. Alumni are not updated on organization's accomplishments or goals more than once a year when they are asked for donations. There is an alumni advisor name on file who does not attend alumni advisor meetings nor respond to contact from organization except to complain. There is no contact with parents.</p>	<p>Organization did not have any attendance fines for Greek Council and paid dues on time. Organization send more than 50% of it's membership to Greek Week and has pictures to show how much fun was had. Organization participated In LipSync and had at least 5 members attend every Greek Cup event. Organization hosted three social events without alcohol, two were date nights and one was a Greek Community football game event. Organization participated in multiple intramural events, sent many members to large University events and co-sponsored an awareness week, and hosted the annual recognition event for a campus population. Organization hosts regular events with alumni including Homecoming, another annual celebration. Organization communicates with alumni through alumni house newsletter or mailer at least twice a year. The alumni leadership (advisor/patron/patroness) has regular meetings with organizational leadership and with all members at meetings. The alumni association is a positive support for the organization and regularly educates young alumni and alumni who recently became active on University Policy as well as expectations of alumni. Parents are aware of fraternity purpose, value and events through semesterly newsletter and online parent's page. Organization hosts an event where parents are welcomed into the house semesterly.</p>
<p style="text-align: center;">Optional Questions for Interviews</p> <ol style="list-style-type: none"> 1. Describe what the role is of Greek Council/IFC/Panhell. Describe how these organization support you. 2. Are you a member of Greek Council/IFC/Panhell? Have you ever been to a meeting? What do these groups do? 3. Describe how your organization socialize without alcohol. 4. Do you know what Greek week is? Did you participate? Describe what role Greek Week serves. 5. What is the Greek Cup? How do you earn points? Why do we have the Greek Cup? When is it awarded? 6. Did your organization participate in intramurals? If yes, describe the experience. If not, why not? 7. Describe what your organization does to support the University community? 8. Describe how your organization actively attends or supported University Events? 9. Describe the role of alumni in your organization. 10. Describe how your Org. communicates with alumni and parents. 11. Describe the relationship between the active members and your alumni right now. 12. Describe how alumni/parents support the organization. 	<p style="text-align: center;">Responses from Interviews</p> <p>Name: Response:</p> <p>Name: Response:</p> <p>Name: Response:</p> <p>Name: Response:</p> <p>Name:</p>

<p>13. What do alumni/parents know about the organization? Describe how they get information.</p>	<p>Response:</p>
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<p>Average Score from Rubric: 0 1 2 3 4 5</p>	<p>Reasoning for Score:</p>
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Service and Philanthropy Rubric

	Level 1	Level 2	Level 3	Level 4	Level 5
<p>Community Service</p>	<p>Organization does not track any service or less than half of members complete required 10 hours of service per semester.</p> <p>No person attended training.</p>	<p>At least half of the organization's members completed required individual hours.</p> <p>Member attended Volunteer Center Training.</p> <p>Organization is outlining a formal way to evaluate value of service.</p>	<p>At least seventy five percent of the organization completed individual hours and completed their one All Greek Hour. There is a formal process to address members who do not complete any service.</p> <p>Member attended Volunteer Center Training.</p> <p>Organization is outlining a formal way to evaluate value of service.</p>	<p>Full Organization completed required hours of individual service and completed their one All Greek Hour. There is a formal process to address members who do not complete any service.</p> <p>Member attended Volunteer Center Training.</p> <p>Organization has a formal evaluation that is completed to evaluate the impact of the service.</p>	<p>Full Organization completed required hours of individual service and completed their one All Greek Hour. There is a formal process to address members who do not complete any service.</p> <p>Member attended Volunteer Center Training.</p> <p>Organization has a formal evaluation that is completed to evaluate the impact of the service. This feedback is</p>

