UNIVERSITY OF MARYLAND CHAPTER EXPECTATIONS
DRAFT 14
Fraternity and Sorority Life at the University of Maryland

On a Friday evening, March 19, 1915, Dr. A.J. Patterson, then President of the Maryland Agricultural College, invited members of the school's earliest fraternities, Kappa Alpha and Sigma Nu, into his home. That evening, Dr. Patterson spoke of the day he envisioned when chapters would occupy houses on and around campus in order to demonstrate the fraternal bonds and values that were the foundations of their existence.

Today at the University of Maryland, the full support of the University is behind the same vision that Dr. Patterson spoke of over 100 years ago. While fraternities and sororities have been through many highs and lows over the years, the University is committed to helping these organizations return to their founding values. Though stated in many different ways, the values of our fraternal organizations are fundamentally the same: living together in the bonds of brotherhood and sisterhood, exhibiting exceptional leadership, demonstrating a commitment to scholarship, providing service to the campus and community, and making a life-long commitment to fellow brothers/sisters and the campus community.

In 1994, the University of Maryland introduced the document *Greek Life: A Foundation for the Future*. This document, known on campus as the "Vision," set forth minimum standards and expectations for all fraternities and sororities who seek to be recognized by the University of Maryland as Greek-letter organizations.   The vision centered on fostering a Greek community wherein chapters complement the institution's academic mission; develop leadership in members; serve the community; foster character development; promote personal development; build community; and encourage lifelong friendships.

Today, that vision stands as the starting point of our expectations for the Fraternity and Sorority community. As a national leader in student affairs, the University of Maryland is committed to leading by example related to its values-based living/learning communities. This means establishing the same high expectations that Dr. Patterson did in 1915 for each and every chapter recognized by the University. Together, we enter into a partnership among fraternal organizations, the University, inter/national headquarters, and alumni in imagining and creating "the way things could be."   The University stands committed to furthering the founding values of these organizations, and by embracing their values our chapters will find a welcome and supportive home at the University of Maryland.

The following expectations clarify the minimum investment chapters can make and still receive campus support. Our vision is of a community that lives by the values upon which fraternities and sororities were founded. In order to move toward the realization of this vision, chapters must do more than just "meet the minimum expectations;" they must strive to embrace these expectations as the foundation upon which to build greatness. Visionary chapters will far exceed these humble expectations.

EXECUTIVE SUMMARY
University of Maryland Chapter Expectations

A. **Paperwork Requirements: Chapters must fulfill four (4) of the five (5) paperwork requirements to be placed in the "meets expectations" category.**
    1. Chapter Advisor via Terp Link
    2. Officer List via Terp Link
    3. Mid-year Report
    4. Annual Report
    5. Semesterly Membership Rosters (including active and new members)

Chapters with a residential component and facility must also fulfill ALL paperwork requirements 6 through 9 to achieve meets expectations.
    6. House Director/Resident Director via Terp Link
    7. House Corporation via Terp Link
    8. Chapter President lives in facility
    9. House Manager lives in facility

B. **Programming Requirements: Chapters must fulfill eight (8) of the thirteen (13) programming requirements to be placed in the "meets expectations" category.**
  Four (4) of these programs are required:
    1. Alcohol/Drugs
    2. Hazing Prevention
    3. Diversity & Inclusion
    4. Sexual Assault/Violence Prevention & Awareness

Chapters must fulfill four (4) additional programs from the list of nine (9) options:
    5. Academic
    6. Alumni
    7. Community Service/Service Learning (minimum of 5 hours/member)
    8. Faculty/Staff Outreach
    9. Health & Wellness
    10. Non-Greek Collaboration
    11. Parent/Family
    12. Personal Development
    13. Values Clarification

Chapters with 8-15 members may request approval for reduced programming requirements to be placed in the "meets expectations" category.
Four (4) of these programs are required:
    1. Alcohol/Drugs
    2. Hazing Prevention
    3. Diversity & Inclusion
    4. Sexual Assault/Violence Prevention & Awareness

