



Pillars of Achievement and Excellence Program

"Every success is built on the ability to do better than good enough."
-Anonymous

The Fraternity and Sorority Life (FSL) community at Sam Houston State University has had a long and rich history, dating back to 1959. Since that time, fraternities and sororities have had a continued and active presence on campus. The University is supportive of the goals and ideals of the fraternity and sorority community, which complements the motto of the institution, "The measure of a life is its service". These ideals include academic achievement, personal development, leadership, campus involvement, community service, and civic responsibility.

In addition to the minimum expectations to achieve Good Standing, chapters can achieve excellence through deeper engagement in FSL and university programs. Chapters can achieve excellence in four pillars, or areas of focus. Chapters that earn medals(s) of Achievement and Excellence will be recognized at the end of each academic year. The "Pillars of Achievement and Excellence" Program at SHSU aims to challenge the FSL community and its membership to live up to these common ideals upon which our respective organizations were founded. The "Pillars of Achievement and Excellence" program will challenge all SHSU FSL students to have integrity-steadfast adherence to the oaths we took as we make lifelong commitments to our respective organizations.

The "Pillars of Achievement and Excellence" Program serves to assist the University FSL community in general and each chapter in functioning at the highest level of success and excellence possible. The program serves to assess chapters on best practices standards to be viable and successful members of the University FSL community and of their inter/national organizations. The program also intends to help provide for the best possible experience for individual members.

In addition, the University understands that FSL achievements and excellent chapters often go unnoticed; therefore, the "Pillars of Achievement and Excellence" program serves as a tool to publicly recognize high performing chapters.

I. FOUR PILLARS OF FSL OVERVIEW

The four pillars of FSL reflect the values members of the SHSU FSL community strive to uphold. Concentrating on these four important areas ensures that FSL members will be versatile individuals ready to successfully handle their world during and beyond their collegiate years.

- **Academic Excellence** – A vital aspect of FSL membership at Sam Houston State University. Scholastic standards are important for each individual fraternity or sorority as well as the FSL community. Programming, incentives, recognition, and ongoing support are provided to help the FSL community pursue academic success. Academic achievement is the reason students are at SHSU; fraternities and sororities are constructed to help their members meet that goal.
- **Lifelong Connections and Member Development** – Joining a fraternity or sorority is about making lifelong relationships that carry-on beyond the boundaries of ordinary friendships. Bonds of brotherhood and sisterhood are created within an organization and provide SHSU FSL with a home away from home, guidance, career networking, and a sense of community. FSL members enjoy lifelong bonds and connections with friends that can provide support in life's momentous occasions and celebration in life's accomplishments.
- **Leadership** – Developing leaders today for life after college is an essential part of FSL involvement. FSL members participate in a variety of programs that provide leadership advancement. There are many ways to be a leader in SHSU's FSL community, including chapter and/or council officer positions, national or regional leadership conferences, campus-based leadership opportunities, motivational guest speaker workshops, and committee involvement.
- **Service** – An integral value at SHSU and the backbone of FSL involvement at the institution. It is perhaps the most honorable of the pillars, as members are given opportunities to participate in hands-on volunteer work, as well as engage in philanthropic events to raise money for charitable organizations. These opportunities ensure that FSL members leave a positive lasting impression on their community and build continuous habits of giving back.

II. **PROGRAM ACHIEVEMENT & EXCELLENT LEVELS**

CATEGORY ACHIEVEMENT AND RECOGNITION

Chapters will receive a certificate of achievement when 50 or more points are accumulated in any individual category.

OVERALL CHAPTER EXCELLENCE LEVELS

BRONZE: Chapters whose total points accumulated is between 50 – 99 points and has a minimum of 50 points in at least 1 category

SILVER: Chapters whose total points accumulated is between 100 – 149 points and has a minimum of 50 points in at least 1 category

GOLD: Chapters whose total points accumulated is between 150 – 199 points and has a minimum of 50 points in at least 2 categories.

PLATNIUM: Chapters whose total points accumulated exceeds 200 points and has a minimum of 50 points in at least 3 categories.