					<p>discussed amongst members who served together and shared with the agency when possible.</p> <p>Organization hosts service events that align with organization's values.</p>
University Service	Level 1	Level 2	Level 3	Level 4	Level 5
	The organization does not help serve the University in any way.	At least half of the organization's members contribute to the University through extracurricular activities or through their community service.	At least 75% organization contributes to the University either through portions of their community service or through extracurricular activities.	Entire organization contributes in some way to the University. The organization's members may contribute to the University through extracurricular activities or community service.	Entire organization contributes in some way to the University. The organization's members may contribute to the University through extracurricular activities and community service. In both regards, a significant portion of the members hold leadership positions within their extracurricular activities.
Philanthropy	Level 1	Level 2	Level 3	Level 4	Level 5
	No Philanthropic Organization is chosen or service nor fundraising pursued.	A philanthropy is chosen, but not pursued.	A Philanthropy is chosen and acknowledged by the University but no service nor donation is pursued.	A Philanthropy is chosen and acknowledged by the University, and documented financial donation is made to the non-profit organization.	A Philanthropy is chosen and acknowledged by the University, documented financial donation is made to the non-profit organization as well as education to campus community and service to the organization.
Example of an organization at Level 1			Example of an organization at Level 5		
Organization does not track its member's community service hours. Less than half of the member's complete their required 10 community			The entire organization fulfills their community service hours and All-Greek Hour at a majority of non-profit organizations that remain close to the values of the		

<p>service hours. The organization does not have a philanthropic organization on record.</p>	<p>organization. Those who complete service reflect on their experience with their peers and the leaders of the non-profit. Students can clearly articulate the impact of the service. The organization has chosen a philanthropy and raises money for it as well as serves the philanthropy through educational or community service events. Within the University, the entire organization does service for the University community regularly. Members are encouraged to serve.</p>
<p style="text-align: center;">Optional Questions for Interviews</p> <ol style="list-style-type: none"> 1. Where did you complete service hours this year and why? 2. Describe what the purpose of your service? 3. Does your organization serve together? How? 4. Describe the impact of your service. 5. Describe how you or your organization served the University as well as a non-profit. 6. Describe your experience serving others. 	<p style="text-align: center;">Responses from Interviews</p> <p>Name: Response:</p> <p>Name: Response:</p> <p>Name: Response:</p> <p>Name: Response:</p>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Average Score from Rubric:</p> <p>0 1 2 3 4 5</p>	<p>Reasoning for Score:</p>

Academics Rubric					
Academic Achievement	Level 1	Level 2	Level 3	Level 4	Level 5
	Organization does not meet minimum CUM GPA requirement of 3.0 and is not completing the items in the Academic Policy. Organization is subject to outcomes in Academic Policy. The organization does not do any activities supporting learning	Organization does not meet minimum CUM GPA requirement of 3.0 and is completing the items in the Academic Policy. Chapter does one activity to support learning in and out of the classrooms.	Chapter does a few activities to support learning in and out of the classrooms. Organization provides guidelines for members who do not meet standards.	Chapter does regular ongoing activities to support learning in and out of the classrooms. Organization has systematic ways to support academic achievement. Organization celebrates member's academic achievements and provides guidelines for members who do not meet standards.	Chapter does regular ongoing activities to support learning in and out of the classrooms. Organization has systematic ways to support academic achievement. Chapter hosts co-curricular academic event. Organization celebrates member's academic achievements and provides guidelines for members who do not meet standards.
Interactions with Out of Classroom Learning	Level 1	Level 2	Level 3	Level 4	Level 5
	Organization does no out of classroom learning activities.	The organization does one activity/ workshop that promotes out of classroom learning.	The organization does a few activities/ workshops which promote out of classroom learning.	The organization does regular activities to support out of classroom learning.	The organization does regular activities to support out of classroom learning. The organization also holds out of classroom learning events which are open to the University and/or the public.
Example of an organization at Level 1			Example of an organization at Level 5		
The organization's average GPA is under 3.0. The organization has not done any activities to support academic learning.			The organization hosts out of classroom learning events twice a semester. One event is a co-hosted speaker with CDI and the second event is hosting a workshop in conjunction with Professional Development regarding internships at the organization's house. The organization also has a strong average GPA, along with		

regular activities which support learning and academics within the classroom. There are clear expectations for members' GPA. These expectations include guidelines for members not prioritizing academics (limited social events, inability for privileges such as taking a little, no house access) as well as regular incentives and recognition for members with strong GPAs.

Optional Questions for Interviews

1. How does your organization view academics?
2. Describe how members are recognized for strong academics and held accountable for weakening academics?
3. Describe how the organization supports out of classroom academic learning?
4. Describe how being greek provides value to your Redlands experience?
5. Describe how you can apply what you learned while being Greek to your life post-Redlands?
6. Describe how you will incorporate Greek Life into your resume or interviews for jobs?

Responses from Interviews

Name:
Response:

Name:
Response:

Name:
Response:

Name:
Response:

Name:
Response:

Average Score from Rubric:
0 1 2 3 4 5

Reasoning for Score:

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