Chapters must fulfill one (1) additional program from the list of nine (9) options:
    5. Academic
    6. Alumni
    7. Community Service/Service Learning (minimum of 5 hours/member)
    8. Faculty/Staff Outreach
    9. Health & Wellness
    10. Non-Greek Collaboration

           11. Parent/Family
           12. Personal Development
           13. Values Clarification

C. Program Assessment and Levels of Distinction

D. Attendance Requirements: Chapters must fulfill six (6) of the seven (7) attendance requirements to be placed in the "meets expectations" category. The New Member Educators Workshop is required for chapters that plan to take new members the following semester.

1. Annual Meeting
2. Fall Maryland Greek Leadership Conference
3. Spring Greek Leaders' Retreat
4. New members at Fall and Spring New Member Convocations (if applicable)
5. New Member Educator Workshop
6. Sexual Assault Prevention Chapter Liaison Training
7. Diversity & Inclusion Training

Chapters with 8-15 members may request approval for reduced attendance requirements to be placed in the "meets expectations" category. Chapters must fulfill five (5) of the seven (7) attendance requirements to be placed in the "meets expectations" category. The New Member Educators Workshop is required for chapters that plan to take new members the following semester.

1. Annual Meeting
2. Fall Maryland Greek Leadership Conference
3. Spring Greek Leaders' Retreat
4. New members at Fall and Spring New Member Convocations (if applicable)
5. New Member Educator Workshop
6. Sexual Assault Prevention Chapter Liaison Training
7. Diversity & Inclusion Training

E. Categories of Compliance

1. Exceeds Expectations
2. Meets Expectations
3. Below Expectations

UNIVERSITY OF MARYLAND CHAPTER EXPECTATIONS

The positive experience of being a member of a Greek-letter organization is sustained through the management of a successful chapter. The experience should reflect an obvious commitment to fraternal principles and should be compatible with the goals and objectives of the University.

The **Chapter Expectations Resource Guide** has been designed to assist chapters in preparation for the fulfillment of these expectations. The Guide includes a checklist for all expectations, deadlines for when chapters must submit proof of compliance, an inclusive summary of each expectation, as well as examples of programs.

PAPERWORK REQUIREMENTS

Chapters must fulfill four (4) of the five (5) paperwork requirements to be placed in the "meets expectations" category. Chapters with a residential component and facility must also fulfill paperwork requirements 6 through 9 to achieve meets expectations.

1. CHAPTER ADVISOR
   An active, involved chapter advisor is a key ingredient to a successful chapter. Each chapter shall have a chapter advisor who either lives or works within the immediate metropolitan area, and who has the support of the inter/national organization to provide the chapter and its membership with continuing advice and support. The Chapter Advisor contact information must be submitted through Terp Link.

2. OFFICER LIST
   In order for DFSL to serve as a resource for all officers, it is necessary that an updated officer list is submitted via Terp Link each semester.

3. MID-YEAR REPORT
   This document serves as the chapter's summary report for their progress on meeting expectations through the Fall semester. The Mid-Year Report is due by the last day of class in the Fall Semester.

4. ANNUAL REPORT
   This document serves as the chapter's summary report for their progress in meeting the expectations over the course of the year. This is a summary report of how the chapter met their goals in addition to serving as a reflection tool about these goals. With permission, chapters may substitute documents that they send as a summary report to their headquarters if that report covers items required in the annual report. Chapters should include the number of community service hours performed by all members, total amount of money raised for all philanthropic activities, and the membership involvement survey. Annual Reports are due by the last day of class in the Spring Semester.