III. PROGRAM CATEGORIES

ACADEMIC EXCELLENCE

Excellence in Academic Excellence- achieved by an accumulation of 50 points or more

- Submit annual chapter goals and objectives by designated date (max 4 goals) – 5 points
- Chapter Goals Met- 5 points for each goal met (max 20 points)
- Host or attend up to 2 academic related educational events/workshops (5 points each; 50% member participation)
- Academic Organization/Program Involvement
 - 10% of chapter involved – 10 points
 - 20% of chapter involved – 15 points
- Overall Chapter GPA at or above all SHSU GPA per semester
 - Meets all SHSU GPA – 5 points
 - .2 above all SHSU GPA = 10 points total
 - .3 above all SHSU GPA = 15 points total
 - Any chapter with GPA at or above 3.0 – 20 points
- New Member GPA at or above 2.75 semester of initiation – 10 points

LIFELONG CONNECTIONS AND MEMBER DEVELOPMENT

Excellence in Member Development and Lifelong Connections - achieved by an accumulation of 50 points or more

- Chapter host or attend educational events/workshops of their choosing
 - 5 points each; 50% member participation; 25 points max
- Create and send newsletter to alumni = 5 points per letter (max 10 points)
- Create and Implement a Chapter/ Alumni mentorship program – 20 points
- Hosting Alumni Event= 10 points (max 20 points)
 - For example: Homecoming, Founders Day, Football Game
- Attendance at university events (40% in attendance) – 5 points (20 points max)
- 70 % New Member Retention from initiation to the end of the following semester = 20 points
- Chapter Participation in SHSU Career Fair or Career Success Services sponsored event (30% attendance) = 10 points
- Chapter Participation in FSL Experience Survey
 - 50% of chapter completed survey – 5 points
 - 70% of chapter completed survey = 10 points total
 - 90% or more of chapter completed survey = 15 points total

LEADERSHIP

Excellence in Leadership - achieved by an accumulation of 50 points or more

- Host Fall or Spring Chapter or Executive Board Leadership Retreat – 10 points
- Chapter attendance/ participation in organization's leadership, regional or national conference = 10 points (cap at 20 points)
- Awards/ Recognition= 5 points each (cap at 15 points)
- Member involvement as Officer, Management, Internship positions in organizations outside of FSL (20%) = 10 points
- Host or attend up to 2 leadership related educational events/workshops (5 points each; 50% member participation)
- Organization Involvement
 - 20% chapter involved= 5 points
 - 40% chapter involved= 10 points
 - 25% new member involvement = additional 5 points

SERVICE

Excellence in Service- achieved by an accumulation of 50 points or more

- Community Service Hours (average annual chapter membership x 15 hours= total hours per year)
 - 20 points
- Philanthropic Donations (average annual chapter membership x \$15 dollars= total donations amount per year)
 - 20 points
- Chapter participates in at least one service or philanthropic event sponsored by university, another chapter, student group, or non- profit organization= 5 points (max 10 points; 40% attendance)
- Chapter collaborates/co-sponsors at least one service or philanthropic event sponsored by another chapter, student group, or non- profit organization= 5 points (max 10 points; 40% attendance)
- Additional Community Service Hours
 - Average annual chapter membership x 20 hours= total hours per year
 - additional 5 points
 - Average annual chapter membership x 30 hours= total hours per year
 - additional 10 points
- Additional Philanthropic Donations
 - Average annual chapter membership x \$20 dollars= total hours per year
 - additional 5 points
 - Average annual chapter membership x \$30 hours= total hours per year
 - additional 10 points

IV. PROGRAM FEEDBACK AND DEVELOPMENT

At the end of every Spring semester, all chapters must schedule a consultation/ coaching session with a professional FSL staff member. During this meeting, chapters will have the

opportunity to discuss their individual strengths and challenges in implementing the program standards. Following the meeting, chapters have an opportunity to submit recommendations in writing to the FSL Oversight Committee. The FSL Oversight Committee will review all submissions and send any recommendations to the Dean of Students or designee for final approval.