5. SEMESTERLY MEMBERSHIP ROSTERS
   Each chapter must be a registered student organization and maintain an active membership roster on file through the Terp Link online process and DFSL at all times. To do this, rosters must be submitted according to the following schedule:
   - September 1st – Active member roster submitted to Terp Link and DFSL
   - New Member rosters submitted to Terp Link and DFSL within two weeks of bids being offered during the fall semester
   - December 1st – Active member roster updated in Terp Link and DFSL to reflect full membership
   - February 1st – Active member roster updated in Terp Link and DFSL
   - New Member rosters submitted to Terp Link and DFSL within two weeks of bids being offered during the spring semester
   - May 1st – Active member roster updated in Terp Link and DFSL to reflect full membership

Chapters with Residential Programs and Facilities:

6. HOUSE DIRECTOR/RESIDENT DIRECTOR
   All fraternities and sororities with a residential component of fifteen (15) or more occupants must employ a live-in House Director (HD) or Resident Director (RD) at all times the house is occupied under the coordination and approval of the House Corporation and the Department of Fraternity and Sorority Life. The purpose of the HD/RD is to oversee the facility management and associated operations and to establish a liaison among the chapter, House Corporation, and University. A House Director is an individual hired and supervised by the house corporation; a Resident Director is a graduate student hired and supervised by the Department of Fraternity and Sorority Life. More detailed expectations and a full position description for each position are listed in the Housed Chapter Policy document on our website. HD/RD contact information must be submitted through Terp Link.

7. HOUSE CORPORATION
   An active and involved house corporation board is an important component for the effective operation of the chapter house. This house corporation entity can manage the affairs of the property and serve as an indispensable resource for the chapter members who have limited time and ability to worry about the long-term maintenance needs of the structure. The University requires each chapter that is housed – and encourages those chapters not currently housed but seeking housing – to have an active and involved house corporation entity. DFSL will assist chapters in identifying prospective board members and will host periodic meetings for representatives from all corporation boards. Articles of Incorporation will be required for all house corporation boards and should be submitted to the DFSL Housing Coordinator. The House Corporation Board contact information must be submitted through Terp Link.

8. CHAPTER PRESIDENT LIVES IN FACILITY
   In order to handle daily operations as well as crisis response, the Chapter President must live in the recognized fraternity or sorority facility for the entirety of their term (excluding summer and winter breaks). Exemptions may be approved in rare circumstances and in those cases, another executive board member must assume the responsibilities of President in the facility.

9. HOUSE MANAGER LIVES IN FACILITY
   The purpose of the House Manager is to serve as liaison between the chapter and both the House/Resident Director and House Corporation. The House Manager's purpose is to maintain a clean and healthy environment in the house. Due to the nature of the position, the house manager must live in the recognized fraternity or sorority facility.

PROGRAMMING REQUIREMENTS

The development of individual members is a primary goal of Greek-letter organizations. Providing opportunities for members to attain their academic goals, experience new opportunities, connect with

the communities of which they are a part, and realize their individual potential are important initiatives for chapters. The goal of these programs is twofold: first, to enhance the experience of the members in each chapter; and second, to improve the image of fraternities and sororities on campus and in the local community.

Ideally, chapters will either sponsor or co-sponsor each program. In general, co-sponsorship means helping to plan and implement a program; **it must be more than just financially contributing to the program.** Programs that are hosted by outside groups may also be used to fulfill these requirements on a case by case basis with approval from the respective DFSL advisor. *Program Event Evaluation* forms should be completed and submitted online for each program.

A minimum percentage of 35% of the chapter attend each program or at least 35% of the members participate in a program in a specific category over the course of the year. is required for each program to help the organization complete chapter expectations programs. For the four (4) mandatory programming areas, at least 75% of the chapter membership must attend each program or at least 75% of the members participate in a program the four specific categories over the course of the year. In general, programs will be evaluated on a case by case basis. In order to make the programs meaningful, a significant number of members should attend each program.

Many chapters already have programming requirements from their inter/national organization or from their respective governing council. To assist chapters in accomplishing these requirements, the University will be flexible in allowing inter/national programming assignments or governing council programming requirements to meet the criteria for University programming requirements. Before the program occurs, the chapter should request to the Fraternity and Sorority Life staff to have their unique programming requirements substituted for the programs mentioned in the standards below.

Chapters must fulfill eight (8) of the thirteen (13) programming requirements. Chapters with 8-15 members that are granted a reduced programming exception must complete five (5) of the thirteen (13) programming requirements. Four (4) of these programs are required with at least 75% of the chapter membership in attendance for all chapters:

1. ALCOHOL/DRUG EDUCATION PROGRAM
   A persistent challenge facing college students across the country is their misuse and abuse of alcohol and drugs. Research often shows fraternity and sorority members experience high rates of binge drinking and the associated negative consequences. To help educate members about the effects related to alcohol and drug use, chapters are required to host a program each year addressing this topic.

2. HAZING PREVENTION PROGRAM
   The new member education or intake process sets the foundation for the fraternity or sorority experience. Therefore, it is important for chapters to bring new members into their organization in an intentional way. To help ensure a positive and safe new member process that excludes hazing practices, chapters are required to host a program each year that addresses hazing prevention.

3. DIVERSITY & INCLUSION PROGRAM
   This program should enhance the chapter's knowledge, awareness, or skills and stretch members to consider different perspectives and experiences around areas such as race, religion, ability, sexual orientation, etc. The richness of the fraternity and sorority experience is enhanced by chapters' abilities to engage with the diversity of the University of Maryland community in meaningful ways. Chapters are required to host a program each year that addresses this topic.

4. SEXUAL ASSAULT / VIOLENCE PREVENTION & AWARENESS PROGRAM
   Sexual assault and relationship violence are significant problems in the community and on college campuses across the country. Given the founding values of fraternities and sororities, each chapter should commit to raising awareness about these issues. Each chapter must demonstrate its commitment to this effort by participating in a sexual assault prevention or relationship violence program each year.

Chapters must also fulfill four (4) more programs from the list of nine (9) options below in order to be placed in the "meets expectations" category with at least 35% of the chapter membership in attendance. Chapters with 8-15 members that have received a programming exception must also fulfill one (1) more program from the list of nine (9) options below in order to be placed in the "meets expectations" category with at least 35% of the chapter membership in attendance:

5. ACADEMIC PROGRAM
   Scholarship is the primary reason students attend college and is another cornerstone value of our fraternal organizations. With the high caliber of students at the University of Maryland, the pursuit of academic achievement is a key value. Fraternal organizations should demonstrate this value by assisting members with their performance and promoting a culture of scholarship within their organizations. Each chapter should participate in an academically related educational program each year that meets the needs of their membership. The University provides a wide variety of services and resources to enhance academic performance.

6. ALUMNI PROGRAM
   Alumni represent a critical component of chapter operations and help ensure the health and longevity of a chapter. Alumni programming gives chapters the opportunity to connect with these important people in meaningful ways. Chapters are encouraged to sponsor at least one program or outreach effort to alumni each year.

7. COMMUNITY SERVICE/SERVICE LEARNING PROJECTS
   The act of serving others is one of the cornerstones of fraternities and sororities. Therefore, chapters are expected to create opportunities for each of their members to engage in three hours of service. In order to fulfill this category, the chapter should submit a total number of service hours that equals five times the chapter's membership. Chapters that go above this minimum will be eligible for the "exceeds expectations" category. It should be noted that community service is defined here as direct, hands on service as opposed to philanthropy/fundraising, which is not considered a fulfillment of this expectation.

8. FACULTY/STAFF OUTREACH PROGRAM
   The University of Maryland is rich with resources in the form of faculty, staff, and other community members whose presence significantly enhances the student experience. This

expectation provides chapters with the opportunity to tap into these resources and create a program for their membership that allows for meaningful interactions with these people.

9. HEALTH AND WELLNESS
    Students' wellbeing is important to their holistic development and impacts their academic success as well as the life of the chapter. In order to best support their members, chapters are encouraged to sponsor at least one health and wellness program each year to promote healthy living.

10. NON-GREEK COLLABORATION PROGRAM
    Each chapter should co-sponsor a program each year with a non-Greek campus organization. Programs can be educational, cultural, philanthropic, or social (non-alcoholic) in nature and can be combined with other programming or service requirements in this document. This expectation gives chapters the chance to forge connections and relationships in a mutual sharing of knowledge and appreciation of different experiences.

11. PARENT/FAMILY PROGRAM
    Parents and family members often provide a meaningful level of support to students and can enhance the college experience. Chapters should recognize the importance of these people and find ways to engage and educate them about the fraternity/sorority experience.

12. PERSONAL DEVELOPMENT PROGRAM
    The personal development of each chapter's membership should be of paramount importance. Many chapters have membership development programs in place that address the broad range of issues, challenges, and interests students face during college. Each chapter should host a program each year to demonstrate their commitment to personal development. The purpose of this program is to prepare members for life after college.

13. VALUES CLARIFICATION PROGRAM
    Fraternities and sororities are each founded on fundamental values that represent the ideals for which members should strive. While not all founding values are the same, each chapter should make it a priority to educate the membership about their respective founding values. While it is our hope that all educational programs address the chapter's founding values, this program should specifically address the importance of the values. To that end, each chapter should host a program that discusses the importance or relevance of one or more of the chapter's founding values for their members.

PROGRAM ASSESSMENT

In an effort to further recognize a chapter's contributions to the campus and community, DFSL has developed three levels of distinction for the highest performing chapters. These levels of distinction ultimately serve to further identify successful programs held by chapters.

When chapters submit program event evaluation forms for each of the programming categories, the program will be assessed and approved by a council advisor. Utilizing the *Chapter Expectations Programming Levels of Distinction* rubric, the council advisors will categorize each

program into one of three levels of distinction—bronze, silver, or gold—based on criteria for participation, collaboration, innovation, intention, and completion.

At the end of the academic year, a chapter's programming, including the distinction level for each program, will be compiled in order to determine an overall distinction level for the chapter's efforts. Chapters can be recognized as:

- **Exceeds Expectations, Gold Chapter**
  o Completes programs in all 13 categories with a minimum of 7 gold programs, 3 (or more) silver programs, and no more than 2 bronze programs

- **Exceeds Expectations, Silver Chapter**
  o Completes programs in all 13 categories with a minimum of 7 silver (or higher) programs

- **Exceeds Expectations, Bronze Chapter**
  o Completes programs that meet the standard expectations for all 13 categories

Our hope is that chapters focus on a few program categories each year to work their way up to completing thirteen (13) innovative and intentional programs that significantly impact the campus and local communities and provide a positive learning experience for chapter members.

ATTENDANCE REQUIREMENTS

While sponsoring and co-sponsoring programs is important, there are other responsibilities chapters have as part of the fraternity and sorority community. Sending representatives to appropriate meetings, programs, and events on campus is also a significant component of developing a supportive community.

Chapters must fulfill six (6) of seven (7) attendance requirements to be placed in the "meets expectations" category. Chapters with 8-15 that are granted a reduced attendance requirement must fulfill five (5) of seven (7) attendance requirements to be placed in the "meets expectations" category.

1. ANNUAL MEETING
   Each chapter must complete an Annual Meeting with their respective DFSL Advisor at the time their chapter transitions leadership positions. This meeting should include the chapter advisor, faculty advisor, and members of the chapter executive board. It is also recommended to include the house director/fraternity resident director (for chapters with houses). The chapter is responsible for scheduling this meeting and for completing all pre-meeting materials provided by DFSL staff in advance.

2. FALL MARYLAND GREEK LEADERSHIP CONFERENCE
    Each Fall, DFSL hosts the Maryland Greek Leadership Conference, a day-long conference where students can choose different sessions to attend in order to build their leadership skills. The chapter President, Chapter Expectations chair, House Manager (if applicable), Risk Management officer, and other select officers are required to attend but chapters are encouraged to send additional members. If the chapter president is unable to attend the retreat, a member of the chapter executive board must serve in their place. There is also a mandatory fee, regardless of attendance, each chapter is expected to pay.

3. SPRING GREEK LEADERS' RETREAT
    Each Spring, DFSL hosts a leadership retreat for all chapter presidents and the governing council executive boards. Each chapter president must attend. If the chapter president is unable to attend the retreat, a member of the chapter executive board must serve in their place. There is also a mandatory fee, regardless of attendance, each chapter is expected to pay.

4. FALL & SPRING NEW MEMBER CONVOCATION
    Each semester, DFSL hosts a convocation for all new members. Attendance is required for all students involved in a fraternity or sorority new member process at the time of the convocation. Students who join a fraternity or sorority after the convocation has occurred must attend the next semester. New Member Educators/Intake Coordinators must also attend.

4. FALL AND/OR SPRING NEW MEMBER EDUCATOR WORKSHOP
    Fraternities and sororities often struggle to identify appropriate activities for new members and interests to participate in as part of the new member program. Therefore, it is required that each chapter sends its New Member Educator / Intake Coordinator to a training program sponsored by DFSL. If the New Member Educator / Intake Coordinator is unable to attend the training, then a suitable executive board officer can attend in their place. Chapters that do not comply with this expectation will not be allowed to host intake/recruitment the following semester.

6. CHAPTER LIAISON TRAINING FOR SEXUAL ASSAULT PREVENTION
    Each chapter is required to send one person each year to a chapter liaison training for sexual assault prevention. This training will teach participants about sexual assault prevention as well as resources on campus and will be offered at least once each fall and spring semester.

7. DIVERSITY & INCLUSION OFFICER TRAINING
    Each chapter must send at least one person each year to attend diversity and inclusion officer training. This training will provide ideas and resources for educating about diversity and inclusion in the officer's respective organization and beyond. The training will be offered at least once each fall and spring semester.

CATEGORIES OF COMPLIANCE

Chapters are expected to comply with all expectations as outlined in this policy. Failure to do so may result in restricted privileges and/or loss of recognition. These expectations should not, however, negatively impact a student leader's ability to achieve academically. Therefore, chapters with fewer than fifteen (15) members have the ability to propose reduced requirements if the burden of fulfilling the expectations has the possibility of negatively impacting students' academic performance.

At the conclusion of each academic year, chapters will be placed in one of the following categories for each area (paperwork, programming, and attendance). Failure to achieve at least "meets expectations" status in each area will result in an overall category of "below expectations."

1. EXCEEDS EXPECTATIONS
To be in the Exceeds Expectations category, chapters must comply with all standards at all times and meet all respective deadlines.
- 5 of 5 Paperwork requirements plus additional facility requirements
- 13 of 13 Programming requirements including the four required program areas
- 7 of 7 Attendance Requirements

Chapters that meet this standard will be recognized on the DFSL website.

2. MEETS EXPECTATIONS
In order to meet the basic expectations of being a recognized fraternity or sorority, chapters must have completed the following requirements by the stated deadline:
- 4 of 5 Paperwork requirements plus additional facility requirements
  Chapters that submit paperwork past the deadline will be granted "compliance" status provided they submit the component within 24 hours of the posted due date. These chapters will not, however, be eligible for exceeds expectations classification.
- 8 of 13 Programming requirements including the four required program areas
- 6 of 7 Attendance requirements

3. BELOW EXPECTATIONS
Chapters will be placed in below expectations if they have **failed to complete** any or all of the following:
- 4 of 5 Paperwork requirements
- 8 of 13 Programming requirements, including any of the four required program areas
- 6 of 7 Attendance requirements

Chapters in the below expectations category may have restrictions/conditions for continued recognition. The conditions/restrictions *can* include:
- educational programming
- no social events for one semester or one academic year (on or off campus)

- cannot participate in Homecoming/Greek Week on any level
- cannot participate in intramurals for one semester or one academic year
- cannot participate in some or all Step Shows
- required completion of a Membership Success and Renewal Plan
- required mid-year review
- other conditions will be determined on a case by case basis

Conditions for the chapter's continued recognition will be provided in their annual recognition letter prior to the start of the academic year.